

HRA-ECI

May 2022

May
MEETING

Friday, May 13th
11:30 am—1:00 pm

Dieterich Bank
Corporate Center
300 Sur Woods Dr
Effingham, IL 62401

This meeting was
Approved for HRCI
Credit!

Health Insurance: Industry, Solutions, and Voluntary Benefit Space

Nate is the Chief Operating Officer for the Tedrick Group, and also serves as a Benefits Consultant in charge of the Benefits Division at the Tedrick Group. The Tedrick Group is a privately-held, independent insurance agency that was founded in 1984 by Roger and Sally Tedrick. Nate is a Champaign Native and earned his Bachelor's Degree from the University of Illinois at Urbana-Champaign while playing basketball for the Fighting Illini. He also earned his Master's in Architecture from the University of Kansas. Nate is entering his 8th year with the Tedrick Group and has experience with fully-insured, self-funded and group captive health insurance arrangements. Nate focuses on providing multi-year strategies for mid-market employer groups (25 to 1,000 lives) as well as customized cost-containment programs. "With the reduction of health insurance carriers, the days of bidding/shopping insurance as a group health strategy are no longer sustainable. Employers are searching for coaches and consultants, not brokers and agents." – Nate Mast

Nate will be joining us to discuss the current state of the health insurance industry, alternative group health solutions, and trends in the voluntary benefit space.

Can Bad Managers Become Great Leaders?

We all know and science confirms that good leadership goes deeper than being smart, skilled, and visionary. The true influence of a great leader can be measure by their impact on others. That impact, of course, can be positive or negative and can impact the bottom line. Good leadership requires self-control, emotional energy and effort.

Leadership can be stressful and hard to keep up the energy and effort to require to succeed. Stress can lead to someone hitting their stride and succeeding or it can be a catalyst for counterproductive work behavior. Effective leaders know how to strike a balance between everything and how to be fair yet firm in times of stress.

Scientists have been studying the relationship between well-being and leadership and found that the brain's prefrontal cortex (PFC) plays a key role in qualify of leadership behavior. The PFC supports our leadership skills and social behaviors and also contributes to a wide variety of cognitive functions: focusing attention, anticipating cause-effect relationships, managing emotional reactions, planning, impulse control, and mental flexibility. It's no wonder it has a large role in how leaders act. If stress gets in the way or the PFC isn't functioning properly, it can lead to the counterproductive work behavior mentioned above.

There is still hope for "bad" leaders though. Leaders can address—and change—counterproductive behavior. They key to this is addressing a specific behavior and finding a way to adjust it. This could be incorporating relaxation, time with family and friends, or creating time for a hobby or practice outside of work. Focusing on rest can help prevent leaders from getting pushed to the edge in the first place causing the stress and counterproductivity

~Source: SHRM *Can Bad Managers Become Great Leaders?* By Amelia Haynes

Caregiving Benefits Continue to Evolve

Employees have a lot on their plate both in and out of work. It's not uncommon for your employees to be caring for a mix of children, elderly or disable relatives or friends, and pets. Each employee is in unique situations which can create unique needs. As we are still dealing with effects of the pandemic, employees' priorities are evolving. Andrew Parker, CEO of caregiving platform firm Papa Inc., says that it's time for employers to think outside of the traditional caregiving box and apply equity and inclusion to the caregiving experience.

Employers can help achieve this in a number of ways including:

- ◇ Getting Personal: Provide resources or allow room for flex arrangements for those with differing working schedules such as hybrid employee or part-time and shift workers.
- ◇ Providing Support: HR can be the caregiver of the workplace often times. Letting your employees know that they have support at work and through other co-workers and programs like an EAP is essential.
- ◇ Strengthening Policies: Clear policies and procedures for managing and supporting employees who are caregivers are essential. The EEOC reminds employers to not make hiring or employment decisions on the basis of caregiving responsibilities.

~Source: SHRM *Caregiving Benefits Continue to Evolve* by Joanne Sammer.

Wellness Strategies

Employees care about their personal well-being. Sadly, Americans' mental health rating is at a 21-year low as fewer than 1 in 4 U.S. employees feel strongly that their organization cares about their well-being. There are a couple strategies that worked recently for two organizations.

Gallup, an organization known for research and polling, using a comprehensive, multifaceted well approach built on science. Notes that it does mirror Maslow's Hierarchy of Needs in a sense.

- * Career well-being: liking what you do and being motivated to achieve your goals
- * Social well-being: having supportive relationships and love in your life
- * Financial well-being: managing your economic life to reduce stress and increase security
- * Physical well-being: having good health and enough energy to get things done daily
- * Community well-being: liking where you live, feeling safe and having pride in your community

Chevron, another organization expanding on wellness, added four initiatives to further enhance its well-being support for employees:

- * Strengthened social well-being and belonging through employee participation in affinity groups and employee networks
- * Provided ongoing safe physical environment for physical well-being for essential workers and those who remained onsite
- * Offered additional tools for employees, regardless of location, to manage personal health challenges for mental and emotional well-being
- * Encouraged employees to be involved in and volunteer safely to support well-being in their local communities

Source: SHRM *A Tale of Two Organizations' Wellness Strategies* by Deborah Waddill

EEO-I Deadline Quickly Approaching

The deadline for submission of your 2021 EEO-I data is quickly approaching. Your last chance to submit your information is May 17, 2022.

Generally, you must file an EEO-I report if:

- ◇ You are a business with 100 or more employees
- ◇ You are a federal contractor with at least 50 employees



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Enjoy the summer break! We will resume in September.

