



Snake River Chapter of SHRM

Serving HR Professionals across the Magic Valley

Visit our website: www.snakeriver.shrm.org

The Snake Byte

February 2018

Save the Dates

Leadercast Women

CLIF Bar Twin Falls

March 8 -- 8-4:00

[More Information Here](#)

Safety & Business Fest

CSI

March 26-28 -- All day

[See the Flyer Here](#)

April Meeting w/ Mark Stevens

CSI - Taylor Rm 277

April 12 -- 12-1:30

[Add to your calendar](#)

Boise Tech Show pres. by Fisher's Technologies

Boise Centre East

May 10 -- TBD

[Go to their page](#)

2018 National SHRM Conference

Chicago, IL

June 17-20

[Register Here](#)

Various SHRM Webinar Trainings

[See what's new here](#)

Scholarship Opportunity

If you were on the fence about applying for our scholarship to assist with certification or recertification then jump now! We have received applications already, but it is not too late to get yours in. The deadline for application is February 28, 2018. Keep in mind there are certain criteria that must be met in order for your application to be valid. See the application and criteria [here](#). Selections will be made Mid-March.

Affiliate News

- **Don't forget to pay membership dues!** All members who pay their dues by February 28th will be entered into a drawing for \$100 gift card. Paid members are allowed more access to certain features within the chapter. You don't want to miss out!
- **Certification study group kicking off soon!** For those of you who are looking to attend the study group for SHRM certification they will begin the end of February. There will be a group in Twin Falls and one in Burley. Twin Falls groups will meet on Thursdays at CSI (location TBD) from 7pm-9pm. Burley groups are still being worked out. If you have any questions feel free to reach out to Cammon Wutzke.
- **Have a job opening you'd like us to share on our website?** If you have any job openings you'd like to share with the chapter, please submit them to either Carol Anderson or McKenzie Gonzales. Job openings will be posted on our website.
- **Website Updates!** We are hard at work updating our chapter's website. Please be sure to check it frequently as there will be some great changes. It is our goal to make the site a better resource to HR professionals and have intriguing content. Link to website [here](#).

Here's What You Missed!

Chris Taylor, CEO of Fisher's Technologies, was our presenter at the February chapter meeting. For those of you who didn't make it, you missed an engaging and interesting conversation! Chris gave an outstanding presentation on Conflict in the Workplace.

Chris believes that all companies should have conflict in the workplace. Healthy conflict, that is. Having healthy conflict will increase engagement and creativity, says Taylor. There are typically 5 ways people will handle conflict. Some company culture's may be doing 1-3, but should consider making a move to 4 & 5.

1. Do nothing
2. Talk behind their back (pairing)
3. Talk to the boss
4. Go to the person, one on one
5. Address it with the team

It may take some time to build your company's culture to reach the green section, but in doing so you will be creating a healthier environment for everyone involved. Chris recommended starting meetings with ice breakers to build trust and present vulnerability. Some questions may be: "What is something you feel you failed at this year?" "Tell us about the most important thing you did this year." The key is to generate an environment where your team feels safe, trusted, and valued.

Another aspect to building healthy conflicts, is when you have an issue with something or someone you need to accept 100% responsibility rather than blaming or justifying. For example, the new hire is not catching on quickly and is slowing the productivity down. Rather than blaming the employee for being slow or justifying your cranky attitude on them, you should accept responsibility to help that employee improve. Basically, you need to do something to fix the issue rather than making excuses. In doing so, you are creating that safe, trusted, and valued culture.

He also spent a great deal of time covering a term he calls OCD-organizational cognitive dissonance. Cognitive dissonance, by definition is: psychological conflict resulting from incongruous beliefs and attitudes held simultaneously. Cognitive dissonance is just as present in the workplace as it is in your personal life. Organizational cognitive dissonance, is essentially, when your employees core values do not align with your company's. Having OCD in the workplace can raise many red flags, such as: disengagement, frustrations, and turnover. Chris provided us with some great tips to take back to the office on getting your company and employees core values in alignment again.

- discuss core values with your team and decide if there are changes to be made or just misunderstandings
- stay consistent with values and expectations
- set clear expectations from the get-go.

Chris Taylor's presentation was highly engaging and many of those who attended took home meaningful content. We should be getting the presentation slides soon and will post those on our website. **Note:** our next meeting is April 12 and Mark Stevens from the Triangle and the Square will be presenting. Don't miss out on another fun meeting. There may even be some giveaways again, too!

Chapter Board Members:

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Idaho is 2nd in the NATION For Manufacturing Growth



Multiple manufacturers throughout the Magic Valley have announced expansions. With recent expansions from Chobani, McCain Foods, and Jayco there have been at least 600 added jobs to the market. Many businesses are starting to see why Idaho is one of the best states to put roots down. We can offer dairy, transportation, logistics, packaging, and various agricultural resources to businesses. Outside of business, we can offer what seems like an unlimited supply of recreational activities to suit most anyone.

According to data from the U.S. Census Bureau in July 2016 through July 2017, Idaho's population grew faster than any other state. Since 2010, nearly 150,000 people have moved to Idaho. With that amount of growth comes the question that is on everyone's mind: "Do we have the workforce to support that amount of growth?" That answer is not necessarily a definite yes or no. Not only are businesses competing with each other for employees, but many are turning their attention to internal growth and developmental plans to retain employees. What has your company done to innovate and adapt to this struggle?

Idaho Unemployment Rate Holds at 2.9 Percent

Idaho's seasonally adjusted unemployment rate continues at 2.9 percent for the third month in a row.

According to the Department of Labor's website, "The state's labor force - the aggregate of people 16 years of age and older working or looking for work - continued to grow from November to December by 6,464, or 0.8 percent, to 842,429. This was accompanied by an increase of 5,952 in employment, raising the total number of employed workers to 817,734. The number of unemployed persons rose by 512 (2.1 percent) to 24,695, but this increase was insufficient to move the needle higher for Idaho's low unemployment rate"

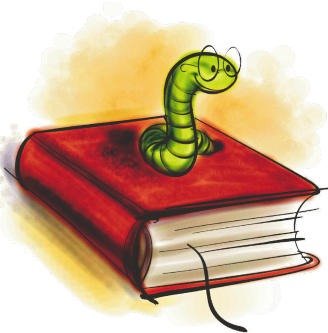
The national unemployment rate for December was also unchanged, staying at a 4.1 percent.



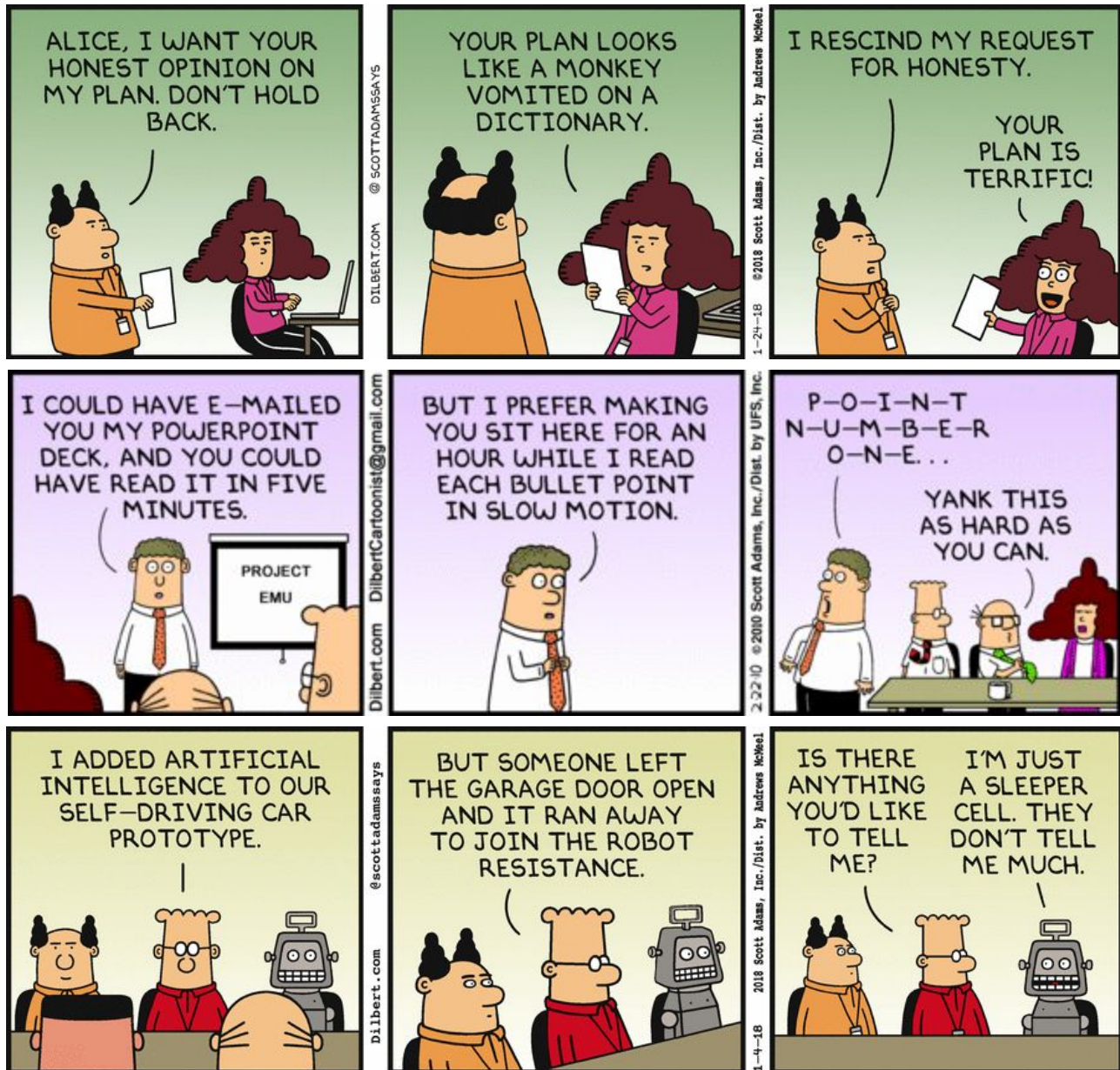
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DEPT. OF LABOR

Books Worth Mentioning

- You're Not So Smart- David McRaney. [See Description](#)
- Crucial Conversations- Kerry Patterson [See Description](#)
- The Anatomy of Peace- Arbinger Institute [See Description](#)



Comedy Corner



Legal Watch

Replacing after Medical Leave?

When an employer considers the discipline, transfer or separation of an employee who has recently returned from medical leave, it should first make sure that the action is supported by objective evidence. It may also be wise for employers to have potential adverse employment actions reviewed by a third party who has not been involved in managing the affected employee's performance. Read the full article [here](#).

Is It Sexual Harassment?

Take the quiz [here](#) to find out!