

# HRA-ECI

Human Resource Association of East Central Illinois

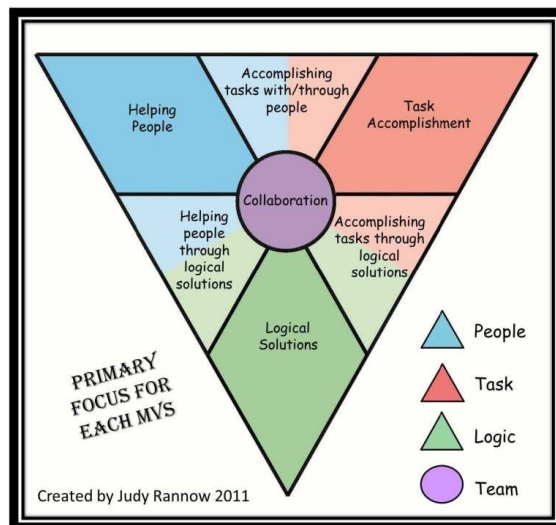
September 2015

## What is Strength Development Inventory (SDI)?

SDI is a practical tool that helps increase self-awareness, interpersonal awareness, and interpersonal effectiveness. It is a theory of relationships based on motivation under two conditions: when things are going well and during conflict. SDI helps explain employee's strengths, perceptions, and expectations.

### Benefits of the SDI:

- Easy to remember
- Enhances ability to communicate more effectively
- Enhances ability to handle conflict more productively
- Improves all types of relationships (home, work, school, social, or otherwise)
- Easy to integrate into training applications where productive relationships are important
- Over 35 years of applied use



During the presentation on Friday, September 11th, we will learn about seven different Motivational Value Systems and thirteen different conflict sequences.



~~~~~

**Jennifer  
Westendorf &  
Leah Bolander**

**Topic:** Strength  
Development  
Inventory

~~~~~

**Friday, September  
11th**

**11:30AM - 1:00PM**  
Patterson Technology  
Center  
1201 Althoff Drive  
Effingham, IL

~~~~~

Lunch will be  
provided by the  
Patterson Cafeteria

~~~~~

**RSVP**  
**By 4 PM Friday,**  
**September 4th**

~~~~~

Make sure to bring  
plenty of business  
cards with you!

## *Key HR Topics in 2015*

**Below is an article discussing some hot topics that Diane Steele, President of Steele Recruiting, is seeing so far in 2015:**

**Entry-level positions are hard to fill:** As the unemployment rates drops to 3.5% entry-level positions are “very hard to fill with qualified candidates,” says Steele. For recruiters and HR professionals Steele says it’s more important than ever to become creative and innovative to learn where candidates may look for a job and to find those passive candidates who may make a jump even if they are not actively looking.

**Retention is key:** Because of a lack of qualified candidates, focusing on retention should be key, says Steele. Keeping your staff in place and preventing turnover is something businesses need to work hard at because if employees leave there may not be the right people out there to replace them. And if there are, it could take months to find them, train them and get them up to speed. When discussing retention Steele says “retaining your team should be something you pay very close attention to.”

**Company Culture becoming even more important:** It was the norm for baby boomers to stay with a company until retirement. “Today, Millenials start looking for their next job the first day they start a job,” says Steele. They expect to stay in a position no longer than two years and then they either move up or move out.

- The workforce is changing quickly as many boomers are reaching retirement age and HR professionals need to pay attention to the type of culture candidates are looking for to become the employer of choice.
- “Those who don’t move quickly to adapt to the changing workforce and their needs and expectations may be left with a tremendous shortage of staff in the very near future,” says Steele. Work-life balance, autonomy, wellness, learning and development and a reason why your company is outstanding needs to be part of the equation when recruiting and retaining Millenials says Steele.

**Promoting your employer brand:** In areas where Millenials may be hanging out is crucial to attracting young talent says Steele.

**For more information:**

<https://www.ziprecruiter.com/blog/these-are-the-hot-hr-topics-everyone-is-talking-about/>

---

**Do you want to be the Next President Elect for 2016?**

Due to unforeseen circumstances, our President-Elect for 2016-Terri Bishop, can no longer carryout the role.

We are in need of a candidate who would like to be President for **2016**.

If you are interested in volunteering for this position, please contact Carla Doll at Bonutti Clinic 342-3400 x185 or [cdoll@bonutticlinic.com](mailto:cdoll@bonutticlinic.com)

## **HRAECI**

### **2014 Board of Directors**

**Carla Doll, President**  
**Terri Bishop, President- Elect**  
**Rachel Collins, Vice President of Membership**  
**Charlene Athey, Treasurer**  
**Ashlee Briggerman, Secretary**  
**Diane Rieck, Legislative Officer**  
**Debbie Brown, Past President**