



Lincoln
Human
Resource
Management
Association



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Volume 3, Issue 11

November, 2012

The Growth Formula: A Proven Approach to Developing High Potential People

A Presentation and Workshop with Talent Plus' Kyle Bruss

WHEN:

Tuesday, November 13th, 2012

- 11:00 – 11:30 Registration
- 11:30 – 12:00 Lunch & Announcements
- 12:00 – 1:00 Keynote Session
- 1:15 – 3:30 Workshop

WHERE:

Country Inn & Suites

5353 N 27th Street, Lincoln, NE
Parking is Free

COST:

Program Registration Fee: LHRMA members—\$15
All Other Attendees—\$25

College Student Chapter Members—FREE (must register with Nate Elgert)

Workshop Registration Fee: All Attendees – \$35

MENU: TBA

DEADLINE:

Register or cancel your registration by: **Noon, Friday, November 9th.**

REMINDER: There is a \$10 fee for late registrations and for no-shows. This \$10 fee is in addition to the regular registration fee. Please try your hardest to register on time, as late registrations and no-shows make it difficult on everyone involved.

About our Program:

Are you interested in launching a journey to heighten your investment in human capital and propel your organization forward? Are you someone who is curious to learn more about best practices in recruiting, selecting, developing and retaining highly-talented people? Would you like to know how you can reach your organizational goals more strategically?

Get answers to these questions and more at the next LHRMA luncheon and workshop on November 13th with Talent Plus' Director of Talent Acquisition, Kyle Bruss.



Coming in 2013!

At the Luncheon...

The Growth Formula: A Proven Approach to Developing High Potential People

Presented by Kyle Bruss

The Growth Formula: A Proven Approach to Developing High Potential People is an exciting platform which will take you on a journey of discovery, equipping you with the knowledge and tools you can directly apply to your company in a way that has proven successful for world-class organizations.

At the Workshop...

Learn how to apply these tools to your own organization's toolbox on a deeper level and interact with ideas and synergetic tools which will expand your mind on how to create growth in your organization through your greatest assets – your people.

Outcomes include:

- The importance of selection decisions based upon an individual's talent and predictability for achieving top success.
- A working understanding of Talent Plus' Growth Formula and how to apply the formula to your own organization's success, setting you apart from your competition.
- A platform unique to your organization that will help you achieve your organization's objectives and contribute to its overall well-being and success

Meet Our Presenter:

As director of talent acquisition for Talent Plus, **Kyle Bruss** obsesses over finding talented candidates for Talent Plus, as well as potential high performers to fit with client partners through Talent Plus' external recruiting efforts. Bruss also works as a senior consultant with several clients in their recruitment, selection and organizational development efforts. Most recently his work has been with Mercedes-Benz USA and the automotive industry developing a Talent-Based DealershipSM initiative that includes a full range of consulting services from mission and vision development, recruitment, selection, team development, one-on-one coaching and management development.



Bruss joined Talent Plus in 1998 as a professional interviewer, while in college, and became a full time associate in 2004. While at Talent Plus, Bruss has worked in a variety of roles and held various responsibilities. Talent Plus' mission and the opportunity to impact personal and organizational strategies as a trusted advisor are what drive him.

Prior to joining Talent Plus, Bruss worked with Alpha Tau Omega (ATO) National Headquarters as their director of marketing focused on communication initiatives, deploying a redeveloped national recruitment program and the selection of national staff members. Bruss' first year with ATO focused on traveling the United States as a leadership consultant guiding collegiate chapters in their organizational practices. While working toward a degree at the University of Nebraska-Lincoln, Bruss was the president of that campus' local ATO chapter, served as a teaching assistant for an emerging leaders class through the University and received numerous campus and fraternity awards.

Bruss continues to volunteer with ATO both at a local and national level. He is an avid outdoorsmen, a lifelong learner, voracious reader of business books and a lover of great wine and cooking. He and his wife, Beth, also a Talent Plus associate, live in Lincoln with their two-year old son, Jaxon.



Upcoming Meetings:

December 11th – LHRMA Member Social!!!

Monday, January 7th – Cy Wakeman (Note: this is a Monday, not our regularly scheduled Tuesday)

President's Message

Judy Ganoung, LHRMA President



Can you believe it is almost November? Time flies whether you are having fun or not! Hopefully all of you are having a little fun though. I'm writing this letter in October so Halloween is a week away. That makes Thanksgiving and Christmas right around the corner. I'm already thinking, so much to do and so little time to do it! As we move towards the end of the year I want to remind you of a few things.

If you are interested in serving on the LHRMA Board or would like to be a part of a committee, be sure to contact me at Judy@DRNE.org. We may have a couple of positions open on the board and are always looking for new committee members. I highly recommend the experience of working on any of the LHRMA committees and serving on the board. It is a great way to meet other LHRMA members, plus be a part of the great programming and activities LHRMA is involved in.

As was mentioned at the October meeting, LHRMA will be partnering with Woods & Aitken and Lincoln Journal Star. We would like to invite you to participate in the 2013 Best Places to Work in Lincoln. The survey associated with the contest will measure employee satisfaction and engagement in the work place. Employee satisfaction and engagement are always issues we as HR professionals are thinking about. Participation in the contest is free, but the results are invaluable. To nominate your company or to get more information, go to www.bptw.com/Lincoln. Deadline to nominate your company is December 28, 2012.

Be sure to mark your calendars for the LHRMA December Social. Dave forwarded me the menu from the caterer. I admit to being a foodie but yum, can't wait for those snacks! The Program Committee is working on great door prizes also. If you are interested in being on a committee this is a great opportunity to meet the other volunteers.

Last but not least, be sure to VOTE! I saw a quote today that made me chuckle, "Bad politicians are sent to Washington by good people who don't vote" (George Jean Nathan). He also wrote another quote "I drink to make other people seem interesting". He would not feel the need to drink had he been a member of LHRMA. We are all so interesting.

Have a wonderful Thanksgiving filled with special times and special people. Enjoy the feast!

— Judy Ganoung



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Become a fan and join
the conversation.

Legal Update

Defending Equal Pay Act Lawsuits

By Jack L. Shultz and Robert B. Truhe, Harding & Shultz, P.C., L.L.O.

Employers are familiar with the requirements of Title VII and their obligation to avoid discrimination on the basis of race, color, religion, sex, and national origin. However, sex discrimination in compensation may trigger another federal statute: The Equal Pay Act (“EPA”). Recently, the Eighth Circuit Court of Appeals articulated the **difference** between Title VII discrimination lawsuits and suits filed under the EPA. Employers should take note that defending EPA lawsuits is a more difficult task.

TITLE VII

In Title VII cases alleging sex discrimination, the **burden** rests with the employee to prove that the employer intentionally discriminated against him/her. Once the employee proves a prima facie case, the burden **shifts** to the employer to prove that the employer had a legitimate, nondiscriminatory reason for its actions. The employee must then prove that the employer’s actions were merely a **pretext** for discrimination. In Title VII cases, the employer is entitled to some deference when their articulated defense involves “business judgment.” In other words, the burden of proof remains with the employee once the employer proves any legitimate, nondiscriminatory reason.

EPA

However, the EPA presents an entirely different kind of lawsuit. Under the EPA, a “strict liability statute,” the employee simply needs to prove that the employer pays male and female employees differently for performing substantially **equal work** under similar working conditions. The burden then **shifts** to the employer to prove, affirmatively, that any pay difference was based upon a seniority system, merit-based system, quantity/quality of production system, or some other factor entirely unrelated to the sex of the employee. In other words, the employee has an easier burden to meet; and once the burden shifts to the employer, it stays with the employer.

THE LAWSUIT

In *Bauer v. Curators of the Univ. of Mo.*, 680 F.3d 1043 (8th Cir. 2012), the Eighth Circuit explained the differences in these laws and clarified the defenses available to employers.

Bauer, an employee of the University of Missouri Hospitals, alleged that she was paid less than a male counterpart for performing substantially the same work under similar conditions. At trial, the Missouri judge instructed the jury it could not return a verdict for the employee simply because it disagreed with the employer’s decisions relating to the employer’s business judgment. In other words, the judge told the jurors that the employer’s business judgment, so long as it was not discriminatory, was a sufficient defense to the employee’s allegations of discrimination under the EPA. The jury found for the employer.

THE APPEAL

On appeal to the Eighth Circuit from the Missouri federal court, Bauer argued that the EPA is a strict liability statute, and therefore the business judgment rule did not provide a sufficient basis for defending the lawsuit. The Eighth Circuit agreed, holding that the EPA requires the **employer**, and not the employee, to bear the **burden** of proving that the disparity in pay is related to a seniority, merit, quantity or quality of output, or some factor other than sex.

CONCLUSION

The important lesson here is that disparity in wages based upon sex of the employees under the EPA is different than Title VII discrimination based upon sex. In EPA cases, the employee has a very low burden,

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which shifts to the employer to prove one of the affirmative defenses to EPA claims (i.e. merit-based system, etc.). Employers must keep in mind that even in at-will states, they do not receive deference to their own business judgment in EPA cases where there is a disparity in wages. It is a good idea to include an EPA analysis in your annual employee and compensation review.

Editor's Note: This article is not intended to provide legal advice to our readers. Rather, this article is intended to alert our readers to new and developing issues and to provide some common sense answers to complex legal questions. Readers are urged to consult their own legal counsel or the author of this article if the reader wishes to obtain a specific legal opinion regarding how these legal standards may apply to their particular circumstances. The authors of this article, Jack L. Shultz and Robert B. Truhe, can be contacted at 402/434-3000, or at Harding & Shultz, P.C., L.L.O., P.O. Box 82028, Lincoln, NE 68501-2028, jshultz@hslegalfirm.com or btruhe@hslegalfirm.com.

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Best Places to Work in Lincoln—Are You One?

What does Atlanta, Boston, San Francisco, and 39 other locations across the United States now have in common with Lincoln, Nebraska? All participate in the Best Places to Work initiative that honors organizations that deliver an outstanding work experience. The Lincoln Human Resource Management Association, Woods & Aitken LLP and the Lincoln Journal Star are proud to sponsor the Best Places to Work in Lincoln competition, which is designed with several goals in mind:

- To recognize and honor those companies that have created positive work environments;
- To recognize and share best practices;
- To promote Lincoln and its area employers; and
- To provide valuable feedback and data to participating companies that will assist them in measuring levels of employee satisfaction and engagement.

The first annual Best Places to Work in Lincoln event will begin accepting nominations on November 5, 2012. It is free to participate in the program using the online survey. All Best Places to Work winners are determined exclusively on the basis of their employees' responses to an Employee Engagement Survey, which is developed and confidentially administered by Quantum Workplace.

The results of this survey will provide employers valuable information about their organization from their most important asset—employees. This feedback can help organizations identify what is going well and what needs improvement in the workplace.

Awards will be given in each of the three categories: small companies (20 to 50 employees); medium companies (51 to 150 employees); and large companies (more than 150 employees). Winning organizations will be celebrated at the Best Places to Work awards celebration on April 17, 2013, and featured in a special supplement of the Lincoln Journal Star.

To learn more about the Best Places to Work in Lincoln event, there will be a 30 minute informational webinar on October 11, 2012, from 11 am to 11:30 am. Please go to <http://www.woodsaitken.com/events> to register for this complimentary webinar.

If you have any additional questions, you may contact Pam Bourne at Woods & Aitken LLP at pbourne@woodsaitken.com or 402-437-8523; or Judy Ganoung at Judy@drne.org or 402-474-3183.

EAP Corner

Managers Can Help Reduce Job Stress for Their Staff!

*Lesla Deeker, SPHR
Best Care EAP*

As a Human Resources professional, you know that it is in your organization's best interest to keep stress levels in the workplace to a minimum. You also know that managers often need support in recognizing and fulfilling their role as a positive model for handling stress in the workplace. Managers who model self-control and remain calm in stressful situations help their employees to remain calm, as well. Here are some tips you can use and pass along to your managers to help their employees be more stress-free!

What managers can do for themselves:

Recognize warning signs of excessive stress at work: Notice when you are feeling anxious, feeling fatigued, having problems sleeping, getting headaches or experiencing other physical symptoms that could be signs of unmanaged stress. Take steps to reduce the stress that is causing these physical symptoms before they get worse or cause serious health problems.

Reduce job stress by taking care of yourself: Get moving! Exercise, even in short 10-minute sessions, is a great way to expel stress. Make appropriate, healthy food choices that support maintaining a healthy weight and provide the nutrition your body needs to keep up with a stressful lifestyle. Get enough sleep. Research has demonstrated a positive link between getting enough sleep and being better able to handle stressful situations.

Reduce job stress by prioritizing and organizing: Create a balanced schedule that allows time for things you enjoy, including spending time with your loved ones. Don't over-commit your time. Try to leave earlier in the morning to avoid the stress of running late to work. Plan regular breaks to recharge and refocus your efforts on your most important priorities.

Reduce job stress by breaking bad habits: Resist trying to make everything perfect; particularly when it prevents you from meeting deadlines or causes you to neglect other tasks that need your attention. Stop trying to control the uncontrollable and remind yourself that you can only impact those things that are within your control. Flip your negative thinking and look for the benefits in your situation.

What managers can do for their employees:

Improve communication:

- Share information with employees to reduce uncertainty about their jobs and futures.
- Clearly define employees' roles and responsibilities and allow opportunities for questions and clarification on a regular basis.
- Make communication friendly, efficient and brief.

Consult your employees and listen.

- Give workers opportunities to participate in decisions that affect their jobs.
- Consult employees about scheduling and work rules.

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- Show individuals that they and their contributions are valued.
- Offer recognition.
- Praise good work performance, both verbally and officially through employee recognition programs or official memos placed in personnel files.
- Provide coaching and opportunities for skill, knowledge, and career development.

Cultivate a friendly social climate

- Provide opportunities for social interaction among employees.
- Establish expectations for respectful and civil behavior in the workplace.
- Make management and employees equally accountable for creating a workplace where everyone feels safe, valued, and respected.

Remember, not all stress is bad! A little stress can go a long way to creating a productive day at work. It is recognizing when a little stress turns into a lot – and becomes out of control. If that does happen, remember that your organization's EAP is there to help. Best Care EAP provides confidential, professional support and guidance to client organizations and their employees. Visit Best Care's website at www.BestCareEAP.org for more information.

WELCOME NEW MEMBERS

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Welcome! You've joined an outstanding organization!

Wellness

Where Has All the Money Gone?

Karen Rehm, Corporate Wellness Coordinator, Madonna Fit for Work

Where Has All The Money Gone?

"What you are about to read will alarm you and encourage you."

It is estimated that sedentary living—the fact that we're not moving around very much—costs us as a nation \$150 billion. This is in 1987 dollars! That's just due to healthcare costs associated with diseases that we get from not moving. In fact 15% of all the health care costs paid in the United States are due to sedentary lifestyles and escalating personal health risks.

You can get a general idea of how much your company pays each year by reviewing total health care expenditures and taking 15% of that number.

Do Your Daily Choices Impact the Bottom Dollar?

75% of the entire U.S. population does "not" get enough physical activity to lower personal health risks.

23% of population uses tobacco...if you are a female and you are 24 years of age and you're a smoker, it's going to cost \$106,000 in healthcare costs over a lifetime to treat diseases that you get from tobacco use....if you are male and you are 24 years of age and you're a smoker, it's going to cost \$220,000 in healthcare costs over a lifetime to treat diseases that you get from tobacco use. This equates for about \$40 in healthcare costs for every pack of cigarettes you smoke. So if you spend \$4.25 for a pack of smokes, the real cost of the purchase is about \$44.25.

67% of our population is either obese or overweight accounting for 12% of total health care costs. It costs between \$1,200- \$1,800 more to treat an overweight person than it does the person who maintains a healthy weight.

So between physical activity and obesity, it could cost an employer as much as 27% of their total health care claims. Add in tobacco use, you are now sitting at 65-70% of total healthcare expenditures within your organization.

By 2015, we are going to be spending 20% of our GDP on healthcare.

What can you do to help your bottom line?

- Learn what your screening numbers are and what they mean
- Identify what you can do to impact your screening values
- Move more and eat less
- Avoid tobacco use
- Manage daily stressors
- Sleep 7-8 hours each night
- Laugh frequently

Promoting Wellness in Your Workplace is the Next Step for Your Organization...What is Your Next Step?

Submitted by Karen Rehm, Corporate Wellness Specialist
Madonna Fit for Work
krehm@madonna.org
402-434-5937

A special thank you to Dr. David Hunnicutt, President of WELCOA (Wellness Councils of America) and Dr. Steve Aldana a nationally recognized wellness expert on "The Costs of Unhealthy Behaviors".

Membership Renewals

It's that time of year again, and we are kicking off our 2013 membership renewal drive. Annual dues are \$50 per individual, and are based on the calendar year, January 1st – December 31st.

LHRMA strives to assure that our membership receives quality professional programs and resources as well as numerous networking opportunities. There have been several changes affecting human resource professionals this year, and LHRMA has worked to address and keep you informed of them all. We are excited to announce that in January, 2013, we will be bringing in nationally renowned speaker Cy Wakeman. Please note this meeting has been rescheduled to Monday, January 7, 2013. We will continue hosting Special Interest Group meetings in this upcoming year to allow for more specialized information and discussion. Of course, nothing replaces the opportunity for us to meet each month and network with other HR professionals who face the same day-to-day issues we do. The value of learning from our peers is priceless!

Your membership renewal is due by December 31, 2012. You may mail your check to the address below, or you can pay with a credit card on our web site. **Please note each renewing member's name on your company check.** Verify the information we have listed for you on our website under the Members tab. If changes are needed, please email them to lhrma0048@yahoo.com.

Renew your LHRMA membership before December 15th, 2012, and you will be entered into a drawing to win a FREE monthly program AND workshop registration voucher to be used anytime in 2013 – this is a \$50 value!

The drawing will be held at our regular monthly meeting on January 7, 2013. Payment must be received by Dec. 15 to be included in the drawing. Renew today!

(Prize has no cash value. This drawing is open to current LHRMA members only.)



Jobs, Jobs and More Jobs!

If you are an employer with an employee that is a current LHRMA member, then you can post your HR-related job opening on our website for FREE! Just email Kathy Harper at lhrma0048@yahoo.com.

If you are looking for a human resource position, then check it out! Go to <http://lincolnhr.org/blog/jobs/>

This is also an excellent resource for students who are seeking an HR position or for companies to advertise if they have summer internships available. Take advantage of this great resource—you can't beat the price!



Board Meeting Recap

- Dave Hunt is resigning Program Chair position as his job is re-locating to Omaha.
- Best Places to Work will have a Kick-Off Reception on April 17 @ the Cornhusker Hotel
- Need to have informal audit performed by 2 LHRMA members
- Joel Scherling & Amy Spellman are looking into other venues for Distant Learning as SCC is quite a bit more expensive than others.
- December Social will be at the Grata; 2 free drink tickets given out to each person. We will invite local speakers from 2012 again.
- LHRMA's Silent Auction items at the SHRM NE State Conference brought in a total of \$475.



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