



Stay HR Savvy with HR Elements®

Welcome to the UBA Partner Firm exclusive monthly newsletter, delivering insights into timely human resources and employee benefits topics.

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Dear HR Manager,

Over the past year, several team members have stepped up—leading meetings, mentoring junior colleagues, and driving critical projects. Despite this, their titles and compensation remain the same. A few have started to voice concerns, and I’m sensing growing frustration.

Failing to address this now could compromise retention and employee well-being. How can we acknowledge these added responsibilities, ensure people feel valued, and prevent quiet promotions from eroding trust?

– Managing a Stretched Team

Dear Managing a Stretched Team,

[Quiet promotion](#) happens when an employee gradually takes on significantly more responsibility without a corresponding title change, salary adjustment, or formal recognition. While it’s often unintentional—and sometimes even viewed as a vote of confidence—quiet promotion can cause resentment. To address it thoughtfully, consider these strategies.

Recognize the Shift—Openly and Early

When someone steps into a more significant role, recognition shouldn’t wait. Even if a formal promotion isn’t immediately possible, timely conversations matter. Acknowledge the expanded responsibilities, offer short-term

incentives when appropriate, and set a clear timeline for a formal review. Transparency keeps employees from feeling taken for granted.

Clarify Advancement Criteria

Quiet promotion often highlights a gap in the way career growth is communicated. Make your promotion criteria and timelines visible to both employees and managers. Be clear about what qualifies someone for a new title or raise. When expectations are clear, it's easier to prevent frustration and misalignment.

Support Managers in Navigating Growth

Most quiet promotions happen without ill intent—they emerge from evolving roles and fast-moving priorities. However, managers need guidance to navigate those transitions fairly. Encourage regular check-ins about the scope of work, document changes in responsibilities, and flag when workloads exceed what a current title suggests. HR can also help by reviewing trends in job creep and ensuring pay equity.

If handled intentionally, a quiet promotion can become a defining career moment—not a trigger for disengagement or departure. You can turn behind-the-scenes growth into meaningful, career-building recognition.

– HR Manager

Workplace Culture | Rethinking Career Progression Paths

Internal promotions have long been considered the primary route for professional advancement, but new data shows that job-hopping has become the dominant method for career growth. As traditional corporate ladders flatten and development stalls, employees choose to leave rather than wait. To retain top talent, employers must rethink how they approach career development and advancement.

Why Internal Mobility Is Stalling

Most workers are not advancing within their current organizations. An analysis by ADP found that [75% of employees leave before receiving a promotion](#).

Research supports this trend, showing that [58% of employees changed jobs in the past five years rather than wait for advancement](#).

This shift reflects growing frustration with limited visibility into career paths and delayed recognition. As a result, external moves are increasingly viewed as the most effective way to progress professionally. To reverse this trend, employers need to focus on three key areas: increasing access to upskilling, clarifying promotion criteria, and creating a culture where growth is expected—not exceptional.

Increase Access to Upskilling

Employees often leave because they feel their current roles lack growth. Employers can address this by offering structured learning paths, cross-functional experiences, and project-based opportunities that build new capabilities and prepare employees for future roles.

Clarify Promotion Criteria and Timelines

Employees are more likely to stay when they understand what it takes to move up. Establishing clear promotion tracks, documenting expectations, and encouraging regular growth conversations can reduce uncertainty and build trust.

Create a Culture That Prioritizes Growth

Workers who feel supported in their development are significantly more likely to stay and recommend their organization to others. Prioritizing internal mobility, celebrating progress, and making advancement opportunities visible across departments can strengthen engagement and long-term retention.

The Future of Retention: Career Development First

With job-hopping on the rise, a reactive approach to promotions is no longer enough. Supporting internal career growth, expanding access to meaningful skill-building, and maintaining transparency around advancement are now essential. Companies that embrace these strategies will be better positioned to attract and retain top talent.

Employee Benefits | Prioritizing Pet Insurance

Offering pet-related benefits—especially pet insurance—is becoming a meaningful way for employers to attract and retain talent. As more employees advocate for support beyond traditional employee benefits, pet insurance has emerged as a sought-after perk that reflects a modern, responsive workplace culture.

[Fewer than half of employees feel appreciated at work, and most say they'd feel more valued if their employer offered benefits that matter to them.](#)

Covering Real-Life Costs

Many employees now expect benefits that reflect their everyday responsibilities, including caring for their animals. Currently, [66% of U.S. households owns a pet.](#)

Pet insurance plans typically cover unexpected expenses like surgery, medication, and emergency treatment—helping employees avoid financial strain when veterinary bills arise. Pet insurance may seem small, but offering it—at a discount or as a covered benefit—is an innovative, intentional way to reflect employee priorities.

Enhancing the Employee Experience

Pet-related benefits may not top every employee's list, but they play a growing role in how employees evaluate their workplace.

[In one study, 64% of pet owners said offering paid time off for pet emergencies would influence their decision to choose one employer over another. 57% said they've used their sick days or PTO to care for a pet, showing a clear gap between need and policy.](#)

Providing help with boarding logistics or building flexibility to manage pet care needs shows respect for employees' lives—and reinforces a culture that acknowledges how people live and what they value.

Aligning Benefits with Everyday Life

Employees are drawn to employers that recognize real-life responsibilities.

[62% of pet owners say that the cost and logistics of pet boarding have influenced their decision to take time off, and 67% are interested in taking time off when welcoming a new pet.](#)

These insights suggest that even modest accommodations can make a meaningful difference in helping employees feel supported. While not every benefit will appeal to everyone, the ability to choose support that fits their situation—like pet insurance—signals that the company is paying attention. These offerings don't just build goodwill—they help attract and retain top talent.

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