



Lawrence, KS #486

THE RESOURCE

September 2014

Culture and its Importance

Presented by: Deborah Young, Ph.D.

Organizational & Leadership Consulting

Tuesday, September 9, 2014



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Deborah Young, Ph.D., will facilitate an interactive discussion on the topic of culture and its importance to recruitment, employee satisfaction, retention—and even to the bottom line. Everyone talks about their organization’s culture, but few know what to do about it, for better or worse. Deborah will use the former local pharmaceutical company, Marion Laboratories, as a reference point, sharing how the culture was created, how it was maintained and how it contributed to the enormous success of the organization. The story would not be complete without revealing what happened after the acquisition by Dow. You will leave with an explanation of the process of the Three D’s, putting you on the path to create a new culture or tweak the one you have. Time will be available to discuss your own examples of creating or shaping a culture.

Bio:

Deborah J. Young, Ph.D. has over 20 years’ experience in organizational development, leader development and communications. She has worked successfully with start-ups to multi-nationals in developing strategic plans, building teams and leaders and managing complex change. She specializes in research-based organizational development and leadership consulting.

Her academic background has an organizational development focus and includes two Masters’ and a Doctor of Philosophy degree. She is a former Kemper Fellow and lecturer at UMKC.

Before external consulting, Dr. Young was with Marion/Marion Merrell Dow, where she co-created the Marion Academy, designing and delivering multi-level skill and leadership development experiences. She ultimately became Dir. of International and R&D Communications, responsible for communications in eight penetrate countries and Japan and Australia.

REGISTER ONLINE: www.jayhawkshrm.org

Tuesday, September 9, 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.



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President's Message

"Every new beginning comes from some other beginning's end." - Seneca



It is that time of year in Lawrence when living in a college town hits home – the students have returned. I'm sure you have all noticed an uptick in the traffic around town and the wait in line at your favorite restaurants. Starting school is a time of excitement and new beginnings, there are so many new things to learn and people to meet. It reminds me of the enthusiasm and trepidation one feels when starting a new job. Many of us have conducted new hire orientations so many times that it has become routine but, this is a good time of year to remember those initial jitters our new employees face.

September also brings the 25th Annual Kansas SHRM State Conference in Wichita: "The HR Game is Afoot". This year's conference theme is aimed at celebrating the deduction and detective skills we use in the every-changing role of HR. There are some fantastic speakers lined up and if you are interested in attending there is still time to register at www.ksshrm.com. I know several of our chapter members have already registered and I am excited to see you there!

Submitted by,

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

Membership Drive – Help Us Grow Our Chapter!!

Networking is defined as interacting with other people to exchange information and develop contacts, especially to further one's career. We are delighted that each of you has chosen to participate and network with the Jayhawk Chapter of SHRM in an effort to continue the development of your Human Resources skill sets.

I am not sure about each of you, but I know that in my own recruiting experience, some of our best hires have come in the form of referrals from existing employees. Employees are familiar with our organization, know what we have to offer, and know if the "fit" is going to be right for the candidate they are considering referring. I think that our Chapter is no different!! Help us continue to build your HR network by referring potential chapter members. If someone is interested in attending a meeting to see what we are all about – let a current Board Member know – so we can coordinate their attendance.

From now until the end of September, the Chapter will be running a special that allows individuals to join the Chapter for 50% off of our normal due fees.

Do you know someone who would benefit from membership with the Jayhawk Chapter of SHRM? If so, now may be a good time to suggest that they consider giving our group a try.

We appreciate your commitment to help grow our Chapter!

VP of Membership
Angela Fleming, PHR
membership@jayhawkshrm.org



Mark Your Calendars – 2014 Upcoming Events



September 9th

“Culture & It’s Importance”

Presented by Deborah Young, Ph.D.

October 14th

“Mentoring”

Presented by Tom Wright

November 11th

“Affordable Health Care Update

Presented by Charlie Upton

December 9th

Social Event



VP of Professional Development

Debbie Snyder

professionaldevelopment@jayhawkshrm.org



Dealing with Bad Breath

No one really wants to talk about it, but let's face it, it's something we all think about. Bad breath can generally be managed with self-care and is just a normal result of strong foods, an empty stomach, or dry mouth. However, bad breath also can be a sign of underlying health problems. If self-care is not helpful, call your dentist.

1. The best way to fix a bad breath problem is to brush up on your dental hygiene. Ideally, brush your teeth after each meal and floss daily. See your dentist for an exam and cleaning twice a year.
2. If your gums bleed when you floss or brush, you may have gum disease (gingivitis), which can cause bad breath. If the condition doesn't improve after 3 weeks of careful dental hygiene, see your dentist.
3. Brush the top of your tongue with a soft toothbrush. The tongue, especially far in the back as it goes down your throat, can have bacteria that cause bad breath.
4. Drink plenty of fluids to avoid dry mouth. Eat apples, citrus fruits, lettuce and other raw vegetables, which cleanse the teeth. Avoid strong-smelling foods, such as onions, garlic and cabbage, and hot and spicy foods.
5. Parsley is a natural breath freshener. Mouthwashes, breath mints and sprays may mask the odor of bad breath temporarily, but they don't get at the source of the problem. Avoid sugary breath mints, which can make bad breath worse. (Bacteria thrive on sugar and can cause dental cavities.)
6. Clean dentures and removable braces every night as directed by your dentist.
7. Use saliva substitutes for dry mouth caused by health conditions or medications.
8. Don't skip meals. Chewing foods promotes salivary flow and a detergent action that decreases mouth odor.

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Annual EEO-I Reports are due September 30th!

The Annual EEO-I survey is the Equal Employment Opportunity Commission's annual filing requirement for employers with 100 or more employees. Employers meeting the reporting thresholds have a legal obligation to provide the data; it is not voluntary. The data collected is used for a variety of purposes including enforcement, self-assessment by employers, and research. Due to the 2007 revisions to the EEO-I Report, the reporting requirement could also impact companies with fewer than 100 employees if a company is owned or affiliated with another company, or there is **centralized ownership**, control or management so that the group legally constitutes a single enterprise and the entire enterprise employs a total of 100 or more employees. This annual government survey form must be filed by:

- Employers with federal government contracts of \$50,000 or more who have 50 or more employees, and
- Employers who do not have a federal government contract but have 100 or more employees. Affected employers must provide a count of their employees by job category and then by ethnicity, race, and gender.

The filing deadline for the 2014 EEO-I Report is September 30, 2014.

The U.S. Equal Employment Opportunity Commission (EEOC) prefers that employers use the web-based filing system. (Paper forms are only generated by request.) Online filers must log into their company's database with a Login ID and password. If you are filing for the first time, please visit <https://egov.eeoc.gov/eeo1/register.jsp>. If you are unsure what your Login ID and/or password are, please contact the EEO-I Joint Reporting Committee at l.techassistance@eeoc.gov.

For more information on the annual reporting requirements, please visit: <http://www.eeoc.gov/eeo1survey/index.html>

Register at www.livewelllawrence.org



**4th Annual
WorkWell Lawrence
Symposium**

September 10, 2014

8:30 a.m. - 12:30 p.m.

Holiday Inn Hotel and Convention Center
200 McDonald Drive
Lawrence, KS

Objective: Creating A Culture of Health at Work

Keynote Speaker:

Steve Iardi, PhD

University of Kansas

The Depression Cure: the 6-Step Program to Beat Depression
without Drugs



Nature and Brainstorming, Dr. Paul Atchley

Trends in Healthy Food at Work, Panel of Worksite Leaders

*"It is such a positive thing you can do for your employees."
Lenora Larson, 2011 Keynote Speaker*

\$40 Advance Registration

\$50 after Monday, September 8, 2014

No refunds for cancellations after Friday, September 5, 2014

AGENDA

- 7:30 - 8:30 Registration and Healthy Continental Breakfast
- 8:30 - 8:50 Welcome
- 8:50 - 9:50 Speaker—Paul Atchley, PhD
- 9:50- 10:00 Lawrence Parks and Recreation Exercise Break
- 10:00-11:00 Trends in Healthy Foods At Work Panel
- 11:00 -11:15 Exhibits and Health Break
- 11:15 -12:30 Keynote speaker - Steve Iardi, PhD
- 12:30 Closing Remarks

SPONSORS



Financial Report

Current Assets: 08/31/2014

Checking Account: \$ 4,015.30

CD's:

91-Day (2/4/14) \$ 1,137.39

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

12-months (5/13/14) \$ 8,483.88
\$14,750.05

Pay Pal Account \$ 32.62

Petty Cash: \$ 100.00

Total: \$18,897.97

Prepared by:

Barry Kingery

VP Of Finance

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SHRM September New Member Special

**Save \$15
& Receive a
SHRM Tote Bag**

Promotion Code: 0418T
Discounted Rate: \$170

JOIN TODAY AT SHRM.ORG/JOIN
Offer Ends 9/30/2014

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

Principles of Excellence for Workplace Volunteering

ACKNOWLEDGE that the workplace's employee volunteer efforts contribute to the achievement of its business goals.

How this is achieved:

1. The company (organization) recognizes that societal and community issues have a direct relationship to the organization's future success. This relationship is expressed through:

- Organizational identity statements such as mission, vision, values statements
- Organization, business or department goals

2. Employee volunteering is a key component in the organization's overall community involvement efforts.

3. The organization communicates its corporate social vision consistently to its external and internal stakeholders through means such as an annual report, posting on web sites, newsletter articles, etc.

4. Senior management participates in leading the volunteer effort and takes an active, visible role in the community.

5. The employee volunteer program brings strategic benefits to the organization and contributes to its business goals.

COMMIT to establish, support, and promote an employee volunteer program that encourages the involvement of every employee, and manage the employee volunteer program like any other business function.

How this is achieved:

1. The employee volunteer program is designed with a work plan including goals, resources, a promotional plan and recognition strategies, evaluation, etc.

2. The employee volunteer program is employee-driven and has input from senior management and community members.

3. The employee volunteer program is supported with policies and practices that encourage optimum participation. Policies and practices may include release time, flex time, continuous improvement practices for volunteer events, participation goals, recognition, funds for expenses or monetary grants to nonprofit organizations where employees volunteer, etc.

4. The employee volunteer program is managed to bring value to the organization. Value can be gained through teambuilding, employee leadership development, family-included events, enhanced community relationships, strengthened business relationships, etc.

5. The employee volunteer program is evaluated to determine the outcomes that it brings to the company, employees, and the community.

TARGET workplace volunteering at serious social problems in the community.

How this is achieved:

1. The employee volunteer program has a focus on addressing serious social problems.

2. The organization develops employee volunteer partnerships with local businesses, nonprofits, Volunteer Centers, Corporate Volunteer Councils or grassroots agencies to leverage resources to meet serious, systemic social problems in the community. The result being that both the organization and the community view the employee volunteer program as a resource for the community.

3. The employee volunteer program engages in increasing its nonprofit partners' capacities of skills and resources to work toward their missions.



Submitted by:

Scott Criqui
Legislative Affairs
legislative@jayhawkshrm.org

JOB POSTING**Human Resources Manager, Berry Plastics, Lawrence, KS**

This position provides Human Resource leadership at the Lawrence Plant. The individual will develop, implement, and manage company policies and procedures; manage all functional areas within Human Resources to include but not limited to employee relations, organizational development, salary administration, benefits, training, and staffing; keep plant management team abreast of changes in employment law as well as ensure legal compliance; make recommendations that encompass trends and new developments within the human resource area; and make decisions that are in the best interest of the Lawrence, KS Plant and Berry Plastics

RESPONSIBILITIES:

- Maintain “hands on” responsibility for the Human Resources functional area
- Responsible for the interpretation and application of Human Resources policies, recommending changes and monitoring compliance
- Align HR goals with plant and corporate objectives
- Establish and maintain open and effective communication with employees
- Manage all Human Resources programs such as recruitment, compensation, diversity, performance management, employee training and development
- Provide leadership, vision, and development to plant staff through training, coaching, and mentoring
- Coordinate performance management and salary review processes
- Prepare and manage human resources budget
- Assume “Corporate” project responsibilities, as assigned

Qualifications:

- Bachelor’s Degree in Human Resources, Psychology, or Business preferred with minimum of five (5) years HR managerial leadership experience
- SPHR or PHR Accreditation preferred
- Effective verbal and written communication skills
- Demonstrated consulting and influencing skills
- Strong team orientation
- Knowledge of Kansas and Federal labor laws
- Experienced conflict resolution, problem solving, and analytical skills
- Ability to interact effectively with all levels of the organization

To apply email resume to MiriamWright@berryplastics.com





LABOR DAY: WHAT IT MEANS

Labor Day, the first Monday in September, is a creation of the labor movement and is dedicated to the social and economic achievements of American workers. It constitutes a yearly national tribute to the contributions workers have made to the strength, prosperity, and well-being of our country.

LABOR DAY LEGISLATION

Through the years the nation gave increasing emphasis to Labor Day. The first governmental recognition came through municipal ordinances passed during 1885 and 1886. From these, a movement developed to secure state legislation. The first state bill was introduced into the New York legislature, but the first to become law was passed by Oregon on February 21, 1887. During the year four more states — Colorado, Massachusetts, New Jersey, and New York — created the Labor Day holiday by legislative enactment. By the end of the decade Connecticut, Nebraska, and Pennsylvania had followed suit. By 1894, 23 other states had adopted the holiday in honor of workers, and on June 28 of that year, Congress passed an act making the first Monday in September of each year a legal holiday in the District of Columbia and the territories.

To learn more about the history of Labor Day visit www.dol.gov/labordayhistory.htm

DIVERSITY

Birds & Bees(Yes—Those birds & bees!)

Stephen Covey was helping a discouraged husband and business owner to apply to his marriage what he'd been learning during a business seminar. He began over a private dinner, by asking the couple: "Do you have any children?" They answered they did, and so he asked simply: "How did you do it?" The husband, red-faced and stammering responded, "Well, Stephen—You know how we did it!" Covey paused before replying: "You must have appreciated the differences." You see, the husband was accustomed to clearly identifying and quantifying facts to run his business, and his wife was trying to convey feelings that could not be measured with numbers or tracked on a spreadsheet. They each needed to learn to value the differences, and to work together, to create something truly amazing.

Here are more ideas of how to encourage employees to appreciate someone who is different.

- Dale Carnegie famously pointed out that if I were born to the parents of my opposite, was born with whatever they came with, grew up with their siblings, neighbors, economic status, language, teachers, physical and mental health challenges, experienced their injuries both physical and emotional—If I were in every respect that person—How would I think? How would I behave? Well, if I was actually them—then I'd think and behave—just like them. (Imagine how they must feel, imagining they could have become just like you!) J
- **PROBLEM:** "Should society help ex-offenders develop good habits, get jobs, and become productive members of society?" Many respond "They got themselves into this—let them get themselves out!", or "It's part of their punishment, and will help them learn not to break the law again." So—Does it solve the problem to affix the blame??? Does it fix a problem to affix blame??? (Answer for yourself.) **Next question:** Who has a better chance of fixing this problem? A) The offender (who made the poor decision that landed him/her in jail in the first place), or B) The offender with a social worker, a mental health specialist, a couple of reformed offenders, and an employer?

When attempting to solve a problem—*blame is a distraction!* **Focus** on solutions! Ask the right questions. How do we succeed? Who has relevant experience that can help us choose the next step? Get help! Build a team of people with a range of ideas, understanding, characteristics and skills. And who has this great variety of gifts that we so desperately need? Someone who is different than we are.



Peter Steimle
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