



Lawrence, KS #486

THE RESOURCE

February, 2013



Managing Multiple Generations in the Workplace Presented by Jana Dawson

An organization is most effective when understanding generational differences in the workplace and how they can impact employee satisfaction and productivity. Attendees can use this knowledge to resolve interpersonal conflicts within the workforce and improve employee satisfaction within the organization's culture.

This session will focus on:

- Overview of generations existing within the workplace
- Strategies to connect with each generational group
- Special emphasis on working with Millennials
- Building on strengths from each group to improve efficiencies.

Jana Dawson is the Senior Vice President of Human Resources and Chief Marketing Officer, at CornerBank. Her banking background includes commercial lending, strategic planning, business development, human resources and marketing. She participated in the Kansas Health Foundation's Community Leadership Initiative and the Kansas Leadership Center's Community Collaboration Academy. She is a graduate of the U.S. Chamber of Commerce Institute for Organizational Management, American Bankers Association School of Bank Marketing and Management and the ABA Commercial Lending School. Prior to joining CornerBank, she worked in corporate affairs for Crayola® and served as the President of the Arkansas City Area Chamber of Commerce.

Jana earned a Bachelor of Science degree with distinction in Journalism from the University of Kansas, where she was elected to the Phi Beta Kappa society. She serves as a member of the Leadership Lawrence advisory board (past chair), City of Lawrence Parks and Recreation advisory board (past chair) and Lawrence Sports Commission advisory board and volunteers for the Boys & Girls Club. She received the Chamber's Wally Galluzzi Volunteer Award in 2008 and the Distinguished Alumni Award from Leadership Lawrence in 2012.

This program has been approved for 1 General Credit by the HR Certification Institute.

REGISTER TODAY!

Managing Multiple Generations in the Workplace
TUESDAY, February 12, 2013 11:15 Registration / Buffet Lunch
11:45 AM—1:00 PM Announcements / Program

Pachamama's Alton Ballroom
800 New Hampshire Street, Lawrence, Kansas 66044

Cost: \$15 if pre-registered by Thursday noon deadline prior to chapter meeting
\$20 after Thursday noon pre-registration deadline or walk-in at the door.

Register online: www.jayhawkshrm.org

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www.jayhawkshrm.org**President's Message**

In many things it is not well to say, "Know thyself"; it is better to say, "Know others." Menander

The topic of this month's monthly luncheon "Managing Multiple Generations in the Workplace" is a particular favorite of mine. Working in an organization that spans generations has its advantages as well as its challenges. I truly believe that the best way to meet the needs of our ever changing workforce is to know them better. Join us to enjoy Jana Dawson, Vice President of Human Resources at CornerBank as she helps us become more aware of generational differences in the workplace and how they can impact employee satisfaction and productivity. There will be a special emphasis of working with Millennials, an ever growing section of our workforce. We look forward to seeing you on Tuesday, February 12th at 11:30 at the Pachamama's Alton Ballroom.

I would also like to take a moment to thank those tireless volunteers that helped make the Career Education Expo and Clothes for Work clothing drive a success. It is through these types of activities that we make a difference in our community. A special thank you to Deirdre Humphrey and Barry Kingery for leading the charge.

If you haven't yet had a chance to renew, please check out the convenience of our online registration. Simply go to www.jayhawkshrm.org and click on "Join the Jayhawk Chapter of SHRM". We appreciate each of you and what you have to offer the HR community.

Submitted by,

Amy Carr, PHR
President, Jayhawk Chapter SHRM
president@jayhawkshrm.org

Interested in becoming a sponsor for 2013?

It takes a village.....get the word out to your vendors. The responses are coming in! Don't miss the opportunity to get the word out for you and/or your vendors through this newsletter or sponsoring a Jayhawk SHRM meeting. Help spread the word...Follow this link for more information: <https://jayhawkshrm.wufoo.com/forms/sponsorship-advertising-opportunities/>

Thanks for spreading the word!



Charlie Upton
Sponsorship Chair
sponsorship@jayhawkshrm.org

Mark Your Calendars—2013 Upcoming Events

February Meeting—Uniting Generations

Presented by Jana Dawson
VP of HR for
Cornerstone Bank

April—Annual SHRMinar

Please stay tuned for more details
about the annual event

March Meeting—How to Handle Trauma in the Workplace

presented by Toni Detherage,
Community Liaison/
Family Resource Advocate,
Success by 6



VP of Professional Development
Debbie Snyder

professionaldevelopment@jayhawkshrm.org

Are you thinking about getting your PHR or SPHR certification?

*“Earning the
PHR,
SPHR
credential
demonstrates
to you and
your
organization
that you
commit to a
higher
standard”.*

If not, you may want to consider it. Why? Certification displays career long commitment and dedication to the HR field. Getting certified can provide a competitive advantage. The 2010 Value of Certification Study showed that 81% of employers believe that a certified HR professional has greater job security than a non-certified HR professional. Additionally, 91% of employers state that a certified HR professional is more likely to be considered for promotion.

The next round of testing is **May 1 through June 30th**. You can apply through March 22nd. There is even a late application period from March 23rd through April 19th. Happily, if you are a national SHRM member you receive a \$50 discount on the exam fee. If this Spring just seems too early there are also Winter exams being held December 1st through January 31st, 2014. If you are interested and want more information or planning on taking the exam in 2013 let me know. There are a lot of really good study materials out there.



Certification

Heather Bunker, SPHR

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*SHRM is
pleased to
announce that*

*“Kelly Clarkson”
is our Tuesday
Night Performer
June 18, 2013
8:00 P.M.
American Idol
Season 1
Winner.*

June 16 –19, 2013

Chicago, IL

SHRM 2013 Annual Conference & Exposition is better, bolder, and stronger with an impressive keynote lineup, hundreds of sessions, the world’s largest HR marketplace, and the iconic Chicago skyline as a backdrop, the SHRM 2013 Annual Conference & Exposition will give you everything you need to be more focused, energized and successful. Make your plans now to join us and ensure that you are faster, stronger, and bolder.

Register online: annual.shrm.org or Phone: (800)283-7476, option #3

JOB FAIRS

Job/Career Fairs, Jan. thru June, 2013

Spring 2013 University events can be found at the KACE link below

<http://www.kaceweb.org> click on the "Events" tab

K-State Agri-Industry Career Fair – Manhattan – 01/30/2013

Washburn Spring 2013 Career Fair – Topeka – 02/06/2013

K-State Engineering Career Fair – Manhattan – 02/12/2013

KU University Career Fair – Lawrence – 02/13/2013

KU Spring 2013 Engineering & Computing Career Fair - Lawrence – 02/14/2013

K-State Business & Hospitality Career fair – Manhattan – 02/27/2013

Big 12 Black Student Government Career Fair – Manhattan – 03/01/2013

K-State Education On-Campus Interview Day – Lawrence – 03/05/2013

ESU Spring Education Career Fair – Emporia – 03/06/2013

Military Events:

- McConnell Air Force Base – March 27, 2013 – Robert J. Dole Center - 10:00 am to 2:00 pm – contact phone number – (316) 759-6020
- Ft. Riley Hiring Heroes Job Fair, Riley's Conference Center, April 2013 – date to be determined - POC Kyle Kabriel, ACAP Counselor - 785-239-2278 or Randall.k.kabriel.ctr@mail.mil
- Fort Leavenworth, KS – April 9, 2013, August 13, 21013, 10 a.m. to 2 p.m. - POC – Brett Rosene – brett.l.rosene.civ@mail.mil or (913) 684-2590
- Fort Carson, CO – April 23 - kristen.r.coderre.civ@mail.mil or 719-526-4045
- Offutt AFB Job Fair, Bellevue, NE – POC - trisha.long@offutt.af.mil – Spring 2013

Other:

Get Hired! Job fair – Saturday, February 9th, Wichita, 10am to 2 pm - www.workforce-ks.com/gethired

Omahajobs.com Spring Hiring Job Fair – April 3, 2013 – 10am to 4pm, POC - kathyflavell@OmahaJobs.com

Leavenworth Job Fair - May 7, 2013 – POC Deanna Michaud - deannam@workforcepartnership.com

National Career Fairs – http://www.nationalcareerfairs.com/career_fairs

Job News job fairs in Kansas City area – Jan 15, March 6th, May 15th, & July 17th – <http://kc.jobnewsusa.com>



Workforce Readiness

Barry Kingery

schooltowork@jayhawkshrm.org

What is the **MYSTERY** word?

What manifests itself in building a great reputation for your company, increases profitability and opportunities for workers?

If you can answer this question correctly, then you have read the newsletter and have increased your chances of winning a prize. If you think you have answered correctly, email the mystery word to: JennyHiatt@lpc0.net with the subject line of Mystery/Magic Word. The drawing will be held at our February 12th meeting. All entries must be received by 9:00 AM on Monday February 11th.





DIVERSITY

As we enter into 2013, we encourage all of our membership to consider how diversity impacts their organization. While many of us may not have formal programs to celebrate diversity that is exactly what many of us are doing informally in our organization.

Each Spring/Summer the Jayhawk Chapter of SHRM celebrates the efforts of one organization and their diversity efforts by awarding our annual Diversity Award. Previous recipients of this award have been Adecco, Bert Nash, Trinity In-Home Care and Lawrence Memorial Hospital.

Later in 2013, we will be sending out a questionnaire that will help us learn more about the formal and informal initiatives that each of your organizations may be participating in to highlight diversity within your company. Please take a moment to complete it – and who knows – perhaps you will find us celebrating YOU!

Why Is Diversity in the Workplace Important to Employees?

by Ruth Mayhew

As workforce demographics shift and global markets emerge, workplace diversity inches closer to becoming a business necessity instead of a banner that companies wave to show their commitment to embracing differences and change. Employees reap tangible and intangible benefits from workplace benefits, not the least of which include respect from co-workers and business gains.

Mutual Respect

Workplace diversity fosters mutual respect among employees. Whether employees work in groups or teams comprised of co-workers with varied work styles, or colleagues who represent different cultures or generations, a synergistic work environment become the norm. Although an idyllic atmosphere may be difficult to achieve, employees nevertheless recognize the many strengths and talents that diversity brings to the workplace and they gain respect for their colleagues' performance.

Conflict Resolution

Conflict inevitably occurs in the work environment. However, employees who acknowledge others' differences often also find similarities, particularly when there are common goals -- production and quality. Respect for co-workers either reduces the likelihood of conflict or facilitates an easier road to conflict resolution. The ability to resolve workplace conflict minimizes potential liability for employee complaints that would otherwise escalate to formal matters, such as litigation. Workplace diversity preserves the quality of employees' relationships with their co-workers and their supervisors.

Business Reputation

Diversity in the workplace is important for employees because it manifests itself in building a great reputation for the company, leading to increased profitability and opportunities for workers. Workplace diversity is important within the organization as well as outside. Business reputations flourish when companies demonstrate their commitment to diversity through aggressive outreach and recruiting efforts. An organization known for its ethics, fair employment practices and appreciation for diverse talent is better able to attract a wider pool of qualified applicants. Other advantages include loyalty from customers who choose to do business only with companies whose business practices are socially responsible.

Job Promotion

The importance of workplace diversity cannot be overstated when it comes to an organization's ability to reach markets in foreign countries. The appeal of global markets creates two kinds of opportunities for employees: opportunities for promotion and employee development. A global marketplace opens doors for employees with diverse language skills and multicultural understanding to build global profit centers. Employees interested in learning multinational business strategy and who are available for possible expatriate assignments may also

DIVERSITY

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also find new and challenging career opportunities.

Increased Exposure

A diverse workplace offers more than exposure to employees from different cultures and backgrounds. Employees learn from co-workers whose work styles vary and whose attitudes about work varies from their own. This is particularly true for employees within multigenerational work environments. Traditional-generation workers learn new technology and processes from workers who belong to the tech-savvy Millennial generation. Likewise, Generation X employees learn from exposure to the assertive, go-getter work ethic typical of many Baby Boomers.



Diversity
Angela Fleming, PHR
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FOUNDATION

Educational DVDs

The SHRM Foundation has created a series of educational DVDs that feature real-world case studies of successful companies that align HR strategy with corporate business objectives. The DVDs are distributed free of charge to SHRM chapters, educators and businesses. The SHRM Foundation also offers a discussion guide and powerpoint presentation for use in SHRM chapter programming, staff trainings, or executive education sessions. The HR Certification Institute has approved many of the DVDs for one hour of credit, when used with the companion materials as part of a 1-hour educational session (see the Foundation website for details). Other DVDs include *Once the Deal is Done: Making Mergers Work*, an inside look at the successful merger of Bupa Australia, now the nation's largest privately managed health care health insurance group. World Economic Forum: *Creating Global Leaders*, *Seeing Forward*, which focuses on succession planning at 3M; *Trust Travels: The Starbucks Story*; *Ethics: The Fabric of Business* (profiling Lockheed Martin); *Fueling the Talent Engine: Finding and Keeping High Performers* (profiling Yahoo!); and *HR In Alignment: The Link to Business Results* (profiling Sysco Food Services Company). The DVDs are available for [viewing online](#).

For more information about the DVDs, visit the "[SHRM Foundation Products](#)" section of the SHRM Foundation's website at www.shrm.org/foundation. The DVD series is made possible by your tax-deductible contributions to the SHRM Foundation

GETTING ON THE SAME PAGE

New Directions Behavioral Health

The members of your team seem to be going in different directions, and no matter what you do, you can't get them on the same page. Most teams get lost when the leadership falls apart. One key to getting back on track is to start asking your team for directions. By reaching out, gathering solid information, discarding your prejudices, and staying open to the ideas of others, you can find your way again.



LEGISLATIVE NEWS

Do You Know? Forfeiting Unused Vacation Time

01/23/2013

Boyd Byers

You may be familiar with Benihana, the Japanese-cuisine restaurants that feature knife-wielding, joke-cracking chefs who prepare your food. In 2011 a group of former managers filed a class action, alleging that Benihana's vacation policy violated California law by requiring employees to forfeit accrued, unused vacation time when their employment ends. This month Benihana agreed to pay \$600,000 to settle the case.

Do you know that the Kansas Wage Payment Act similarly prohibits employers from imposing a forfeiture of earned but unused vacation time? But that does not necessarily mean employers are always obligated to let employees cash out their unused vacation time upon termination. Confused? You should be, as Kansas law on this issue is tricky. Read on and I'll explain.

The KWPA provides that employers must pay all wages due, which includes vacation time and paid time off (PTO), provided the employee has met all the conditions required to be eligible for and earn that compensation. Kansas Department of Labor regulations prohibit employers from imposing a "condition subsequent" to an employee's entitlement to compensation that results in a forfeiture or loss of earned wages. This is in contrast to a condition precedent, which is something that must happen before the agreement becomes effective.

Still confused? The key point to understand here is that the way you set up and word your vacation or PTO policy determines whether you are obligated to pay employees for accrued, unused time upon termination. The question of what constitutes a lawful pre-condition to earn a benefit, versus an unlawful condition subsequent that causes the forfeiture of a benefit, often comes down to the language used.

So if you don't want to have to pay employees for their unused vacation or PTO time when they leave, or want to condition such payment on giving two weeks' notice or some other requirement, it's important to run the policy by an experienced employment lawyer to ensure that your policy is drafted in such a way to make it legal. Employers often are surprised and unhappy to learn that they are legally obligated to pay large amounts of unused vacation or PTO pay, as well as a 100% penalty, particularly in situations when the employee is fired for theft or other gross misconduct. And when that happens to you, you have only yourself—or whoever wrote your organization's policy—to blame, because you have wide discretion to fix the terms and conditions for earning a benefit in advance



Legislative Affairs

Scott Criqui

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