



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

May 2017

**Accessing and Engaging
With the Military Person**
Tuesday, May 9, 2017



Presentation Objectives

1. Various purposes behind people wanting to engage with the military person
2. The environment in which engagements occur
3. Some common transition challenges of modern-day Veterans
4. How HR professionals fit into the transition process
5. Empathy and understanding basic military culture improves rapport, communication, and outcomes

Do you want to engage with or do business with people with a military background? What are your purposes in these engagements?

HR professionals are often the first exposure of transitioning military to a non-military work environment as a top priority upon separation from service is a new occupation. When you meet someone with a military background, are you able to create rapport and start building the Know, Like, and Trust relationship necessary to move to doing business with each other? Or is it awkward and uncomfortable?

To turn the desire to engage and do business with the military and military-support community into outcomes that are consistent, positive, and measureable requires intentional action steps that must include understanding your audience (the military person). Do you know what you need to know to be effective?

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Presenter: Emma Toops

Emma is a retired Army Major who served on Active Duty from 1996 – 2013. She served at all organizational levels in the United States / Overseas and deployed to both Iraq and Afghanistan. As an entrepreneur, Emma applies her military experience and educational background in consulting businesses on Veteran Programs, does public speaking and educational workshops, and provides transition coaching for Veterans and Military Spouses. She is the Chapter President for the Greater Kansas City Chapter of the Association of the United States Army (KCAUSA), is the Treasurer for the Heartland of America Chapter of the Military Officers Association of America (MOAA-HOA), is a member of the ACA Business Club of Kansas City and Kansas City Central Exchange, and is very active in the military-support community of KC Metro.

May Meeting Sponsor:  American Century Investments®

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

Tuesday, May 9, 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



It is almost three weeks later and I am still jazzed about the SHRM Leadership Conference. I always relish the opportunity to do some self-reflection about how I work and communicate. I thought both Sandy and Dan did a wonderful job of facilitating us through two different areas for reflection and development. A big thank you to all of our sponsors as well. I hope that you had the opportunity to visit with each of them as well. My last and biggest thank you goes to all the volunteers in our SHRM chapter who put the conference together. Thank you Mary McKenzie, Heather Bunker, Cynthia Colbert, Rich Cornell, Annette Delaney, Michelle Stegman, Debbie Snyder, Michelle Spreer and Peter Steimle for making it all possible.

Its volunteer leaders like Mary and her team that make our chapter possible. Everything you see from this newsletter, to the website, to the chapter's social media presence, to the wonderful monthly lunches and programming are here due to the willingness of our chapter members to volunteer some of their time to do this work. I would encourage you to see what types of things you like to do and ask to volunteer in that area. Currently we are looking to fill our Volunteer Chair position. This person will work with membership to align requests from our HR Aces program to someone in the chapter who can be of assistance. It takes only a few hours a month to fill this need for the chapter. Please contact me if you would like more information.

At the May board meeting we picked up the January Round Table discussion of how the chapter can meet your expectations. It is our desire to bring you the things you find value in with Jayhawk SHRM.

Some of the things you said you like:

- meet new people/networking
- stay informed of current issues, like the legislative updates
- earn certification credits
- meaningful presentations and speakers
- taking a break from the workplace and getting insight from peers on issues we may encounter in the workplace, talking with people who understand my issues
- good food J

Some new things you would like to see us begin doing:

- a new member orientation and mentorship opportunities
- real time conversations on Facebook, meeting notices on Facebook
- use chapter funds for scholarships for members to attend State conferences or other SHRM events as a way to begin learning about volunteer leadership with SHRM
- have events at different times of day (breakfast or after work social hour)
- volunteer form for use by members to sign up for things that might be of interest.

Your board members have a tag on their nametag; please pull any of us aside at any time and tell us how you would like to volunteer in order to make this chapter meaningful to all of us.

2017 Goals

- 1. Development of the chapter's social media presence.**
- 2. Senior Leadership Succession Plan.**
- 3. Grow the chapter fund balance.**
- 4. Develop capacity for Human Resource Chapter Volunteer capacity to support the HR ACES program.**

Lori Carnahan
 President, Jayhawk SHRM
president@jayhawkshrm.org

2017 Board of Directors**President**

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Financial Report

Current Assets: 4/30/2017

CD's:

91-Day	\$	n/a	Checking Account:	\$	12,066.59
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	13,027.61
12-months (5/12/16)	\$	8,534.93	Petty Cash:	\$	100.00
			Total:		\$ 33,729.13

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

MARCH 2017 LABOR MARKET REPORT

Please find the links below to the December 2016 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%20Mar2017%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.

Membership

We would like to thank everyone who has already renewed their membership for 2017! We currently have 54 members registered for this year, yay! As a reminder,



our standard membership runs from January 1st through December 31st. If you haven't done so, please take a moment now to renew, so you can continue to take advantage of the benefits of local membership through 2017. If you are not sure if you have renewed please feel free to reach out to me. If there is a barrier to your renewal please let me know. You may also reach out to me regarding payment plans. You can complete the online registration form at www.jayhawkshrm.org and pay for your membership via PayPal. If you have any questions please feel free to reach out to me at membership@jayhawkshrm.org. Thank you all for your continued support! We are working hard to make this chapter better each year.

Diversity

Trump Era Brings 'Wake-Up' Call for Diversity

Workplace rules might be loosened, but many firms will embrace inclusive values

President Donald Trump's actions and words since taking office in January are providing "a wake-up call" for many diversity and inclusion (D&I) professionals.

Though Trump has vowed to deregulate businesses and rescind many of former President Barack Obama's executive orders—the Obama administration enacted rules encouraging diversity, such as protections for gay and transgender people working for the federal government—the president has not laid out a specific agenda to roll back worker protections. Nor has he specifically mentioned laws enforced by the U.S. Equal Employment Opportunity Commission that prohibit discrimination against a job applicant or an employee based on sex, race, color, religion, national origin and several other attributes.

However, many D&I professionals say they are concerned about potential changes and the tone set during the presidential campaign, and are worried that some businesses might take advantage of relaxed regulations to scale back their diversity efforts. Their hope is that most employers will stay true to the inclusive values that their executives, employees and customers support. To help ensure that approach, they say they are communicating to employees that diversity and inclusion matter, and they are asking their top executives to reiterate to workers their commitment to inclusiveness.

For many D&I professionals, "The sense of responsibility has grown in response to the political leadership. They're being called to action," said Jennifer Brown, a New York City-based diversity consultant to Fortune 500 corporations.

That action includes telling employees: "You are welcome here; you are valued here."

For Terri Hartwell Easter, principal of Washington, D.C.-based T.H. Easter Consulting, the big question is: "Will corporate America take up the leadership void?" She added: "In a lot of cases, it's too early to tell."

Some Americans interpreted Trump's campaign statements as being denigrating to women, Latinos, Muslims, immigrants and others.

"[Those campaign statements] gave license to some people's bias," observed Shirley Davis, Ph.D., SHRM-SCP, speaker and diversity expert. As a result, "We [diversity experts] feel like our work has been taken to a whole new level. We're having to do extra work to recover from a lot of this darkness and divisiveness."

Stan Kimer, president of Total Engagement Consulting by Kimer in the Raleigh Durham, N.C. area, expects regulatory changes that will loosen protections for workers.

"There will be more wiggle room for employers to do the wrong thing. It will probably be harder for employees to bring lawsuits," Kimer said. He is also concerned about Trump's broader message.

"It might scare away needed talent," Kimer said, he referring to people coming from other countries to work in the U.S. In addition, "When employees are fearful, it makes them less productive."

Initiatives De-Emphasized, Put on Hold

Glenn Llopis, an author, speaker and business consultant based in Rancho Santa Margarita, Calif., said he has been told by D&I leaders at several organizations that diversity initiatives are being de-emphasized or put on hold because of expected changes in Washington, D.C. Llopis acknowledged that, at least in the short term, some of the progress of recent years might be reversed.

However, Llopis said that the Trump administration's approach might be a good thing for D&I leaders—if it forces them to shift from a compliance mindset to a business mindset. Too many organizations equate diversity with protecting employees, said Llopis, who is Hispanic. While he supports recourse for discrimination and other unfair practices, he said businesses must use diversity and inclusion to drive growth and profits.

"The grand majority of organizations" are so focused on the compliance side that they do not focus on linking people with business goals, he said. Bringing in and promoting the best people—regardless of their background—is a necessity, Llopis said. "HR is the function that will be transformed the most in the next five years" as organizations shift their focus to growth.

Mark Babbitt, CEO of internship service YouTern, which is based near Denver, said that while companies are motivated by profits, they are also driven by demographics. For example, he said, a car dealer in the South has a different talent pool and a different customer base than a car dealer in Silicon Valley.

But Babbitt added that he can't imagine a national or global company deciding that it will turn back the clock and favor white men in hiring and promotions. Instead, a company's approach is more likely to be: "We're going to be who we are" and embrace the diversity of the workforce.

There's a practical reason for maintaining corporate values that center on diversity and inclusion, he said. They foster innovation and success.

"Look at the countries that are doing well now," Babbitt said of the relative economic strength of some countries. "It's not because of protectionism and nationalism. Are we going to shut that door?"

Easter agreed that market forces will promote diversity and inclusion in the long run. The growth in minorities in the U.S. will continue to change the pool of available workers such that employers will have no choice but to hire and promote qualified minorities, Easter said.

"What happens in larger society," she said, "finds its way into businesses and board rooms."

In the meantime, "Companies need to double down and do more internal messaging" to assure diverse populations that they are welcome, Kimer said. "The message has to be crafted well" so that it does not sound like a political one.

Yet Davis said that some companies will have to explain to their global partners that "the president of the United States does not speak for every person."

It all comes down to leadership, Brown said. Employees want to hear what executives have to say in reaction to the president's words and actions.

"It's probably terrifying for a lot of leaders. They've never been so visible," she said. Brown is optimistic that most organizations will stick to their values and that D&I professionals will continue to play an essential role.

Steve Bates is a freelance writer in the Washington, D.C., area.

**Submitted by: Michelle Stegman
Diversity Chair**

Foundation News

SHRM FOUNDATION RESOURCES – Engaging and Integrating Military Members

The SHRM Foundation website, www.shrm.org/foundation, has many useful resources. Since our speaker this month is talking about accessing and engaging with military persons, I thought I would share information about what the SHRM Foundation is doing related to this topic.

In February of this year, the SHRM Foundation and the National Association of Veteran-Serving Organizations (NAVSO) launched the Integrating and Engaging Veterans in the Workforce project. The project's efforts are to support veteran hiring and retention at national and local levels. For more details about the project, including the press release, go to <https://www.shrm.org/foundation/news/Pages/veteran-press-release.aspx>.

The SHRM Foundation has also compiled a page on their website which links users to several SHRM resources related to recruiting, hiring, and working with veterans. That page can be found at <https://www.shrm.org/foundation/ourwork/initiatives/engaging-and-integrating-military-veterans/pages/default.aspx>.

Take a few minutes to visit this page. While you are there, check out other resources the SHRM Foundation has to offer by visiting the Our Work page.

Submitted by: Lori MacDonald
Foundation Chair

Sponsorship

2017 Was a SUCCESS! --- 2018 Sponsorships Now Available

We've already declared 2017 a magnificent success! Thank you for sending me the contact information and email solicitations from your current and prospective service providers. Only the July meeting is still available for a Lunch Sponsor in 2017, and you know what that means? The next time a sales person asks you for a referral, you can get out of an uncomfortable situation and make their day by giving them my name and contact info, and inviting them to have lunch with and speak to 30-40 HR professionals at the same time! Or forward their emailed solicitations to me at either psteimle@ljworld.com or Sponsorships@JayhawkSHRM.org

Thank you so much, and please, take your time enjoying 2017.

Submitted by: Peter Steimle
Sponsorship Chair

Legislative Update

The Kansas Legislature adjourned the regular session April 7 and will return on May 1 for the veto session. We also saw floor action on a few major issues...here are the highlights.

Rescission Bill to the Governor

Senate Substitute for Substitute for House Bill 2052 was sent to the Governor. The bill makes several adjustments to the FY17 budget based on actual revenues to ensure the state closes its books in the black on June 30. The bill would authorize Budget Director Shawn Sullivan to borrow from idle state funds to ensure a \$50 million ending balance. The Governor has signed the bill.

Senate Kills Flat Tax Plan

The Senate essentially squashed any “flat” income tax idea for this year when they overwhelmingly killed Senate Bill 214. The bill proposed a single bracket, 4.6% income tax rate. The current rate for filers making under \$30,000 is 2.6%. Though the Governor indicated that he would support a “flat” income tax, it appears that most lawmakers in both Chambers are holding firm on a multi-tier tax bracket plan like the one the Governor vetoed earlier this year.

Medicaid Expansion Veto Sustained

The House failed to override the Governor’s veto of House Bill 2044 for Medicaid expansion. While HB 2044 is dead for the year, some are speculating the issue could arise again during the veto session.

Uncork Compromise Bill Passes Legislature

After a decade-long effort to update the state’s liquor laws, a compromise bill has passed the Legislature and was sent to the Governor’s desk for his signature into law. The bill will allow convenience, grocery and drug stores that are licensed to sell cereal malt beverages (CMB) to sell full-strength beer up to 6% alcohol by volume. The bill also permits liquor retailers to sell other goods up to 20% of their total sales, excluding lottery tickets and tobacco products. The effective date is April 1, 2019, to allow time for a trailer bill to address the loss of sales tax revenue from 3.2% beer to cities and counties. The Governor has signed this into law.

House Passes HMO Privilege Fee Increase

The House passed House Bill 2180 to increase the privilege fee on HMOs and KanCare managed care organizations from 3.31% to 5.77%. The increase would restore last year’s 4% cuts to Medicaid providers, leveraging more federal dollars drawn in to Kansas.

School Finance Formula Ready for Review

The K-12 Budget Committee has finished their work on House Bill 2410, which is the new school finance formula bill to replace the expiring two-year block grant funding system that’s been found unconstitutional by the Kansas Supreme Court. The bill closely resembles the old formula and increases funding by \$750 million over the next five years.

Looking Ahead

In spite of substantial activity during the regular session, several significant issues still need to be addressed during the veto session, including the budget, taxes, and school finance. The Legislators return May 1 for the final phase of the 2017 Session.

Certification

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



SHRM Member Spotlight



Michael Smoots is part of the team of Qualified Plan Advisors with Lawing Financial. He enjoys using his retirement plan, legal, and financial experience to help businesses understand retirement plans and investing. Michael recognizes the opportunity he has to make a significant difference in the lives of employees by providing good advice in the face of changes currently happening in the retirement plan industry. He's had plenty of accomplishments in his legal career so far including work on a multi-million dollar merger, completing a successful jury trial shortly after finishing law school, and negotiating millions of dollars in additional revenue for retirement plan clients and the firm while at J.P. Morgan. These days, he can be proud of helping clients with their retirement plans, which often involves translating legal requirements into pragmatic advice. When he's not at work, Michael likes to spend time with his 10- and 12-year-old and has been known to enter BBQ contests. His favorite things about spring are March Madness and fishing, when time permits.



Are you new to human resources or
do you need to strengthen your employee management skills?

If the answer is yes, our [SHRM Essentials® of HR Management course](#) is for you.

Designed as a thorough introduction to HR basics, this course provides a solid foundation in human resource management, and is effective training across multiple job responsibilities and career paths.

\$399 | TW/May 9-10, 8 a.m.-5 p.m. | Regnier Center 157 | [Enroll Now](#)

\$399 | WR/July 12-13, 8 a.m.-5 p.m. | Regnier Center 157 | [Enroll Now](#)

To enroll by phone, call 913-469-2323.



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

The University of Kansas - SHRM Student Chapter is seeking HR Internships & Part-time HR jobs for its student members. If your firm has any opportunities for this summer or next school year, please reach out immediately using the following contact information:

**Please contact: Dr. Ken Ward kward3@ku.edu / (785) 864-6996 or email goshawks.shrm@gmail.com
Annette Delaney, College Relations Chair
adelaney@kgs.ku.edu**

Are You Ready to Play Ball with HR?



KS SHRM State Conference has begun!

The exhibit hall is filling up with an amazing lineup of sponsors and exhibitors, the presenters are polishing their wisdom, and the conference committee is busy preparing an event that will knock it out of the park with champion keynote speakers, a variety of informative breakouts and exceptional networking opportunities.

Don't fumble the ball – register today!

Early-Bird Registration

Early-bird registration is available through April 20th, which will be here before you know it, so don't delay.

Through that date, registration is **\$385 for SHRM members** and **\$435 for non-members**. Only available for part of the 3-day event? We've got you covered with single-day options for all 3 days of the conference. Know any students that want to attend? They have their own registration discounted at a rookie-friendly budget price of \$175 for the whole game. Looking to earn recertification credits while having fun at the same time? This conference promises to be a grand slam, especially if you're looking for business strategy credits for your SPHR!

Volunteer MVP

Are you setting the example as a volunteer MVP through serving on the Kansas SHRM State Council? We have a \$50 discount as a thank you for all State Council All-Stars, and each chapter receives ONE complimentary registration.

Sponsorships

Is your organization searching for an opportunity to showcase your business and gain the attention of so many in the HR profession? There are multiple sponsorship levels to meet your needs – and we're ready to help your organization play like a champion with more than 400 of our favorite fans! Don't miss out on this winning combination of promoting your organization, reinforcing your brand, introducing new products and services and interacting with decision makers representing companies throughout Kansas.

***2017 Kansas SHRM State Conference
September 20 - 22, 2017
Overland Park Convention Center***

Keynote Lineup

This year's keynote lineup includes:

MITCH HOLTHUS

the Voice of the Kansas City Chiefs

MORAG BARRETT

Best-selling author & CEO of
SkyeTeam

DAYTON MOORE

General Manager of the
Kansas City Royals

PETE SMITH

Author and leading personal &
professional development coach

*View the dynamic roster at
ksshrm.org.*

In It To Win It?

We've got your ticket! Our social networking event is a hole-in-one as we tee it up at Topgolf. Get into the swing with other HR professionals from throughout the state. No need for silence on this course! And if golf doesn't load your bases, you can still enjoy book signings and autographs by Mitch Holthus at the Tailgate Party, win prizes with our Game Plan exhibit hall app game, or just relish the entertainment as you Play Ball with HR!

Score big and register today! Hustle to the KS SHRM website or contact us for more information.