

The Pulse

Quarterly News

Workforce Professionals ND Chapter

July 2019

Volume 5, Issue 3

Communications Team

- Cindy Lynk
- Deanna Saragosa
- Pat Kelly

Member Spotlight



Our IAWP Spotlight is on Brenda Cornell. Brenda works with Job Service North Dakota in the Fargo local office. She has been with Job Service for 19 years and has worked in clerical, the resource area, WIA/WIOA, and now is a Customer Service Consultant with Business Services.

With Job Service she is co-chair for the committee for the Health, Tech and Trade Career Expo which is for area 9th grade students. The Fargodome is filled with hands-on opportunities and sessions for the students to try first hand. There are various sessions from learning how

write code in the computer science field to operating a bobcat.

Brenda volunteers for the Fargo-Moorhead Human Resources Association. She has two positions. She is on the Programming Committee where Brenda organizes the Lunch N Learns as well as the Food For Thought educational learning.

Brenda volunteers with the United Way and serves on the Community Review Panel. She reviews the organizations who receive grant money from United Way, she tours their facility, and interviews what their

requested grant money will be used for. After extensive inquiry, Brenda will make recommendations to the board regarding how much grant money the organization should get approved for.

When Brenda is not working and volunteering in her committee, she enjoys reading and gardening. When her and her husband's time allows, they also enjoy traveling.

Brenda is the new IAWPND president and took over the office July 1st. This will be her second time serving as president.

July Activity Schedule

We kicked off our 2019 - 2020 calendar of events with a Summer Fun Giveaway where Becky Lankow and Paula Jo Jesser won \$25 Wal-Mart gift cards.

Next on our list of events is our July Lunch n' Learn. This event will be

held on July 25th at noon over IVN. Any retirees that are interested in participating should contact Becky Lankow so she can request virtual seats for you and you'll be able to watch from home.

The F5 Project founder,

Adam Martin, is our planned speaker. This project works with felons to get them back into the workplace and back into the community. F5 Project believes what happens in one's past does not need to determine one's future.

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Special Points of Interest

- Brown Bag Lunch and Learn via IVN July 25th
- Calendar Raffle tickets will be available soon
- Fall training conference planned for September 28th in Bismarck



Break time and reading rejuvenates your mind; so take a break, and read The Pulse today!

President's Coffee Chat by Tammy Barstad

Greetings fellow members,

Summer has finally arrived and starting June 28th at noon, I'll be adventuring for about a week, enjoying time in and around the mountains of Wyoming. My time with family will be spent boating through beautiful Bighorn Canyon, caving (I don't know that I'd call it spelunking since the cave is huge with a large entrance, easy walking and not very deep), four wheeling in the foothills, and Yellowstone. I look forward to seeing how many animals we can catch a glimpse of throughout the park.

Your IAWP board is working on many fun and educational opportunities for members over the next year. The training committee is working on a lineup of speakers for Lunch-n-Learns, the membership committee is arranging for sponsored lunches and fun social events, and the conference committee is planning a conference of speakers that will be on the mark for current issues. I've seen some of the topics of speakers and am getting excited for the conference already! Congratulations Becky Lankow and Paula Jo Jesser,

the first lucky winners of gift cards! Are you planning or hoping to take training or educational courses? Keep the Learning Tree in mind, they're looking for candidates to provide financial support.

The International IAWP conference wrapped up this last week. Unfortunately, North Dakota's chapter was unable to find someone to attend this year. Keep this in mind when planning for next year. You may have an opportunity to attend and be sponsored by the chapter. It was a wonderful and enlightening experience for me with great people to learn from on topics that affect so many areas of the agency. Take a look at The Flash, a daily newsletter outlining sessions throughout the conference: <https://workforceconference.com/the-flash/>

Thank you, Brenda, a past president, for taking on the challenge of, once again, leading this association. Without your willingness, there would not be a president for the next year. This is my final message as president. I'll still be around and will continue to support the association. I've learned so many things about the association and the agency over the last few years serving on the board. Thank you for your support while in this role and for sending me to the international IAWP

conference. For those that worked through the trenches alongside of me, thank you. Thank you to those who have served in supporting roles on committees, and a special thank you to board members who served throughout my time as president. I believe members who become involved are the heart and soul of this association.

"Thank you, Brenda, a past president, for taking on the challenge of, once again, leading this association."

Board Member Election Results

The 2019 election for the board of directors has brought some new (and renewed) blood to the leadership team. Brenda Cornell stepped up to the plate to once again lead us, and Susan Dingle is representing the retiree members. Unfortunately, we are still missing someone to represent the western customer service

offices. If anyone is interested, please let one of the board members know and we'll appoint you to the position.



This year we encouraged members to vote through our website. I'm pleased to say that almost half of the members used our

website to cast their votes.

A complete list of the board of directors, along with contact information, can be found on the last page of this newsletter or on our website. Please feel free to reach out to your representative, or to any of us, with comments and suggestions. We would love to hear what you think.

DisruptHR Bismarck

Jason Sutheimer, JSND HR Director and IAWP member, and Tammy Terras, HR Director for Burleigh County are co-organizers for DisruptHR Bismarck, which will be held on Wednesday, August 7, 2019.

What is DisruptHR? To give you an idea, the subtitle is "The Rebellious Future of HR". These events, which are held in cities all over the country, are similar to Ted Talks.

From the [DisruptHR website](#), "Once in a while an event series is born

that shakes things up, it makes you think differently, it leaves you inspired. That event is DisruptHR." "The event is composed of 14 speakers, 5 minutes each, and slides rotate every 15 seconds. Teach us something, but make it quick."

Area speakers are recruited to talk about HR, talent, culture, or technology. Speakers might be a CEO, community leader, HR professional or anyone that has something to share.

For information about the

DisruptHR Bismarck event, contact Jason Sutheimer.

The Learning Tree by Elaine Wentz

- ◆ Thinking of taking a college class?
- ◆ How about joining Toastmasters to improve your communication skills?
- ◆ Have you wanted to take a 6-week class in speaking Spanish?

The IAWP Learning Tree has funds that may be able to help. See by the image that "fruit" is available!

Application forms are available on our website under the Members tab and then Forms.

Contact Tammy Barstad tbarstad@nd.gov (328-3047), Mary Houdek mhoudek@nd.gov (795-3723) or Elaine Wentz ewentz@nd.gov (328-3066) for more information.



Technology's Impact on Investment Management

Ric Edelman, Edelman Financial Services, September 7, 2018

Whether you are already retired, planning to retire in the near future or have many years to go, this 50 minute video offers some interesting advice in investing for your future. Like all investing advice, the earlier in life you start, the better off you will be.

Watch the video here:

<https://www.youtube.com/watch?v=ZIAqV7J5jGQ>



Discrimination and Other Obstacles Older Workers Face Highlighted in New Survey

Bill Lucia, Senior Reporter, Route Fifty, June 12, 2019

Most Americans who are 50 and older say their age puts them at a disadvantage when looking for work and contributes to discrimination on the job, according to new survey results.

These findings come as the share of people who are staying in the workforce into older age has been on the rise.

Three quarters of respondents 50 or older to the [2019 Working Longer Survey](#), which was conducted by the Associated Press-NORC Center for

Public Affairs Research, said their age puts them at a disadvantage when seeking work.

Just over half of all survey respondents said that older workers always or often face age-based discrimination in the workplace, while 58 percent of those age 50 or older say the same.

“As more and more workers in the United States continue to put off retiring past the traditional age of 65, they report feeling the consequences of age bias in both their current positions and

as they look for jobs,” said Trevor Tompson, director of The AP-NORC Center.

A report on the survey notes that between 1970 and the early 2000s workers who were 55 and older made up the smallest age group within the labor force. But by 2005, the share of older Americans who were working had [surpassed](#) the proportion of those 16 to 24.

[Read the full article here.](#)

Top Ten Safety Tips You Need to Know

Beth Warford, Pretty Loaded, June 21, 2019

1. Live in Condition Yellow

- Be alert, look people directly in their eyes, scan in front and behind of you, watch people, things, hands, eyes and anything out of place. Look for possible dangers and always be aware of where you could escape if you need to. Know where exits are in stores or restaurants.

2. Trust Your Intuition!

- This is your sixth sense security system! If your gut sends you doubt or suspicion, then you have all the information you need. Trust it.

3. Keep Your Personal Space

- Your personal space that you “own” is 21 feet. If you tell someone to get out of your space

“You need to “own” whatever you have to protect yourself and practice using it.”

and they don’t then they have announced bad intentions. You need to be aware of your surroundings at least 30-50 feet around you.

[Read the full list of tips here.](#)

The future of women at work - Transitions in the age of automation

McKinsey Global Institute, June 2019

Since its founding in 1990, the McKinsey Global Institute (MGI) has sought to develop a deeper understanding of the evolving global economy. As the business and economics research arm of McKinsey & Company, MGI aims to provide leaders in the commercial, public, and social sectors with the facts and insights on which to base management and policy decisions.

MGI research combines the disciplines

of economics and management, employing the analytical tools of economics with the insights of business leaders. Our “micro-to-macro” methodology examines microeconomic industry trends to better understand the broad macroeconomic forces affecting business strategy and public policy. MGI’s in-depth reports have covered more than 20 countries and 30 industries. Current research focuses on six themes: productivity and growth, natural resources, labor markets, the

evolution of global financial markets, the economic impact of technology and innovation, and urbanization. Recent reports have assessed the digital economy, the impact of AI and automation on employment, income inequality, the productivity puzzle, the economic benefits of tackling gender inequality, a new era of global competition, Chinese innovation, and digital and financial globalization.

[Read the full report here.](#)

Conference Call Etiquette: 9 Dos, Don'ts, and “Oh, no you didn't!”s Kristen King, inkthinkerblog, June 5, 2009

(www.inkthinkerblog.com) — As a freelancer who largely refuses to attend face-to-face meetings, I spend a lot of my time on conference calls, especially during government proposal season (approximately May-August). Here are some of my favorite conference call musts, must-nots, and you've-got-to-be-kidding-mes from my experience and other freelancers' recommendations.

1. Distribute a clear agenda in advance of the call and stick to it
Make sure all call participants know

exactly what's expected of the, and what will be covered and decided during the call to maximize the time available. Betsy Garman, publications and distance learning specialist at AACC, advises assigning roles ahead of time as well so people know what agenda points they're responsible for. And don't neglect the tech. “If you're the call leader, be familiar with the technology — especially if you're recording the call or using a moderator provided by the call company,” she says. Photographer Andrew Deci

echoes Garman's advice. “Conference calls are always better when there is a clearly identified ‘moderator,’ someone who can direct responses and ask questions,” Deci says.

[Read the full blog here.](#)



How to Give Employees Effective Feedback John Kamensky, Senior Fellow, Government Executive April 25, 2019

In the last six months, my supervisor has talked with me about my performance,” was one of the highest rated responses (81%) in the [2018 governmentwide survey](#) of federal employees. But how did those conversations go?

A [recent study](#) in the *Harvard Business Review*, by Marcus Buckingham, a noted talent expert, and Ashley Goodall, a senior vice president for

leadership and team intelligence at Cisco, put the brakes on the time-honored advice to provide “candid feedback” to employees in order to improve their performance. They caution: “Managers can't ‘correct’ a person's way to excellence.” They say that those who work “in a climate of

continual judgment are condemned to mediocrity” and that the fetish with feedback, at best, will correct mistakes, but at worst, it creates a toxic environment to work in.

[Read the full article here.](#)

“each person would improve his performance most if he could see, in slow motion, what his own personal version of excellence looked like”

How to Get Your Micromanager Boss to Back Off Scott Eblin, Executive Coach, Government Executive June 2019

If dealing with a micromanager for a boss isn't the number one complaint I hear from high potential leaders, then it's certainly in the top three. Pretty much every leader I've ever coached or spoken to has worked for a micromanager at least once in their career. The question that everyone always asks is a version of, “How do I get my micromanager boss to back off?”

To answer that question, I'll offer one thing you need to know and three steps you need to take.

The one thing you need to know is that the primary driver of almost every micromanager boss is trust—or, more accurately, a lack of trust. If your boss doesn't trust you to do the job well, you're going to get micromanaged. As

I've referenced here before, [trust comes down to three factors](#): sincerity, credibility and competence. Sincerity means acting with and demonstrating positive intent. If you don't have that, I can't coach you for that.

[Read the full article here.](#)



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**[We're on the Web!
iawpnd.com]**

Our Mission

The North Dakota Chapter of the International Association of Workforce Professionals (IAWP) is dedicated to providing networking and professional development opportunities for members to seek solutions to workforce issues.

Our Vision

To provide educational and training opportunities for our membership, to enhance the workforce development profession and to ensure the success of our respective agencies/organizations.

Member Benefits At-A-Glance

- ◆ Conferences
- ◆ Education
- ◆ Networking
- ◆ Professional Development/Recognition
- ◆ Publications/Newsletters
- ◆ Learning Tree (funds for training and personal or professional development)

Board of Directors

- Brenda Cornell, Pres bcornell@nd.gov
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- Amy Carlson, Treasurer..... amcarlson@nd.gov
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- VACANT, West Rep
- Becky Lankow, East Rep blankow@nd.gov
- Elaine Wentz, Central Rep ewentz@nd.gov
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 Brenda Cornell

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 Dusty Hillebrand

Retirement:

Susan Dingle

Learning Tree:

Elaine Wentz, Mary Houdek

Training:

Becky Lankow, Marlys Morgenstern,
 Danica Chaput