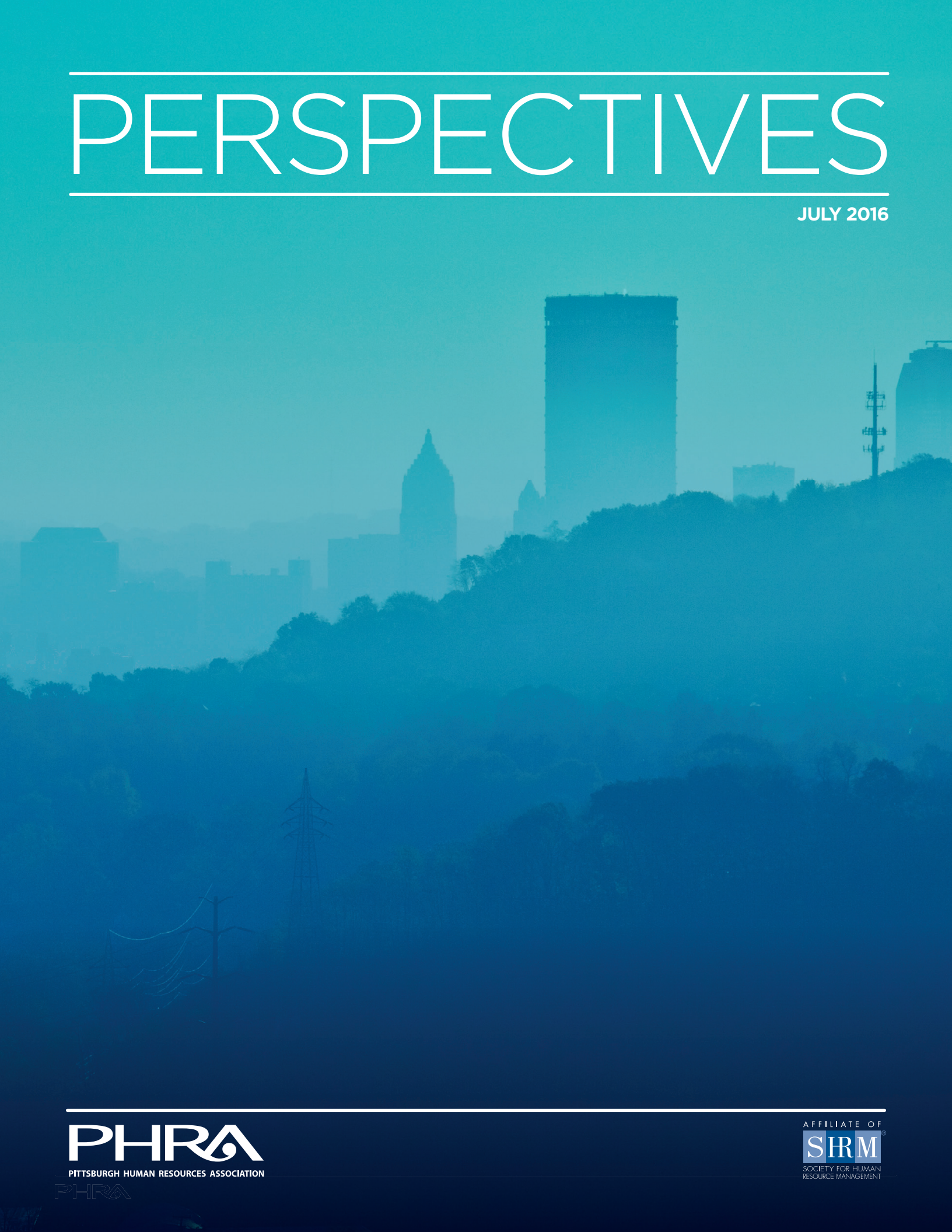

PERSPECTIVES

JULY 2016



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POINT OF VIEW

Jeff Dressler, President, PHRA

6 Reasons Why Your Organization Will Benefit from Your Participation in a PHRA Certification Prep Class.

Dear PHRA Members,

There are many reasons why you should pursue SHRM-CP or SHRM-SCP certification. Once you set your certification or professional development goal, it is important to help your manager understand the value of certification and build a business case for preparation training as a worthwhile investment. PHRA's newly formed Certification Committee is dedicated to helping you demonstrate why your organization should support your efforts to prepare for and attain a SHRM-CP or SHRM-SCP certification. I encourage you to schedule a meeting with your manager and arrive prepared with powerful talking points provided below.



My Knowledge will be Current and Relevant

Now, more than ever, HR teams are required to assume a greater leadership role, contributing to and advancing their organizations' strategic direction. The SHRM-CP and SHRM-SCP credentials recognize this trend and take a fresh and current look at what HR professionals need to know—and how to put that knowledge to work. The certification program covers behavioral competencies and functional knowledge areas within the themes of HR Competencies, People, Organization, Workplace and Strategy.



I will Learn Practical Skills that will Impact my Job Immediately

SHRM certification is the new standard for HR professionals around the globe, as it is among the first to focus on practical, real-life HR information, teaching, and testing competencies and knowledge. When you prepare for the certification exam with the SHRM Learning System you will be applying concepts, using behavioral judgment and understanding best practices for handling day-to-day business as well as unexpected scenarios.



The SHRM-CP & SHRM-SCP were Developed with Employers in Mind

SHRM conducted global research, including outreach to major corporations, universities and over 35,000 members of the profession worldwide. Based on its findings, SHRM determined that, in addition to technical knowledge, a successful HR career will also be determined by behavioral competencies—the SHRM-CP and SHRM-SCP include both of these essential elements. This credential will reflect what you need to know and how to apply it to be a leader in your organization.



POINT OF VIEW

cont.

Your Knowledge and Skills will be Globally Applicable and Universally Recognized

Based on one single SHRM Body of Competency and Knowledge, the SHRM-CP and SHRM-SCP credentials are relevant and applicable worldwide. Earning this credential will give you the recognition and flexibility to use my knowledge, skills and competencies anywhere your organization operates, now and in the future.

Employers are Asking for it!

In my day job, I'm fortunate to have had the opportunity to manage a number of CHRO searches over the past several years. In every case, my client has asked "What is the appropriate certification(s) for a CHRO to possess?" and then has gone on to make the certification part of the requirement for the job. In a case or two, the successful candidate may not have had a certification, but the large majority have been required to possess at least one. Doing a quick survey on the topic, I called Dave Baker, a long-time PHRA member who also manages the occasional CHRO search. Dave concurred with the above. The higher you get in the house today and tomorrow, the more significant certification will become in your career!

Your Certification and Training is Provided by the Leading Advocate for HR Professionals

SHRM has represented the HR community for more than 68 years, and has more than 275,000 members in 160 countries. It is a well-respected organization at the forefront of HR trends and emerging professional knowledge. The SHRM BoCK, the foundation of this credential and recertification, is supported by SHRM, is kept current and relevant, and encourages lifelong learning.

PHRA is pleased to offer you a certification preparation class that is cost-effective and conveniently located in our office. I encourage you to become certified and advance your career by participating PHRA's Fall Certification Prep Class. <http://www.pittsburghhra.org/page/PHRACertification>

Thank you for considering this educational opportunity. Our PHRA staff will be happy to discuss any certifications questions you may have. Please don't hesitate to give them a call!

Sincerely,

Jeff Dressler
PHRA President

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A STEP-BY-STEP GUIDE FOR IMPLEMENTING A SUCCESSFUL WORKPLACE WELLNESS PROGRAM

Employee Benefit Plan Review

Olivia Curtis

According to the U.S. Centers for Disease Control and Prevention, individual employee health can have a significant impact on the productivity and wellbeing of an entire organization. Organizations that invest in not only the at-work health of their employees by putting into place safety and accident prevention procedures, but also their employees' overall health and wellness by implementing workplace wellness programs, enjoy significant benefits, including lower rates of employee absenteeism, increased employee productivity levels and reduced health care costs.

Although much of the discussion about workplace wellness programs seems to be dominated by the latest outrageous-sounding initiatives from companies like Google, the idea has been gaining traction with employers in recent years. While almost all of the respondents to a 2012 study published by the National Small Business Association said the health of their employees was important, about 40 percent said their business has never had nor tried to implement a workplace wellness program. A 2013 study conducted by the RAND Corporation, however, found that about half of all U.S. employers offered wellness initiatives, and a 2015 study released by the Society for Human Resource Management found that more than two-thirds of U.S. employers now offer wellness programs as part of their benefits package.

Implementing a Workplace Wellness Program

Implementing a workplace wellness plan is not always as simple as asking employees to increase physical activity or stop eating junk food, however. The more comprehensive and multi-faceted a company's wellness program is, the more of an impact it will have on its workforce, and the greater the return on investment when it comes to factors like absenteeism, health care costs, and employee productivity.

When considering how to start an employee wellness program, employers should carefully consider the amount of resources they can dedicate to the project. This, of course, will likely vary greatly depending on the size of each employer's workforce as well as their motivations for starting a wellness program. A company with a large but relatively young and healthy employee population may see a wellness program as a recruiting and company culture tool, but not necessarily as a big cost-saving mechanism. An organization with a smaller but generally older workforce with more chronic health issues that are driving up premium costs may be in more dire need of a wellness plan that targets and combats the causes of these conditions. These two businesses have completely different workforces and needs so the design of their workplace wellness plans would be completely different as well.

No matter what an employers' budget, needs, or employee demographics, the general process of designing, implementing, and administering a workplace wellness program remains relatively similar. Companies who carefully follow each step of this process are not only more likely to enjoy higher rates of employee participation and adoption, but also to enjoy a smoother and overall more successful wellness program.

Step 1: Identify the Goals of the Program

The first step of any successful initiative is to identify the primary goals of the program. When it comes to workplace wellness, employers may have a number of goals such as improving employee morale or unity, decreasing rates of diabetes or high cholesterol amongst their employee population, or reducing the incidence of tobacco users. By defining the objectives of the program early on in the process, employers can ensure that any wellness initiatives and events that are developed later are directly related to those goals.

A STEP-BY-STEP GUIDE FOR IMPLEMENTING A SUCCESSFUL WORKPLACE WELLNESS PROGRAM

Employee Benefit Plan Review

Step 2: Collect Relevant Employee Data

Before actually reviewing and developing the elements of their wellness programs, employers should find out what their employees' current health behaviors are. This does not have to be complicated. Employers can find out all the information they need to know by putting together a simple online survey that asks questions about their physical activity, nutrition, sleep, stress, and any number of other health factors, as well as what kind of incentives would appeal most to them. In order to avoid risk of HIPAA noncompliance, employers should make the survey anonymous and completely voluntary. Doing so will help the organization steer clear of any privacy violations while still getting the information they need to design an effective wellness program. Asking employees what their preferences are will take some of the guesswork out of the planning process, and understanding their current health behaviors will enable employers to more easily choose the most appropriate interventions.

Step 3: Form the Right Team with the Right People

A wellness team provides the muscle to get things done, the ideas to keep things fresh, and the influence to keep the program strong. This team should be made up of people from different departments, of different levels of health, and with different interests. Having a diverse team increases the chances that a wellness program will have something for everyone. This team support also will aid in the longevity of the program by sharing the workload so one person does not become overwhelmed.

Step 4: Develop the Program

Workplace wellness programs tend to include a wide range of incentives and activities. By having a greater number of ways to participate, companies hope to appeal to a greater percentage of their workforces. In addition, adding incentives that reward employees for taking part in the program or meeting certain objectives is a

tried-and-true method of increasing participation levels. Many employers choose to offer financial incentives (gift cards, cash, extra vacation hours, contributions to employees' health savings accounts, or lower insurance premiums), but employers that do not have the budget for these kinds of incentives can also explore alternative incentives like a certificate, company merchandise, or formal recognition from the CEO for achieving a specific health goal.

There are a number of activities that have been proven to positively impact employee health, chief among them being health screenings, health education events, and intervention or prevention initiatives.

Two popular health-screening options include biometric screenings and health risk assessments (HRAs).

Biometric screenings are actual medical assessments that are administered by a licensed health professional, and measure a number of health factors, including cholesterol, blood pressure, body mass index (BMI) and glucose levels. HRAs are self-administered assessments that can either be conducted online or on paper. HRAs ask respondents to provide key information about their current health status, including the amount of physical activity they regularly get, for example.

Health education events or programs require a bit more effort and resources as they are usually organized or paid for by employers. Popular health education options include wellness fairs, seminars and individual counseling sessions with a licensed nutritionist or dietitian.

Intervention and prevention initiatives are the ones that involve the most time and money spent by an employer, because these kinds of programs are aimed at changing employees' health and lifestyle habits and usually require the most enticing incentives that will effectively motivate employees to participate. Popular options include weight-loss or physical activity challenges.

A STEP-BY-STEP GUIDE FOR IMPLEMENTING A SUCCESSFUL WORKPLACE WELLNESS PROGRAM

Employee Benefit Plan Review

The most successful workplace wellness programs with the greatest ROI will include each of these three kinds of activities.

Step 5: Communicate with Employees

Employees cannot take advantage of a program they are not aware exists. Employers should put considerable effort into communicating the launch of their workplace wellness programs, sending out companywide emails, hanging flyers around the office, and announcing it in staff meetings. They may also want to consider having the initial communication about the program come from someone in a position of authority, such as the CEO or another executive. This will give the program more weight and encourage employees to take it more seriously. Once the program has been successfully rolled out, the communication can be taken over by someone else within the organization, such as the HR manager or another administrator.

Step 6: Evaluate the Results

Constant measuring and evaluation are the final keys to a successful workplace wellness program. Without the careful evaluation and comparison of results to program goals, employers won't be able to see what's working and not working. Religiously measuring the effects of a wellness program's progress better enables program administrators to demonstrate and prove the value of the program to company management, ensuring that the program is renewed year after year.

Knowing how to evaluate a wellness program's success is often a stumbling block in and of itself for many employers, particularly when the program is in its infancy. For the first few years, wellness experts generally agree that employers should simply focus on measuring participation and satisfaction amongst employees. This can be done by tracking how many employees participate in each component of the program and then asking them

(perhaps through an online survey) what they liked, what they didn't like, and so on.

After a program has been in place for two or three years, employers can then start looking at more outcome-oriented results, such as changes in health factors or behaviors and absences, as well as increases in employee productivity and job satisfaction. These metrics can be measured in a variety of ways, including through biometric screenings, HRAs, satisfaction and self-reported behavior change surveys, or culture audits.

After three or four years, employers should then conduct a claims analysis to see what effect, if any, the program has had on medical claims and associated costs. This analysis should focus on both the actual number and types of claims (that is, hospitalizations and outpatient procedures), as well as the utilization of benefits that are encouraged through the wellness program, such as preventive care and other screenings.

Conclusion

While implementing a workplace wellness program does often require a significant up-front investment on the part of the employer, creating a culture of wellness within your organization is one of the most impactful things a company can do for its employees. Employers who stick with their wellness initiatives will not only experience lower healthcare costs and employee absence rates, they will also find that their employees will tend to be happier, more engaged, and more productive workers, which is what every employer wants from their workforce.

Olivia Curtis is a wellness specialist for G&A Partners, a human resources outsourcing firm. A certified personal trainer and fitness nutritionist, Ms. Curtis may be reached at ocurtis@gnapartners.com.



LA ROCHE'S MASTER'S PROGRAM IN HUMAN RESOURCES MANAGEMENT IS THE BEST IN THE AREA. THE CURRICULUM AND THE DIVERSITY OF THE STUDENTS SET THIS PROGRAM APART FROM OTHERS. MY MASTER'S DEGREE FROM LA ROCHE HAS GIVEN ME THE ADVANTAGE IN MY CAREER, WHETHER DURING A JOB SEARCH OR CAREER ADVANCEMENT.

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NEW CHANGES TO OVERTIME PAY REGULATIONS DOUBLE MINIMUM SALARY LEVELS FOR EXEMPT EMPLOYEES

By Elaina Smiley, Meyer, Unkovic & Scott

On Wednesday, May 18, the U.S. Department of Labor (DOL) announced new changes to the Fair Labor Standards Act (FLSA) regulations that will likely make approximately 4.2 million workers eligible for overtime pay. The changes will go into effect on December 1, 2016.

Under the FLSA, employers must pay workers time-and-a-half for hours worked in excess of 40 hours in a work week. The FLSA includes some exemptions to the overtime rules, intended to exclude certain “white-collar” workers from the overtime requirements. Companies do not have to pay an employee overtime wages as long as the worker passes both the salary test and the duties test to meet the FLSA exemptions from overtime pay.

Here are the five most important things to know about the changes:

1) New salary threshold is \$47,476

Under the current standard, which has been in place since 2004, workers are exempt from the overtime pay requirement if they are paid a minimum salary of \$455 per week or \$23,660 per year and their job duties fit the FLSA’s definitions of executive, administrative and professional categories. The new regulations, effective December 1, more than double the salary threshold to \$913 per week or \$47,476 per year.

2) Up to 10 percent of the salary threshold may be bonuses or commissions

For some employees, their weekly pay may fall below the \$913 threshold, but non-discretionary bonuses, incentive pay or commissions may put their total pay over the annual minimum. Under the new rules, such an employee qualifies as exempt from overtime pay as long as the employee makes at least 90 percent of the threshold amount in salary and the remaining 10 percent is paid in non-discretionary bonuses, incentive pay or commissions distributed at least on a quarterly basis.

3) No changes to the “duties test”

Even if a worker is paid more than the minimum salary, the worker is still entitled to overtime wages unless their work passes the “duties test.” To meet the duties test, the worker’s job responsibilities must meet all of the FLSA’s criteria established under the various exemption categories. Initially, the DOL considered changing the duties test to further restrict the types of jobs that are exempt from overtime pay, but ultimately decided against making any changes.

4) New minimum salary to qualify as “highly compensated employee” is \$134,004

The FLSA exempts “highly-compensated” workers from overtime pay as long as they regularly perform at least one job duty from the executive, administrative or professional exemption category and are paid a high salary. Previously, the DOL defined the salary of a highly compensated employee as \$100,000 per year, but the new regulations raise it to \$134,004.

NEW CHANGES TO OVERTIME PAY REGULATIONS DOUBLE MINIMUM SALARY LEVELS FOR EXEMPT EMPLOYEES

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5) The DOL will update the rules every three years

The DOL will update the minimum salary levels every three years, with the next update scheduled to take effect January 1, 2020. The DOL will calculate the new minimum salary threshold based on the pay of full-time workers in the 40th percentile in the lowest-wage census region. For highly-compensated workers, the DOL will calculate the threshold based on the wages of workers in the 90th percentile of full-time salaried workers nationwide. By 2020, the DOL expects the minimum salary level to rise to \$51,168, and the salary for highly compensated workers will be roughly \$147,524. The DOL will announce the new salary levels on August 1, 2019.

Employers should carefully review their current exempt employees' compensation structure to determine which workers may be eligible for overtime wages under the new regulations. Although the changes don't take effect until December 1, companies should monitor those employees' work hours now to determine the most cost-effective way to comply with the new rules. In some cases, it may be easier to simply raise the workers' salaries to the threshold, assuming their job functions meet the FLSA duties test. In other cases, employers may want to convert the employee to an hourly rate and pay overtime for hours worked in excess of forty hours per week and implement rules to limit excessive overtime.

Elaina Smiley is an attorney at Pittsburgh-based law firm Meyer, Unkovic & Scott. She can be reached at es@muslaw.com or [412-456-2821](tel:412-456-2821).

DISTRICT COURT STRIKES DOWN MARKETPLACE SUBSIDIES

On May 12th, District Court Judge Rosemary Collyer issued a ruling that held the funds insurers need to make health insurance policies in the Marketplace affordable were never authorized.

At issue in the case is whether Congress had authorized the funds that were used to reimburse insurers for providing cost-sharing subsidies to low-income individuals who purchase coverage through a Marketplace.

The cost-sharing subsidies, which are set forth in Section 1402 of the Patient Protection and Affordable Care Act ("PPACA"), are meant to make coverage affordable to individuals who purchase health coverage through a Marketplace and who have household incomes between 100 and 250 percent of the poverty line. Section 1402 of PPACA also provides reimbursement to insurers for reducing the cost of coverage for people that qualify for the subsidies. However, Section 1402 was never incorporated into the Internal Revenue Code, and as such, to be funded, Congress must pass an appropriation bill to reimburse the insurers. In 2014, Congress rejected the administration's request for funding. Section 1401,

which the judge found to be incorporated within the Internal Revenue Code, includes language permanently funding premium tax credits, which are also used to make health coverage more affordable.

In her ruling, Judge Collyer stated that "paying out Section 1402 reimbursements without an appropriation ... violates the Constitution." "Congress is the only source for such an appropriation, and no public money can be spent without one," the judge noted.

The program will be allowed to continue pending appeal. If affirmed, the decision is not expected to be fatal to the law, but it may push insurance costs higher. In fact, government actuaries have estimated that insurers would increase premiums by as much as 30 percent for silver level plans in the Marketplaces to make up for the lost revenue associated with the reimbursement of the subsidies.

Gallagher Benefit Services, through its compliance experts and consultants, will continue to monitor developments on healthcare reform legislation and regulation and will provide you with relevant updated information as it becomes available. In the interim, please contact your Gallagher Benefit Services Representative with any questions that you may have.

BECOMING THE
**EVIDENCE-
BASED**
MANAGER

How to Put the
Science of Management
to Work for You

GARY P. LATHAM

BOOK REVIEW

BECOMING THE EVIDENCE- BASED MANAGER

Submitted by Julie Linnelli

working in the Human Resources field. Gary taps into the various management techniques that drive positive and high employee engagement, motivation, and performance, which is the trifecta most of us HR folks are usually working toward achieving as managers ourselves and also with our staff managers.

The book does a fantastic job of laying out the logical aspects of management that one can control and then breaks down the critical touch points with employees that impact the success of the management initiatives. The “science” behind the arguments for putting time and effort into the initiatives are directly tied to results and motivating others to achieve the desired results.

The book explains how to analyze a job and put the right people into the right jobs before trying to maximize their productivity and provide them with job enrichment. From starting a candidate conversation about a “critical incident” linked to standard versus excellent job performance for a particular role to aligning metrics that provide for result-based behavior, this is a manager’s toolkit worth reading. In using well recognized techniques such as SMART goal setting, Gary explains how a manager can create a vision alongside an employee as opposed to assigning those vision inspired goals to an employee – by inviting the employee to become part of the strategy and execution, a manager has a much higher likelihood of that employee acting as a true agent of the organization and taking a personal interest in those high goals being achieved.

In reading “Becoming The Evidence-Based Manager” written by Gary Latham, I had a great appreciation for the themes he discussed in the book as someone

While the management theory often seems like common sense, the book provides concise checklists for managers to check their actions against as they forge through the steps outlined in the book designed to create and demonstrate a highly results-oriented and achieving environment. This includes items such as fostering the right kind of behavior linked to positive work culture and results to coaching employees through self-management techniques designed to reroute thought processes associated with high performance.

Other aspects of the book touch on some of the key items HR professionals see continually impacting their workforce such as the emotional intelligence of the managers leading the charge. With the “psychological contract” employees hold in their minds, it is explained how breaking the unwritten expectations between management and staff will indeed create mistrust and cultural helplessness in the employees’ perspectives. It stresses how important these contracts are between the two groups and how a broken contract has an often immediate and direct impact on performance, engagement, and turnover in an organization.

This was an easy read with enough science-based information from case study results to explain the reasoning behind the techniques and concise checklist take-away items that I can see a manager applying the information quickly and intelligently. Overall, I would highly recommend it to HR professionals looking for ways to better coach their managers and for managers looking for ways to more intelligently create results from their staff.

2016 STRATEGIC TALENT MANAGEMENT SURVEY: TALENT MANAGEMENT PRACTICES THAT MAKE A DIFFERENCE

Michael Couch

President, Michael Couch & Associates Inc., www.mcassociatesinc.com

“At the heart of an economy’s competitiveness is its capacity to leverage talent.”

World Economic Forum
Global Competitiveness Index 2015 – 2016

Many HR teams struggle to formulate a talent management strategy that maps out goals and priorities linked to the organization’s strategic plan and goals. The reasons why are varied, but without a talent management strategy and plan, the results are usually the same – HR is not seen as playing a strategic role and talent management isn’t given the organizational importance it should have.

A growing body of evidence shows that certain talent management tools and processes have significant strategic value and have an impact on the overall performance of organizations. To determine which talent practices organizations in our region are using

The survey employed the Software Engineering Institutes Capability Maturity Model to assess talent practices at 5 levels:

Nonexistent: Have not addressed this capability

Initial: Have made some initial attempts at this but just getting started

Defined: Have spent some time building this but not fully integrated yet

Managed: Well understood and implemented in the company;

Optimized: Have tracked and improved this capability; fully integrated

to make a difference, the PHRA and the Pittsburgh Technology Council jointly sponsored the first annual Strategic Talent Management Survey. The survey was unique in that it not only asked participants to assess the maturity of twenty three talent practices (see sidebar) but it also gathered information about the organization’s profitability performance trend over the last 5 years (earnings, margins, retained earnings). The performance data allowed the talent practices to be compared between high and low performing organizations.

One hundred and fifteen organizations participated in the survey from across our region. Across all of the companies, the following talent practices were the most and least used.

Most Used	Least Used
1. Internal Promotion	23. Org Network Analysis
2. Goal Alignment	22. Multi-Rater Assessments
3. Pivotal Roles	21. Development Cohorts
4. Talent Assessment	20. Talent Measurement
5. Coaching or Mentoring	19. Succession Mgt-Multi Level
6. Leadership Competencies	18. Succession Mgt-Top
7. Organization Culture	17. Leadership Onboarding
8. Employee Engagement	16. Workforce Planning

Is there a difference in the maturity of talent practices between high and low performing organizations? Yes. The survey results showed some key differences. First of all, high performing organizations used almost all of the talent practices more frequently and at a higher maturity level than low performing. The difference was statistically significant, except for those practices that are little used by any organization.

2016 STRATEGIC TALENT MANAGEMENT SURVEY: TALENT MANAGEMENT PRACTICES THAT MAKE A DIFFERENCE

Michael Couch

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The following table shows the talent management practices that were different between high and low performing organizations.

Top 10 Talent Differentiator Profitability	High Performers vs. Low
Employee Engagement	44%
Internal Promotion	43%
Competency-Based Selection	36%
Integrated Talent Management	30%
Goal Alignment	28%
Organization Culture	27%
Competency-Based Promotion	26%
Critical Leadership Competencies	24%
Pivotal Roles	22%
Coaching or Mentoring	20%
Intentional Development	20%

These results are correlational so one interpretation of the differences could be that performance came first; talent practices are not leading indicators of profitability. We would have to track the results over time to confirm this chicken-or-the-egg. However, these results corroborate some existing longitudinal research. For example, changing an organization's culture has been shown to effect business performance.

If you and your team are struggling to build a business case for talent management, the Strategic Talent Management Survey results suggests some great places to start. If you didn't get a chance to participate this year, the plan is to conduct the survey annually so that we can plot trends for our region.

The biggest performance differentiators were evident for organizations that:

- Assess and leverage employee engagement to drive retention and performance,
- Promote from within as the preferred method to build talent,
- Employ integrated and competency-based talent processes for selection, promotion and leadership development,
- Align/connect the organization with the strategy by cascading goals and objectives down through the organization, and/or,
- Assess and leverage organizational culture to support strategy execution and organizational change.

THE SILENT CRIME: SEXUAL AND DOMESTIC VIOLENCE IN THE WORKPLACE

- Webinar presentation by Kristine Irwin & Shelly Pagac, hosted by PHRA

By HR Resource Force In compliance, Compliance Management, Employee Relationship Management (ERM)



Workplace violence, domestic violence, and sexual violence are all increasingly pressing issues in today's society. It is important that companies address these forms of violence and take the proper steps to protect the safety and security of their employees. By implementing the right programs and consistent procedures to deal with violence, employers will be able to provide their employees with the protection and recovery they deserve while at the same time minimizing their own risk and liability.

8% of Rapes Occur While the Victim is Working.

Overview

Workplace violence is defined as:

- Rape or sexual assault by a supervisor or co-worker
- Threatening a co-worker either in person or via phone
- Stalking
- Violence on the part of the employee's domestic partner in the workplace vicinity
-

The relationship between workplace violence and domestic violence is defined as:

- A pattern of coercive behavior used to gain power and control over a current or former spouse or family member

Fact: 1 in 4 women and 1 in 10 men will experience domestic violence in their lifetime (according to the Centers for Disease Control and Prevention).

Sexual violence is defined as:

Someone forcing or manipulating someone else into unwanted sexual activity without their consent

Fact: Nearly 1 in 5 women have been raped in their lifetime while 1 in 71 men have been raped in their lifetimes, and 8% of rapes occur while the victim is working.

Legal Concerns

From a legal standpoint, employers may be liable if they knew or should have known about any threats or actual violence in the workplace and may also be liable when

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hiring a potential employee whose background check reveals violent propensities. Employers are obligated to address the issue if an employee comes forward and should also provide accommodation and/or paid leave to those employees who are recovering (both mentally and physically) from abuse or violence.

Workplace Best Practices

Small employers should familiarize their employees with domestic and sexual violence, train staff members, and consider implementing an employee assistance program (EAP). Large and mid-sized companies should conduct a workplace safety assessment and organize training for their staff. Companies can find a model policy that includes stocking and relationship violence as a template for structuring their own policy on www.workplacesrespond.org.

Respecting the Victim

Employers should obtain facts, and not rumor or gossip, from the employee directly when dealing with an incident. The employer should also explain to the victim that his or her personal information will be kept confidential and separate from the employees' personal file. Providing employees and victims with a space in which they feel safe and comfortable with coming forward about violence is important. They should not have a fear of stigmatization or of losing their job.

Resources

www.workplacesrespond.org – Provides extensive information and a workplace toolkit which includes PDF files, posters, safety cards for employees, and a training video

<http://www.youtube.com/watch?v=HdNbnUAVFT4> – Takes you through training and how to handle someone who has experienced sexual violence

www.RAINN.org – A 24/7 hotline and internet chat service that provides counseling, education, and outreach; run out of Washington D.C.

PAAR (Pittsburgh's Action Against Rape) – A 24/7 hotline and counseling service that provides child and family counseling, conduct prevention and outreach, and much more

By: Kristen Goodell, Co- Owner HR Resource Force

No one can help you connect with employees like HR Resource force. On average, companies using HR Resource Force see a 50% decrease in time managing compliance, safety, training, and HR. Contact@HRResourceForce.com 412.447.1571.

NEW MEMBERS

Felicia Adamson

Holly Berberick
Joy Cone Co.

Debra Boehm
Rochester Manor + Villa

Tris Braithwaite
CardWorks Servicing

Shiyue Chen

Azizzi Davis
CardWorks Servicing

Ashley Dean
Phipps Conservatory &
Botanical Gardens

Bridget Escobar
CTR HCM

Debra Everett
Clarion University
Foundation, Inc.

Rachel Felton
Metz Lewis Brodman Must
O'Keefe LLC

Debbie Hickman
Giant Eagle

Steven Koscelnak,
SPHR|SHRM-SCP
Giant Eagle

Katrina Lacaris,
SHRM-CP
American Institutes
for Research

Jon Lewis
Accounting Principals

Lauren Lippello
ShowClix

Nicole Lowry
Paychex, Inc.

Ronald Magnuson
University of Pittsburgh

James Moran
CardWorks Servicing

Debra Myers
Unwrapping STRESS

Sara Oliver
Great Lakes Behavioral
Research Institute

Lisa Quigley

Joshua Sacks
Pittsburgh Glass Works

Jacqueline Sala

**Elaina Meyer, Unkovic &
Scott, LLP Smiley**
Meyer, Unkovic & Scott, LLP

Ward Stanford, PHR
GAI Consultants, Inc.

Ryan Tomei
Parker and Lynch

Pamela Weigand
Krown Employment
Services, LLC

Tabatha Wendorff

ON THE MOVE

**Congratulations to the following PHRA members
on recently achieving a new HR certification:**

Lynn Ellenberger, SHRM-SCP, Echo Realty

Megan Rodgers, SHRM-CP, Apogee IT Services



Pittsburgh Human Resources Association

One Gateway Center
Suite 1852
420 Fort Duquesne Blvd.
Pittsburgh, PA 15222
Phone: 412-261-5537
www.PittsburghHRA.org



The Pittsburgh Human Resources Association offers many valuable networking and education programs throughout the year. Keep an eye on the PHRA online event calendar for a complete and up-to-date listing of all programs. Register for an upcoming event today!

July 14

**PHRA Membership Blitz
- Morning Networking
Events**

Panera - Mt. Lebanon
7:15 a.m. to 9:00 a.m.

September 8

**Investigation of Employee
Misconduct in the Digital
World**

PHRA Office
8:00 a.m. - 10:00 a.m.
HRCI & SHRM Credits

July 19

Health Plan Compliance

PHRA Office
8:00 a.m. - 10:30 a.m.
HRCI & SHRM Credits

October 5

**HR Clinic on Performance
Management: Ailments &
Antidotes**

PHRA Office
8:00 a.m. - 12:00 noon
HRCI & SHRM Credits

August 29

**12-Week SHRM
Certification Prep Class**

PHRA Office
Mondays, 6:00 p.m. to
9:00 p.m.
HRCI & SHRM Credits

October 13 & 14

**PHRA Annual Conference
& Exhibition**

DoubleTree - Green Tree
HRCI & SHRM Credits

August 30

Employment Law Update

Monongahela Valley Hospital
8:00 a.m. - 10:00 a.m.
HRCI & SHRM Credits



PHRA
PITTSBURGH HUMAN RESOURCES ASSOCIATION

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

PHRA