

Welcome back for another exciting Q1! We hope this new year finds you happy, healthy, and ready to take your employee experience to new heights. As usual, we're here to support you every step of the way, including with this newest collection of important events, observances, and ideas to keep everyone on your team engaged and thriving. Of course, if you have questions about anything here, suggestions on ways to improve, or would like more info, you can reach us at any time. Just send us a quick note at [hello@workcrowd.com](mailto:hello@workcrowd.com).

## Q1 Notable Months & Weeks

### January

- Home Office Safety & Security Week (2nd wk)
- Blood Donor Month
- Braille Literacy Month
- Hobby Month
- Mentoring Month
- Poverty in America Awareness Month
- Slavery & Human Trafficking Prevention Month

### February

- African Heritage & Health Week (1st wk)
- International Networking Week (1st wk)
- World Interfaith Harmony Week (1st wk)
- Random Acts of Kindness Week (wk of the 17th)
- American Heart Month
- Black History Month
- Cancer Prevention Month
- Ethnic Equality Month

### March

- Invest in Veterans Week (1st wk)
- International Women's Week (1st wk)
- Week of Solidarity Against Racism (begins on the 21st)
- Craft Month
- Credit Education Month
- Developmental Disabilities Awareness Month
- Gender Equality Month
- Nutrition Month
- Women's History Month

## Q1 Notable Days & Holidays

### January

- 1 – New Year's Day
- 4 – World Braille Day
- 7 – Orthodox Christmas
- 8 – Career Coach Day
- 8 – Clean Off Your Desk Day
- 14 – Orthodox New Year
- 15 – Makar Sankranti
- 15 – Martin Luther King, Jr. Day
- 17 – Mentoring Day
- 24 – Tu B'shevat begins
- 25 – Mahayana New Year
- 27 – Have Fun at Work Day
- 28 – Data Privacy Day
- 28 – Global Community Engagement Day

### February

- 1 – National Freedom Day
- 2 – Candlemas
- 6 – Lailat al Miraj begins
- 10 – Lunar New Year
- 14 – Valentine's Day
- 15 – Nirvana Day
- 16 – Caregivers Day
- 17 – Random Acts of Kindness Day
- 19 – Presidents' Day
- 20 – Day of Social Justice
- 20 – Leadership Day
- 22 – Ash Wednesday
- 23 – Magha Purnima
- 29 – Leap Day

### March

- 1 – Zero Discrimination Day
- 1 – Employee Appreciation Day
- 6 – Employee Benefits Day
- 8 – International Women's Day
- 14 – All Women's Equal Pay Day
- 17 – St. Patrick's Day
- 19 – Nowruz begins
- 21 – Day for the Elimination of Racial Discrimination
- 23 – Purim begins
- 25 – Holi begins
- 25 – Day of Remembrance of the Victims of Slavery
- 31 – International Transgender Day of Visibility



# Programming Ideas for Your Team

## Be Resolute on Resolutions

Help employees actually achieve their New Year's resolutions by:

- Hosting a full day of training opportunities for Leadership Day
- Offering healthy snacks and meals in the office during Nutrition Month
- Taking advantage of Have Fun at Work Day to build connections and help your people feel happier

## Don't Hate, Appreciate

Foster kindness and gratitude this quarter by offering employees:

- Treats, events, gifts, or even a day off for Employee Appreciation Day
- Service and community-building opportunities on or around MLK Day
- A slate of activities during Random Acts of Kindness Week to increase connection, engagement, and fun

## Honor Black History Month

While these initiatives can and should run all year, highlight this month by:

- Bringing in anti-racist speakers and trainers to educate employees
- Hosting book and/or film discussions centering Black authors and the Black lived experience
- Donating to and volunteering with orgs that support Black communities

## Honor Women's History Month

While these initiatives can and should run all year, highlight this month by:

- Offering career development sessions designed to help women advance
- Exploring opportunities to make your benefits package more flexible and supportive for women
- Recognizing Women's Equal Pay Day with a plan to achieve pay equity

## Maximize Your Investments

Employees are your most important investment, so make the most of it by:

- Using Mentoring Month to set up or accelerate your current program
- Offering learning and development opportunities for Networking Week
- Building in new supports for veterans and expanding veterans hiring initiatives for Invest in Veterans Week

## Give Back to Get Back

Do well by doing good this quarter by organizing social impact activities e.g.:

- An organization-wide volunteer day on Community Engagement Day
- Fundraising challenges during Poverty Awareness Month
- Educational sessions to build understanding and solidarity on Social Justice Day

# Krowd Korner

## Retention Reimagined

After all the upheaval of recent years, retention is the name of the game for a lot of organizations. Which makes sense, since turnover is incredibly costly in terms of engagement, company culture, and of course, time.

Starting some new krowds can not only help bolster your current retention efforts, but ensure that you gain better insights into what is and isn't working thanks to the real-time analytics. Consider launching krowds such as:

### Career Corner

It's no secret that employees today want learning and development opportunities. Make it easy for them to level up in their roles and the organization by aggregating all you offer in one convenient spot.

#### Recent blog posts on [workrowd.com](https://workrowd.com)

[7 tips to make the hybrid work model work for your team](#)

[The HR burnout is real: 10 ways to take care of yourself](#)

[8 workplace accommodations for depression and anxiety](#)

### Meet & Greet

You know that the first 30 days of an employee's tenure are especially important. If you're not intentionally helping them build real connections with colleagues, you're overlooking a key retention opportunity. Set up a dedicated space where team members are encouraged to chat.

### Command Central

Want to make employees' days more efficient and reduce frustration? Give them easy access to important info in a single, always available place. No one wants to waste time digging for forms or trying to figure out where to ask a question, so delight your team with one-stop shopping.


### Sound Mind, Sound Body

Ensuring employees are well, both mentally and physically, can go a long way towards keeping your workforce thriving. Up the ante with a space for all your wellness offerings, from classes to perks and benefits.

There's more where this came from! This is just a sneak peek into what Workrowd users can access to help them drive impact for every employee. If you're interested in learning more, here's how to find us:

 [workrowd.com](https://workrowd.com)

 [hello@workrowd.com](mailto:hello@workrowd.com)

 (929) 390-1773

 in [@workrowd](#)

