



Four Keys to Increasing the Payroll Profile

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1

Prioritize Professional Development

- Pursue and promote certifications CPP, FPC, PHR, etc.
- Join your local APA
- Subscribe to payroll newsletters and blogs or write one yourself
- Participate in payroll discussions on APA Listserv and LinkedIn

2

Think and Act Strategically

- Audit current payroll practices and assess their impact in the areas of effectiveness, cost, and compliance
- Consider the value of the data you manage- determine if it is being used to help your organization better understand how money is spent
- Change it up- be open to new technologies and products that could improve overall efficiencies or provide additional services not currently offered
- Partner with HR to attain a better understanding of the organization's strategic direction and to ensure your goals are aligned

3

Spearhead a Pet Project

- Create an open flow of information and cooperation by spearheading a project that has obvious overlap between Payroll, HR and Finance.

4

Prioritize Your Payroll Team's Training

- Manage a yearly training program for your payroll specialists
- Professional seminars, technical training in the advanced use of payroll and attendance systems, project management training, soft skills seminars, professional forums are examples of topics that such a training program should include
- Promote their accomplishments and put their newly acquired skills to use for everyone to see

About the Author: A dedicated leader with eighteen years of experience in the field of payroll outsourcing, Jo McClure, CPP currently holds the position of Director of Payroll Administration at Axcet HR Solutions. Axcet HR Solutions is a professional employer organization- PEO- which manages the human resource functions for small to medium-sized companies, providing services in the areas of employee benefits, payroll processing, risk management and organizational development.



About Axcet HR Solutions

Axcet HR Solutions is an IRS-certified PEO serving the Greater Kansas City Metro area since 1988. We provide professional Human Resources, benefits, payroll, safety, and worker's compensation services to small- to medium-sized business. Our mission is to empower small business owners with the time, confidence, and security to focus on their core business and not complex, confusing, and cumbersome human resource responsibilities.

For more on Axcet HR Solutions visit www.axcethr.com



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