



Message from the President

Greetings!

As my term as President comes to an end, I would like to express my heartfelt thanks to the Board, committees, and CAHRA members who have helped to make this an exciting year. It has been my honor to serve you and I have enjoyed watching our chapter continue to grow.

Our association has been serving the community and HR profession for 45 years. I am excited about the new leadership we will see in 2017 and the commitment of our current members to further the impact of the organization. It my pleasure to pass the torch to Tamara Bailey, as incoming President, and look forward to supporting her in her new role.

We will have our annual Christmas gathering on December 7th. There will be no formal presentation; just a time for fun and networking. Our Christmas charity is Canopy Children's Solutions (formerly MS Children's Home Services) and we will be collecting monetary donations for them at our December meeting. Please check out their new website at www.mycanopy.org and consider giving to this worthy cause and CAHRA will match all member donations.

As I prepare to step down as President, and reflect on 2016 and recent world events, I leave you with the following scripture, in hope that it will speak to you as it has to me.

"I urge you, first of all, to pray for all people. Ask God to help them; intercede on their behalf, and give thanks for them." (1 Timothy 2:1)

Jessica Kinard,
SHRM-SCP, SPHR



MEETING INFORMATION

DATE: December 7, 2016

TIME: 11:30am—1:00pm

LOCATION: Hilton

HOLIDAY NETWORKING!

2016 Officers

President

Jessica Kinard, SPHR, SHRM-SCP
Miskelly Furniture

President-Elect

Tamara Bailey, PHR, SHRM-CP
Jackson Heart Clinic

Vice President

Lindsey Hoskinson, PHR, SHRM-CP
RevClaims

Secretary

Tracy Osborn, SPHR, SHRM-SCP
Bomgar

Treasurer

Melissa Robbins PHR, SHRM-CP,
CBP
Southern Farm Bureau Life Insurance
Co

Past President

Shonda M. Kines, PHR, SHRM-CP,
CBP, CCP
Southern Farm Bureau Life Insurance
Co

RECERTIFICATION CREDIT:

2016 Holiday Charity Information

Canopy Children's Solutions
(formerly MS Children's Home Services)



Trusted provider of behavioral health, educational and social services solutions has helped hundreds of thousands of Mississippi children and their families.

After nearly 105 years of serving the most critical needs of Mississippi children and their families, Mississippi Children's Home Services (MCHS) is changing its name to Canopy Children's Solutions (Canopy). The name change serves to drive clarity of what solutions are offered through the agency as well as to create an identity that is memorable, unmistakable and easily understood by the children and families it serves and those who support its crucial work.

Canopy was established in 1912 as Mississippi Children's Home Society. It is one of the state's largest privately run 501(c)3 organizations with a record of stewardship excellence noted by the Mississippi Secretary of State's charitable records. Solutions offered through Canopy today include autism programs, intensive psychiatric care, intensive in-home solutions, specialized education programs, therapeutic foster care, crisis solutions and shelters, behavioral health solutions, adoption, family preservation and family reunification.

"We are not a state agency, and we are not a home for children. In fact, we are the opposite," said Dr. John Damon, CEO of Canopy. "Our previous name confused a lot of people and misrepresented the heart of who we are. We believe the best place for every child is in their own home and in their own community. In fact, just recently, a child entering one of our outpatient clinics saw our previous logo and asked his/her mother, 'why are you bringing me to a children's home?' This further affirmed the need for a name change."

Dr. Damon believes Canopy Children's Solutions communicates something very different. "The word 'Canopy' communicates safety and life," he said. "Every child builds a canopy tent in their room with their bed sheet – it is their own safe world. We are a safe place for children to come and grow and learn how to thrive. Also, replacing the word 'Services' with 'Solutions' communicates our commitment to demonstrable outcomes and real life solutions to real life problems. We are humbled to have transformed the lives of hundreds of thousands of children over the last 100 years and we will continue to pioneer new solutions and provide innovative programs to help children thrive and families overcome extraordinary challenges."

This presentation has been approved for one General Recertification Credit by the HR Certification Institute, and has been submitted for approval as one SHRM Professional Development Credit (PDC) for recertifying the SHRM-CP/SHRM-SCP credentials.



U.S. Citizenship and
Immigration Services

Click below for the updated Federal I-9 which
now expires on 08/2019.

<https://www.uscis.gov/i-9>

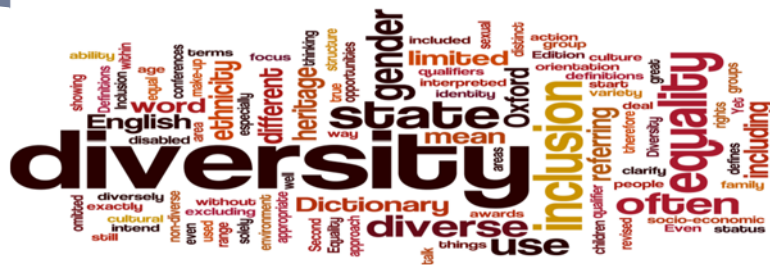


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The Importance of Diversity in Management

Innovation

One of the biggest reasons to employ a diverse work force is the broad base of cultural experience that will drive innovation. Whether an employee is management, mid-level or entry level, when everyone in the work force has a similar background, the creative process that drives innovation and problem solving is similar. A new perspective that doesn't match this "group think" is more likely to improve the business in a unique way.

Attracting Talent -- and Customers

Premier industry business talent prefers to work for or with a company that has a diverse work force. Customers also prefer to buy goods and services from diverse companies, too. These are two reasons that Forbes says to be truly successful in the global marketplace, a business must be authentically diverse. That means a company must develop a new model that embraces diversity as a central growth enabler.

From Recruitment to Strategy

Companies that embrace this authentic diversity will find that having only the requisite number of "minorities" in the workplace isn't enough. Instead, according to Forbes, companies are developing "chief diversity officer" roles that touch more than just recruitment and human resources. These CDOs will instead have greater control over areas such as strategy, marketing and sales. Companies that have diversity among the management staff will more easily fulfill the needs of a broad customer base.

Cultural Intelligence

Perhaps the most compelling reason to employ a diverse work force is cultural intelligence. When fellow employees and customers are diverse, the opportunities not just to learn but to appreciate what values other cultures hold sacred are limitless. Adopting these values as part of the business' core message and product fosters understanding between the cultures. When a business operates with diversity in mind, the opportunity for shared value -- both in profit and society -- is greatly expanded.

2017 Meeting Dates

January 5th 2017 (Thursday)

February 8th 2017 (2nd Wednesday)

March 8th 2017 (2nd Wednesday)

April 5th 2017

May 3rd 2017

June 7th 2017

August 2nd 2017

October 4th 2017

November 1st 2017

December 6th 2017

The September night networking meeting date will be announced at a later date.



Capital Area Human Resources Association

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