



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

AUGUST 2017



Journey to the Core: Building Your Organization from the Inside Out Tuesday, August 8, 2017

Learn how to build the right culture to maximize productivity and longevity. This program will put your organization or team on the same page. Get the laser focus you need to maximize success in business and in life by developing a Vision and Mission statement along with 12 other components critical to your success.



Outcomes of this presentation:

- Learn how to see your future goals
- Know exactly where you are going, who you will need, and how you're going to get there Learn how to let other people and organizations know what you are all about
- Make sure people on your team are on the same page
- Learn how to create champions and sneezers to ensure your success

Presenter: Frank Keck, CSP, Excellerant

Frank began his professional speaking career in 1990. Zig Ziglar is among the speakers that inspired him to pursue his passion. After time with Dale Carnegie, Frank has fine-tuned his skills to become an expert at dealing with people. His focus is on behavior change, whether he is delivering content on leadership, team-building, or culture shaping. Frank truly is the People Whisperer. Frank utilizes humor, encouraging audiences to be focused but not to take themselves too seriously, enjoying life while challenging themselves. He leaves audiences energized and enlightened with the skills to produce positive effects in their personal and professional lives. What makes Frank remarkable is his way with individuals and groups. He is able to connect with people and help them grow with a simple tool: questions. When Frank facilitates content delivery or conversation, he asks questions encouraging the participants to think.

August Meeting Sponsor:



This event has been approved for one general credit by SHRM and HRCI.

Inside this issue:

Presentation	1
President's Message	2
Membership	3
Diversity	4
Certification	5
Member Spotlight	6
Foundation News	6

Tuesday, August 8, 2017
Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Presenter * 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 in advance \$20. \$25 after Thursday noon pre-registration deadline or walk in at the door. Guest in advance \$30 if pre-registered by Thursday noon deadline prior to chapter meeting.



REGISTER ONLINE: www.jayhawkshrm.org



President's Message

PLAY BALL WITH HR- Kansas SHRM Conference

Congratulations to Amy Bellerive, Director of Human Resources with TrenorHL. Amy was the chapter drawing winner for the FREE Kansas SHRM Conference registration. Amy was able to register for the September 20-22 conference which will be held at the Overland Park Convention Center.



The state conference has submitted for approval nine (9) business/strategic credits, with eleven (11) credits total submitted to SHRM and HRCI.”. As an attendee, you will have the opportunity for up to date education and information in the areas of current legislation, HR trends, social media and strategic planning. There will be exhibitors there with whom you can visit and research vendor partners you may be needing. The pre-conference on Wednesday, September 20th is an additional \$60 and the topic is *Effectively Managing Change & Conflict in the Workplace*. You can earn 3 credits for attending the pre-conference.

This conference is a cost effective and time efficient way to stay abreast of current HR issues and meet potential business partners for your HR responsibilities. Best of all...no accommodation expense for you or your employer. Just a little drive time to Overland Park!

Currently we have twenty-three (23) members from the Jayhawk Chapter attending. That is an amazing number! Just five (5) more and we will win the \$250 cash back bonus for the chapter.

The conference this year is sports themed, casual dress and sports team attire encouraged. This is my kind of conference! See you there.

<http://2017.ksshrm.org/schedule/>

<http://2017.ksshrm.org/>

Lori Carnahan
President, Jayhawk SHRM
president@jayhawkshrm.org



See you at the Conference!!

2017 Board of Directors**President**

Lori Carnahan, SPHR, SHRM-SCP

Past President

Debbie Snyder

President-Elect

Open

VP of Membership

Cassie Gilmore

VP of Finance

Heather Bunker SPHR, SHRM-SCP

VP of Professional Development

Mary McKenzie, SPHR, SHRM-SCP

VP of Communications

Cynthia Colbert

Certification Chair

Jenny Hiatt, PHR, SHRM-CP

Diversity Chair

Michelle Stegman

Foundation Activities Chair

Lori MacDonald

Legislative Affairs Chair

Dennis Meier, SPHR, SHRM-SCP

Social Media & Recognition

Keri Rodriguez, CESP

Volunteerism Chair

Open

College Relations Chair

Annette Delaney

Sponsorship Chair

Peter Steimle

www.jayhawkshrm.org**Linked in** 

Financial Report

Current Assets: 7/31/2017

CD's:

91-Day	\$	n/a	Checking Account:	\$ 10,923.84
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$ 13,949.23
12-months (5/12/16)	\$	8,534.93	Petty Cash:	\$ 210.00
			Total:	\$ 33,618.00

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

JUNE 2017 LABOR MARKET REPORT

Please find the links below to the June 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%20June2017%20Maps.pdf>

We are looking for someone to join our board as Volunteerism Chair, as Cassie Gilmore has taken on the role of VP of Membership. Serving as Volunteerism Chair is a very fun and rewarding opportunity to be a part of our HR Aces Program. If you are interested, please reach out to Cassie for more details.

Diversity

What We Learned from Improving Diversity Rates at Pinterest

Harvard Business Review

July 11, 2017

Candice Morgan is the Head of Inclusion & Diversity at Pinterest.

Excerpt from the online article.

Pinterest set a goal in 2016 to hire women engineers at nearly twice the industry rate (16%). They needed a strategy to reach this goal and others, and to ensure a culture of belonging and managerial competence in inclusion. By the end of the year, they had hit or exceeded most of our goals, improving hiring rates of underrepresented engineers from 1 to 9% and increasing underrepresented talent from 7% to 12% in other roles. But they saw limited movement for women engineers, only increasing their hiring rate from 21% to 22%, which fell short of our goal. The experience offers four key lessons about how to improve diversity from within a company: 1) Setting diversity goals isn't enough; you need to repeatedly explain why they matter; 2) Embracing diversity means getting comfortable with being uncomfortable; 3) Diversity doesn't slow down hiring — it makes it more efficient; 4) Pursuing diversity requires plenty of course correction.

In today's workplace, diversity is more than just a buzzword; it's a way to build a **stronger** business. At Pinterest, we understand that diverse teams yield **smarter**, more innovative results, which are essential in the competitive, dynamic tech industry. With over 175 million active users worldwide, Pinterest thrives on providing users with relevant ideas: what to wear, what to cook, how to furnish your home, and where to travel. Pinterest's fastest growing users are outside of the United States, and for current and future users, it's important that the people building our product make it relevant to people of different ethnic, social, physical, and geographic backgrounds.

There is no playbook for making every employee feel included. In a sense, we're all writing it together right now. We continue to work on creating a sense of belonging for every employee at Pinterest through events, discussions, and employee groups that build community and involve our executives. We're still working to upskill our managers on inclusion, with trainings and team-specific discussions, and to determine real incentives for being an inclusive ally. With the above lessons in mind, our company is attracting people who know where we stand on diversity and the value it brings to our product. They are coming because they believe in it, too.

Submitted by: Michelle Stegman
Diversity Chair



Come join us for Happy Hour!

This is a great opportunity to network with
other HR professionals
and get to know one another better!

J. Wilson's
4821 W. 6th Street
Monday, August 7, 2017
5 - 6:30pm

Take advantage of great happy hour drink specials and the Jayhawk Chapter will provide appetizers.

Certification

[Pre-Approved Activities »](#) | [Webcasts »](#)



[Certification Portal Login »](#)

Earning your SHRM-CP or SHRM-SCP wasn't just about a moment in time.

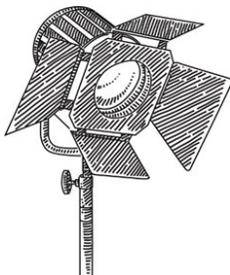
SHRM works to support you, starting with your first job in HR, to the day you retire, and every day in between. We want you to maintain the credentials that set you apart as a recognized leader in HR—and the choice is yours in how to do it. A few things to keep in mind on your journey to 60 recertification PDCs...

Be realistic about your workload and your learning style habits.

As you plan out your recertification strategy, be mindful in creating a schedule that works for you. Different activities require different amounts of time and effort.

Review your options.

Whether you're a generalist, a specialist, a consultant, or at a senior level, curate professional development that meets your needs today and tomorrow. Our [Advance Your Education](#), [Advance Your Organization](#) and [Advance Your Profession](#) categories are laid out to ensure you equip yourself for a rewarding career.



Learn with your peers regionally and locally.

Volunteering and participating in SHRM or SHRM Affiliate events in your own backyard are PDC earning opportunities. [Search events »](#)

Take full advantage of SHRM membership.

In addition to the day-to-day, free and member-exclusive, [resources on shrm.org](#), just being a SHRM member each year earns you 3 PDCs—for a total of 9 during your recertification period. Interested in *personalizing* your SHRM experience? [Click here.](#)

The recertification process allows you to expand your HR knowledge, showcase your proficiency in the critical competencies and demonstrate to employers your commitment to your profession.

If you haven't already, [begin your recertification journey»](#)

Submitted by: Jenny Hiatt
PHR, SHRM-CP
Certification Chair



SHRM Member Spotlight



Janice White is the HR Manager for Visiting Nurses Association which is a private not-for-profit agency that provides home health, hospice, help at home, and auxiliary services to individuals in their home. Although it was hard for her to choose her favorite part about working for VNA, Janice did narrow it down to the fact that they are not-for-profit that is an important employer in town (with about 110 employees) and that they recognize the importance of HR so she gets to be integral part of the management team, participating in strategic planning, budgeting, and many other aspects of the business. As far as the field of HR is concerned, she works to keep current on health care regulations, especially since they impact VNA both as a provider of health care and as an employer. Janice is proud of the fact that she has literally grown up with VNA. She started working there when she was 16 years old and has appreciated all the opportunities she has had for hands-on experience. Outside the office, Janice likes hanging out with family, namely her six grandchildren ranging in age from 22 months to 22 years. She has been enjoying the longer days and summer breezes that come with this time of year.

Foundation News

SHRM FOUNDATION: CERTIFICATION SCHOLARSHIPS

Did you know? The SHRM Foundations offers over 200 scholarships each year for HR professionals interested in earning their SHRM-CP or SHRM-SCP certifications. For more information, go to <https://www.shrm.org/foundation/ourwork/scholarships/certification/pages/default.aspx>.

In a nutshell:

Scholarship: \$750 for SHRM Certification exam and/or preparation

Deadline: October 10, 2017

Eligibility:

Current National SHRM Member (Professional or student membership must be active when applying and throughout the year in which you receive the award.)

Meet eligibility requirements for SHRM Certification.

Took certification exam in 2017 or plan to sit for exam in next 12 months.

Selection Criteria:

40% Work experience/progression (HR involvement & future career plans)

40% Volunteer activity (SHRM experience preferred, but not required)

20% Financial need

Applications NOW being accepted. Results will be announced December 4, 2017.

TO apply directly, go to: <https://fs16.formsite.com/SHRMFdn/form30/index.html>.

Submitted by: Lori MacDonald
Foundation Chair

