



August 2004 NEWSletter



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September BVHRMA Luncheon

When: Thursday, September 2, 2004

Where: College Station Conference Center

Time: 11:30 AM - 1:00 PM

Cost: \$10.00 members/\$15.00 guests/\$5.00 students

RSVP: to Sharon Cheatham at Scheatham@oico.com

Monday, August 30, 2004.

Speaker: Ivar "Skip" Gjolberg, P.T. - Director of Occupational Medicine, Physical Therapy, and the Wound, Ostomy and Lymphedema Center at St. Joseph Regional Health Center. (see information below.)

September Luncheon Speaker

Ivar "Skip" Gjolberg, P.T.

Director of Occupational Medicine, Physical Therapy, and the
Wound, Ostomy and Lymphedema Center
St. Joseph Regional Health Center

Ivar "Skip" Gjolberg, P.T. is currently the Director of Occupational Medicine, Physical Therapy, and the Wound, Ostomy and Lymphedema Center at St. Joseph Regional Medical Center. He has been with SJRHC for 10 years and holds a Bachelor of Science in Exercise Technology from Texas A&M, as well as a Bachelor of Science in Physical Therapy from Southwest Texas State University, and a Master of Science in Safety Engineering-Ergonomics from Texas A&M. In addition, he has obtained specializations and certifications from the American College of Healthcare Executives, the American Physical Therapy Association, and the Texas Physical Therapy Association.

Skip will be speaking on Post Accident Management and Employee Pre-screening.

Brazos Valley HRMA is an affiliate of SHRM (Society for Human Resource Management). For more information about HR employment, résumé's for individuals seeking a career in HR, and to find helpful links to other HR relevant web sites, go to www.bvhrma.org.

August Dates of Awareness

- 1 - Lammas and Lughnasadh (Britain, Pagan, United States)
- 4 - Nelson Mandela Arrest: 41st Anniversary
- 14 - Independence Day from Britain (Pakistan)
- 15 - Anniversary Independence Day from Britain (India)
- 15 - Liberation Day (Korea, South Korea)
- 26 - Women's Equality Day (United States)
- 28 - March on Washington Anniversary

Submitted by Jennifer Humphries, BVHRMA Diversity Chair

SHRM

Workplace Diversity Conference and Exposition

New Challenges, New Opportunities

October 25-27, 2004 ♦ Chicago, Illinois

Keynote Speakers: Edward James Olmos ♦ Cari M. Dominguez ♦ Andrew Young

Workplace Diversity Conference and Exposition promises to be an excellent learning and networking opportunity for all professionals who are responsible for diversity within small, medium and large organizations. SHRM has planned an extensive conference agenda for participants to:

- Enhance diversity initiatives within their organization.
- Update themselves on current compliance issues.
- Understand the strategies and practices for maximizing diversity in the workplace.
- Gain a clearer understanding of corporate diversity programs.
- Develop a start-up action plan for workplace application.
- Build a business case for diversity. For more information, please visit <http://www.shrm.org/conferences/diversity/>

Your Foundation at Work: The SHRM Information Center

The SHRM Foundation supports the SHRM Information Center through a quarter million dollar grant. The Information Center, a free service to SHRM members, publishes the online White Papers series, maintains the Competitive Practices Database and answers more than 70,000 HR inquiries annually. The Foundation grant ensures that the Information Center has the latest technology and the most current resources to help HR practitioners get the answers they need quickly and easily. For an overview of the Foundation's work, visit www.shrm.org/foundation.

The SHRM Foundation: Investing in Your Future as an HR Leader

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Collaborating Across Generations

There are many important issues to address in today's workplace and diversity is among them. As we know, diversity is more than just race or skin color. Diversity includes; ethnicity, religion, sexual orientation, culture, size, abilities, and age along with many other attributes. This month's diversity topic is focusing on the multi-generational workplace and the richness that it brings as well as some of the challenges. "You can't teach an old dog new tricks", "These young people don't have any work ethic", "The old timers will not listen to anything new". Some of these statements may sound familiar, they are stereotypes attributed to people of different generations. In Webster's New World Dictionary, generation is defined in several ways: "4. The average period (about thirty years) between the first of one generation and that of the next; 5a. all of the people born and living at about the same time; b. a group of such people with the same experience, belief, attitude, etc. in common". Some may wonder why examining generations, as an aspect of diversity is relevant. The answer is that conflicts can and do occur based on misunderstandings between the generations. These conflicts can occur at home as well as at work.

There are four generational groups discussed in the literature. When looking at the generations it is important to understand that the years that make up a generation will vary slightly depending upon the researcher. The Silent generation's years usually remain the same, but other generation's years can be plus or minus five to ten years. There are also cusps, people born at the tail end of each generation who may fall into either the preceding generation or the very beginning of the next generation.

- * Silents born prior to 1946 -- Also referred to as the Builder Generation, Veterans, or Traditionalists
- * Baby Boomers born between 1946-1964 -- Often divided into early half and later half
- * Generation X 1965-1985 -- Also referred to as Baby Busters, Post-Boomers, or Thirteeners
- * Nexters 1985-2000 -- Also referred to as Net Generation, Millennials, Generation Y, or the Nintendo Generation

Each of the generations have been impacted by historic events that helped to shape who they are, their values, and how they relate to people at work. Many Silents grew up experiencing hard economic times including The Depression, Stock Market Crash, the Dust Bowl, and WWI.

The Silents at Work

As supervisors, many Silents may be authoritarians and very direct communicators.

- * As employees, they may be very willing to abide by the rules and tend not to question the authority of the boss.
- * Because of a belief in traditional roles, many Silents may have difficulty taking direction from a female boss or a younger boss.
- * Silents generally will not communicate when they are unhappy about a situation at work.
- * They appreciate people asking about their experience and sharing their knowledge.
- * Silents tend to be very hard workers.
- * Because of the time they grew up most Silents conform to the norm, adhere to rules, are willing to sacrifice and wait for rewards.
- * Many Silents are at or nearing retirement age and are being asked to return to the workplace to share their knowledge and experience with others.

The Boomers

Baby Boomers grew up during tumultuous times. Many of them participated in movements started by members of the previous generation but did not feel much allegiance with them. Boomers generally had a distrust of anyone who was over thirty when they were in their teens and early twenties. Some historic events that their generation experiences were:

- * After effects of WWII
- * Korean War
- * Use of Atomic bomb
- * Civil Rights Movement
- * Martin Luther King Jr. speech
- * Cuban missile crisis
- * Vietnam
- * Kennedy elected president
- * President Kennedy assassinated

Boomers are often divided into halves, the first and second. The first half was born between 1940 and 1950 and was more involved in the Civil Rights Movement, and the second half between 1951 and the mid 1960's.

Boomers have a very strong work ethic and tend to like a collegial atmosphere at work. They lean toward consensual leadership styles and fairness is very important. They spend many hours at work, but want the workplace to be more humane. Boomers can also be very much into personal gratification.

Collaborating Across Generations (cont'd)

Boomers at Work

- * Boomers tend to be optimistic and team oriented.
- * They are very involved with work and want to ensure that they grow personally and professionally.
- * Many of the early Boomers have been labeled "workaholics" you don't leave until the job is done.
- * Due to responsibilities of aging parents and raising grandchildren, Boomers like many Xers and Nexters, want more flexibility in work hours to take care of these family matters.

Xers

Xers have little faith in authority and tend to be self-reliant.

Because a significant number of their Boomer parents worked many hours, Xers did not have a lot of family time. This generation created the first "latch key kids". Some of the major historical events for this generation include:

- * Women's Liberation Movement
- * Watergate
- * The Energy crisis
- * Nixon resigns
- * Carter elected president
- * Jonestown
- * Massive corporate layoffs
- * Regan elected
- * The Challenger disaster
- * Air traffic controllers fired
- * US troops invade Grenada

Xers at Work

- * Xers in the workplace generally do not deal well with authoritative types.
- * Xers are the first generation to become technologically savvy and bring those skills to the workplace.
- * Xers like more informal settings and want balance in their lives.
- * Because many of them did not have their parents' attention, they may seek parental role models at work.
- * They want balance with work and home so they can spend time with their children.
- * Xers value diversity in the workplace and want personal growth.
- * Many Xers will have numerous jobs during their careers when compared to the Silents and Boomers who tended to work at one place and retiring after many years.
- * Xers lean toward multi-tasking and communicating via e-mail versus face-to-face meetings.

Nexters

While many of these individuals are still in school or just entering the workforce, they are very knowledgeable and in some cases know more about certain topics than their parents. Some of the major historical events for Nexters include:

- * Iran Contra hearings
- * Discovery launched
- * Bush elected president
- * Exxon Valdez
- * Fall of the Berlin Wall
- * Tiananmen Square
- * Cold War ending
- * Clarence Thomas hearings
- * Persian Gulf War
- * Clinton elected president
- * Rodney King and riots after verdict
- * OJ Simpson case
- * Olympic bombing
- * Oklahoma city bombing
- * Princess Diana and Mother Theresa die
- * Columbine Shootings

Data is still being gathered on this generation and what is being reported is that these individuals are even more technologically savvy than Xers. They also value diversity and are well mannered. Nexters have an appreciation of Silents and their experiences. Some researchers say that they will emulate them in many ways. Nexters in the workplace like Xers tend to prefer to communicate using technology and also want to continue learning.