

# 4 TIPS for Managing Open Enrollment During Disruptions

Flexibility and communication can help employers and employees navigate unprecedented open enrollment periods.

1

**Evaluate your benefits strategy.** While you may want to limit change, remember to also think strategically during planning meetings. If keeping the status quo contradicts your long-term plans, consider creative, cost-effective ideas.

2

**Confirm your process.** Is your open enrollment process passive or active, manual or automated? Changes to your HRIS or platform can disrupt or delay established workflows.

3

**Utilize a pre-enrollment campaign.** Highlight upcoming changes and provide experts to guide employees to make the best decision for their circumstances. This help can come from your broker or employee advocacy team.

4

**Maximize accessibility.** Providing different methods of enrollment helps meet employees where they are most comfortable, whether in-person meetings or your workforce's preferred digital platform.

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Your benefits consultant should be a trusted advisor to help ensure disruptions don't topple your open enrollment process.



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