

# SHRM Sentinel

Jayhawk Chapter  
Lawrence, KS #486

Jan/Feb 2006

AFFILIATE OF



## President's Message

"This is the year," so the resolution goes, that we "vow to improve" upon some area of our lives. When I attended the SHRM Leadership conference I experienced that sudden burst of motivation to resolutions which typically comes in January with the thoughts of any new beginning. So greetings to each of you and welcome to the 2006 year of the Jayhawk S.H.R.M. Chapter!

I'm sure we all have made worthy New Year resolutions in many areas of our lives. Perhaps regarding our health, fitness, family, relationships, time management, career goals, education, personal growth, finances... okay, getting overwhelmed yet? I hear you! Choosing the right goals, creating a plan and staying on track is always challenging. And so it is for the Jayhawk Chapter as we strive together to advance the human resource profession and our own personal career development.

I wanted to share the board's New Year goals not only to serve you but challenge us all to grow as well. We are committed to:

- Providing programs that will develop and enhance our HR knowledge.
- Increasing membership involve-

ment in the A. Community through volunteerism and B. Chapter through socials, networking and personal interaction.

- Becoming the communities relied upon HR expert by increasing SHRMinar programming and participation.
- Increasing chapter membership by 20% as a two-year step process to 100!
- Implementing joint billing for national and chapter membership dues. Exploring "100% Chapter" status with S.H.R.M. National.



Like in our workplaces, no goal is attainable without the team's buy-in and participation. I am proud of how our members have constantly done exactly that and challenge you to keep it up. Many of you have already signed up to assist with KU's HR Games coming up February 4<sup>th</sup> and the Planning Sub-Committee needed for April 6<sup>th</sup>'s all-day SHRMinar workshop. Thank you! My mother use to tell me all the time, "Karen, you get out of it what you put into it." So that's my New Year's resolution, "Karen, put as much into it as you can!" Hope you'll join me in that resolution for the 2006 S.H.R.M. year to come. Ready, set, go....

*Karen Reed, President*

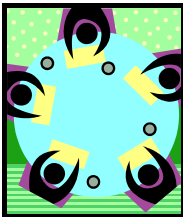
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**SHRM Jayhawk  
Chapter Board  
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**SHRM Jayhawk  
2006 Chapter Board**

- President: Karen Reed
- President-Elect: Janice Johnson
- VP Membership: Lori McDonald
- VP Professional Development:  
Cheryl White and Mary McKenzie
- VP Communication:  
Ann Connor and Amy Bellerive
- VP Finance: Robert Bryant
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Angie Fleming
- Director of Diversity:  
Ryann Penn
- Director of Foundation  
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- Director of Legislative  
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- Director of Recognition &  
Networking: Carol Rau
- Director of School to Career:  
Victoria Purvis
- Director of Student Relations:  
Kathy Youngquist
- Director of Volunteerism:  
Cristy Bidingr



**SHRMinar Information  
Thursday, April 6**

Don't miss out on an opportunity to see Dr. Cal LeMon. Mark your calendars now!

**Thursday, APRIL 6, 2006  
8:00 am - 4:45pm  
Lawrence Art Center**

Dr. Cal LeMon, founder and president of Executive Enrichment is an entertaining speaker who will provide valuable information about **Developing Leaders** and **Increasing Productivity** in your organization. Dr. Cal LeMon is a former chaplain at Harvard University, a frequent guest columnist for USA Today and a presenter who has been dubbed by the national SHRM offices as "one of the 10 best speakers in America."

This seminar is sponsored by our Jayhawk Chapter and is an opportunity for each member to share the value of SHRM with others ... bosses, co-workers, friends, and family. A great learning experience at an affordable price.

Further details about the cost and registration are in the works and will be circulated by the "SHRMinar" Committee soon!

## February Meeting Information

**FEBRUARY 14,  
2006**

### Meeting Details

#### "Behavioral Event Interviewing"

*Presented by:  
Les Lauber  
KS Dept of Commerce*

**Tuesday  
February 14, 2006  
11:30 am to 1:00 pm**

Hereford House  
6<sup>th</sup> & Wakarusa  
Lawrence, Kansas

Plan to join us on **Tuesday, February 14, 2006** for a fun learning experience on **Behavioral Event Interviewing**.

This month's meeting promises to be fun and entertaining ... a highly interactive session that will go beyond the standard introduction of Behavioral Event Interviewing. It will explore opportunities for misuse as well as best practices. Participants will leave with a deeper understanding of more than just legal or competency-oriented interview questions—they will identify means for adapting best interview practices to their own organization.

The speaker, Les Lauber, has been a training practitioner for more than ten years. His resume is diverse, eclectic, and unfocused. After stints as radio disc jockey, factory worker, pizza cook, news reporter, insurance agent, parking meter repairperson, and loan industry analyst, he turned to the good side of the Force. Currently employed by the State of Kansas, he spends his days leading a team that assists businesses in meeting their training and development needs. He designs training games in such topics as communications, problem solving, clarification of participants' roles in the organization, etc. and collaborated with Sivasailam "Thiagi" Thiagarajan on a set of card games based on the Myers-Briggs Type Indicator®.

**Reservations required ... call today on the membership hotline at  
( 785 ) 843-5393; ext. 399.**

**Our website is temporarily down so please use the membership hotline to make your reservations. Thank you!**

**SHRM Foundation  
December '05 Fundraiser**

Thanks to all who attended the December Social at Free State Brewery. The Toys for Tots campaign is always a popular one and we were able to donate many nice toys for those in need.

Thanks!

Sarah Meinershagen

**New SHRM Member  
Orientation**

New members to the Jayhawk Chapter are invited and encouraged to attend the new member orientation at 11:15 a.m. prior to each meeting.

Lori MacDonald, V.P. of Membership, will have information about the Jayhawk Chapter, as well as National SHRM history and membership benefits.

We are glad you are a part of our organization and want you to get be acquainted with our goals for the year.

New members will receive a meeting schedule and membership list. Other topics of interest to include socials and volunteer opportunities for you to be involved in our chapter and community!

**Welcome New Jayhawk  
Chapter Members**

*(as of January 10)*

**Tonya Dodd**, Supervisor  
Kelly Services

**Myra Greenberg**, Leadership & Employee Development—City of Lawrence

**Barry Kingery**, Consultant  
Express Personnel

**Lisa Kutant**, Employment Manager  
Lawrence Memorial Hospital

**Jennifer McDonald**, Account Mgr  
Sedona Staffing

**Cheryl Saladin**, Director of Administrative Services—Lawrence-Douglas County Health Department

**Sara Wilder**, Human Resource Coordinator -Golf Course Superintendents

**Training Opportunity**

**March 23, 2006**

1:15 pm to 4:15 pm

Topeka and Shawnee County Public  
Library

**Cost: \$25**

**“HR’s Role in Changing  
Corporate Culture”**

*Presented by: Cynthia B. Stotlar,  
M.Ed., SPHR*

Go to [www.shrmtopeka.org](http://www.shrmtopeka.org) for more details and registration.

# Upcoming Meetings for 2006



**March 14**

## Employee Handbook Review

Presented by: Hunter Lott  
Alliance Training & Consulting

*Bring a copy of your employee handbook with you to the meeting!*

**AUGUST**—No regular meeting scheduled ... social activity.

**September 12**

## Legislative Program—Getting Involved in the Legislative Process

Presented by: Marlee Carpenter  
Kansas Chamber of Commerce



**October 10**

## Legal Issues &

## Labor Law Update

Presented by: Tim Davis  
Constangy, Brooks & Smith

**RSVP's required by the end of the day on the Friday prior to the meeting.**

**April 6**

## Jayhawk SHRM Workshop

Presented by Dr. Cal LeMon  
Founder and President of Executive Enrichment

**NOVEMBER 14**—Open

**May 9**

## A Stakeholder Approach to Evaluations

Presented by: Ann Gabel  
Lawrence Memorial Hospital

**DECEMBER**—No regular meeting scheduled ... social activity.



**June 13**

## Industrial Safety and Health

Presented by: Steve Zink  
KS Department of Labor  
Industrial Safety & Health

**Meetings held the second Tuesday of each month at the Hereford House, 6th & Wakarusa.**

**July 11**

## Adding Value: Taking the Next Step

Presented by: Cynthia Stotlar  
Creative Business Solutions

## This year, take your HR career to the next level by earning your PHR, SPHR, or GPHR certification.

The 2006 PHR/SPHR/GPHR Handbook for the HRCI exams is now available online at <http://www.hrci.org/Certification/2006HB/>. This handbook contains information relative to the testing process, such as how to apply for the exam, what to do after you apply for the exam, suggestions on exam preparation, what to do the day of the exam and what to do to follow up after the exam has been completed. Log on and get yours today!



### 2006 Dates to Remember!!

**March 17, 2006** - Registration Deadline for Spring Testing Window

**April 21, 2006** - Late Registration Deadline for Spring Testing Window

PHR & SPHR Testing Window: May 1 - June 30, 2006

GPHR Testing Window: May 1 - May 31, 2006

**October 13, 2006** - Registration Deadline for Fall Testing Window

**November 17, 2006** - Late Registration Deadline for Fall Testing Window

PHR & SPHR Testing Window: December 1, 2006 - January 31, 2007


GPHR Testing Window: December 1 - December 31, 2006

All testing is computer based testing that and is offered at Thomson Prometric Testing Sites. In order to be able to test at your preferred site, apply early. The following is a listing of testing sites in Kansas:

Site Code: 1504  
2800 Wanamaker, Ste 140  
Topeka, KS 66614



Site Code: 1502  
2020 N. Woodlawn, Ste 620  
Wichita, KS 67208

\*There are also testing sites in Lee's Summit, MO and  St. Joseph's, MO.

There are several ways to prepare for this exam:

\* Individuals who wish to prepare for the exam on their own, can purchase self-study materials from various vendors. One of these options, the SHRM Learning System, is available at a cost of \$595-members/\$695-non-members. To learn more about the SHRM Learning System, visit <http://www.shrm.org/learning/> for additional information.

\* For those who wish to have a more structured study option, the following Kansas Universities offer the College/University SHRM Learning System study courses:

### **Johnson County Community College - Overland Park**

Contact: Larry Able (913) 469-3844 <http://www.centerforbusiness.org>

### **Washburn University**

Contact: Daniel Schmidt (785) 231-1399 <http://www.washburn.edu/ce/hr/>



\* To support individuals who wish to obtain their certification, the Jayhawk Chapter will also be coordinating of study groups. If you are interested in participating in these study groups, please Fleming via phone at (913) 845-5109 or via email at [AngelaF@FirstStateKS.com](mailto:AngelaF@FirstStateKS.com).

assisting in the  
contact Angela

# Top 10 Reasons to Become PHR/SPHR/GPHR Certified

By Larry Burk, SPHR

**Reason No. 10** - Do "one more thing" for yourself professionally this year and become certified. Or, if you already have your PHR, plan on taking the SPHR exam or GPHR if you have international HR experience. If you do one more thing to develop your skills each year, or even every six months, you will significantly enhance your effectiveness and credibility with your company.

**Reason No. 9** - Certification is the "badge" of your profession. It says that you take pride in being an HR professional and leading the people of your organization.

**Reason No. 8** - You receive extremely strong support from HRCI and SHRM in preparing to take the exam and for your recertification efforts once you become certified.

**Reason No. 7** - As a state council or chapter leader, you enhance your ability to be a model of professionalism for your fellow board members and your total membership.

**Reason No. 6** - Among your HR community, the credibility and professional "look" of your board is enhanced if many or all board members are certified.

**Reason No. 5** - In these uncertain times, a job search can loom just on the horizon, and a "PHR", "SPHR" or "GPHR" after your name can increase the possibility of finding a truly desirable position.

**Reason No. 4** - For three months after becoming certified, you have the right to begin each sentence with the phrase, "Now that I have my SPHR....".

**Reason No. 3** - Studying for the exam assures that you will become current in your profession, and a commitment to recertifying every three years will assure that you remain current.

**Reason No. 2** - Computer-based testing! HRCI's new approach to administering the certification exams offers a number of advantages to those taking the exam.

**And Reason No. 1** to Become PHR, SPHR, or GPHR Certified - You enhance your ability to become a strategic business partner with your company's top management.

*For more information about becoming certified, visit the Human Resource Certification Institute's (HRCI) website at [www.hrci.org](http://www.hrci.org) or contact Angela Fleming, Director of Certification for the Jayhawk SHRM Chapter at [AngelaF@FirstStateKS.com](mailto:AngelaF@FirstStateKS.com).*

**The Jayhawk Chapter of SHRM would also like to recognize the following chapter members for already achieving their certification goals.**

Elois Allan, SPHR

Lori MacDonald, CSP

Deborah Thompson, SPHR

Linda Bastyr, PHR

Victoria Purvis, SPHR

Donna Workman, PHR

Kelly Calvert, SPHR

Carol Rau, PHR

Jeannine Wyatt, PHR

Karen Ledbetter, PHR

Karen Reed, PHR

## Managing Your Multigenerational Workforce

For the first time in American history, corporations are challenged with managing four generations of employees. The old models of who works and what they work for are steadily changing, but this new workplace diversity doesn't have to wreak havoc on productivity or retention. If leveraged properly, it can actually increase efficiency and employee satisfaction.

The four groups are **Matures, Baby Boomers, Generation Xers, and Nexters**

**Matures** are born between 1900 and 1945. They represent 75 million people in the workforce. They are the oldest group, aren't known to go against the grain or challenge authority. They are structure-loving, abide-by-the-rules-type folks. Influenced by war times and military backgrounds, most are comfortable with conformity and a top-down management style. They are motivated by verbal or written recognition, awards, and public acknowledgment for a job well done. They often prefer being an "expert" in their function

**Baby Boomers** are born between 1946 and 1964. They make up apx. 80 million people in the workforce. The influence of their stay-at-home moms, hopes of post-war prosperity weren't enough to counter influences from "free love" societies, civil rights protests, and Vietnam. They rebelled against conformity and everything that resembled it. Boomers will do whatever it takes to get the job done and get ahead, and they expect to be rewarded with status symbols such as advanced titles, more money, special parking spaces, and large private offices. They outnumber all other generations and hold a majority of management-level positions in the workforce. They rank relationship building higher than most other work virtues. They are also approaching retirement and are heavily concerned with financial and job security.

**Generation Xers** were born between 1965 and 1979, and are representing 46 million people in the workforce. Generation Xers are considered the most challenging group to manage. They could care less about titles or hierarchies and prefer to stay out of corporate politics. If they can't continue to learn and develop in their work environment, they will leave it. Their values aren't hard to understand considering they entered the job market during a period of massive corporate layoffs and a brutal economic recession. Being the first generation reared in single-parent/nontraditional homes where their "caretaking" duties were critical to the family's survival also makes their strong belief in work/life balance understandable. Opportunity and autonomy are the ultimate corporate rewards for this generation. It's a requirement for them to be happy and productive in the workplace.

**Nexters** were born between 1980 and 1999, and make up 75 million people that are just entering the workforce. Generation Next is coming of age during a time of technological sophistication, extreme economic swings, individual/entrepreneurial prosperity, terrorism, and HIV/AIDS. Also products of nontraditional families, they are developing the self-resiliency of the previous generation. Nexters are looking for purpose and fulfillment in their careers. They want meaningful jobs that allow them to cater to the greater good of society. They want their managers to relate to them and value their contributions. If they aren't valued or feel they aren't contributing, they will leave. Their greatest reward is internal, not external.

Regardless of what group you fall in, success can be achieved through understanding. The main thing to keep in mind is that each generation has something valuable to add to the workplace. Consider the following strategies:

- Watch your mouth. Generational clashes typically stem from miscommunication. Choose a communication style suitable for the audience.
- Acknowledge strengths and commonalities. Acknowledging the strengths of each generation provides a strategic edge in workforce planning or team formulation.
- Listen.
- Look beyond appearances. Diversity is difficult to manage if the mere sight of someone automatically puts them into a category. Get to know employees and their backgrounds before making judgments.
- Keep on open mind. It's a must!

*(The above information is part of an article by Dana Kyles. She is a financial analyst for a utility provider. She has experience in such areas as treasury, cost accounting, international financial planning & reporting, and Sarbanes-Oxley (SOX) testing, and she is a frequent speaker on topics such as multigenerational workforces. You can reach Dana at [d\\_kyles00@hotmail.com](mailto:d_kyles00@hotmail.com). To read more from this article go to: <http://www2.builderonline.com/industry-news.asp?sectionID=27&articleID=228182>*

*Dana has given her permission for us to reprint her article in our newsletter.)*



**Keep us Posted!** Please send any corrections or updates of names, job titles and mailing addresses of our members to Ann Connor or Amy Bellerive.

**We're on the Web!**  
Visit us at  
[www.jayhawkshrm.org](http://www.jayhawkshrm.org)

## 2006 Jayhawk Chapter Officers

### President

Karen Reed, PHR  
[kreed@ci.lawrence.ks.us](mailto:kreed@ci.lawrence.ks.us)

### President Elect

Janice Johnson  
[janicej@vna.lawrence.ks.us](mailto:janicej@vna.lawrence.ks.us)

### VP-Membership

Lori MacDonald  
[Lori.macdonald@adeconna.com](mailto:Lori.macdonald@adeconna.com)

### VP-Professional Development

Cheryl White  
[cwhite@kansasccommerce.com](mailto:cwhite@kansasccommerce.com)  
Mary McKenzie  
[mmckenzie@douglascountybank.com](mailto:mmckenzie@douglascountybank.com)

### VP-Communications

Ann Connor  
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Amy Bellerive  
[abellerive@kinedyne.com](mailto:abellerive@kinedyne.com)

### VP-Finance

Robert Bryant  
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The SHRM Sentinel is published monthly, and is distributed the beginning of the month. Please contact a member of the board with any questions or concerns regarding the content of this newsletter