

Practical Approach: Clearing Up Our Vision - Part II

The word “investigation” gets used a lot as we talk about employee performance and challenges. However, workplace investigations completed by the Bureau of Human Resources are (or should be) a very rare occurrence. Most often, you as the leader, has the responsibility to understand what is going on with a team member or members. I want to clarify a few things on this subject.

BHR should lead investigations only in very specific circumstances where potential violations of an employee’s civil rights may have occurred. If an employee says that they have been harassed, discriminated or retaliated against, BHR will conduct a thorough investigation. You may need to take part in the process, depending on the circumstances. If you witness or receive a complaint, you should contact your Human Resource Manager immediately.

When it comes to other issues, BHR will assist you without taking the lead. Examples include:

- When two or more people have a difficult time getting along.
- When a team member may not have followed through on a procedure or policy.
- When safety is compromised.

As the leader of a team, one of the most important things you can do to build trust is address issues promptly and fairly. The good news is that you are not alone in your work as a leader. Together, we can build a great place to work for all our team members.

–Commissioner Darin Seeley

Register for the 2022 BHR Leadership Conference

Register now for the 2022 BHR Leadership Conference on Wednesday, September 7, at the Ramkota Conference Center in Pierre! As with conferences in the past, this is a unique opportunity for you to hear from renowned experts on leadership and communication.

In-person check in for the conference will begin at 7:30 a.m., with the event officially getting underway at 8:30.

Attendees will get a sneak peek of two new things BHR has been developing: SDLearn, a new Learning Management System, and (TITLE), a new development program for leaders across state government.

Participants will also be treated to four presentations from three dynamic speakers.

Joshua M. Evans is a keynote speaker, TEDx programmer, best-selling author, and corporate executive whose insights have been featured in the Harvard Business Review, the Wall Street Journal, the Huffington Post, and INC magazine. Joshua will be speaking about the importance of having a purpose included into your culture.

John Graci is a speaker, author, trainer, and member of the National Speakers Association with more than 25 years of management experience. He will be speaking to attendees about the benefits of streamlined intra-agency communication.

Anne Bonney is a best-selling author, podcast host, experienced leadership workshop facilitator, and an authority on change management. She will be teaching us how to build resilience and confidence during these challenging times.

[Click here to register for the 2022 BHR Leadership Conference.](#)



Organizational Development Tip of the Month: Don't Kill Your Passion for Work

In an October 2021 Fast Company article titled, “Why Doing too Much is Killing Your Passion for Work,” the author discusses how our obsession with productivity and innovation may be drawing us away from what we love to do on the job. The constant pressure may be killing the passion that helped to build the organization in the first place and can be associated with burnout. Tips from the article include:

Prioritize stimulating work. When your mental resources are limited, you need to make sure you’re doing the right tasks and filling your plate with things that add value and make you excited to go into work in the morning.

Know your limits. Focusing too much on productivity can be like setting the net too high – if something feels unreachable, it’s not even worth trying. That’s why in many instances, you should put less pressure on yourself to keep your motivation higher.

Choose meaning over productivity. Blandness or a lack of emotion is a defense mechanism in response to confusion, loss, and the emotional toil of adapting to a new set of circumstances. There will always be ups and downs in the business world but maintaining a passion and feeling satisfaction in the knowledge your creation or work helps others makes a dramatic difference on a personal level.

[Click here to read the complete article.](#)

Supervisory Summary

The Supervisory Summary is designed to give you a monthly 'heads up' at some of the more weighty topics in the upcoming Benefits and Well-Being Bulletin. The Training & Development Digest will return in September.

Benefits

Schedule Your Biometric Screening Today

An annual biometric screening is an important way to keep up with your overall health while ensuring life altering or threatening conditions do not sneak up on you.

There are two options for completing your biometric screening this year:

1. Complete your screening with your primary care provider (PCP) by taking the **Physician Form** to your PCP during your annual wellness preventive exam. Follow the instructions on the form and submit it to Total Wellness.
2. Attend one of the State sponsored screening events. **Click here to register.**

As a reminder, the biometric screening is one of two qualifications for the \$500 reward, the other is to complete the online health assessment on the beneFIT portal.

Next year, Biometric screenings will only be available through your annual wellness preventive exam with a primary care provider.

While an on-site biometric screening provides helpful information, there is no follow up when issues are discovered. The professionals involved do not treat conditions or help set long term goals for your health. Establishing a relationship with a PCP (a doctor or a nurse practitioner who specializes in family medicine or internal medicine) provides better health outcomes. Your PCP is equipped to detect early signs and symptoms of illness because they know your medical history and can connect with you regularly.

Because we believe maintaining a relationship with your primary care provider is the best way to help you maintain your health and well-being, starting July 1, 2023, we will no longer offer biometric screening events across the state. Screenings will be available as a part of your annual wellness preventive exam. This exam is covered at no cost once per plan year under preventive care, regardless of which health plan you choose.

We encourage you to make plans now by building a relationship your PCP. If you do not already have a primary care provider, **follow the steps here.**

Additional Topics:

- Benefits Contact Information
- HSA/FSA/HRA Comparison Chart
- Take the Online Health Assessment
- Discount Programs (Infographic)

August Well-Being Webinar: Walking for Mental Health

Our next EAP Well-Being Webinar will take place on Wednesday, August 31, at Noon, CDT. This webinar will focus on the benefits of meditative walking and walking in nature. Walking is a common source of exercise for many people, and it has well-recognized physical health benefits. Participants will review ideas for getting started with both types of walks, as well as labyrinth walking.

Click here to register for this webinar.

August Lunch and Learn: Covered Preventive Services and Livongo Diabetes Prevention and Management

The BHR Lunch and Learn series continues Tuesday, August 9, with a presentation on both covered preventive services and Livongo Diabetes Prevention and Management.

Registration is now open for this webinar. You can also download an Outlook calendar reminder on the Lunch and Learn page.

Click here to register for this webinar and download an Outlook calendar reminder.