

September 2018

A monthly digest of news and information of interest to HR professionals.

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Upcoming Seminar Learning Classes...



Train the Trainer: Techniques for Safety

When: September 5, 2018 from 9:00 am - 3:00 pm

(Lunch Included)

Where: At The EA

Presenters: Tammi Donaldson and Julie Reynolds from Bureau of Workers' Compensation

In this course you will learn how to determine when training is needed; basic skills for planning, conducting and evaluating effective safety and health training; characteristics of adult learners; teaching techniques that promote audience participation; how to create interesting and educational audio-visual materials; and tips on improving your presentation skills.

Individuals who are or will be involved in training employees on safety and health processes in their companies should attend.

To learn more or to register, visit: <https://theea.org/event-registration/?ee=386>



HR 101 Certificate Series

When: September 11, 18, and 25, 2018 from 8:30 am - Noon

Where: At The EA

Presenter: Sheila Eason, SPHR, SHRM-SCP, HR Consultant at The EA

When it comes to HR, **you have to know your stuff**. Your organization is depending on you to provide accurate information, advice and answers on all aspects of HR. Through this comprehensive three-part certification program, participants will quickly get up to speed on everything from legal and compliance issues to hiring and firing, benefits administration, and more!

Through in-depth discussion and exploration of real-life scenarios, participants will receive the tools you need in a format you can relate to. In addition, each participant will leave with handouts, forms, and strategies that will help keep your organization out of trouble.

To learn more or to register, visit: <https://theea.org/event-registration/?ee=389>

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Workplace Violence and Active Shooters

By: Carolyn Klemett, Corporate Intelligence Consultants

Newsflash! Most workplace violence incidents are not committed by people who have violent criminal records. Statistics show us that a shooter could be a co-worker, salesperson, client, family member, former co-worker, patient, or someone off the street. Statistics also show us that these incidents will most likely rise with time.

Statistics speak volumes and this year, we've already had 264 Active Shooter incidents with over almost 1300 people killed or injured. As these incidents increase, the chances of it happening at your workplace increase. Another statistic compiled over the last few years of data - 83% of workplace homicides occur in the private sector. Are you prepared; is your workplace prepared, are your employees prepared?



It is vital that you take this threat seriously. While you can't always predict or prevent workplace violence, you can plan to limit its impact. Here are some things to think about and if you haven't already, implement in your company.

1. How secure is your facility? A security vulnerability survey is a good place to start. A security professional will be able to point out areas of concern that you might not even have realized could present a problem.
2. Do you have a plan in place for your employees so that they know what to do in case an incident arises? It is important that you and your executive team develop a plan and train your employees on how to react to the threat of violence. This is not intuitive for most of us, so it is important to call on the professionals to help you.
3. Make sure that you and your staff know what signs to watch for and who they should report suspicious comments or behavior to. After an incident, invariably you will hear, "he had been saying some weird stuff, but I didn't think he was serious." All threats should be taken seriously and staff should be trained on how to respond to them.
4. Don't forget to re-train and to include Workplace Violence and Active Shooter training as part of your on-boarding process. We all tend to get comfortable and think that this could not happen to us, but it could and we need to have a refresher course on what our responsibilities are and how to respond to a real threat. And we could be faced with this threat anywhere we are; airports, amusement parks, shopping malls, post offices, grocery stores, movie theatres, parking lots. You name it and it could happen there. Being aware of our surroundings at all times is something that needs to be second nature to us and knowing what to look for is essential.

If you would like more information about Workplace Violence & Active Shooter training, join us at The EA Roundtable on September 20th where our very own John Patrick and Mark Putnam will be presenting on this topic. For more information on how to register, visit The EA's Seminar Learning Calendar at: <https://theea.org/monthly-training-calendar/>.

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