

SOCIETY for



# THE RESOURCE

JAYHAWK CHAPTER

Lawrence, KS #486

October 2009



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## President's Message

Dear Members:

As we enter into the fourth quarter of the year, many of us are diving into major projects that concern budgets, benefits and compensation. A great resource in helping you tackle these major projects is the SHRM website.

Being a national member of SHRM has its benefits! You not only have the latest news about legislative updates and legal issues that may affect your company and its employees, but you also have access to a variety of templates and toolkits to help make your life a tad bit easier in the HR department.

For those of you new to the HR field, there are step-by-step instructional guides and samples that will walk you through the practical process of how to complete day-to-day Human Resource tasks. Take advantage of the information that is available to you through SHRM.

Locally, the Jayhawk Chapter of SHRM is preparing for year end as well. The Chapter will hold its annual Strategic Planning Meeting this month to go over its accomplishments and to plan for a smooth transition into the new year.

I know that there will be some great opportunities to serve on the board in 2010. If you are interested, please contact me or Ryann Pem to learn more about positions that may be available!

Ann Connor, President  
Jayhawk Chapter of SHRM



## October 13th Luncheon Meeting

Mental Health First Aid: Skills for Human Resource Professionals"

By Pat Roach Smith, Chief Operations Officer  
Bert Nash Community Mental Health Center

Objectives include:

§ Learn the prevalence of mental health disorders and the impact on the workplace

&

§ Recognize how MHFA helps the HR professional support someone in a mental health crisis or someone with a mental health concern

## November 10th Luncheon Meeting

### ACCELERAction

#### The 3 Reasons to Use LinkedIn

Why should an HR Professional use LinkedIn? Have you identified your goals for using LinkedIn? Do you understand the strategies that will best help you accomplish them? This program is designed to help you do just that. First we review three high-level goals for participating in LinkedIn – To build visibility, credibility and relationships. Then we provide you with some strategies that will help you turn those goals into action in order to enhance your resources/education/networking with other HR professionals, aid in recruiting, and develop individual and organizational presence on the internet. This program is designed to be informative and interactive – So bring your questions.

Amy Hoppenrath is a Principal at AccelerAction, a firm that specializes in working with business to business and professional service firms to help them build awareness, generate leads, and attract new clients. Check out her LinkedIn profile -- <http://www.linkedin.com/in/amyhoppenrath>

#### Speaker Introduction

Amy Hoppenrath is a Principal at AccelerAction. AccelerAction is the only agency in Kansas City dedicated to fueling successful professional services firms by creating powerful branding messages, developing strategic lead generation campaigns and driving business development programs.

Amy believes that social networking is an important marketing strategy that professionals today should not overlook. Therefore, this past year she began teaching people how to capture the power of LinkedIn to accelerate their business development efforts. She helps professionals learn everything they need to know about LinkedIn from developing their profile to building their network strategically to using it for business development efforts.

Today, she will give us an overview of the key ways in which you can use LinkedIn to accelerate your business development efforts.

To register for either of these events, please visit our website at

[UpComing Events](#)

## TOASTMASTERS!

• People appreciate employers who invest in their personal development, and businesses benefit when their employees add to their leadership and communication skills. With 226,000 members in 90 countries, Toastmasters clubs are a fun and efficient way to learn to express your ideas at the drop of a hat, conduct effective meetings, hone management skills and accept feedback more objectively. A Black & Veatch executive recently told me he started 6 Toastmaster clubs there because it was so valuable to the company!

• **When & Where?** The meetings are Thursdays at lunch time, and run promptly from Noon to 1:00 p.m. We meet at the downtown branch of the Douglas County Bank, where there is free parking at the North end of the parking lot on 8th and Kentucky. We have a nice Meeting Room downstairs, and you are welcome to bring your lunch.

• **What Goes On?** Each meeting, club members take turns conducting, speaking, evaluating, timing, or filling another role that helps develop leadership and communication skills of each member. Every member's first speech is the "Ice Breaker" where they introduce themselves and receive a standing ovation. Other speeches are given on topics from one of the Toastmasters workbooks, and range from short, fun, extemporaneous speeches of 1 to 2 minutes max, to 7 minutes presentations on Leadership and Communications skills! There's always lots of applause, and everybody learns from hearing, evaluating, and presenting the speeches.

• **Cost** The new member package is \$20 and dues are \$27.50 for 6 months. Dues are subject to change and we are looking into providing lunch at an additional cost, but we will vote on that at an upcoming meeting.

• There are opportunities to participate in chapter leadership, and guests are always welcome. For more information why don't you bring a friend to the next meeting and see what it's like?! (Or try: [www.Toastmasters.org](http://www.Toastmasters.org), YouTube "Toastmasters", or contact Peter at [psteimle@sedonagroup.com](mailto:psteimle@sedonagroup.com) or 856-4123.)

• Peter Steimle  
• Volunteerism

## SEPTEMBER RECAP

*Diversity of Inclusion?  
by Kathy Slemp, SPHR*



• Demonstrated ways to accomplish inclusion while honoring diversity within the corporate setting.

# Business Seminar

## The Leader's Role in Creating Fulfilling Jobs: The Three Signs of a Miserable Job



Presented by

a company dedicated to helping businesses succeed.



National Presenter:

Russ Moen, SPHR, CPC, CTS

### About the Event:

If you attend any kind of social gathering, anywhere in the country, the topic of work is often a popular conversation piece. The stories told confirm that job misery is overwhelming. This spans all income levels, ages and geography. Some studies cite as many as 77% of people dislike their jobs costing employers up to \$350 billion annually in lost productivity.

We will discuss how leaders from leads, supervisors, managers and executives impact employee morale and job satisfaction. An employee's relationship with their direct manager is the most important factor to job fulfillment.

The three critical elements impacting job misery will be discussed

**Anonymity** - All employees have a desire and need to be known, understood and appreciated. Leaders must not allow their employees to see themselves as invisible, generic or anonymous.

**Irrelevance** - We all need to know that our job matters to someone. Anyone. Our employees must see the connection between their work and their company's mission.

**Immeasurement** - Employees need to be able to gauge their own level of contribution. They must be able

to identify their own successes and failures based on objective and quantitative measures.

Especially during difficult and uncertain economic times, we as leaders need to take a genuine interest in our people, remind them of the impact their work has on others and help them establish creative ways to measure and assess their performance. As all studies agree, employees don't quit companies, they quit bosses. If we have employees who are overwhelmed in job misery, we as leaders must take the responsibility to transition from job misery to job fulfillment.

### Event Details:

**Date:**

Thursday October 15, 2009

**Time:**

8:00 AM – 11:30 AM

**Location:**

Pachamamas Restaurant  
(New Alton Room)  
800 New Hampshire Street

**Seminar Cost:**

Free (\$50 value)

Stay for lunch for \$5.00

### About the Presenter:

With a career spanning over 30 years, Russ Moen has devoted his working life to helping companies manage their human resource activities. Today, Russ uses his HR expertise to support nearly 600 Express Employment Professionals franchises and their clients across North America. He also serves as the vice president of HR at Express' international headquarters. As a Senior Professional in Human Resources (SPHR), Russ provides training, consulting, problem solving, and legal research on a vast array of complex issues, including:

- Wage and hour compliance
- Performance management
- Co-employment
- Harassment
- EEO federal and state mandates
- Hiring and termination processes

**RSVP:**

Call 785-749-7550 or

e-mail [kate.turner@expresspros.com](mailto:kate.turner@expresspros.com)

by **October 9<sup>th</sup>, 2009**

**Note:**

**3 hours continuing education credits are available to SPHR and PHR members.**



*This seminar is an interactive session with each participant sharing examples and best practices of successful leadership qualities*

## University of Kansas Student SHRM Chapter are looking for speakers for their chapter meetings.

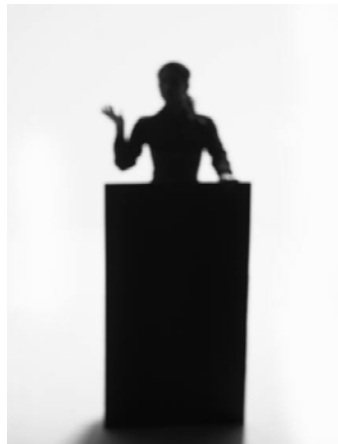
There are two different opportunities for which you could commit:

1) We are looking for an individual speaker or speakers to speak on October 27, November 10th & 24th on any of the following topics or a topic of your choice. Recruit a friend and do a road show! Recruitment processes, benefits basics, training and development basics, safety & health, HR strategy, performance management in a work environment.

2) On October 13 we are looking for a panel of speakers who will talk to the students about their personal career development. They're looking for advice in interviewing & HR careers and would like to have their resumes critiqued.

All meetings are from 5:45 to 6:45 in Summerfield Hall at KU.

Please contact Kelly Calvert [kcalvert@theworldco.info](mailto:kcalvert@theworldco.info) or 832.7250 if you can carve out an hour to attend one of their meetings or have any questions!



## SHRM Foundation News:

### *Evaluating Human Resources Programs*

The SHRM Foundation has co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs. The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes. To order a copy of *Evaluating Human Resources Programs*, visit the SHRM Store online ([www.shrmstore.shrm.org](http://www.shrmstore.shrm.org)).

## VOLUNTEERS NEEDED!

### Community Career Connection

The Community Career Connection is being held on Friday, October 23<sup>rd</sup> from 10:00 AM to 2:00 PM. This event is a community-wide job fair and series of workshops geared toward helping the unemployed in our community. For more information about the event, go to [www.communitycareerconnection.com](http://www.communitycareerconnection.com).

There are several volunteer opportunities still available. We need help with everything from set-up to tear-down. Most importantly, the HR Community can help in reviewing resumes and providing interview tips in a one-on-one setting. We had over 50 people seek help from SHRM members at our event in June. Please consider lending a hand to those in our community who need our help. For more information about volunteering, please contact Lori MacDonald at 842-1515 or [lori.macdonald@adeccona.com](mailto:lori.macdonald@adeccona.com).

- Lori McDonald, Foundation Activities

## Apply for 2009 Foundation Scholarships

October 15 is the deadline to apply for the 2009 graduate and undergraduate scholarship program funded by the Society for Human Resource Management (SHRM) Foundation. Four recipients will receive \$5,000 each to apply to graduate studies, and 10 undergraduates will receive \$2,500 each.

The scholarship program is open to SHRM student members with a valid SHRM ID number as of October 15. Local student chapter members who are not SHRM members are not eligible.

Applications must be submitted electronically through the SHRM web site.

In addition to the completed form, applications must include a resume, two letters of reference and one page stating the applicant's interest in HR. The SHRM Foundation will notify winners before the end of 2009.

Criteria for judging applications:

- SHRM student chapter involvement and commitment to the HR profession (35 percent).
- Academic achievement (30 percent).
- Additional leadership and service activities or work experience (25 percent).
- Financial need (10 percent).

Applicants for the graduate student scholarship must be enrolled in a master's degree program and clearly pursuing an emphasis area in HR or an HR-related program, such as business, psychology or labor relations. They must have completed at least a 3.5 grad-point (GPA) on a 4.0 scale. Undergraduates must have a cumulative GPA of at least 3.0 and have completed at least one HR management course.

To apply for a SHRM Foundation student scholarship, visit <http://sapphire.shrm.org/Scholarships/Students/Education.aspx>.

Source: Article in HR Magazine - September 2009, page 116.



## Interested in Certification?

The Jayhawk Chapter Study group has started. The group meets every other Tuesday evening starting @ 5:30 pm and ends around 6:30 pm at The Lawrence Paper Company located at 2901 Lakeview Road, 1st floor. The next group will meet October 6th. Looking forward to seeing you there !!!!!

Contact Mary McKenzie, Chapter Certification Director, at [mmckenzie@douglascountybank.com](mailto:mmckenzie@douglascountybank.com)

## Words to Ponder

- Success usually comes to those who are too busy to be looking for it. - *Henry David Thoreau*
- Learn to get in touch with the silence within yourself and know that everything in this life has a purpose. - *Elisabeth Kubler-Ross*
- I've come to believe that each of us has a personal calling that's as unique as a fingerprint—and that the best way to succeed is to discover what you love and then find a way to offer it to others in the form of service, working hard, and also allowing the energy of the universe to lead you. - *Oprah Winfrey*
- Selfishness is not living as one wishes to live, it is asking others to live as one wishes to live. - *Oscar Wilde*



## Key Upcoming Dates in 2009

- Oct. 3 Changes to mental health parity become effective in 1st plan year on or after this date (or 1/1/10 for calendar year plans)
- Oct. 19 DOL plans to withdraw the new rules governing the filing of union annual reports that have been delayed to this date
- Nov. 1 Daylight Savings Time ends
- Nov. 8 DOL to abolish Employment Standards Administration
- Nov. 18 DOL has extended the effective date of the final rule on investment advice under the Pension Protection Act to this date
- Nov. 21 The employment provisions of the new Genetic Information Nondiscrimination Act takes effect
- Dec. 31 Employees involuntarily terminated after this date are not eligible for COBRA subsidy unless Congress extends deadline
- Jan. 1 Kansas minimum wage increases from \$2.65 to \$7.25 per hr.

## BOARD OF DIRECTORS

### President

Ann Connor  
aconnor@prosoco.com

### President Elect

Ryann Pem  
rpem@ci.lawrence.ks.us

### Vice President of Membership

Charlie Upton  
Charlie@hrbeninc.com

### Vice President of Professional Development

Kathy Perkins  
Kathy@kathy-perkins.com

### Vice President of Communication

**Website**—Jo Ann Williams  
jWilliams@hbengineerstk.com

**Newsletter** — Jenny Hiatt  
jennyhiatt@lpco.net

### Vice President of Finance

Ruth Pierce  
rpierce@allenpress.com

## COMMITTEE CHAIRS

### Certification

Mary McKenzie, SPHR  
mmckenzie@douglascountybank.com

### Diversity — Amy Carr

Amy.carr@LMH.org

### Foundation Activities

Lori MacDonald  
Lori.macdonald@adeconna.com

### Legislative Affairs

Frank Reed  
freeb@ku.edu >>> This is a new e-mail address!

### Recognition & Networking

Becky Gonzales, SPHR  
bgonzales@gcsaa.org

### Work Readiness

Diane Lewis  
dlewis@ljworld.com

### Student Relations

Kelly Calvert, SPHR  
kcalvert@theworldco.info

### Volunteerism

Peter Steimle  
PSteimle@SedonaGroup.com

## Finance

by Ruth Pierce



As of 9/01/09

Checking: \$6,384.23  
Pay Pal: \$7,470.25  
CD Investments: \$10,653.51  
Petty Cash: \$ 200.00  
**Overall Assets: \$24,707.99**

As of 9/30/09

Checking: \$5,805.67  
Pay Pal: \$7,527.00  
CD Investments: \$10,653.51  
Petty Cash: \$ 200.00  
**Overall Assets: \$24,186.18**

## KEEP US POSTED !!!

You can update your member information  
online at:

[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

The Resource—Jayhawk Chapter SHRM  
P.O. Box 442033, Lawrence, KS 66044

*" People might not get all they work for in this world, but they  
must certainly work for all they get. "*

*Frederick Douglass*

## 2009 Jayhawk Chapter of SHRM – Calendar of Events

Kathy Perkins, Vice President of Professional Development

### October 13

**"Mental Health First Aid,  
Skills for Human Resource  
Professionals"**

By Pat RoachSmith  
Bert Nash Community Men-  
tal Health Center

### November 10

To be announced

### December

No Regular Meeting



Social Activity

**Meetings are held on the second Tuesday of each month  
with**

**registration beginning at 11:10 am.**

**Buffet begins at 11:30 with presentation following from Noon  
to 1:00 pm at the Lawrence County Club, 400 Country Club  
Terrace, Lawrence, Kansas.**