



Welcome to HR Café

July 11, 2018

HR Café News



Mission:

The mission of HR Café is to connect HR professionals in a learning community that supports growth and renewal. HR Café is a place to dialogue about things that matter. We do this through sharing ideas and practical tools that can be applied in any organization to increase the positive influence of HR as leaders and business partners.

Who we Serve:

HR Café serves HR practitioners in primarily small to medium sized companies. Whether you are a one-person HR department or larger, joining the HR Cafe community allows you more opportunities to connect, learn and influence.



Career Conversation

- Employers looking to fill HR-related roles
- Candidates seeking new opportunities for an internal HR position

Upcoming Monthly Events



Compensation Perspectives Panel

Katie Healon, 24 Hour Fitness

Scot Porter, Kisco Senior Living

Lauren Kruse, Mitchell International

With Andrew Welt, Moderator, Marsh & McLennan

Wednesday, August 1, 2018

7:30 - 9:00 AM



Creating Severance Agreements that Protect your Organization

David Monks, Fisher Phillips

Wednesday, September 5, 2018

7:30 - 9:00 AM



Upcoming Workshop



Protecting You and Your Business from Harassment Claims by Intersecting Compliance and Culture

**Jenna H. Leyton-Jones, Esq., Shareholder
Petit Kohn Ingrassia Lutz & Dolin PC**



**Catherine Mattice Zundel, MA, SPHR
President, Civility Partners**



**Wednesday, October 24, 2018
8:00 - 10:30 AM**

Today's Sponsors



Event Sponsor



Location Sponsor



Office Tune-Up

Ari Saul, Possibilities Consulting





With over 30+ years of experience in our firm working with Fortune 100 to Start up's we have identified one of the most common issues all organizations struggle with:

Personal Accountability

In fact most companies (via HR) develop endless process and policy to mitigate a workforce that doesn't demonstrate an inherent sense of accountability.



Studies have concluded that over the last 50 years fewer and fewer people who join the workforce present with a clear sense of personal accountability.

So what happened?

Acclaimed author and teach H. Stephen Glenn's studies into this discovered two primary sources:

1. 50 years of unprecedented affluence
2. Continued migration from rural to urban living

The combination of these two influencing factors has contributed to accountability not being taught or learned in childhood or in the family system.





“knowing and accepting that I make choices and that there are consequences for my choices and that I am responsible for the choices I make”



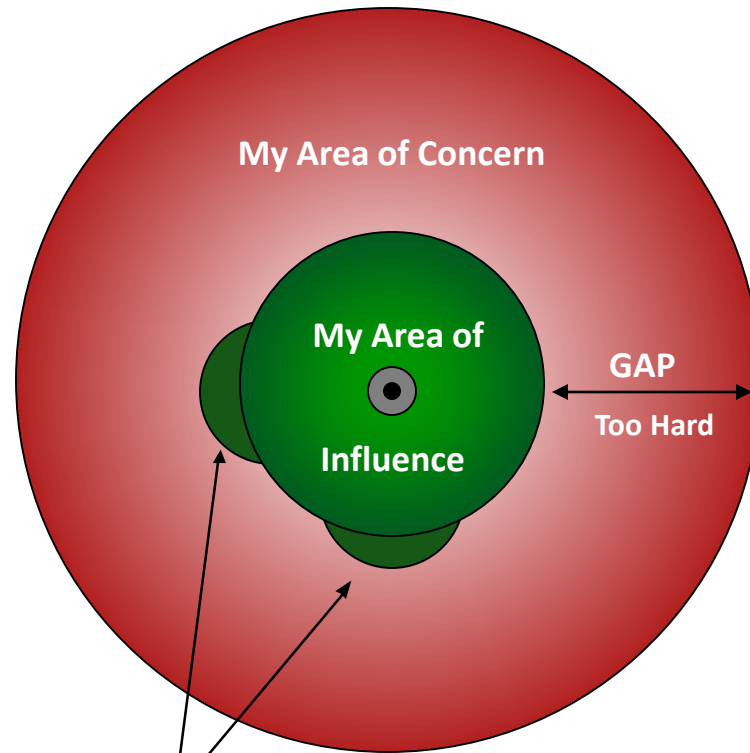


Exercise 1:

Please pick a partner, we will be working in groups of 2.



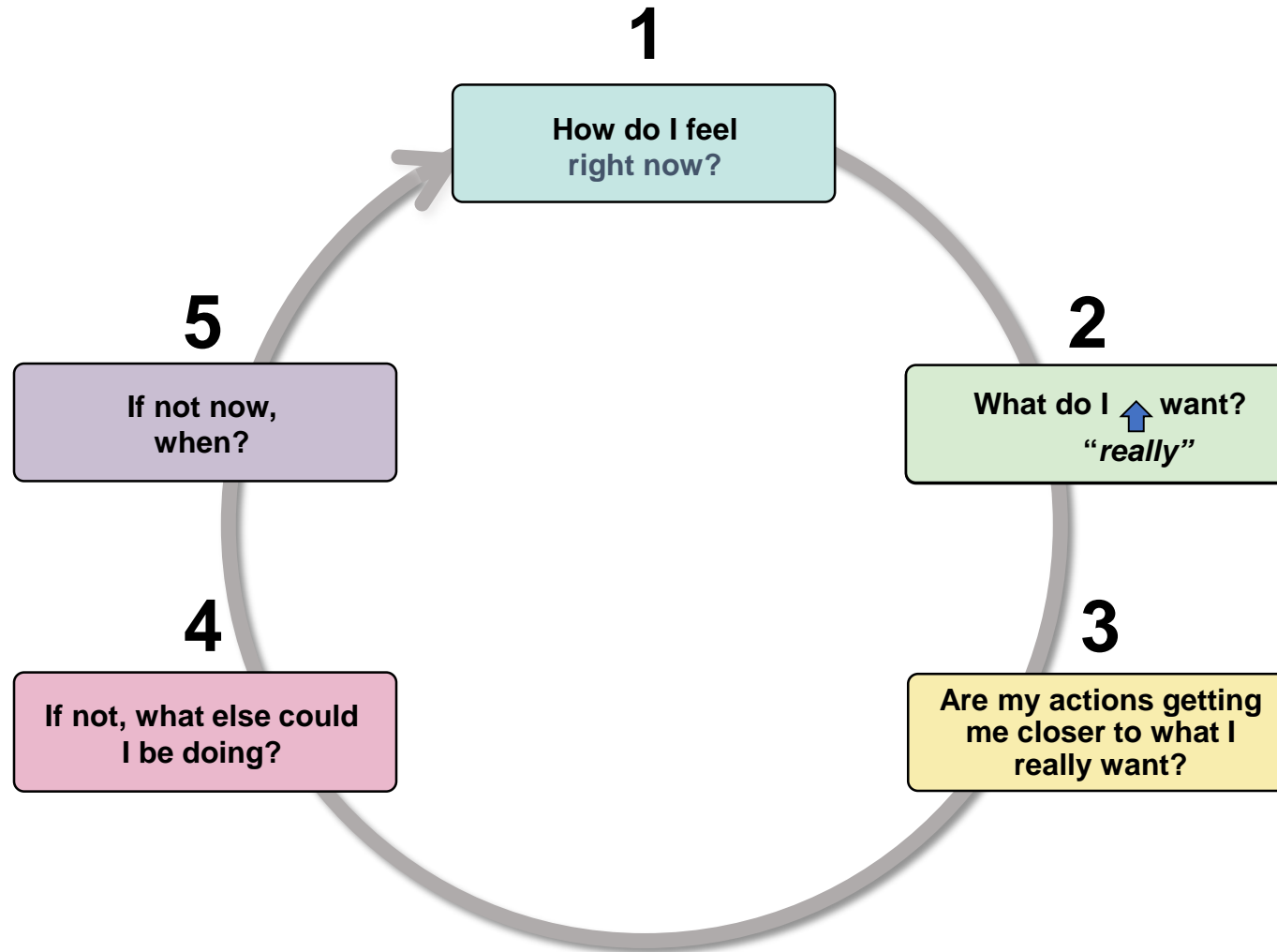
Area of Influence



Focus on where we can increase our influence.



Ownership Cycle





Exercise 2:

Please pick a new partner, we will be working in groups of 2.

Using a personal or work related story use the ownership loop with your partner.





Thank you for your participation & feedback!