



JAYHAWK CHAPTER

Lawrence, KS #486

THE RESOURCE

September 2016



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Optimize Your Strengths Tuesday, September 13, 2016

PRESENTER: Mike Miller, StrengthScope

Strengths and engagement have become a topic of research, popular discussion, development activities, and culture initiatives over the last several years. But to what end has it helped leaders be better leaders? How can a strengths-based approach help organizations deliver better results? You may have read the book, maybe even taken the assessment but how do you really know if this approach works or can work for your organization? What is it that top leaders do to be their best and how can you help them get there and stay there? See the most recent and timely research and playbook on these questions as outlined in the new, award winning book, "Optimize Your Strengths," (Brewerton and Brooks, Wiley 2016)

By the end of this meeting the attendees will:

- Understand what truly separates good leaders from great leaders.
- Learn why positive leadership is important for leaders.
- Understand how you can tap into your own leadership edge to inspire the next level of performance and productivity.
- Identify FOUR proven steps you can take to lead with a positive mindset.
- Learn about a scientific approach to better understand your own leadership strengths.
- Find out how you can build a case for strengths-based leadership in your organization.

We will draw THREE names to receive copies of the book, "Optimize Your Strengths," at the end of the session.

September Meeting Sponsor:



This event has been submitted for Professional Development Credit for SHRM and general credit through the HR Certification Institute.

Tuesday, September 13, 2016

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

For me September brings a feeling of change and new opportunities to engage with the community and SHRM members. Fall is just weeks away. School is back in session which means opportunities to meet with students and faculty at career fairs. It's also time for the 2016 Kansas SHRM State Conference which is shaping up to be a great event! If you have not already registered, visit <http://ksshrm.2016conf.com/> for more information and to register.



The conference committee is looking for volunteers to make the conference as seamless as possible. To take advantage of this opportunity to network and be a part of the experience, see what positions are available and sign up [here](#). There are brief descriptions available of each job.

The board is also preparing for the strategic planning session in October. As we plan for 2017, please contact a member if you are interested in serving on the board or a committee. Do you have an idea for a new initiative or a suggestion on how we can make your membership more meaningful? If so, please contact me or another board member. We would love to hear your ideas!

Be sure to mark your calendars for the Jayhawk SHRM 25th anniversary celebration on Tuesday, October 11th. The planning committee has some fun activities planned for the event. We would appreciate you letting former chapter members know as well and hope they can join the celebration. We hope to see you there!

Best,

Debbie Snyder
President, Jayhawk SHRM
president@jayhawkshrm.org



Mark your calendar for the Jayhawk SHRM 25th
Anniversary Celebration on Tuesday, October 11th!

2016 Board of Directors**President**

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Financial Report

Current Assets: 8/25/2016

CD's:

91-Day	\$	n/a	Checking Account:	\$	10,904.30
182-Day (9/3/15)	\$	n/a	Pay Pal Account	\$	2,744.18
12-months (5/12/16)	\$	8,534.93	Petty Cash:	\$	100.00
			Total:		\$ 22,283.41

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

JULY 2016 LABOR MARKET REPORT

Please find the links below to the July 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%20July2016%20Maps.pdf>

Optimize Your Strengths — Speaker Bio

From small shops to big corporations, Mike Miller understands the power of strengths in building great leaders, strong teams and better bottom lines.

Born in Indiana, Mike Miller graduated with his bachelor's degree in finance. And after a brief stint in banking, he figured out his strengths did not play in the financial world. That's when Mike moved to biotechnology sales leadership and marketing, a career that energized him and made the most of his strengths. After three years with the former Kansas City-based firm Marion Laboratories, Mike joined Genentech, Inc., a pioneer in the biotechnology industry. Mike spent 16 of his 22 years at Genentech in leadership positions, and during that time the company consistently received recognition as one of the Top 10 Companies in America by Fortune Magazine.

In 2009, Mike received his Masters of Business Administration in Executive Leadership from the University of Nebraska and Gallup University. Mike now leads projects across the U.S. as the Director of U.S. Operations for Strengthscope U.S., where he utilizes his understanding of strengths, coaching skills and team development tactics to help others harness the power of strengths.

When not traveling to work with clients, Mike calls Overland Park, KS home where he resides with his wife, Shelly, and their three children.

Certification

WHY SEEK SHRM CERTIFICATION?

Earning your SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field—and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills.

Focus on You

SHRM-CP and SHRM-SCP are your credentials, based on the current HR landscape. This certification is 100% focused on the competencies and knowledge all HR professionals need to lead in today's business community.

Universal Skills & Recognition

SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP) are based on one single, comprehensive SHRM Body of Competency and Knowledge™ (SHRM BoCK™) and are relevant worldwide, giving professionals the recognition and flexibility to use their knowledge, skills and competencies anywhere their career takes them.

Competency & Knowledge-Based

SHRM-CP and SHRM-SCP tests HR competencies as well as knowledge, and their application, to ensure the professional's ability to demonstrate what they know, and what they can do with their knowledge in the variety of situations they encounter.

Developed with Employers in Mind

SHRM-CP and SHRM-SCP are based on in-depth research focused on—and backed by— global employers and business leaders. They reflect what HR practitioners need to know to be leaders in their organizations and in the profession.

Expanded Eligibility & Inclusivity

SHRM-CP and SHRM-SCP recognize diversity in the HR profession. The eligibility requirements minimize barriers to participation and reflect current HR roles. The exam windows provide accessibility and flexibility for all eligible professionals worldwide. In addition, the new exam is affordable, making certification attainable by more professionals.

Universally Applicable

SHRM believes that HR certification must be as inclusive and diverse as the profession itself. The SHRM certification is applicable across industries, geographic borders, job responsibilities and career levels.

Globally Recognized

SHRM's HR certifications, the SHRM-CP and SHRM-SCP, were designed to meet the highest industry standards. To ensure the highest level of recognition for SHRM certified professionals, SHRM is committed to pursuing accreditation, a process that involves extensive data collection and review, which can require an extended period to complete. We look forward to completing this process and obtaining accreditation as soon as possible.

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



Membership

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.

First Name	Last Name	Certifications
Linda	Bastyr	PHR, SHRM-CP
Amy	Bellerive	PHR, SHRM-CP
Andrew	Brookens	PHR, SHRM-CP
Heather	Bunker	SPHR, SHRM-SCP
Kelly	Calvert	SPHR, SHRM-SCP
Lori	Carnahan	SPHR
Marlo	Cohen	PHR
Connie	Deel	PHR, SHRM-CP
Stephanie	Drake	PHR
Ashley	Esquibel	PHR
Jenny	Hiatt	PHR, SHRM-CP
Susan	Kang	JD
Jenny	Laird	PHR, SHRM-CP
Allison	Long	CPA
Monica	Marcolino	SHRM-SCP, SPHR
Mary	McKenzie	SPHR
Dennis	Meier	SPHR, SHRM-SCP
Ruth	Pierce	SPHR; SHRM-SCP
Teresa	Prochaska	SPHR
Kristin	Robinson	PHR
Nate	Scott	SHRM-SCP
Michelle	Stegman	PHR, SHRM-CP
Ann	Stephens	SPHR, SHRM-SCP
Michelle	Sutton	PHR
Deborah	Thompson	SPHR
Jana	Tuttle	SPHR
Sarah	Workman	PHR, SHRM-CP

If your name is missing from this list, please contact Holly Goodman, VP of Membership directly at membership@jayhawkshrm.org. Want to see your name added to this list? Contact Jenny Hiatt, Certification Chair at certification@jayhawkshrm.org to learn more about each certification designation and related registration deadlines for testing windows.

Submitted by: Holly Goodman
VP of Membership



Diversity

Harvard Business Review

How U.S. Army Basic Training Turns Diverse Groups into Teams

Richard Farnell

JULY 18, 2016

We know that diverse teams are more creative and productive than homogenous teams, but how do you get individuals who aren't alike working together smoothly? As I've seen from teaching over 960 recruits as a basic-training company commander in the U.S. Army, people from various backgrounds struggle to discover shared interests during the early stages of team building. Inclusion is one thing, and integration is something else entirely. I've found that people with disparate life experiences often require help from their leaders to see and develop common ground.

Take my recruits, for instance. Many classes include both men and women, representing a range of ethnicities, countries, and religions. Trainees are usually hesitant to get to know one another at first, and people sometimes unintentionally offend each other, so the instructors and I spend time early on promoting cohesion by defining core values: respect, integrity, selfless service, and a sense of duty. We discuss these values in great detail in a classroom environment before assigning any team-oriented tasks. Recruits are asked to give examples from their life experiences so we can identify and address discrepancies in how people understand and apply the values. This is critical for preventing what I call "synthetic integration" (pretending to embrace the same values and one another for the sake of good order and discipline).

My instructors then identify problems for trainees to solve together — problems that will require them to draw on our core values. For example, recruits go through obstacle courses in small groups so they can see and appreciate the benefits of diversity in completing team tasks. (If a team of six recruits must climb over a nine-foot wall, they have to work together to accomplish that task, regardless of their differences.) When recruits complete the obstacle courses, the instructors elaborate on the values that enabled each group to succeed — this recruit put others first when she did X, this one demonstrated great respect for his teammates when he did Y, and so on. That reinforces the bond.

If there are weak links, everyone pulls together to overcome those weaknesses. One recruit could not complete one sit-up during his first week of basic training. Many believed it would be impossible for him to pass the physical fitness test, but I thought the team could help him and felt it was worthwhile because he had important strengths to contribute. He was a team motivator and demonstrated exceptional organizational skills.

I asked my senior and midlevel leaders to work closely with him by giving him additional strength training and advice on nutrition, and we got the whole team to focus on the good things he had to offer while also helping him physically develop. For instance, the recruit's organizational skills significantly contributed to his team's success in passing a barracks inspection, so the instructors called everyone's attention to his well-organized wall locker. As a result, his team members asked him for guidance on how to organize their wall lockers to pass future inspections.

When people saw that he was beneficial to the team, they were compelled to invest in his efforts to pass the physical fitness test. They cheered him on during the sit-up exercise as he reached maximum exertion. They treated him with respect and loyalty. The recruit passed the test and went on to be an excellent soldier. And throughout the process of supporting him, his fellow trainees grew to understand the importance of helping every team member achieve goals for the welfare of the whole organization.

The approach I've described has worked for me in my 15 years in the Army. I'm sharing it here because you can use these principles in all kinds of organizational settings. If you've hired a diverse team, you have a variety of strengths at your disposal. But if you don't help people integrate effectively through common values, those strengths may not be used to their full potential — and your team probably won't be more than the sum of its very different members.

Richard Farnell is an Army officer who has experienced several combat deployments, has led and trained multiple basic-training companies, and is currently a planner for a combat organization. He is also a doctoral candidate in education at Northeastern University.

**Submitted by: Michelle Stegman
Diversity Chair**

SHRM Member Spotlight



Becky Gonzales is the Senior Manager of Human Resources at Golf Course Superintendents Association of America (GCSAA). She enjoys the staff at GCSAA and the fun perks they are able to provide such as wellness fairs, on-site massage and yoga, and lunch-n-learn education. Becky originally got into the HR field to have the chance to enhance people's work experience and to be a resource for them. With the challenge of balancing staff viewpoint representation with Executive Management's direction, the phrase "don't sweat the small stuff-and it's all small stuff" really sticks with her. When not at work, Becky enjoys socializing, being on a beach or near water, attending Jayhawks and Royals games, and spending time with her family (including her 2 ½ year old grandson). She vacationed in the Ft. Myers area of Florida this summer which Becky says "was fabulous". She also recently got engaged. Congratulations!



Schedule at a Glance

Wednesday, September 21

Registration Open

Connecting Lobby
11:00 am—5:00 pm

Welcome & Conference Kickoff

Opening Keynote

Redbud ABC
1:15 pm—2:45 pm

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
2:45 pm—3:45 pm

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
4:00 pm—5:00 pm

Cocktail Reception

Exhibit Hall
5:00 pm—6:00 pm

State Council Meeting

River City Brewery
6:30 pm—9:00 pm

Thursday, September 22

Registration Open

Connecting Lobby
7:00 am—5:00 pm

Buffet Breakfast

Redbud ABC
7:30 am—8:30 am

Welcome & Trombold Award

Redbud ABC
8:00 am—8:45 am

Opening Keynote

Redbud ABC
8:45 am—9:45 am

Break

Exhibit Hall
9:45 am—10:15 am

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
10:15 am—11:15 am

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
11:30 am—12:30 pm

Strolling Lunch

Exhibit Hall
12:30 pm—1:30 pm

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
1:30 pm—2:30 pm

Break

Exhibit Hall
2:30 pm—3:15 pm

Closing Keynote

Redbud ABC
3:30 pm—5:00 pm

Friday, September 23

Continental Breakfast

Redbud ABC
7:30 am—8:30 am

Diversity Award

Redbud ABC
8:00 am—8:30 am

Final Keynote

Redbud ABC
8:30 am—9:30 am

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
9:45 am—10:45 am

Concurrent Sessions

Cypress A, Cypress B, Birch Room,
& Trail Room
11:00 am—12:00 pm

Conference Concludes

**2017 State Conference:
September 20-22, 2017
Overland Park, KS**

#ksshrm16

September 21-23, 2016

Century II Convention Center
Hyatt Regency Wichita
Wichita, Kansas



KSSHARM.ORG

