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Topeka SHRM

ADDRESSING THE NEEDS OF HR PROFESSIONALS AND FOSTERING THE DEVELOPMENT OF SHRM'S VISION.

Leadership Quote of the Quarter: "Every time you have to speak, you are auditioning for leadership." — James Humes



From the President

I would like to take this moment to thank our board members for their hard work and commitment. I am honored to work with a group of talented individuals who are dedicated and engaged in promoting the human resources profession. Please take a moment to say "thank you" to this engaging, exuberant, and dynamic group of professionals.

What are your development goals this year? How can you become the best in our profession? Get involved and be engaged. Constantly develop yourself through education, challenge yourself to take on new opportunities and learn through others experiences. We strive to bring you quality training sessions and opportunities to connect with one another to give you the tools and insight you need to excel. Keep an eye on our monthly meeting topics and training offerings, as well as our SHRMinar coming up in August and we look forward to seeing you there. Our focus this year is to engage our membership, offer activities and initiatives that are more strategic in nature and more reflective of what you, our members, are requesting.

- ◆ Monthly meetings & training sessions – just show up, network and learn something new
- ◆ Workforce Readiness Committee – we are going to kick this off again this year, more to come
- ◆ Stay engaged – don't miss an opportunity to share your ideas for training topics or anything we can do better, and maybe even help us get it done
- ◆ Get Certified and Maintain your Certifications – need a study group?

This is just to name a few. There are many more ways to get involved!

If you are interested in getting involved or have questions about how to get involved, don't hesitate to contact me or any board member.

Brenna Mannell,
SPHR, SHRM-SCP

2016 SHRM—Topeka Chapter President

- ◆ Pam Pierce, Past President
- ◆ Holly Perkins, Programs & Training Director
- ◆ Andrea Gilchrist, Programs & Training Director-Elect
- ◆ Debra Payne, Membership Director
- ◆ Desiree Outersky, Membership Director-Elect
- ◆ Ashley Esquibel, Finance Director
- ◆ Chelsea Renyer, Finance Director-Elect
- ◆ Lakeisha Williams, Communications Director
- ◆ Megan DiGiovanni, College Relations Director
- ◆ Jesse Johnston and Taryn Gonzales, Interns

How can you get involved?

- ◆ Join our chapter and get involved with our board – we really are a great group to work with
- ◆ SHRM Experience – volunteer to host a job shadow

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT

2016 Board of Directors

President: Brenna Mannell, SPHR, SHRM-SCP
 President-Elect: (vacant)
 Past President: Pam Pierce, PHR, SHRM-CP
 Programs & Training Director: Holly Perkins, JD
 Programs & Training Director-Elect: Andrea Gilchrist
 Membership Director: Debra Payne

Membership Director-Elect: Desiree Outersky, PHR
 Finance Director: Ashley Esquibel, PHR, SHRM-SCP
 Finance Director-Elect: Chelsea Renyer, PHR
 Communications Director: Lakeisha Williams, SPHR
 College Relations Director Megan DiGiovanni, PHR



What: 2016 KS SHRM State Conference

When: September 21—23, 2016

Where: Wichita—Century Convention Center

This year's key note speakers are:

- ◆ **Steve Dickie**—Character Coach for the Wichita State Shockers Men's Basketball team. Steve is the author of six books and numerous periodicals and has been a popular speaker at conferences, churches, schools and universities as well as business, leadership and community groups.
- ◆ **Kostas Voutsas**—Tenured Assistant Professor of HR at Dickinson State University in the Bismarck campus. He is also an author, corporate trainer and motivational speaker.
- ◆ **Jack Deboer**—Jack understands business. Entrepreneurship. Building something new. He's recognized worldwide as a pioneer in the all-suite hotel concept and a guy who shakes up the status quo.
- ◆ **Meagan Johnson**—Meagan spent several years working for companies like Quaker Oats, Kraft Foods and Xerox. At every company she became discouraged to hear all the negative comments on Generation X. Meagan began to research everything from small to large corporations in order to find successful ways to work with the younger generation. Since 1997 she has entertained and educated thousands of audience members around the globe.



SHRM looks forward to welcoming you to Washington DC for the next Annual Conference & Exposition. It will take place June 19-22.

Hear stories that will energize and motivate you from these key note speakers:

- Paul Begala—CNN commentator and international analyst with the distinct accomplishment of playing a critical role in the campaign and elections of President Obama and President Clinton
- Tucker Carlson—longtime newspaper and magazine writer, current anchor on Fox and Friends Weekend and the editor-in-chief of The Daily Caller, one of the largest and fastest growing news sites in the country
- Sal Khan—acclaimed author on education and founder of Khan Academy, a nonprofit with over 26 million registered students in 190 countries

Register today at www.annual.shrm.org

UPCOMING MEETING DATE:

Thurs., April 28

Meeting Topic: Legislative Update

Speaker: Natalie Bright—Bright & Carpenter Consulting

Time: 11:30am—1:00pm

Location: Capitol Plaza Hotel

Cost: \$15.00—\$25.00 (see website for details)

Register Today!
<http://topeka.shrm.org/events>

Training Session: The Future of Healthcare: Trends & Strategies

Speaker: Tim Lambing—Mercer

Time: 1:30 pm—4:00 pm

Cost: \$25 for SHRM Topeka members and \$50 for non-Topeka chapter members

Register Today!
<http://topeka.shrm.org/events>

DID YOU KNOW?

- **An employer can require its employees to work overtime.** Absent a collective bargaining agreement to the contrary, it is generally accepted that management has the right to require employees to work overtime when business conditions make such scheduling necessary. In exercising these rights, employers should be reasonable and fair, ensuring that mandatory overtime is used only for legitimate business needs. Employees should be advised and regularly reminded of the company's policy on mandatory overtime. It is important that they understand conditions for its use and the consequences of not complying with the policy. Refusal to work overtime should be treated as any other rule violation, and appropriate discipline should be applied. It is recommended to be sensitive to the needs of your employees and consider legitimate excuses fairly and consistently and to also consult with an attorney in developing and implementing a policy on mandatory overtime.
- **Companies with female leaders have higher returns on equity.** At least, that's the lesson implicit in a November 2015 report from MSCI, a New York City-based research-based index and analytics firm. Companies with "strong female leadership" generated an average return on equity of 10.1 percent per year, compared to an average 7.4 percent for those without top women leaders. <https://www.shrm.org/hrdisciplines/diversity/articles/pages/women-ceos.aspx>

The SHRM Experience

At the April 28 chapter meeting, we will have students and other professionals that are interested in the Human Resources profession in attendance. These individuals will be participating in our chapter's SHRM Experience. The SHRM Experience gives individuals the opportunity to attend/network at one of our chapter meetings and then spend the afternoon shadowing a designated HR professional.

Attention Chapter Members: We are looking for members to sponsor a SHRM Experience participant. Sponsorship entails:

- Hosting a participant during the SHRM Luncheon (\$15 per person before 4/25/2016 and \$26 per person if you register thereafter)
- Allowing the participant(s) to shadow you after the SHRM Luncheon

Questions? Contact Megan DiGiovanni at megan.digiovanni@bartwest.com.



People Analytics Picking Up Speed

By Josh Bersin

4/11/2016



Since the very early days of industrial engineering, companies have been trying to collect data about people at work. The first pioneer in this market, Fredrick Taylor, measured the activity of iron workers in the steel mills. He found that when people carried exactly 65 pounds of iron, they produced the optimum output of productivity (and didn't hurt themselves). Since then, we have learned how to capture a myriad of data about people at work.

We now capture data about where applicants and employees went to school, their employment histories, their job performance, their training histories, their career paths, and of course their ages and even their psychological profiles. Bringing all this data together and making sense of it has always been the dream of HR leaders. Today, this dream is starting to become a reality.

We have been studying the discipline of people analytics (aka talent analytics) for more than five years now, [and in the latest research from Deloitte's *Global Human Capital Trends 2016* report](#), we found an astounding jump in investment, maturity and tools available. In fact, this new discipline within HR, which people have been writing about regularly in the press, is now taking off. Among the more than 7,000 companies we surveyed, the jump in adoption is amazing.

While the market has been slow to evolve (we labeled it “stuck in neutral” last year), I think this year growth will accelerate. In fact, I would suggest that you, as an HR professional, don't really have a choice anymore but to jump in with both feet.

Here's why:

HR data is getting cleaned up. More than 40 percent of the companies we surveyed recently replaced their core HR systems. And almost 70 percent of the remaining polled plan to do so in the next year, giving companies a new, integrated database with information about their people that is ripe for analysis.

Analytics skills are available. While many HR professionals didn't study statistics or math, more and more industrial/organizational psychologists and other analytics experts are coming into HR, making this a whole new career path in our profession.

Business impact is here. Today's analytics strategies are moving well beyond retention and employee engagement analytics. You can now examine the patterns of high-performing salespeople, understand why we have fraud and theft, and identify how and why we lose customers based on people.

Let's face it: Most of the things we do in HR (training, compensation, promotion, coaching) are soft tools—we

never really know what impact they have, and, while we feel good about them, businesspeople squint their eyes when we tell them what huge impact we drive.

With people analytics, something you can now almost buy “out of the box” with new HR platforms, you can statistically show how various talent and management practices drive results and actually learn new things about your company.

Did you know that salespeople who got good grades in school typically are not the top performers? Did you know that employees who are likely to steal or cheat can be identified in the pre-hire assessment process?

These types of management decisions, and many more, can be measured, quantified and predicted with data, giving us amazing opportunities to improve our companies’ performance and educate leaders at the same time.

In today’s fast-moving business environment, I urge you to put an analytics team in place and invest in buying or building a people analytics solution over the next year.

Not only is it an important new “center of excellence” in HR, but you’ll also find it an imperative to compete in the tight labor market in the coming years.

I’m excited people analytics has finally started to take off. It bodes well for HR professionals everywhere.

Josh Bersin is founder and principal of Bersin by Deloitte, Deloitte Consulting LLP. He is a published author on the Forbes website; is a LinkedIn Influencer; has been quoted by Bloomberg, NPR and The Wall Street Journal; and speaks at industry conferences and to corporate HR departments around the world. Contact him on Twitter [@josh_bersin](https://twitter.com/josh_bersin) and follow him at <http://www.bersin.com/Blog/>.

- See more at: <https://www.shrm.org/hrdisciplines/technology/articles/pages/viewpoint-people-analytics-picking-up-speed.aspx#sthash.QIHToGRx.dpuf>

Want an additional way to network with other SHRM—Topeka members?
Join our LinkedIn Group!

The SHRM—Topeka LinkedIn group is an online networking opportunity for members of the chapter to engage with other members outside of chapter’s regularly scheduled meetings and events. Feel free to post your favorite articles, start discussion topics and announce area job openings.

Visit LinkedIn today, search for “SHRM—Topeka Chapter” and join today!



SHRM Membership: A Smart Investment

Leading People.
Leading Organizations.



"I go to the articles, toolkits and research whenever I'm launching a new initiative. It saves me time by finding what works (and what doesn't), and unlike some web resources, I never have to doubt the reliability of the information I find."

DIANA SADIGHI
MEMBER SINCE 1989

Who Should Join SHRM?

SHRM is an individual membership organization. Members include individuals with a range of titles and responsibilities:

- President/CEO
- Chief HR Officer
- Chief Human Capital Officer
- VP of HR
- Director of HR
- HR Manager
- HR Generalist
- Supervisor
- Specialist
- Administrator
- Representative
- Coordinator
- Consultant
- Legal Counsel
- Office Manager

shrm.org/membercenter

14-0792

Both national and local SHRM memberships are great ways to enhance your HR career. Join today!

National SHRM membership: <http://www.shrm.org/join>
SHRM-Topeka membership: <http://topeka.shrm.org/user/register>