

Practical Approach
OD Tip of the Month

BHR Trainings Through SDLearn
How to Approve Trainings

January 2023

Practical Approach – Be a Real Influencer

I must admit, I am a little out of step with the current culture. I do not understand the “relationship” people have with influencers on social media. Addison Rae, for example, whom I have never seen, has 149,000,000 followers. Her advice is, “you can’t fake a smile.” I think you can and often should.

MrBeast has a great goal, “make a lot of money, and then before I die, give it away.” I am hopeful that his generosity inspires his 52,000,000 followers to do better.

I love food, but at least 50,000,000 people like it more than me as they follow Nusr_et (also known as Salt Bae), who said, “The shape of the meat and the taste of it starting from the top down is a part of me. All of my feelings are coming from inside of the meat down to when I put the salt onto the meat.”

So why am I writing about these individuals? Because as a leader, you are influencing people’s lives every day. Whether consciously or unconsciously, your words, actions, and inactions do more to impact the lives of the people on your team than you may realize. What you need to do then is make conscious decisions about what you do so you can make positive impacts. Like MrBeast, you can inspire behavior that delivers better service, a positive outlook even in difficult times, and change lives for your team members, their families, and your customers.

This is also important to me because I think these numbers reflect something really important for you. People are seeking out relationships and guidance. This provides you with an opportunity to be a real influencer. Real because the relationship includes reciprocal care and dialogue in person, in real-time. You can help others meet their goals when you know what they are. You can coach those who need it to be their best. You can enhance understanding when you communicate effectively.

Your team, your family, and your friends are all looking for relationships. Give them that and your influence will be felt far beyond your career and lifetime.

–Commissioner Darin Seeley

SDLearn is Now Home to All BHR Training Content

Last month, the majority of BHR training content was removed from the BHR website and ported over to SDLearn, the state’s new learning management system.

This means all personal and professional development courses (both virtual and in-person) are now only available on SDLearn. Additionally, employees who want to register for special events like the BHR Leadership Conference, the Administrative Professionals’ Day conferences, or Training Tuesdays, will need to do so through SDLearn. These courses will be available along with the 2,600 prepopulated courses from Content Anytime.

SDLearn is currently available to all employees under the control of the governor. BHR will be meeting with all agencies not currently utilizing SDLearn to determine their plans for continued access to BHR Training courses and special events.

If you are having trouble accessing SDLearn, please email LMSHelp@state.sd.us.

[Click here to visit SDLearn.](#)



How to Approve Training Requests Through SDLearn

With the launch of SDLearn, employees will now need to log in to sign up for BHR training courses. This includes virtual and in-person professional development and supervisor courses.

Supervisors will be notified via email when an employee requests to enroll in any training course where there is a cost associated. You can click on the link in the email or log directly into SDLearn to approve the training request. (There is a button on the welcome page titled “Approve Training Request.”)

Once a request has been approved, employees will be notified via email and they will also receive a meeting invite for the particular event.

Organizational Development Tip of the Month: It's Time to Stop Following the Golden Rule

Harvard Business Review's 2022 article, *It's Time to Stop Following the Golden Rule*, suggests that we swap out “Treat others as **you** would like to be treated” for “Treat others as **they** would like to be treated.” Not everyone sees the world through the same lens, and it is important to be respectful to coworkers and team members as individuals.

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

Supervisory Summary

The Supervisory Summary is designed to give you a sneak peek of topics in the upcoming Benefits and Well-Being Bulletin and the Training & Development Digest.

Benefits

What's Included in My Free Annual Wellness Preventive Exam

No one likes to be surprised where their health is concerned. That is why the health plan offers one annual wellness preventive exam per member per plan year at no cost to you.

Scheduling these no-cost health services each year may help you and your covered family members stay healthy and save money on treating expensive illnesses.

To see a full list of covered preventive services, visit the **Wellmark ACA Preventive Services List**.

Click here to learn more about health and pharmacy benefits available to you.

Additional Topics:

- Well-Being Program Coaching
- Preventive Care with Delta Dental
- Livongo Diabetes Prevention
- Biometric Screening Reminder
- Rethink Your Drink Challenge
- Lunch and Learn: MetLife Refresher
- EAP Well-Being Webinar: Healthy Lifestyles
- Preventive Screenings and Immunizations (Infographic)

Training & Development

Training Tuesdays Returns February 21

From Distracted to Productive: Finding Your Focus in Today's Interrupted World

E-mail. Texts. Interruptions. Project Transitions. Office Clutter. Social and Other Media. Smart Phones & Tablets. Even Family and Friends. These common "distractors" sometimes make it almost impossible to get anything done. It sometimes seems like there is always SOMETHING getting in the way of what you really need to do. In this new program by popular time & tech management speaker Randy Dean, we'll look at each of these key areas of distraction and define strategies for enhancing long-term focus, productivity, and performance.

Randy Dean is a highly regarded time management, e-mail/information overload, distraction & e-distraction management, smart phone/tablet usage speaker, author, and expert.

When: Feb 21, 2023, from 10:00 – 11:30 a.m. CT
Cost: \$30 per participant

Visit SDLearn to register for this webinar!

Additional Topics:

- SDLearn Highlights
- WINDMILLS Training Program: Harness the Power of Inclusion
- Register for BHR Training Courses with SDLearn