



# NEWSLETTER

MAY 2016 ISSUE

## Inside this Issue

2016 Board Members	1
President's Address	1
Think Gen Z Isn't That Different?	2
May Half Day Conference Agenda	2
Gen Z Cont.	3
President's Address Cont.	4
Upcoming Events	4
New Board Member Spotlight	4
7 Strategies – Happy Employees	5/6

## President's Address

One more month until it's officially SUMMER! I hope everyone is ready for it!

THE WEBSITE IS UP AND RUNNING!!! Be sure to check out [www.nuhra.org](http://www.nuhra.org). All of our information is there on upcoming events, how to sign up and pay membership, newsletters and so much more! (Thanks, again, Christina!)

Remember that our ½ day Conference is coming up soon! On May 19<sup>th</sup>, we will have a great line up of speakers on current topics. Please be sure to reply to the RSVP emails. Also, remember our annual NUHRA Golf Tournament on August 15<sup>th</sup>. It is a great day of golfing, networking, and having a lot of fun in a beautiful setting.

We are always looking for ideas for community outreach at NUHRA. If you have projects, or ideas for us, please contact a Board Member and let us know about it. We love to give back to the community using our many years of collective experience in the HR field. Resume writing, clothing, interviewing tips, whatever you or your group needs help with, we are available!!!

Cont. on page 4

## 2016 Board Members

President | Veronica Akers  
President Elect | Alison Evans  
Secretary | Ronda Bateman  
Treasurer | Darrel May  
VP Membership | Audrey Curtis  
Communications | Karen Johnson  
Programs | Shauna Greer  
Certification | Kevin Smith  
Hospitality | Ashley Wendt  
Workforce Readiness | Tia Larsen  
Diversity | Christina London  
Legislative Representative | Jesse Oakeson  
Public relations | Kathy Hammerle  
Foundation Liaison | Stacey Comeau  
Student Liaison | Pat Wheeler  
Student President | Curtis Waite  
Membership | Steven Maughan  
Golf Committee Chair | Shawn Choate

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



## Think Gen Z Isn't That Different? Think Again

The world these young people grew up in wasn't the same as yours...

By: Kathy Gurchiek

They are highly skeptical, inclined to fact-check anything and everything. They aren't impressed by someone with a fancy title. Collaboration is a huge part of their work style. Additionally, they have a one-world mindset, their first real conception of a U.S. president is one who is black, and they grew up with unlimited access to technology.

Employers, meet Generation Z, the oldest members of whom turn 20 this year, according to Jeff Hiller, director of learning and development at Chicago-based JB Training Solutions. He consults on business skills, sales and marketing for companies that include the Major League Baseball Network, Marriott and Phillips 66.

During a concurrent session at the Society for Human Resource Management's Talent Management Conference & Exposition on April 19, Hiller presented a laughter-filled but astute overview of Generation Z and the generations that preceded them. His message to HR professionals: Keeping in mind the world Generation Z was born into will lead to a better understanding of these new and future employees.

Generation Z members—also known as the Globals—were born after 1999; they grew up during the time of the Lehman Brothers financial crash, the collapse of companies once thought too

Cont. on page 3

## 2016 Half Day Conference

Join us for our annual half day conference

May 19, 2016  
Ogden Weber ATC  
200 N Washington Blvd.  
Ogden, UT 84404

### AGENDA



- 7:45** Registration
- 8:00** Brenda Yamagata:  
Getting a Seat at the Table
- 9:00** Break
- 9:15** Mark Tolman:  
Legal Update
- 10:15** Break
- 10:30** Tyler Petersen:  
Social Security & Medicare
- 11:30** Lunch: Service & Networking
- 12:30** Erika Atwood:  
FMLA/ADA/WC Bermuda Triangle
- 1:30** Wrap Up

Members may attend the conference for free, while non-members may attend for only \$50. Feel free to invite your co-workers or guests!

RSVP to Ashley Wendt - [ashley.wendt@elwoodstaffing.com](mailto:ashley.wendt@elwoodstaffing.com)

big to fail, and the implosion of the housing market that left many homeowners in foreclosure. They are still experiencing that economic uncertainty,

Only 1 in 5 Globals live in a home with both of their parents, and they live in a world where women make up 51 percent of the workforce. As they have grown up, they have been encouraged to embrace a “fend for yourself” mentality, according to Hiller.

Generation Z has an interest in volunteering, and their volunteer and internship experiences will make them more prepared for the workplace. They have studied and traveled abroad more than their predecessors, Hiller said: 283,000 U.S. students studied abroad in 2011. In the workplace, they are expected to want practical rewards such as gasoline cards, student loan reimbursements and extra time off to recognize their successes.

“This provokes a willingness to question everything, because [they] can look it up,” rather than take what they are told at face value.

*Kathy Gurchiek is the associate editor at HR News. Follow her @SHRMwriter.*

# President’s Address Cont.

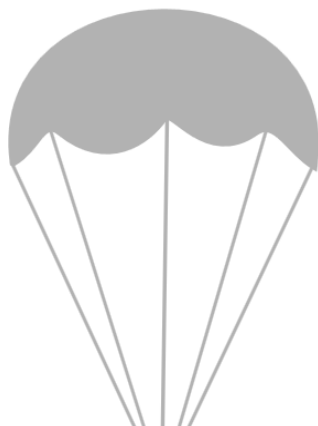
I’d like to take time to thank the board for all of their support and help this year. Without a great board who are ready to jump in and help out, NUHRA would not be as productive as it is. Thanks, everyone!!

## New Board Member SPOTLIGHT

Tia Larsen works for Orbit Irrigation as an HR Generalist. She currently oversees payroll, compensation, benefits and employee engagement. She has been with Orbit Irrigation for 2 ½ years and has been working in the HR field for approximately five years.

She has a Master’s of Science in Human Resource degree and has earned her PHR as well as her SHRM-CP certifications. She is currently working towards her Certified Compensation Professional (CCP) certification.

Tia has been married for 14 years. She has four kids and one grandson. She enjoys painting, photography, watching movies and plays, and camping. One of the craziest things she’s ever done was going skydiving!



# Upcoming Events

## June Luncheon

June 16<sup>th</sup> @ 11:30 a.m.  
Jeremiah’s Restaurant  
1307 W 1200 S, Ogden

## Current Legal Challenges for HR Professionals

Presenter | Joe C. Tate

.....

## July Luncheon

July 21<sup>st</sup> @ 11:30 a.m.  
Jeremiah’s Restaurant  
1307 W 1200 S, Ogden

## Public Speaking for the HR Professional

Presenter | Matt Garner

.....

## August 2016 Golf Tournament

August 8th  
3900 N Wolf Creek Dr.  
Eden, UT 84310

This event raises money for scholarships for Weber State University students.  
Check the NUHRA website for more info





## Strategies for Keeping Employees Happy at Work

*By Marissa Dragoo*

Here's a good problem to have: You have an amazing team of employees. You value them for their unique skills and abilities to move your company and its purpose to heights that were once not even imaginable.

But just because your employees are talented and high-achieving doesn't mean they have high morale. Besides increasing their pay or giving them a nice bonus, what can you do to show them they are valued?

Below are seven strategies that will help your organization reach new heights and continue the upward momentum—and bump your employees' morale up to the next level.

**Boost confidence:** Tell your team where their skills are shining the most. Most companies use some sort of annual performance review, but don't let that prevent you from telling your employees where they are valued and why. Instead of simply saying "Thank you" and meaning it (which is very important), help them understand, for example, why their perfectly polished e-mails or telephone calls with clients are critical to the team's mission.

**Engage creativity:** Sometimes we think that our work is so constrained by legal realities or regulations that there is no room for creativity. However, creativity is expressed in everything that we do. Each person uses his or her own creative intelligence to connect with clients in ways that resonate with the individual—and also, hopefully, with the clients. The more we give our employees an opportunity to express themselves creatively (within the confines of external realities and laws, of course), the more engaged our employees will be.

**Optimize focus:** Let's face it—life is more fun when you concentrate on things that you like and are good at. This concept translates to the workplace, but often goes ignored. For example, how do you think a copywriter would feel doing code for your newest product? Would your sales team enjoy setting up administrative processes? In order to get your team to be not just productive and efficient, but actually doing their work in a way that brings them satisfaction (a win-win for all!), help them focus on doing more and more of what they want to do, and what they are good at. In other words, let the copywriter concentrate on copywriting. Let the sales team focus on making the sale.

Cont. on page 6

## 7 Strategies cont.

Streamlining responsibilities may be challenging, but remember, even small steps toward helping your team members focus on work that they enjoy and are good at will translate into a profound change for them and the company.

**Zero in on service:** Naturally, companies need to concentrate on the bottom line—it's a reality of doing business. However, making money for the company is not going to motivate every employee. Instead, studies show that being of service and performing acts of kindness for others brings people happiness and a sense of life fulfillment. Finding ways for your employees to tie their work to service is key to creating a sustainable workplace environment where employees thrive on a personal level. Helping your employees make the connection between driving the truck that delivers food to a restaurant with the individuals and families who will enjoy the food while celebrating a special event is just one cool way to highlight service.

**Open communication:** Many companies have an open-door policy where even the newest or lowest-ranking employee can come to the CEO with a concern about the company. Try practicing this open communication across all employee levels. We have all heard of those CEOs who do a site visit only to shake hands with the deep-pocket clients, and who fail to say hello to the employees who are doing the work and making the deal possible. Don't be that kind of person. Make sure your team knows that professional communication that goes both ways is appropriate and welcome.

**Clarify a plan:** Even some of the very best and most highly regarded companies have dissatisfied employees because the workers don't quite see the bigger picture. Make sure that, as a manager, supervisor or executive, you are not keeping the vision to yourself. Let your employees know where the company is going and how their contributions will help the company get there. Don't forget to also let them know how they can pave the way for new opportunities for themselves. Most people get excited about advancement; carrots are good!

**Make time for play:** All work and no fun makes for a boring day. Make sure you are consistently rewarding your crew by providing time to connect with whatever it is they deem valuable in life. Annual events, such as an afternoon at the local ballpark, can boost camaraderie. So can online polls to check on employee engagement when adjustments are made based on employee survey responses.

You are likely already using at least one of the strategies above to keep your employees engaged. See if you can up the ante on your selected strategies or find ways to implement a new one today.

*Marissa Dragoo is an attorney at Littler Learning Group, where she develops content and facilitates training for employees, managers and executive managers worldwide. She also coaches managers and executives on effective team management.*