

SHRM Sentinel

Jayhawk Chapter—Lawrence, KS #486



MARCH 2007



AFFILIATE OF



President's Message

We are gearing up for the annual "SHRM"inar. Our speakers, Tim Davis, Kathy Perkins and Pearl Rovaris-MacDonald are outstanding presenters and will certainly deliver an educational and entertaining look at Performance Appraisals and Employee Coaching.

We want to take this opportunity as a chapter to consider everyone we know who would be impacted by this topic. The information will benefit human resource professionals as well as any individual with supervisory or leadership responsibilities. Consider colleagues in your company or partner organizations, people you know who are in a leadership role, potential chapter members... and the list goes on. The value of these professional presenters and the education they will deliver far outweighs the price of the seminar. It is quite a bargain, in fact!

This is one way to expand and enhance the profession, as well as supporting the community with a high quality seminar, right here in Lawrence. I encourage all members to invite everyone you can think of. The Lawrence Arts Center is very spacious and will hold hundreds of participants, so don't hold back.

Let's make this our best "SHRM"inar ever!

- Mary McKenzie, President

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Tues., March 13 - Luncheon Meeting

Drug & Alcohol Abuse in the Workplace

*Presented by: Donn Camlin
Heart of America Professionals Network*

Meeting Location: **PACHAMAMA's**
800 New Hampshire, Lawrence, KS
11:15 to Noon Buffet ♦ Noon to 1:00 pm Presentation

RSVP by Noon on THURSDAY, March 8th, to lock in \$12 lunch price. Otherwise, you'll pay \$15 at the door. To RSVP, go to www.jayhawkshrm.org and click on the "Upcoming Events" tab.

Half-Day
"SHRM"inar
APRIL 17th
7:45-Noon

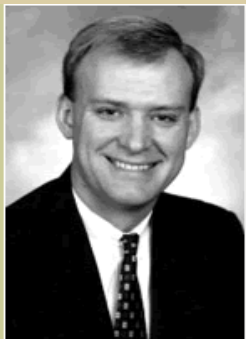
Username: [your email address] Password: jayhawk

April 17, 2007—Half Day Seminar
Lawrence Art Center—940 New Hampshire, Lawrence, Kansas
“Performance Appraisals” and “Employee Coaching”

S P E A K E R S

7:45 am—Registration
8:15 am—Introductions

8:30 am—10:00 am



Tim Davis, Attorney
Constangy, Brooks & Smith



Kathy Perkins, Attorney
Constangy, Brooks & Smith

Q&A—Break—Introductions

10:30 am—Noon



Pearl Rovaris-MacDonald
Professional Speaker & Trainer

“Performance Appraisals”

“An opportunity to learn how to appropriately word documents for disciplinary actions and evaluations.”

Presented by

Tim Davis advises clients on all aspects of the employer/employee relationship, including compliance with the NLRA, FMLA, Title VII, ADA, FLSA, EPA, OSHA, Executive Order 11246, ERISA and state and local employment statutes. He has assisted numerous clients in proactively addressing issues involving complex termination scenarios, the maintenance of union-free operations, the development of non-discrimination policies, investigation procedures and training materials, the development of FMLA and ADA compliance policies, the design and implementation of internal FLSA and EPA audits and the preparation of employee handbooks and procedure manuals.

Education: **University of Iowa**, Iowa City, IA—J.D., with high distinction, 1992
Iowa State University, Ames, IA—B.A., Political Science, with honors, 1989

and

Kathy Perkins focuses her practice on counseling private and public employers in all aspects of employment law including discharge; illegal discrimination and harassment; employee handbooks, contracts and policies; performance management; wage and hour issues; employee leave; accommodations for disabilities; privacy; defamation, protection of trade secrets, affirmative action compliance and union interaction. She has broad experience defending employers in civil litigation, including class actions, as well as administrative claims. Kathy's focus is on reducing the risk of employment litigation and frequently conducts seminars and training sessions for all levels of employees. She directs internal workplace investigations and is a trained mediator of employment disputes. Kathy returned to the Midwest in 1996 after practicing employment and labor law and civil litigation in Boise, Idaho for 13 years.

Education: **Harvard University**, Cambridge, MA—J.D., 1983
Kansas State University, Manhattan, KS—B.S., Civil Engineering, magna cum laude, 1980.

“Employee Coaching”

“Learn the process of engaging and communicating with employees so that small problems can be solved before they become big issues.”

Presented by

Pearl Rovaris-MacDonald is an accomplished speaker and seminar leader. She was raised in a modest military family and through tenacity and hard work, Pearl educated herself through college and at the same time, honed her skills as an improvisational comedian. Her topics include: Conflict Resolution, Innovative Thinking, Communication Skills, Diversity Training, and Team Building among others. Pearl teaches participants how to spark creativity instantly in oneself and others, and how to change personal perspective, to understand others point of view.

This event will be our membership drive initiative. Bring a guest and show them the benefits & value they will get from joining our local Jayhawk Chapter of SHRM!

Early Bird Registration Deadline is April 2nd!

Register online at www.jayhawkshrm.org on or before April 2nd, and pay only \$60 for this event!

Register after April 2nd, and pay \$70.

BRING A GUEST, and get a chance to win a \$50 gift certificate.

2007 Jayhawk Chapter of SHRM—Calendar of Events

Charlie Upton, Vice President of Program Development

| | | |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <p>January 9</p> <p>"Team Building / Communication Skills"</p> <p>Pearl Rovaris MacDonald Clevercaboose.com</p> | <p>February 13</p> <p>"Trends in H.R."</p> <p>Cynthia Stotlar Creative Business Solutions Cbsks.com</p> | <p>March 13</p> <p>"Drug and Alcohol Abuse in the Workplace"</p> <p>Donn Camlin Heart of America Professionals Network</p> |
| <p>April 17</p> <p>"SHRM"INAR</p> <p>Lawrence Arts Center 7:45-Noon</p> <p>"Performance Appraisals" Tim Davis & Kathy Perkins Constangy, Brooks & Smith</p> <p>"Employee Coaching" Pearl Rovaris-MacDonald</p> | <p>May 8</p> <p>"Domestic Violence in the Workplace"</p> <p>Sarah Terwelp Executive Director Women's Transitional Care Services Wtcskansas.org</p> | <p>June 12</p> <p>"Free Money for Employee Training!"</p> <p>Stacy Walters™ Business Consultant Heartland Works Heartlandworks.org</p> |
| <p>July 10</p> <p>Kansas Insurance Commissioner Sandy Praeger</p> <p><i>Tentative Topics:</i> "Insure You" Program Department's Top Priorities Ksinsurance.org</p> | <p>August</p> <p>NO REGULAR MEETING</p>  <p>Social Activity</p> | <p>September 11</p> <p>"HR as Internal Consultants"</p> <p>Loretta Summers Summers Advisory Group Summersadvisorygroup.com</p> |
| <p>October 11</p> <p>"Wellness Fair"</p> <p>Tom Montgomery President Wellspring Healthcare Wellspring-Healthcare.com</p> | <p>November 8</p> <p>"Laughter in the Absence of Humor"</p> <p>Judy Young The Laughter Connection Laughterlinks.com</p> | <p>December</p> <p>No Regular Meeting</p>  <p>Social Activity</p> |

January 8, 2008—"Leadership Communications" presented by Dr. Nathan Regier, Vice President of Process Solutions—Prairie View, Inc.

Meetings are held on the second Tuesday of each month from 11:10 am to 1:00 pm at Pachamama's—800 New Hampshire, Lawrence, Kansas.

HR on the Hill

There are only a handful of public policy-makers throughout the nation and within our state who possess an HR background. As an HR professional, your expertise regarding workplace issues provides an invaluable real-world perspective into how public policy impacts both employers and employees. The Kansas Society for Human Resource Management's Advocacy Day, "HR on the Hill," provides a unique opportunity to let your elected officials know, in person, how pending workplace legislation affects you as an HR professional.

In order for SHRM to be effective as an organization to shape employment benefits and labor law issues, it is important that the voice of the HR professional be part of the process. You will have the chance to meet with your elected officials and/or key staff to discuss the effect public policy has on the HR profession. You are encouraged to take advantage of this experience, to EDUCATE and INFLUENCE your representatives on HR public policy. Don't miss this opportunity to advance the HR profession in Kansas

We have planned a full day of advocacy, giving you the opportunity to walk the halls of the Capitol, ensuring public policy-makers and their staffs hear the KS HRVoice. Planned activities include meeting with the Governor, Senate and House representatives, other KS SHRM members, KS SHRM Governmental Affairs Volunteers, observe current hearings, and participate in a capitol dome and history tour. The KS SHRM Governmental Affairs team will be available to answer questions and provide guidance and assistance throughout the day.

Who: Kansas HR Professionals and children (ages 10 to 18) are welcomed and encouraged to attend. Kansas SHRM Student members

What: HR on the Hill - The Kansas Society for Human Resource Management's Advocacy Initiative

When: Thursday, March 22, 2007, 8:00 a.m. to 4:00 p.m.

Where: Kansas State Capitol Building, 300 SW 10th Street, Topeka, Kansas 66612

Benefits of Attending:

- Strengthen the HR Voice in Kansas - Increase HR's visibility at the Statehouse and meet with local legislators.
- Enhance your HR knowledge by learning more about compliance issues that may change the way you lead HR in your organization.
- Stay informed on those HR issues that affect employers and the workplace and learn what's on the legislative agenda for Kansas.
- Meet with your state legislators and take advantage of this opportunity to visit the offices and committees of your state senator and/or representative.
- Gain a better understanding of the legislative process and learn how HR can proactively influence change.
- Legislative Page Program - Information will be available for those interested.
- Participate in the Capital History and Dome Tour.

Tentative Schedule:

| | |
|------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 8:00 a.m. | Meet and Greet in Kansas Capitol Rotunda |
| 8:30 a.m. | Kansas Senate Commerce Committee |
| 9:00 a.m. | Kansas House Commerce & Labor Committee |
| 11:00 a.m. | Kansas House Debate (Observe from Gallery) |
| Noon | *Capitol Lunch with Governor Kathleen Sebelius, members of the Senate Commerce Committee, and members of the House Commerce and Labor Committee (*Availability subject to schedule demands.) |
| 1:00 p.m. | Capitol History and Dome Tour |
| 2:30 p.m. | Kansas Senate Debate (Observe from Gallery) |
| 3:30 p.m. | Final Questions & Answers |

RSVP: By March 19, 2007, with Phil Hayes by phone, email, or fax (contact information listed below) for lunch count.

"HR on the Hill" provides Kansas SHRM members a great networking opportunity to gain an insider's perspective on the importance of communicating and meeting with your elected officials and the impact face-to-face meetings and consistent communication can have on the public policy decision-making process. You will walk away with a better understanding of how influential your HRVoice can be! Thank you for your interest in making our HR Voice heard at the Capitol.

Phillip M. Hayes, SPHR
 2007 Legislative Director, KS SHRM
 316.263.9283 x223
 800.794.6098
 316.262.8790 Fax
 phayes@the-arnold-group.com

Article written by: Jim Jenkins

A core challenge over the next decade will be to attract and retain a skilled work force as the labor market continues to tighten, technology continues to evolve, and fewer foreign students immigrate to America for job opportunities. This situation is exacerbated as companies find themselves managing four generations of American workers:

Silents (Born between 1925 and 1946)

Baby Boomers (Born between 1946 and 1964)

Generation Xers (Born between 1965 and 1980)

Generation Ys or Millennials (born after 1980)

Each group has its own distinct characteristics, values, and attitudes toward work, based on its generation's life experiences. To successfully integrate these diverse generations into the workplace, companies will need to embrace radical changes in recruitment, benefits, and creating a corporate culture that actively demonstrates respect and inclusion for its multigenerational work force.

Let's take a look at each generation individually:

Silents. Silents are considered among the most loyal workers. They are highly dedicated and the most risk averse. Their values were shaped by the Great Depression, World War II, and the postwar boom years. Silents possess a strong commitment to teamwork and collaboration and have high regard for developing interpersonal communications skills. Silents now consist of the most affluent elderly population in U.S. history due to their willingness to conserve and save after recovering from the financial impact of the postwar era.

Baby Boomers. Boomers are the first generation to actively declare a higher priority for work over personal life. They generally distrust authority and large systems. Their values were shaped primarily by a rise in civil rights activism, Viet Nam, and inflation. They are more optimistic and open to change than the prior generation, but they are also responsible for the "Me Generation," with its pursuit of personal gratification, which often shows up as a sense of entitlement in today's work force.

Because of the fall of the dot.com marketplace, retirement savings of Baby Boomers were decimated and many now find themselves having to work longer than they had planned. A recent AARP survey of 2,001 people born in this era revealed that 63% plan to work at least part-time in retirement, while 5% said that they never plan to retire, some because they like working, others because they need the money to replace lost retirement savings.

Generation Xers. Generation Xers are often considered the "slacker" generation. They naturally question authority figures and are responsible for creating the work/life balance concept. Born in a time of declining population growth, this generation of workers possesses strong technical skills and is more independent than the prior generations.

Because Gen Xers place a lower priority on work, many company leaders from the Baby Boomer generation assume these workers are not as dedicated; however, Gen Xers are willing to develop their skill sets and take on challenges and are perceived as very adaptive to job instability in the post-downsizing environment.

Millennials or Generation Ys. This group is the first global-centric generation, having come of age during the rapid growth of the Internet and an increase in global terrorism. They are among the most resilient in navigating change while deepening their appreciation for diversity and inclusion.

With significant gains in technology and an increase in educational programming during the 1990s, the Millennials are also the most educated generation of workers today. Additionally, they represent the most team-centric generation since the Silents, as they have grown up at a time where parents programmed much of their lives with sports, music, and recreational activities to keep them occupied while their Boomer parents focused on work.

A major influence from Boomer parents is their willingness to work hard and set goals to achieve the lifestyle they want. They also share many of the common values of patriotism and family from the Silents era. At times, they can appear more demanding than previous generations.

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Strategies for Cross-Generational Leadership

As these four generations continue to interact, companies can no longer assume that high pay, basic medical benefits, and a 401(k) will secure the top talent. As more Silents retire, Baby Boomers seek “postretirement careers,” Gen Xers demand challenging but balanced work assignments, and Millennials expect high perks in exchange for loyalty and technological savvy, leaders must find creative ways to recruit and retain talent.

Reenergize your compensation and benefits. Companies must approach compensation, benefits, and incentives to satisfy the needs of each generation’s unique perspectives, attitudes, and values about work.

For example, as more people retire later in life, many will want more time off as opposed to increased compensation. Younger people may value more flexibility in their careers, like assignments that foster new skill sets they can apply later in their careers. Older workers may want research assignments and paid sabbaticals during which they can engage in learning programs.

Don’t assume that everyone loves your current health plan. Many companies now offer on-site health facilities and nutritionists as part of their benefits packages as well as flexible hours, alternate work schedules, and telecommuting. Giving full medical benefits to older workers who decide to move to part-time status, experts say, can be an effective way to hang on to skilled employees, and can be cheaper than bringing in new workers who must be trained. According to surveys by Watson Wyatt and others, many older workers, particularly those who opt for part-time work, look for companies that provide “bridge” medical coverage until Medicare kicks in.

Generation X is the first generation to prepare for retirement without Social Security. They believe they can’t depend on the old pension system, so expect them to look for companies that offer 401 (k) plans and provide matching dollar amounts.

Expand your communication strategies. Most companies rely too heavily on one strategy for corporate communication. By making the same message available in multiple formats (thus increasing the number of times you communicate a message), you’ll ensure that you reach all workers. Silents and Baby Boomers may appreciate verbal communication about changes in policy or procedures, while Generation Xers and Millennials may prefer the use of e-mail, instant messages, or corporate broadcasts.

Conduct generational information awareness/sharing sessions. A great way to get people to work together across the generations is to provide them with an opportunity to educate each other about each generation’s own history, characteristics, milestone events, culture, language, and norms. Rather than talking at your people, have representatives from each age-based generation put together programming to educate people and facilitate dialogue.

Make mentoring a constant. As your more established and experienced workers head toward retirement, develop strategies to ensure knowledge transfer and capture organizational memory.

The more structure you can lend to your mentoring program to create knowledge transfer the better. First determine younger employees’ goals and developmental needs, and then pair them with older, more experienced employees to create cross-organizational dialogue among generations.

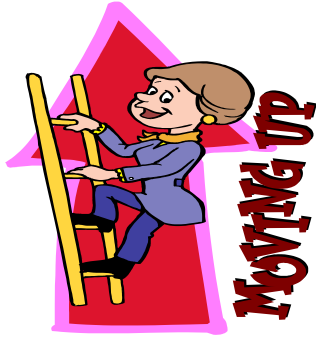
Consider various mentoring models—one-on-one sessions, group programs, senior leadership discussion panels, and a “speed mentoring” program where employees sit across from company experts to ask questions. No matter what method you choose, making mentoring a part of the employment life cycle will ensure that the company’s history and knowledge continues from one generation to the next.

Train yourself and your managers to develop strong interpersonal skills to foster relationships with employees and each other. A leader’s primary responsibility is to ensure that everyone in the organization understands that “working together” is not negotiable. Create a respectful, open and inclusive environment where workers of all ages and cultural backgrounds can share who they are without fear of being judged, “fixed,” or changed.

>>>>> Cont’d on next page

Congratulations, Angela!

Angela Fleming passed her PHR exam and is now certified!



Are you up for the challenge?

Our March luncheon meeting and the “SHRM”inar will be our **“Membership Drive”** initiative.

There will be a drawing at the “SHRM”inar for those members who bring a guest (or two or three) to our March 13th luncheon meeting and/or to our half-day seminar on April 17th at the Lawrence Art Center.

For every guest you bring to either event, your name will be entered into a drawing for a \$50 gift card.

This is a great opportunity for all of us to share the benefits and value of our Jayhawk Chapter with others. Show me what you can do!

- Ryann Pem, VP of Membership

P.S. Members and guests are responsible for RSVP requirements and event costs.

Finance

Information reported by
Angela Fleming,
Vice President of Finance



Account Balances as of February 22, 2007 are:

| | |
|-----------------|-------------|
| PayPal Account: | \$ 2,205.61 |
| Checking | \$13,534.14 |
| Petty Cash | \$ 200.00 |

TOTAL BALANCE \$15,939.75

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Leaders must remain open to new ideas and provide constant feedback, working with managers and staff to shape the company’s strategic vision. They must avoid projecting their own expectations about work and remain open to different perspectives based on generational attitudes.

With the variety of multigenerational employees in today’s workplace, companies can no longer abide by traditional rules of leadership and management. Organizations can achieve real strategic advantage by embracing the diversity among generations to create a flexible work environment that values all people and keeps them productive, regardless of age.

AUTHOR BIO:

Jim Jenkins is founder and president of Creative Visions Consulting, a change management consulting firm that supports CEOs, midlevel managers and front line supervisors—leaders at all levels of an organization—in developing their leadership potential. He is also the creator of the Renaissance Leadership program. For more information, visit www.renaissanceleader.com

SHRM Jayhawk Chapter

2007 Board of Directors & Committee Chairpersons Contact Information

Board of Directors

| | |
|------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------|
| President —Mary McKenzie | mmckenzie@douglascountybank.com |
| President Elect —Lori MacDonald | lorimacdonald@sunflower.com |
| VP of Membership —Ryann Pem | rpem@ci.lawrence.ks.us |
| VP of Professional Development — Charlie Upton | Charlie@finbenkc.com |
| VP of Communication — Ann Connor Amy Bellerive , Co-Chair | ann.connor@prosoco.com abellerive@kinedyne.com |
| VP of Finance —Angela Fleming | angela@firststateks.com |

Committee Chairpersons

| | |
|--------------------------------------------------|----------------------------------------------------------------------------------|
| Certification Robert Bryant | rbryant@bertnash.org |
| Diversity Megan Moffett | megan.moffett@prosoco.com |
| Foundation Activities Janice Johnson | janicej@vna.lawrence.ks.us |
| Legislative Affairs Rodney Carr | rcarr@kansascommerce.com |
| Recognition & Networking Carol Rau | careeradvantage@sunflower.com |
| School to Career Victoria Purvis | VPurvis@sauer-danfoss.com |
| Student Relations Kathy Youngquist | kathyy@firststateks.com |
| Volunteerism Peter Steimle | peter@careerpros.com |

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.

SHRM Sentinel
Jayhawk Chapter SHRM
P.O. Box 442033
Lawrence, KS 66044