

SOCIETY for



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

November 2009

MANAGEMENT

President's Message



Dear Members:

The month of November is a time for us to give thanks for the many things that we have accomplished throughout the year, and for the relationships that we have made, both personally and professionally. It is a time for us to be thankful for our friends, family, pets, for a roof over our head and food on the table.

It is also a time for me to give thanks to all of our members for supporting the local Jayhawk Chapter of SHRM, for volunteering to help those less fortunate and for providing encouragement and hope to those who have lost their jobs this year. Each and every one of you deserves a pat on the back and a big thank you for making our chapter so great!

It's a perfect time as well for me to encourage those of you who do not have your HR certification to go ahead and make the commitment! With the new eligibility requirements that take effect in 2011, there is no better time than the present to get your certification. So go ahead and make the commitment. There is still time this year and applying is as easy as 1-2-3.

You can quickly apply online at www.hrci.org.

Step 1: Go to www.hrci.org and create an online profile.

Step 2: Complete the application and submit payment.

Step 3: Schedule your exam appointment at a local testing center.

If you have questions about the exam requirements or application process, you can send an e-mail to info@hrci.org or call 1-866-898-4724.

November 13, 2009 is the late application deadline. A \$50 late fee will apply to all applications received between October 10 and November 13, 2009.

Wishing all of you and your families a safe and fulfilling upcoming Thanksgiving holiday!

Ann Connor, President
Jayhawk Chapter of SHRM



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Top 10 Reasons to Renew Your Chapter Membership for 2010

It's tough in today's fast-paced work environment to maintain top performance as a human resource management professional. You need all the help you can get! **RENEW YOUR MEMBERSHIP TODAY!** Here are some of the benefits you receive through your chapter:

10. **Exposure to other HR professionals and companies** revealing how other organizations handle various human resource situations, procedures, policies, etc
9. **Access to a network of professionals and specialists** providing HR information that might otherwise be difficult and/or expensive to obtain
8. **Opportunity to develop relationships and contacts** in other companies to share information on HR concerns
7. **Availability of local professional development opportunities** to improve your competence
6. **Access to current best practices** to make your organization more efficient, increase employee commitment, and help managers carry out business strategies
5. **Availability of up-to-date information** on pending legislation that may impact your company's operations
4. **Opportunity to develop leadership skills** by taking on a volunteer leadership role in a local chapter
3. **Development of a reputation and credentials** in the HR field
2. **The terrific luncheon programs**
1. **The great people you will get to know and trust!**

To renew your membership, please go to www.jayhawkshrm.org and follow the Join/Renew link.

We look forward to seeing you in 2010!

Charlie Upton
Membership Chair
Jayhawk SHRM



November 10th Luncheon Meeting

*ACCELE*Raction

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](#)

Approved for 1 General Recertification Credit from HRCI

October Recap

Mental Health First Aid: Skills for Human Resource Professionals"
By Pat Roach Smith, Chief Operations Officer
Bert Nash Community Mental Health Center

Objectives: 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

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, YouTube "Toastmasters", or contact Peter at psteimle@sedonagroup.com or 856-4123.)

Peter Steimle
Volunteerism



Plan your way to success

Goal setting for 2010

Breathe a sigh of relief, 2009 is finally coming to an end. Now, it's time to start preparing for 2010. But, how do you even begin to plan for a new year after all we've been through? Proper goal setting techniques are the key to ensuring the coming year will be better than the last.

Express Employment Professionals will host a webinar about goal setting on November 13. This webinar will focus on staying flexible in your goal setting, determining measurements for success, building plans for both a quick recovery and a slow one, and how to help your employees create and implement their individual goals.

Goal Setting Advice for 2010 Webinar

Date: Friday, November 13, 2009

Time: 10:30 - 11:30 a.m. (CDT)

Where: Your desk OR at the Lawrence Chamber of Commerce
Please RSVP to Kate Turner

kate.turner@expresspros.com

if you plan to attend at the Chamber

Cost: \$35 per login (free to HR Hotline clients) OR **FREE at the Chamber of Commerce!**

Dial-in information: Upon registering, you will receive an e-confirmation and participation code by November 13.

RSVP

To register online, go to www.expresspros.com/webinarregistration

OR

To reserve your seat at the Chamber of Commerce, email kate.turner@expresspros.com



About the Presenters

Alisha Chappell works with Express franchisees and their client companies to determine their HR challenges and offers customized solutions to help make them more productive and profitable. She has more than 14 years of experience in the staffing and human resources industry and holds designations as a Professional in Human Resources (PHR), Certified Personnel Consultant (CPC), and Certified Temporary Staffing Specialist (CTS).

Lindsey Sparks creates training programs for Express clients, develops annual halftime goal review meeting plans for Express franchisees, and assists franchisees with strategic planning. She also created and implemented the strategic plan for Express's name change and re-branding.

Know someone else who might be interested in this Webinar series?

[Forward this to a friend!](#)

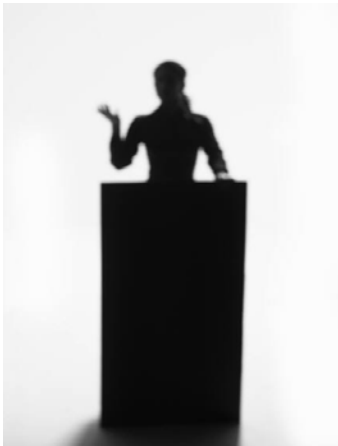
ExpressSM
EMPLOYMENT PROFESSIONALS

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

We are looking for an individual speaker or speakers to speak on 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.

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

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



**News from The Kansas Student
SHRM Chapter**

The KU student chapter is inviting the Jayhawk Chapter to their semester social on **November 10th at 6pm, Old Chicago's.**

Please RSVP to Corinne Nilsen (corinne1@ku.edu) or

Kelly Calvert (kcalvert@ljworld.com).



Key Upcoming Dates in 2009

- 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

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Ann Connor
aconnor@prosoco.com

President Elect

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Vice President of Membership

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Vice President of Professional Development

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Vice President of Finance

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COMMITTEE CHAIRS

Certification

Mary McKenzie, SPHR
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Diversity — Amy Carr

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Foundation Activities

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

Recognition & Networking

Becky Gonzales, SPHR
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Work Readiness

Diane Lewis
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Student Relations

Kelly Calvert, SPHR
kcalvert@theworldco.info

Volunteerism

Peter Steimle
PSteimle@SedonaGroup.com

Finance

by Ruth Pierce



As of 10/01/09

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

As of 10/30/09

Checking: \$4,462.37
Pay Pal: \$8,210.49
CD Investments: \$10,653.51
Petty Cash: \$ 200.00
Overall Assets: \$23,526.37

KEEP US POSTED !!!

You can update your member information
online at:

www.jayhawkshrm.org

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

" As we express our gratitude, we must never forget that the highest appreciation is not to utter words, but to live by them. "



John Fitzgerald Kennedy

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

**ACCELRAction-
Three Reasons to Use
LinkedIn**

By Amy Hoppenrath
A Principal at AccelerAction

December 8

No Regular Meeting



Social Activity
Lawrence Country Club

**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.**