



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

September 2015



**"How to Get Anyone To Do Anything Fast!
The Instant Influence Method Of The Motivational Interview"**

**Presented by Jim Mellon
September 8, 2015**

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Presentation:

What is Instant Influence?

A radically different way of talking to move people to action. An evidence-based, ultra-brief adaption of Motivational Interview.

People only listen to one person....Themselves!

- Instant Influence helps people convince themselves to do what needs to get done.
- Motivate your employees to become more productive.
- Motivate change from within.

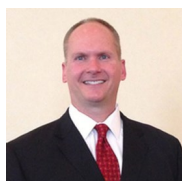
Learn the "6 Steps" and "3 Strategies of the Instance Influence Method
"6 Steps"

- Why might you (they) change?
- Readiness Ruler
- Gauge Motivation
- See the Future
- Why?
- Next Step

"3 Strategies"

- Acknowledge Autonomy
- Inquiry
- Reflection

Bio:



Jim Mellon has over 25 years of experience in various aspects of leadership and motivation, ranging from leading special operations teams during his time in the military, to collegiate and semi-pro athletics, to running his own businesses. He has experience with leadership development, sales and sales force development, success coaching, relationship management, and is especially knowledgeable about creating additional business opportunities through the use of strategic alliances.



HRCI Recertification Credit to
Be submitted for Approval

Tuesday September 8, 2015

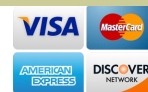
Registration begins at 11:15 a.m. * 11:15 a.m. Buffet Lunch Available * 11:45 Opening Business /Chapter Announcements * 12:00 Speaker Presentation * 1:00 Meeting Adjourned

NEW 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 \$15, Guest in advance \$20 if pre-registered by Thursday noon deadline prior to chapter meeting * \$20 after Thursday noon pre-registration deadline or walk in at the door.



REGISTER ONLINE: www.jayhawkshrm.org



President's Message



As you may be aware, the mission of our organization is to provide YOU! our members professional development opportunities through educational meetings and volunteering opportunities in addition to facilitating networking with the awesome HR community we have in Douglas County and surrounding areas. We want to hear from you. What do you really like about what we're doing? Do you like the new meeting location? Are the programs meeting your needs and interests? Have you met someone new at a meeting recently? Have you commented on our weekly LinkedIn question? Are you considering being an HR Ace and volunteering those HR muscles to local non-profits who are in need of those muscles?

Or maybe you'd like to get more involved in the operations of the chapter---to make a difference and possibly gain some new or additional leadership skills. We are now looking at filling positions for the 2016 board. Take a look at the following positions. Is there one that's calling your name or you just want to know more about an area (what the heck is the SHRM foundation? We have a relationship with a student interested in HR at KU?) If so, please let me or another board member know.

| | | |
|-------------------------|----------------------------------|--------------------------------|
| Volunteerism Chair | Certification Chair | VP of Membership |
| | | |
| College Relations Chair | Diversity Chair | VP of Finance |
| | | |
| Sponsorship Chair | Legislative Chair | VP of Professional Development |
| | | |
| Website Administrator | SHRM Foundation Chair | VP of Communications |
| | | |
| | Social Media & Recognition Chair | President-Elect |

Here's to you---cheers to you our members!

Kelly Calvert, SPHR, SHRM-SCP
President, Jayhawk Chapter SHRM
presidentelect@jayhawkshrmorg

"How to Get Anyone To Do Anything Fast! The Instant Influence Method Of The Motivational Interview"

Bio:

Having lived through the problems experienced by many business leaders, he has intimate knowledge of the stresses caused by not having an effective team. Jim is committed to helping as many others as possible get rid of those headaches. He has worked closely with Larry G. Linne, author of "Make the Noise Go Away", and with Michael V. Pantalon, Ph.D., author of "Instant Influence: How to Get Anyone to Do Anything - Fast".

Jim has been certified to train the "Noise Reduction System" of leadership and team development, and by Dr. Pantalon to train both the Instant Influence method, and the Certified Progressive Recovery Coach curriculum. He helps businesses develop their people, and has even functioned as an interim, non-employee second-in-command to help business owners gain clarity while their team is being developed into a cohesive unit.

Jim is a native of Kansas City, Kansas. He attended both the University of Kansas, and MidAmerica Nazarene University, where he obtained a degree in Management and Human Relations (Applied Organizational Leadership). He is a long-time resident of Overland Park, where he lives with his wife Kristin and their three sons. He is a partner in two businesses; Katalyst Systems, Inc., an executive coaching and consulting firm, and Fiat Insurance and Risk Management.



2015 JAYHAWK CHAPTER OF SHRM CALENDAR OF EVENTS

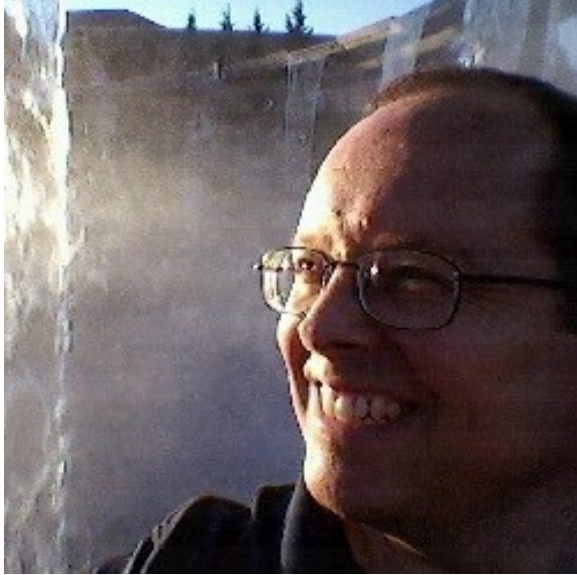
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| <p style="text-align: center;">January 13</p> <p>“2015 Chapter Strategic Initiatives, Meet the Board, and Hot Topics”</p> <p style="text-align: center;">Facilitated by Jayhawk Chapter of SHRM Board Members</p> | <p style="text-align: center;">February 10</p> <p>“Reducing Turnover and Increasing Placement Success with Pre-Employment Tools”</p> <p style="text-align: center;">Gretchen Adamson, SPHR John Wright, SPHR Beyond HR Solutions</p> | <p style="text-align: center;">March 10</p> <p>“Why Don’t They Understand Me? Live Communication in Business Today”</p> <p style="text-align: center;">Mike Bayly Bayly Presentations</p> |
| <p style="text-align: center;">April 14 8:00 am – 12:30 pm</p> <p>“Creating a Thriving Workplace Culture” WorkWell SHRMinar</p> <p style="text-align: center;">Rosie Ward, Ph.D.</p> | <p style="text-align: center;">May 12</p> <p>“See The Forest for the Trees: Integrating HR Metrics, Analytics and Financials for Strategic Advantage”</p> <p style="text-align: center;">Dina Cox, SPHR</p> | <p style="text-align: center;">June 9</p> <p>“Leadership & Solutions for The Sandwich Generation at Work”</p> <p style="text-align: center;">Hannah Rues Concierge Care</p> |
| <p style="text-align: center;">July 21(3rd Tuesday)</p> <p>“The future of HR” Scott Ferrin, SPHR SHRM</p> | <p style="text-align: center;">August 11</p> <p>“2015 Legal Update”</p> <p style="text-align: center;">Tim Davis, Attorney Constangy, Brooks, Smith & Prophete</p> | <p style="text-align: center;">September 8</p> <p>“The Motivational Interview”</p> <p style="text-align: center;">Jim Mellon</p> |
| <p style="text-align: center;">October 13</p> <p>“Disability Inclusion in the Workplace”</p> <p style="text-align: center;">Brenda Perkins, CEBS Rob Hoffman</p> | <p style="text-align: center;">November 10</p> <p>“Keeping Your Retirement Plan Out of the Spotlight: 10 Steps to Reducing Risk & Managing a More Effective Plan”</p> <p style="text-align: center;">Jessica Maldonado</p> | <p style="text-align: center;">December 9</p> <p style="text-align: center;">Social Event</p> |



Jayhawk Chapter SHRM meetings are held on the second Tuesday of each month with registration and buffet beginning at **11:15 a.m.** and the presentation from **Noon to 1:00 p.m.** at Maceli's, 1031 New Hampshire, Lawrence, Kansas.

Mary McKenzie, SPHR
VP of Professional Development
professionaldevelopment@jayhawkshrm.org

SHRM MEMBER SPOTLIGHT



Peter Steimle, MBA, is the Recruitment Advertising Specialist for The World Company and the current Sponsorship Chair for our chapter. He started his work in human resources when he was hired to open an employment agency. As it grew, it provided him with many experiences with people seeking and maintaining employment. Peter enjoys changing hearts and minds by doing public speaking and guiding recruiters to change their job announcements and advertising methods to produce better results. He has been inspired along the way by three women - his wife, his boss at the staffing agency, and his current supervisor. When Peter is not working, he enjoys speaking to large groups, gardening, and doing high dives for his daughters at the pool. He is looking forward to September sunsets and the beautifully colored foliage this autumn, not to mention the first frost that will stop his allergies!

Ruth Pierce, SCP, SPHR, is the Human Resources Manager at Allen Press. Her favorite part of the field is helping others grow and develop. Ruth started at Allen Press using her undergrad in math education to work in the billing department as a temp. She then transferred to a couple of other positions before becoming the Corporate Trainer. She was influenced by a manager several years ago that saw and developed her potential. She also appreciates the knowledge she gained from her Masters in Human Resource Management and her certifications. In her down time, Ruth loves the water and reading, as well as helping others get unstuck in their lives (mentally, emotionally, physically, and spiritually). Although she enjoys summer more than fall, she is looking forward to the cooler weather that will allow her to walk over lunch break.



2015 Board of Directors**President**

Kelly Calvert, SPHR, SHRM-SCP

Past President

Heather Bunker SPHR, SHRM-SCP

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Keri Rodriguez

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Peter Steimle

www.jayhawkshrm.org**2015 KS SHRM STATE CONFERENCE****SEPTEMBER 23—25, 2015****OVERLAND PARK, KANSAS**

Join us for the 2015 SHRM Kansas State Conference being held September 23-25 at the Overland Park Convention Center in Overland Park, Kansas! The SHRM Kansas State Conference is attended by 500+ human resource professionals and 100 business partners. The conference, being held in Overland Park, in the greater Kansas City metro area, provides professional development and networking opportunities for HR practitioners at any level! The conference will also include the opportunity to earn up to 15 recertification credits for PHR/SPHR and SHRM-SCP/SHRM-CP! The full conference will begin on Wednesday afternoon, September 23rd and conclude at 2:00 p.m. on Friday, September 25th. The conference includes keynote speakers and concurrent session topics featuring leading experts. 2015 featured keynote speakers include:

Dan Thurmon (<http://www.danthurmon.com>)
Aaron Davis (<http://www.aarondavisspeaks.com>)

Watch for final schedule and program details coming soon!

**Exhibitor and Sponsorship Opportunities**

Exhibitor and sponsorship opportunities are available with the opportunity to meet and network with over 600 human resource professionals! The conference provides an excellent opportunity to promote your organization, reinforce your brand, introduce new products and services, and interact with decision makers representing companies throughout Kansas, Missouri and surrounding states! To register, visit

www.ksshrm.com. For **Kansas SHRM Business Partners** information, and a full brochure, click **HERE!**

EARLY BIRD DISCOUNTS FOR HR PROFESSIONALS!**Early Bird - through July 1st**

- SHRM Members (must hold national SHRM membership) - \$375
- Non-SHRM Members or Local Chapter Members Only - \$425
- SHRM Student Members - \$175

Regular - June 2nd - Conference


- SHRM Members (must hold national SHRM membership) - \$425
- Non-SHRM Members or Local Chapter Members Only - \$475
- SHRM Student Members - \$175

Want a chance to go to the Kansas state conference for free? Come to the September 8th meeting and put your name in the "hat". Jim Mellon will be presenting on "How to Get Anyone To Do Anything Fast! The Instant Influence Method of The Motivational Interview." Register now for the September meeting.

You can still nominate your company for the Jayhawk Chapter's diversity award. Please complete the diversity questionnaire by September 25, 2015 at https://www.surveymonkey.com/r/JayhawkSHRM_diversity_surveyHB2GZWK.

PROFESSIONAL DEVELOPMENT OPPORTUNITIES

We need your help! We have two existing volunteer opportunities for you to flex some HR muscle as an HR Ace!

- 
 Six volunteers are needed to each lead a group of about 10 high school juniors and seniors for two - 30 minute presentations. Each session will focus on helping students improve their communication skills by drafting an email cover letter they can use to apply for a job or add to their LinkedIn profile. Sessions will be held on September 3 from 10:15 a.m. to 1:00 p.m., USD 491 Career Center at 2920 Haskell next to the new Peaslee Center. Lunch will be provided. To volunteer or for more information contact Cassie Gilmore at volunteerism@jayhawkshrm.org or Debbie Snyder at presidentelect@jayhawkshrm.org.
- Penn House, a local non-profit that supports low-income clients with a variety of social services is interested in going through an HR audit. What a great experience opportunity! You may be involved in a one hour or several hour projects. We'll work with you around your time availability! Contact Cassie Gilmore volunteerism@jayhawkshrm.org or any board member if you're interested in acquiring some new skills, practicing existing skills and/or helping our local non-profits which in turn will allow Jayhawk SHRM to shine.

Open Position for UI Review Board Member

The Work Comp and Employment Security Nominating Commission is seeking applicants for the vacancy on the three-member Employment Security Board of Review which meets monthly to review appeals cases for unemployment insurance claims. This is a paid, part-time position with meetings two days per month in Topeka. Applicants must be knowledgeable of employment security law (Unemployment Insurance) to help determine and rule in appeals of UI claims. Applications are due by March 9, 2015. For a full job description, please click [here](#).

To apply, please fill out these [forms](#) and the [screening questionnaire](#), and send them along with your resume to [Eric Stafford](#), Chair of the Nominating Commission by Tuesday, September 15.

Eric Stafford, Kansas Chamber of Commerce, 835 SW Topeka Blvd, Topeka, KS 66612, 785.357.6321
erics@kansaschamber.org

MENTAL HEALTH FIRST AID

Mental Health First Aid public classes are now available.

Mental Health First Aid (MHFA) and Youth MHFA are 8-hour training courses offered by the Center. They are designed to give individuals the skills they need to help someone who may be experiencing a mental health crisis or developing a mental health problem. Participants learn the facts and warning signs of mental illness. Trainees are taught how to apply the 5-step strategy in a variety of situations, such as helping someone through a panic attack, engaging with someone who may be suicidal, or assisting an individual who has overdosed. An important component of the MHFA training is the opportunity to practice the intervention strategy. This simple experience can make it easier to actually apply the knowledge in a real-life situation.

September Course: Full 8-hour course is divided into **Four 2-hour sessions**

Dates: 9/8, 9/15, 9/22 and 9/29

Time: 4:00 – 6:00 p.m. on each date listed

Location: Bert Nash Community Mental Health Center Meeting Room, 200 Maine Street

Instructor: Patricia Roach Smith

October Course: The full 8-hour course is divided into **Four 2-hour sessions**

Dates: 10/5, 10/12, 10/19 and 10/26

Time: 4:00 – 6:00 p.m. on each date listed

Location: Bert Nash Community Mental Health Center Meeting Room, 200 Maine Street

Full course is divided into four 2-hour sessions

Instructor: Leah Hansen

Cost: \$30.

Enrollment: If you are interested in enrolling for September or October course, please visit the Bert Nash website to enroll.

Certification: Participants are required to attend all 4 sessions to complete certification.

Website: <https://bertnash.org/events/mental-health-first-aid-program>

Contact Leah Hansen for more information: 785-830-1795

Foundation News

NEW MODELS OF WORK: CROWDSOURCING

Traditional employment models will always be with us; however, the rise of the Internet has facilitated a new way of working called crowdsourcing. New websites such as Gigwalk, Mechanical Turk and TopCoder have created online marketplaces where workers and those with project work can connect and transact business. Employees can do work for one company and, when work is slow, go work for another, entirely separate company. This practice avoids layoffs. Crowdsourcing is outsourcing from the crowd; it allows an organization to leverage the collective talent of the crowd to get work done, often in more efficient and cost-effective ways than the traditional employment model.³ By using “reputation scores” similar to sellers on e-Bay, these platforms allow companies to quickly evaluate and tap into global talent outside their own workforce.

EXPECTED CHANGES

- People unable to work a traditional schedule (students, stay-at-home parents, retirees, etc.) will now be able to participate in the job market via crowdsourcing sites and work whenever it is most convenient.
- Organizations may begin breaking down traditional jobs into a set of smaller tasks (task decomposition) that can then be accomplished via crowdsourcing.
- Many start-up businesses will increasingly get work done via crowdsourcing rather than hiring permanent staff.

HOW HR CAN PREPARE

- Learn how crowdsourcing works. Explore crowdsourcing websites and think about whether these new work arrangements might be used successfully in your business.
- Identify alternative work arrangements (crowdsourcing, phased retirement, shortterm projects, etc.) that might help your organization tap into new pools of talent such as retirees or people with disabilities.
- Before creating a new staff position, experiment with breaking down the job into a series of tasks that could be outsourced. This will help you determine whether crowdsourced work or other work arrangements might be a good alternative.
- Perform an analysis to examine whether crowdsourcing is an appropriate model for your organization before “jumping on the bandwagon.” Identify how it should be managed—practically and ethically—and ask the tough questions about whether this arrangement is appropriate and how to do it legally. Then coach managers on how to implement it.
- Recognize that using alternative work arrangements may require different competencies than traditional employment models. Develop yourself and coach others on needed skills, such as critical evaluation, new relationship management and communication skills, and risk management.
- Explore the specifics of different crowdsourcing options. For example, is this an employment/independent contractor relationship? How does one ensure fairness to the contributing individual while encouraging entrepreneurship? Does giving a company an idea or an opinion make someone an employee? Could the contributing individual be held liable if the person/company receiving the donated work product did something wrong or illegal? How do you evaluate the quality of a potential contributor’s work? How does an organization ensure the material contributed does not infringe another’s intellectual property?

You may donate to the SHRM Foundation here: <https://store.shrm.org/donation>



Submitted by: Holly Goodman
Foundation Chair

Financial Report

Current Assets: 8/31/15

CD's:

91-Day \$ n/a
 182-Day (9/3/15) \$ 5,140.29
 12-months (5/12/16) \$ 8,509.33

Checking Account: \$ 1,000.00
 Pay Pal Account \$ 74.38
 Petty Cash: \$ 100.00
Total: \$14,824.55



Prepared by: Barry Kingery
 VP Of Finance
finance@jayhawkshrm.org

Celebrating the Profession

Earning an HR credential is a sign of commitment and dedication to the HR profession. The Jayhawk Chapter of SHRM applauds and recognizes your efforts to enhance your skills and raise the value of the profession. With the addition of the new SHRM certification, we want to ensure that we are tracking and reporting all membership certifications correctly. **If you are certified, please take a moment to ensure that we have you listed correctly.**

| PHR | PHR,SHRM-CP | SPHR | SPHR,SHRM-SCP |
|------------------|------------------|------------------|-----------------|
| Linda Bastyr | Jenny Adams | Heather Bunker | Kelly Calvert |
| Marlo Cohen | Andrew Brookens | Lori Carnahan | Debbie Robinson |
| Connie Deel | Angela Fleming | Mary McKenzie | Ann Stephens |
| Kirk Pearson | Jenny Hiatt | Ruth Pierce | |
| Carol Rau | Stacy Sigley | Teresa Prochaska | |
| Kristin Robinson | Michelle Stegman | Jana Tuttle | |
| Michelle Sutton | Brent Williams | | |
| | Sarah Workman | | |
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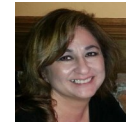
If your name is missing from this list, please contact Angela Fleming, VP of Membership directly at membership@jayhawkshrm.org.

Want to see your name added to this list? Contact Dennis Meier, Certification Chair to learn more about each certification designation and related registration deadlines for testing windows.



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

Diversity



Submitted by: Catherine
S. Espinosa
Diversity

Interactions with Asperger's: Discrimination, wrongful discharge claims go to trial

August 16, 2015 - by: [New Hampshire Employment Law Letter](#)

Soon after an employee provided his employer with information about his Asperger's syndrome, it informed him that his contract wouldn't be renewed because "Your Asperger's got in the way of your ability to interact with your boss, and we are tired of it." Afterward, the employee brought claims of wrongful termination and discrimination under the Americans with Disabilities Act (ADA). The employer attempted to persuade the court that even if all the evidence he presented was true, the employee would still be unable to prevail at trial. Let's see how things turned out.

Background

Mark Bellerose began working as a custodian at Mont Vernon Village School in 2006. In May 2007, he received his only annual performance appraisal, in which he was rated both "Very Good" and "Outstanding" and received a total of 52 out of 55 points. Over the course of his employment, Bellerose made a number of oral complaints to various people about the conditions at the school and his supervisor's failure to address them. For instance, he reported to a firefighter that his supervisor made no attempt to shut off the water supply to the school when the power was out for several days. At other times, he voiced his concern about the school's maintenance practices to his supervisors and complained to members of the public about mold growing on classroom walls, ice dams on the school's roof, a failure to regularly inspect the smoke alarm system, and his supervisor's inadequate response (in his estimation) to other maintenance problems.

Bellerose received a warning about his failure to follow the "chain of command," but he later alleged that he hadn't been notified of a chain of command. After receiving the initial warning, he received a second written warning, in which he was reprimanded for failing to "complete the task of snow removal" during a holiday break. However, he stated that there was no need to shovel because it didn't snow during that week. He eventually received a "final warning" for using profanity in front of a citizen and two children. To rebut that charge, he obtained statements from two other school employees who denied hearing him say anything inappropriate.

After learning that his Asperger's potentially qualified as a disability, Bellerose provided information about his condition to the principal, who asked, "Is this you?" Bellerose replied, "Yes." Months afterward, the principal told Bellerose that his contract wouldn't be renewed because "Your Asperger's got in the way of your ability to interact with your boss, and we are tired of it." The following spring, he applied for, but was denied, a part-time custodian position at the school.

ADA discrimination

Relying on a report from a doctor who saw Bellerose in 2010, the school argued that he didn't have Asperger's during the relevant time period and therefore didn't have a qualifying disability under the ADA. Bellerose presented a report in which an expert concluded that he does have Asperger's, which is a lifetime condition, and that it substantially limits life activities such as "learning, concentrating, thinking, communicating and social interaction." The court concluded that the school district's evidence that it didn't renew his contract or rehire him for reasons other than his disability merely created a credibility determination for a jury to sort out at trial.

Bellerose also argued that the substance of his disclosure to the principal that he has Asperger's was enough to trigger the school's obligation to initiate the interactive process. The ADA requires an employer to engage in the interactive process with an employee after he or she requests provision of a reasonable accommodation or when the employer knows that one is needed. The court concluded that Bellerose's submission of documents explaining Asperger's to the principal, and their resulting dialogue ("Is this you?" "Yes"), wasn't an explicit request for a reasonable accommodation that triggered the school's duty to engage in an interactive process. The court noted that Bellerose didn't allege that his provision of the information was related in any way to his warning letters or his conduct, nor did he ask for any accommodation during his employment.

Wrongful discharge

For his wrongful termination claim to proceed to trial, Bellerose had to establish that the school terminated him in bad faith and that he performed acts that public policy would encourage. Because he made statements critical of school maintenance to many individuals outside the school and the school cited his statements in his written discipline, the court concluded that he had provided sufficient evidence that the school's proffered reason for not renewing his contract was pretextual (an excuse for discrimination).

The court allowed Bellerose's wrongful discharge claim to proceed to trial because the school district failed to challenge the public policy element of his claim. *Mark Bellerose v. SAU #39*, U.S. District Court for the District of N.H. Opinion No. 2014 D.N.H. 265 (December 29, 2014).

Bottom line

This case should remind employers that an employee with Asperger's may be able to point to sufficient facts to prove that he or she has a disability within the meaning of the ADA. The condition's effect on a broad scope of life activities, such as "learning, concentrating, thinking, communicating and social interaction," could pose a unique dilemma for employers that are trying to satisfy their duty to reasonably accommodate employees.