



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

JANUARY 2018



2018 Hot Topics and Strategic Initiatives

Tuesday, January 9, 2018

Please join us on Tuesday, January 9th for our first Jayhawk Chapter of SHRM meeting of the year. The January meeting will include Hot Topics discussions and an opportunity to share your expertise and network with your fellow HR professionals and chapter members. Bring your hot topics, experiences, and challenges, along with ideas for tackling those challenges.

We will facilitate Table Topics, with these areas of discussion:

- 1) A 2017 experience I learned from that I am applying in 2018
- 2) A 2017 training meeting / seminar / speaker lesson/topic I applied to my role and the outcome
- 3) An education / speaker opportunity I would welcome this year
- 4) A mistake I made in 2017 that you don't have to repeat

This is also a great time to hear about the 2018 strategic initiatives for the chapter and meet the 2018 board members. We have another exciting year ahead.

January Meeting Sponsor:



Tuesday, January 9, 2018

Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Holiday Social * 1:00 Meeting Adjourned

Location: Maceli's, 1031 New Hampshire, **Parking is available across the street and in the parking garage at the north end of the block.

Pricing: Member Free. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.

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REGISTER ONLINE: www.jayhawkshrm.org



Financial Report

2018 Board of Directors

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Volunteerism Chair

Amy Mason

College Relations Chair

Annette Delaney

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org



Current Assets: 12/4/2017

CD's:

91-Day	\$	n/a
182-Day (9/3/15)	\$	n/a
12-months (5/12/16)	\$	8,560.53

Checking Account:	\$	18,929.80
Pay Pal Account	\$	6,892.35
Petty Cash:	\$	101.00
Total:	\$	34,483.68

Prepared by: Heather Bunker SPHR, SHRM-SCP
VP of Finance



NOVEMBER 2017 LABOR MARKET REPORT

Please find the links below to the November 2017 Labor Market report and the map of county unemployment rates/over-the-year change of unemployment rates.

Highlights and Quotes: <https://klic.dol.ks.gov/gsipub/index.asp?docid=472>

Kansas Map w/county unemployment rates (not seasonally adjusted unemployment rates):

<https://klic.dol.ks.gov/admin/gsipub/htmlarea/uploads/LR%20Nov2017%20Maps.pdf>

SHRM Foundation Raffle

What is the SHRM Foundation?

The SHRM Foundation is a values-based charity organization whose mission is to champion workforce and workplace transformation by providing research-based HR solutions for challenging inclusion issues facing current and potential employees, scholarships to educate and develop HR professionals to make change happen and opportunities for HR professionals to make a difference in their local communities. The SHRM Foundation is a 501(c)(3) nonprofit organizational affiliate of the Society for Human Resource Management.

With the Jayhawk chapter's efforts, which included a raffle during our December Holiday Social, the **chapter donated \$579** to the SHRM Foundation in 2017

President's Message

2018 promises to be a great year for HR! The Jayhawk Chapter has a board that is ready to work and fulfill the mission of the chapter. With your help, we can soar to new heights!

One of the goals of the board is to increase partnership and participation with the HR Aces program. HR Aces is the volunteerism arm of our chapter, headed in 2018 by Amy Mason. Projects in the past have included collaborating with other organizations conducting mock interviews and providing job readiness information.

An upcoming volunteer opportunity is providing a time management presentation for AmeriCorps volunteers through the United Way. The presentation would need to be 1-2 hours and preferably interactive. The available training dates are Fridays, April 20, May 18, and June 15.

Another opportunity to volunteer is with the Managers of Volunteer Engagement (MOVE), a professional group in Topeka seeking speakers on human resources best practices for nonprofits. The presentations would be 30 minutes from 8:30am – 9:30am. The following dates are available: June 20, July 21, August 15, and September 19. In addition, MOVE is adding 90-minute professional development trainings in September/October 2018 and are seeking presenters.

If you have an interest in volunteering with HR Aces in providing a service to one of the organizations on one of the dates listed above, contact Volunteerism Chair [Amy Mason](#).

Our chapter is only as strong as each one of us makes it and I believe 2018 will be a year of growth and challenges that we are up to the task to take on.

Here's to a promising year for the Jayhawk Chapter and its members! I look forward to serving as your President this year along with our outstanding board members.

Cynthia Colbert

THANK YOU EVERYONE!

I believe that in 2017 every one of you actively participated in SHRM sponsorships by either:

- Sponsoring a SHRM lunch or SHRMinar booth
- Referring a SHRM sponsor
- *Cheering* for a SHRM sponsor following their presentation. Thank you!

WIN-WIN-WIN

1. Sponsors meet 30-40 HR professionals at one time, in one place
2. Our chapter's finances receive a needed shot in the arm (subliminal flu shot reminder)
3. Our careers, employers, employees and customers benefit as our skills, knowledge, and networks grow.

SO...

- Send your sales contacts my way, and I will ask them if it might help them to sponsor a lunch meeting or SHRMinar booth.
- Reserve your spot for a 2018 lunch meeting. Booths and various sponsorships will also be available for the Spring SHRMinar, and the prime sponsorships are limited and are first come, first served.

Thank you and Happy New Year!

Peter Steimle
Sponsorship Chair

Recognition and Social Media

9 Awesome Ways to Inspire Others

Jeff Boss • Guest Writer for Entrepreneur

You learn quite a few things going through SEAL training. You learn how to focus. You learn perseverance. You learn the fleeting nature of pain. Most of all, you learn how to summon the last iota of inspiration to carry you through the day.

Effective leaders must choose the right tactic for the right mission, no matter if it's the boardroom or the battlefield. Inspiring others comes in myriad different forms. Here are nine leadership guidelines to inspire others:

1. Focus on relationships. One of the first quotes I heard upon entering my current career was, "Nobody cares how much you know, until they know how much you care." Looking back on my special operations career, the SEALs never performed a single mission without outside support of other governmental agencies or counterparts. Everything was networked, it was all "who you knew" (much like everything else in the world).
2. Leave ego behind. If you really want to influence people, let your actions speak for themselves. It's a timeless adage that still holds true today, but if you are that awesome at something then you don't need to tell anyone because they already know.
3. Identify winning. When you know what winning (i.e. the end-state) looks like, all you have to do is zig and zag to get there. To realize the utmost potential and minimize wasted effort, identify exactly what you're going after and make sure your people do, too. Redundancies arise when communication falters.
4. Use high-powered talent. Overseas, there were times when we only employed a handful of operators because that was all that the mission called for. Similarly, once you narrow down the desired end-state, work backwards to identify who best belongs where. If the same names arise again and again, it's time to consider succession planning.
5. Set them free. Open the reigns and let the human need for autonomy and relevance flourish. People want to do well and succeed, but what often stifles opportunity is process. Daniel Pink, in his bestselling book *Drive*, calls this "the purpose motive." Instead, give people a direction, a timeline and the authority to act.
6. Listen actively. There are two types of listeners: those who seek to understand, and those who seek to be understood. The former ignore their own biases as they patiently wait to understand the other's viewpoint, whereas the latter nervously wait for you to stop talking so they can talk.
7. Curb your enthusiasm. Overly excited, positive, depressed or negative people tend to serve as social hand grenades, which is why emotional intelligence (EI) is so important. EI is one's ability to interpret emotions both in oneself and others, and consists of four parts: self-awareness, social awareness, self-management and

relationship management. Curbing your enthusiasm falls smack in the middle of all four because nobody wants to be around any grenade when the pin is pulled.

8. Build your resilience. Displaying just how much you can handle -- physically, mentally, emotionally -- can be awe-inspiring to others. Everybody likes hearing stories of the parent who lifted a car to save a child, or the uncommon rags-to-riches success story. When you do more, you become more.

9. Speak up. People need to know two things: where you stand on a given topic, and where they stand with you. Animosity and jealousy form when people are uncertain as to how others value them. I'm of the belief that most news is good news because there's always something to be learned no matter what. Always take something away that makes you a better you.

You want to inspire others to focus on the one source you can manage best: you. Specifically, your actions. Aim to practice at least one of the above items every day and you'll be amazed at the inspiration that ensues.

Submitted by: **Keri Rodriguez**
Recognition and Social Media Chair

Make 2018 the Year YOU get Certified

Johnson County Community College offers preparation courses for the SHRM-CP/SHRM-SCP and the Human Resources Certification (HRCI).

SHRM Certification:

SHRM Learning System Main Campus	2018 Spring	1/23/18 4/17/18	6:00 PM 9:00 PM	Tu	\$ 1,199	F
SHRM Learning System Main Campus	2018 Fall	9/25/18 12/18/18	8:00 PM 9:00 PM	Tu	\$ 1,199	F

Human Resources Certification:

Human Resource Certification Preparation Program Main Campus	2018 Spring	1/22/18 4/16/18	8:00 PM 9:00 PM	M	\$ 1,199	
Human Resource Certification Preparation Program Main Campus	2018 Spring	5/14/18 8/13/18	8:00 PM 9:00 PM	M	\$ 1,199	
Human Resource Certification Preparation Program Main Campus	2018 Fall	9/24/18 12/17/18	8:00 PM 9:00 PM	M	\$ 1,199	

Register online at: jccc.edu/ce

All study books are included in the price.

Submitted by: **Jana Tuttle**
Certification Chair