



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

NOVEMBER 2018



Empowering Your Employees With Financial Wellness

Tuesday, November 13, 2018



Program:

Employee Benefits have traditionally been reserved for the company medical plan and the company's retirement plan. But increasingly Employee Benefits includes Wellness Programs, because "Well Employees" are happier and healthier and more productive employees. A wellness program that addresses weight loss and cessation of smoking, for example, controls the rising cost of health insurance. But did you know, the wellness program that provides the greatest ROI and VOI is a Financial Wellness program? If an employer could only introduce one aspect of wellness (physical wellness, emotional wellness, spiritual wellness or financial wellness) the one to likely have the biggest impact is financial. This session will explore the increasing need for financial wellness, evaluate the various wellness options currently on the market, and provide direct application and measurable take-aways for implementing a wellness program.

Presenter: Troy Redstone

Troy Redstone is a consultant, accomplished public speaker, published author, and Behavioral Finance expert. He works primarily with ERISA, employer-sponsored retirement plans (401k, 401a, 403b, 457) and Financial Wellness Programs. He is a Certified Plan Fiduciary Advisor (CPFA®), a Certified Behavioral Finance Analyst (CBFA®), a Certified Financial Education Instructor (CFEI®), and an Accredited Investment Fiduciary (AIF®).

As the founder of PHD. Retirement Consulting, Mr. Redstone serves employer-sponsored retirement plans of all sizes. His clients have included Fortune 500 companies as well as Fortune 100 companies. He is a member of the Retirement Advisor Council, recognized as one of the 75 leaders in the retirement plan industry in America, and was elected the Chairman of the Board in an election of his peers (2018-2020); Chairman of the Board for the Employee Benefits Institute; a thought leader in retirement according to 401K Wire Influencers; and a twenty-year veteran of keynote speaking at conferences and seminars throughout the industry.

Mr. Redstone has published articles in a variety of magazines and newspapers, and his first book, Repurposement, is due this year. He holds two degrees from The University of Alabama (Behavioral Psychology and Journalism) and graduate degrees from Anderson University and Rockhurst University. He lives in Kansas City with his bride of twenty years, two teenagers and an Aussiedoodle.

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Tuesday, November 13, 2018

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



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www.jayhawkshrm.org**HAPPY THANKSGIVING****SEPTEMBER 2018 LABOR MARKET REPORT**

Please find the links below to the September 2018 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%20Sep2018%20Maps.pdf>

Jayhawk SHRM Board Vacancies

If you've ever thought about serving on the board, this is a great time! We have a current openings for a 2019 Sponsorship Chair, Diversity Chair, Social Media/Recognition Chair, and Communications Chair.

Certification

8 Tips to Get the Most from your Certification Prep Course

Provided by Matthew Burr, SHRM-SCP

- 1. Join a prep class or study group.** Preparing for the SHRM certification exam can be a long, daunting, isolating experience. When you sign up for a SHRM Education Partners cert prep course, you'll receive the SHRM Learning System for SHRM-CP/SHRM-SCP—over 1,000 pages of material in multiple books. Joining an in-person or virtual prep class or study group will give you an edge, helping you remain disciplined and holding you accountable for reading, discussing and understanding the material.
- 2. Be disciplined in your approach.** The more disciplined you are in your preparation, the better you will do on the exam. Develop a routine to keep you focused on the end goal. Schedule time to stick to that routine. Study, read and practice the questions. Yes, that means reading in the morning, during lunch breaks, on vacation, on business travel, at night and on the weekends. It means practicing questions on both the SHRM-CP and SHRM-SCP learning portals. It will take immense effort to improve your abilities, so find quiet places to focus, including coffee shops, libraries and local colleges. Understand which environment works for you.
- 3. Check your progress and measure your ability.** Before you begin studying the materials, take the assessment test, which will provide a baseline and guidance for which areas you should focus on. Take a practice test halfway through your studies for another progress check—there will be areas you struggle with because you haven't read some of the material. Finally, take the final post-test after you've read all the materials and taken all the other assessments. The benefit of a prep course or study group is the opportunity to follow up these practice exams with a review of areas in which you and your fellow students have struggled and a discussion of the right answers. We all have areas for improvement.
- 4. Know your learning style.** People obtain information from reading, watching, listening and doing. In my courses, we mix up PowerPoint slides and lectures with scenarios, practice questions and open discussion. Some students write out index cards with definitions, and others focus on the written materials. Know the learning style that works best for you—auditory, visual or kinesthetic—to ensure the most efficient and effective preparation.
- 5. Practice makes improved, not perfect.** The more time you focus on reading the materials and practicing questions, the more improvement you will make. Don't get discouraged by a low score on a practice exam; just find the areas that are cause for concern and focus on improving in those areas. (Students of mine who've had low practice scores have succeeded on the official tests!) Don't memorize the practice questions; mix it up by jumping from SHRM-CP to SHRM-SCP questions and taking the practice exams for both. The formula that works in my course is spending a minimum of 30 minutes in each class on practice questions and scenarios. Use that formula to remain disciplined.
- 6. Network with others.** Talk to other HR professionals in your local chapter who have taken or are preparing for the exam. Everyone has a different study style; I work better in the morning than I do in the afternoon or at night, for instance. Understanding others' routines will help you develop the routine that works best for you.
- 7. Test day: morning or afternoon?** Because I work better in the morning, I register for early morning exams. What time of day you take the test makes a difference in your focus and abilities. Know if you are a morning or afternoon person. (Be aware, though, that most prep classes and study groups are held in the evening, so if you're a morning person, doing your practice questions at night may not yield accurate measurements.)
- 8. Don't burn out.** Schedule your SHRM-CP or SHRM-SCP exam soon after your prep class or study group ends. The longer you wait, the more momentum you will lose. On the other hand, don't over-study or over-practice and burn out. Developing a routine will provide you with a stable and efficient process. If you start to feel burned out, take some time off. As you approach exam day, gradually phase out reading and practicing. The best option for me was to do 100 to 150 questions per day for six weeks, and leading up to the exam I slowly dropped to 25 to 50 questions per day. Know what works for you.

The above strategies work, but everyone is different. Your mixture of reading, definitions, scenarios, questions, practice exams and discipline will ensure a successful SHRM certification journey. Be confident in your approach as you prepare and execute!

Submitted by: Jana Tuttle
Certification Chair

Diversity

Diversity Analytics: You Need Macro Numbers to Improve Results

by [Ben Eubanks](#) On October 23, 2018, [0 comments](#)

This week I am in Atlanta for the SHRM Diversity Conference. I had the opportunity to speak on bias, HR technology, and how AI might be able to help us avoid some of our biased tendencies (if we can keep the bias out of the systems themselves). It was a great session because the audience was more than willing to kick in ideas on how to solve for a variety of problems in the D&I arena.

For example, last week Amazon announced they were shutting down an internal program its team had created to support recruiting initiatives. The team built an algorithm to find the best candidates based on years of performance data at the company, but the algorithm kept delivering male candidates. Despite efforts to balance the results, Amazon eventually had to shut it down because it was not creating equal opportunities for both men and women.

In the session we talked about how algorithms can be made gender blind in order to better accommodate a diverse population and how to create a council or team to oversee decisions made by the algorithm to keep it in check.

A Braindate with Destiny

Conferences are always trying new things and this time there were “braindate” sessions where you can sign up to lead or participate in a topic of interest. I started one on AI technology and bias and had several really smart people show up to discuss.

One of them, Tie Wang-Jones, is the Global D&I Matrix Leader at IKEA. Wang-Jones explained that one of the challenges faced in the organization from a diversity perspective is having the right data on hand in a format that supports diversity initiatives.

For example, we wouldn't want to have race, gender, and age listed on someone's resume when a hiring manager is screening (that's just asking for trouble). However, for Wang-Jones' purposes of managing a global program and seeing what kind of volume the business has in hiring, succession planning, etc., it's critical to know the numbers to see how IKEA is performing against its stated goals.

IKEA is looking for analytics technology that can support these needs, providing rich insights into diversity throughout the employee lifecycle and identifying any hotspots or troublesome areas that need attention. For example, if a firm is hiring plenty of diverse candidates but not growing them, then they will ultimately leave. It's important to continue the diversity beyond a token hiring action.

Diversity and inclusion are more important today than ever before, not just because businesses are struggling with finding the right people, but also because of the importance of creativity and innovation. Creativity comes from having a variety of perspectives in the conversation, and it's important to have a diverse workforce in order to reap the rewards that come from new business innovations.

Originally published on [Upstart HR blog](#).

Submitted by: **Michelle Stegman**
Diversity Chair

GET OUT THE VOTE!

IT'S YOUR VOTE. IT'S YOUR VOICE. YOUR VOTE MATTERS!



2018 IMPORTANT ELECTION DATES

- * **October 16—Deadline to Register**
- * **October 22—Advance voting begins**
- * **November 5—Advance voting ends**
- * **November 6—Election Day**

Click [HERE](#) to view your sample ballot and find information about candidates.



You must present a government-issued photo ID every time you vote in Kansas. Valid IDs include your driver's license, nondriver ID card, U.S. passport or Kansas college ID. Click [HERE](#) for a full list of approved IDs as well as additional voting information.



★ How Do I Advance Vote?

Click [HERE](#) to contact your county election officer to request an application for an advance voting ballot.

★ Where Do I Vote?

Click [HERE](#) to determine where you vote.

Click [HERE](#) for a State Candidate Listing.

VOTING AND THE WORK PLACE

As Election Day 2018 draws near, many believe the stakes are high during this midterm election. Do you know your rights in exercising your privilege to vote and the work place rules regarding that right?

According to Kansas Statute, employees are allowed two hours of paid time or as much time as will add up to two hours, when combined with non-work time, to vote. An exception to this rule would be required if an employee has two consecutive non-work hours available while polls are open. Advance notice is not required to take advantage of this rule, nor is proof of voting required. An employer may decide when hours are taken, however, with the exception of requiring them during a regular meal break.

Kansas Society for Human Resource Management

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