



Lawrence, KS #486

THE RESOURCE

July 2014



The All-In Way: 5 Strategies to High Performance

Presented by: Kelly Tyler Byrnes

Tuesday, July 8, 2014

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Kelly Tyler Byrnes captured the All-In message in the book *Put Your Whole Self In! Life and Leadership the Hokey Pokey Way*, and she has shared its universal message of high performance with leaders in the customer service, financial services, health care, advertising, marketing, legal, automotive, consumer goods, and telecommunications industries. Companies eager to cement their relationships with clients and employees engage Kelly when they realize Six Sigma, TQM, CRM, and CYA are no longer enough. The All-In Culture Shift® elevates companies' performance so they can thrive in today's competitive marketplace. In this presentation, Kelly shares examples from her work with people who became All-In, influenced others, and impacted their company's performance.

The All-In Way: 5 Strategies to High Performance program is all about influencing performance of employees, which is the ultimate goal of HR. This presentation will focus on HR staff members and their own performance in the areas of employee relations, culture, new employee orientation, and communications. In addition to the five All-In strategies, there are seven ways to stand out in today's high-stress work environments, 3 ways to get invited to the board room, 3 networking strategies, and 90 ways to impact employee engagement on a person's first day. When HR staff members understand what it takes to perform at a high level today, their results improve and they can influence the same results by others.

Bio:

Kelly is the Chief Talent Officer and Director of Learning for MRIGlobal, which conducts research programs in national security and defense, life sciences, energy and the environment, and engineering and infrastructure. Prior to joining MRI in 2012, Kelly ran an Organization Development consulting firm which served a variety of clients in the customer service, consumer goods, automotive, financial services, and health care industries. The firm also worked with several nonprofits, associations, and universities.

Kelly speaks and writes about leadership, engagement, and culture. She also is an adjunct professor of management for the University of Missouri-Kansas City Bloch School of Business undergraduate and MBA business programs. Kelly backs up her experience with a solid education foundation. She holds a B.A. from St. Mary's College, Notre Dame IN and an M.B.A. from Rockhurst University, Kansas City MO. She also holds the Senior Professional Human Resources (SPHR) certification. Please connect with Kelly through the Facebook Page (The All In Way) or Twitter (@KellyTyler).



Tuesday, July 8, 2014

Registration begins at 11:15 a.m. * 11:30 a.m. Buffet Lunch Available * 11:45 Opening Business Chapter Announcements * 12:00 Speaker Presentation * 1:00 Meeting Adjourned
Location: Pachamama's Alton Ballroom, 800 New Hampshire Street, Lawrence, Ks 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.

We now accept credit cards at chapter meetings and all events.

REGISTER ONLINE: www.jayhawkshrm.org



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President's Message

July is here and with it we have Kansas heat, summer vacations, Independence Day celebrations, and World Cup fever. Additionally the Jayhawk Chapter of SHRM has both our July meeting and a networking event. Our chapter meeting for this month "The All-In Way: 5 Strategies to High Performance" will be July 8th at Pachamama's. If you are looking to interact with fellow chapter members in a more informal setting our networking event will be Tuesday, July 15th from 5-7 p.m. at The Eldridge.

I am thrilled to announce that our chapter's nominee for the George Trombold award will be Mary McKenzie. In addition to Mary's activities on the Jayhawk SHRM Board she is also active with Girl Scouts, March of Dimes, Habitat for Humanity, and the United Way. Mary is passionate about in the development of those in the HR field and is also a part of the Jayhawk Breakfast Rotary Club and Lawrence Chamber of Commerce. She is currently a Human Resources Business Partner for Kathy Perkins, L.L.C. where she consults with small business on HR essentials and provides guidance for larger companies' HR Departments.

This award is given out at the Kansas State SHRM Conference in September and recognizes an individual who exemplifies the highest standards of the HR profession by promoting and contributing in their business organization and community. The Jayhawk Chapter has had two award winners in the past: Kelly Calvert in 2010 and Joyce Shaw in 1999.

Submitted by,

Heather Bunker, SPHR
President, Jayhawk Chapter SHRM
presidenelect@jayhawkshrm.org



A **BIG** shout out goes to Carrie Lindsey for referring Heather Odell.

"We LOVE referrals! If you know someone who might be interested in joining the Jayhawk Chapter of SHRM, please provide their contact information to Angela Fleming, VP of Membership.

It is because of GREAT members, such as yourselves, that we have grown our membership to the place it is today!"



WELCOME NEW MEMBERS!!

Laura Brown
Staffing Supervisor at Kelly Services

Heather Odell
Employment Specialist Case Manage
Lawrence Douglas County Housing Authority

Mark Your Calendars – 2014 Upcoming Events

July 8th

“The All-in Way: 5 Strategies to High Performance”

Presented by Kelly Tyler Byrnes



August 12th

“Putting RETIREMENT back into 401(K) education”

Presented by Grant Arends



VP of Professional Development

Debbie Snyder

professionaldevelopment@jayhawkshrm.org

Jayhawk SHRM Happy Hour

Tuesday, July 15, 2014

5pm-7pm

The Jayhawker Bar at the Eldridge Hotel

701 Massachusetts

Martini and Appetizer Specials until 6.

Drinks and appetizers are paid for on your own.



Take a midsummer break with Jayhawk SHRM at our next happy hour. Join us in The Jayhawker Bar at the Eldridge after work for some great conversation and a cool libation.

I hope to see you in July!!

Questions call Lori Carnahan 785-832-3202 or by email: lcarnahan@lawrenceks.org

What is the SHRM Foundation?

As the new Foundation chair this year, I would like to take this opportunity to explain to some of our newer members what the Foundation is all about!



The SHRM Foundation is:

Nonprofit affiliate of SHRM

A legally separate organization

Separate Board of Directors and budget

Not funded by SHRM membership dues

Holly Goodman-Foundation Chair

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support; and sponsoring, funding and driving the adoption of cutting edge, actionable, evidence-based research.

Examples of some the topics they have funded include:

Healthy Adoption of Mobile Communications

When Talent Loss Poses the Greatest Risk

Best Places to Work: How “Making the List” Impacts the Strength and Sustainability of Subsequent Recruitment and Turnover Outcomes

The Foundation is working to your benefit. The SHRM Foundation is the leading funder of HR research! They help support researchers who bring us greater understanding of the complexities of HR. The Foundation provides scholarships, as well as educational products, in order to assist individuals in pursuit of greater academic endeavors. The Foundation invests more than \$150,000 annually in education and certification scholarships!

When you donate to the SHRM Foundation you are helping promote HR research, career growth and you help professionals gain access to scholarships to aid in their education in the HR field. The stronger our Foundation is, the better we become.

KANSAS LEGISLATIVE UPDATE

Municipalities Subject to New Employment Rules Relating to Handguns

By: Boyd Byers

A new Kansas law (House Bill No. 2578) addresses a variety of issues relating to the regulation and possession of firearms and knives. Many of the changes relate to municipal ordinances, the disposition of firearms confiscated by courts, or criminal laws. Most notably, the law prevents municipalities from enacting or enforcing laws restricting the purchase, transfer, ownership, storage, carrying, or transporting of guns or ammunition. This law also includes a number of provisions pertaining to employees' concealed carry rights that may require many municipalities to change their employment policies and practices.

Here are some of the new provisions:

- Municipalities are prohibited from requiring employees to disclose whether they possess a valid license to carry a concealed handgun.
- Employees of municipalities may not be terminated, demoted, disciplined, or otherwise discriminated against because of a refusal to disclose whether the employee possess a valid license to carry a concealed handgun.
- Municipalities may not create or maintain records regarding an employee's possession of a valid license to carry a concealed handgun or that the employee has disclosed whether he or she possesses such a license. All records of such information must be destroyed by July 31, 2014.
- Municipalities may prohibit the unconcealed carrying of a firearm into municipal buildings, so long as the building is conspicuously posted in accordance with the rules and regulations issued by the attorney general.
- Cities and counties may adopt and enforce ordinances relating to the personnel policies of the city or county and the carrying of firearms by employees; except that any ordinance adopted and enforced must comply with the Personal and Family Protection Act, which governs the concealed carrying of firearms.
- Municipalities may not be held liable for any wrongful act or omission relating to the actions of any person carrying a firearm, including employees.

The law becomes effective July 1, 2014.

How Corporate Volunteer Programs Increase Employee Engagement

By Ryan Scott

We all know that tough times are dragging on and unemployment levels remain high. But even the fully employed are, most likely, not fully engaged in their work. In fact, a 2011 Gallup survey shows that some 71% of American workers are not engaged in their current positions, with 19% of the workforce "actively disengaged." These numbers come close to breaking records, so if employee engagement isn't something you're actively developing in your company, you may be underestimating the high price of disengagement.

Replacing an employee can set a company back more than three times the employee's annual salary, costing the overall economy more than \$350 billion every year, according to a Gallup report. The same study showed that engaged organizations have 3.9 times the earnings per share growth rate compared to organizations with lower engagement in their same industry. All of which explains why - according to The Economist - 84% of senior leaders report that disengaged employees are one of the three biggest threats facing their business.

The good news is that companies are discovering a surefire way to increase employee engagement: corporate volunteer programs. These programs allow employers to connect with their workforces by supporting charitable pursuits important to their employees.

How does workplace volunteering translate into better workplace engagement?

I. EMPLOYEE VOLUNTEER PROGRAMS LEND PURPOSE AND MEANING.

Commitment to one's work gives employees a sense of purpose, and companies are learning that an excellent conduit to this feeling is involvement in cause. Seventy-one percent of employees who participated in an LBG Associates survey about employee volunteer programs indicated that they felt more positive about their company as a result of these programs. Many business leaders find that purpose-driven work through cause is linked to boosted morale and productivity, which inevitably affects corporate bottom lines. Organizations are realizing that if you give employees the opportunity to give back, they'll have a renewed appreciation for the importance of their jobs.

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Submitted by:

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Volunteer Programs

How Corporate Volunteer Programs Increase Employee Engagement
By Ryan Scott

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2. EMPLOYEE VOLUNTEER PROGRAMS ARE A CRITICAL TOOL FOR EMPLOYEE RECRUITMENT AND RETENTION.

Employees want to take pride in their work and company, and when they do, they tend to stay. A 2004 Lloyd Morgan survey of 50,000 employees showed that by increasing employees' engagement levels, organizations can expect an 87% reduction in employees' probability of departure. Volunteer programs are a superb channel to create an engaged corporate culture that attracts top talent and keeps them on the job. A corporate volunteerism report by Deloitte showed that workplace volunteer programs are important even to those who don't typically volunteer in their private time; 61% of millennials who rarely or never volunteer would consider a company's commitment to the community when making a job decision.

3. EMPLOYEE VOLUNTEER PROGRAMS PROVIDE STRONG PLATFORMS FOR LEADERSHIP AND SKILLS DEVELOPMENT.

An EVP program allows workers to expand skills, build upon strengths and connect with their community. Indeed, 90% of human resources professionals say that pro-bono volunteering is an effective way to develop leadership skills. Volunteering can also develop soft skills that are instrumental in a business environment, such as problem solving, mentoring and communications. That's why these programs are excellent breeding grounds for new talent, allowing a neutral space for employee training and growth at a relatively low cost to the company.

While company EVP strategies may vary, one thing is certain: engaging employees through volunteering infuses jobs with purpose-filled work that increases workers' chances of remaining happy, productive and loyal.



Scott Criqui
Volunteerism Chair
volunteerism@jayhawkshrm.org

HR Certification News

SHRM has decided on the name for the new certification. They made a public announcement at the SHRM 2014 Annual Conference in Orlando, Florida the last week of June. There will be two levels of certification:

SHRM Certified Professional (SHRM-CP) / SHRM Senior Certified Professional (SHRM-SCP)

Recertification and what counts toward recertification will remain the same through the end of 2014. SHRM chapters and state councils may offer recertification credits through 2015 for both current certifications *and* the new SHRM certification (beginning in January 2015) as part of their meetings and programming. SHRM will continue to support current programs through the December 2014 - January 2015 testing windows. For example:

- SHRM will continue to submit its 2014 and 2015 programs to the HR Certification Institute for pre-approved recertification credits in order to ensure that individuals with current certifications meet the eligibility requirements to obtain the new SHRM certification. SHRM will continue to offer the current *SHRM Learning Systems* through November 30, 2014. Beyond that, SHRM will only offer Learning Systems for the new SHRM-CP and SHRM-SCP exams.

The current certification process through HRCI (HR Certification Institute) will continue as it has.

Strategic Credit Opportunity

For those interested in getting strategic credits for recertification, SHRM JC (the Johnson County chapter) is sponsoring two training sessions on July 17 for up to three hours of strategic credit.

Breakfast & Keynote | Thursday, July 17, 2014 | 7:30-9:00 | Ritz-Charles in Overland Park

"The Compelling Case for Creating a Culture of Integrity"

presented by: Cindy Olson | Chief Operating Officer | Integrity Resource Center

Post Breakfast Breakout Session | Thursday, July 17, 2014 | 9:00-11:15 | Ritz-Charles in Overland Park

"Strategies to Build and Keep a High Performing Culture of Integrity"

presented by: Cindy Olson | Chief Operating Officer | Integrity Resource Center

Send inquiries to shrmjc@shrmjc.org.

Social Media & Recognition News

Thank you to everyone who has participated in one of our LinkedIn conversations! It is so beneficial for all of us to have a forum where we can share tips and ideas. We will continue to have a drawing during the monthly meetings for everyone who has participated. If your company is interested in donating something for the drawing prize, please let me know.



Keri Rodriguez
Social Media and Recognition

Congratulations to Mary McKenzie / George Trombold Nominee



To recognize outstanding achievement in the field of human resource management and community leadership, the Kansas State Council of SHRM established the George Trombold Achievement Award in 1992. This award is presented annually to an individual who exemplifies the highest standards of the profession by promoting and contributing to the transformation of the HR profession in their business organization and in their community. The recipient will receive a plaque and recognition at the Kansas State SHRM Conference.

The HR Game is Afoot KS SHRM Conference 2014



September 17-19, 2014 • Wichita, Kansas



The 25th Annual SHRM Kansas State Conference "The HR Game is Afoot" being held September 17-19, 2014 at the Hyatt Regency in Wichita, Kansas.

This year's conference will be packed with keynote, general and concurrent sessions covering a wide range of human resource topics for all levels of practitioners.

Registration Fees:

Early Bird - Through July 1st \$299 SHRM Members | \$349 Non-SHRM Member
Between July 1st and August 31st \$349 SHRM Members | \$399 Non-SHRM Members
After August 31st \$399 SHRM Members | \$449 Non-SHRM Members

Where to Stay:

This year's conference hotel is the Hyatt Regency Wichita & Century II Convention Center, 400 W. Waterman Street, Wichita, KS, 67202. A special negotiated rate of \$159 + tax per night is offered to conference attendees. You can make reservations by clicking directly on the link <https://resweb.passkey.com/go/2014SHRM>.

Who Should Attend?

The conference is open to any individual practicing or interested in human resource management professional development. You do not have to be a SHRM member to attend (although you will receive a \$50 discount on your registration!). Conference attendees can join SHRM and receive a \$15 discount on your first year of dues. Join online at <http://www.shrm.org> and use the code 0118.

Keynote Speakers:

Opening Keynote - Scott Burrows **Closing Keynote** - Joe Gerstandt

Questions:

Kara Hunt, 2014 Conference Chair
KHunt@deltadentalks.com
 (316) 462-3370
 Contact Lori Maher, Association Executive
lori@mahergroupllc.com
 (913) 948-8623

Financial Report

Current Assets: 06/30/2014

Checking Account: \$ 3,928.93

CD's:

91-Day (2/4/14) \$ 1,136.82

182-Day (3/7/14) \$ 5,128.78

12-months (5/13/14) \$ 8,483.88
\$14,749.48

Pay Pal Account \$ 473.16

Petty Cash: \$ 100.00

Total: \$19,251.57

Prepared by:
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VP Of Finance
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The Fourth of July 2014

On this day in 1776, the Continental Congress approved the Declaration of Independence, setting the 13 colonies on the road to freedom as a sovereign nation. As always, this most American of holidays will be marked with red, white and blue flags, fireworks, parades and backyard barbecues across the country,



Diversity - ICE BREAKER Activity

Step 1: If it's a small group, go around the room numbering each person. 1,2,3, etc until everyone has a number. For large groups, start with Step 3.

Step 2: Display a numbered list of characteristics that make people different. Here are some examples:

Over age 55	Under age 25	Maverick	Shy	Hispanic	Smoker
Heavy Accent	Low education	Has anxiety	Pushy	Gay	Negative Personality

STEP 3: Individually or as a group, brainstorm **possible strengths** of people with each characteristic.

STEP 4: List ways each characteristic can give the team an advantage

1. Individual method: Challenge them to write down as many as they can in 4 minutes, to share later.
2. Group method: No prep time! Just ask them to call them out (Say "Thanks" for every idea.)

Example: Over age 55

Possible Strengths: Good Attendance, Work Ethic, Time Management, Respectful, Experience, Trustworthy, Reliable

Team Advantage

1. Ask them to help develop other employees.
2. Ask them how they would like to contribute! They'll appreciate it and will be responsible!
3. Ask them to set the bar high by *subtly* setting a good example.

STEP 5: Discussion/Wrap-up

- Participants will often say that people from any one of these diverse groups could have any one of the strengths listed for other groups—when they say it—repeat it, or ask the group if they agree. (You can mention it at the end if no one else does, but it's more powerful if they say it.)
- Caution participants that as they take this skill back to their teams and assign tasks or reward successes, to avoid saying or inferring that the assignment or success came because they are different. Just focus on the task or the accomplishment.



Peter Steimle
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