

Practical Approach
OD Tip of the Month

Training Tuesdays
New LMS SDLearn

October 2022

Practical Approach: Valuing Team Members as Individuals

I recently had a conversation with some members of my team over lunch. It was a great opportunity to get to know them in a different environment and we discussed a variety of topics. Eventually, our discussion led us to the subject of diversity and inclusion.

Diversity brings amazing opportunities. People with different experiences and backgrounds can create better outcomes when they work to solve problems. But diversity isn't without challenges because difference brings conflict. This is why the second part of this phrase, inclusion, is so important.

Inclusivity is a BHR value. *We believe in fostering a diverse, welcoming, safe, and healthy work environment that values the experiences and contributions of each individual.* That last word, individual, is critical. It's very easy to label groups of people and then think about these groups as somehow different from us. I believe when you value individuals, you are doing the right thing for the team, the organization, and yourself. So, what effect will this have on your team?

Valuing people as individuals shows up in every interaction. Be respectful, not just of position, but of people. Give them the opportunity to do their best work. When an individual's performance needs improvement, value the person enough to tell them respectfully. When someone does an outstanding job, thank them, publicly if possible. Appreciate that each person brings a unique experience and perspective and listen to them. Encourage questions and respectful conflict to get to the best possible outcome.

The value of these individuals, not the group they represent, whether on your team or those you serve, should drive every interaction, recommendation, and decision you make.

—Commissioner Darin Seeley

Register for Training Tuesdays

Training Tuesdays returns on Tuesday, October 18, with Workplace Resilience: How to Thrive at Work to Become the Authentic You.

Whether you are facing challenges that have resulted from organizational change, interpersonal relationships, or increased workloads, you need specific tools and techniques to not only survive times of hardship but thrive as a result of them.

As you strengthen your knowledge base and thrive to become a better you, studies have shown an increase in productivity, improved self-esteem, increased job satisfaction, and more. Why struggle when you can thrive as the authentic you? This presentation will:

- Re-establish your passion and commitment to your work to advance your life and career.
- Minimize work related stress to increase productivity and your morale.
- Recharge your mind-set in search of optimism and opportunity.
- Encourage personal responsibility by taking charge of your career in a strategic way.
- Promote a sense of health and wellness in facilitating your professional development.

This webinar is presented by Screen Actress Guild (SAG) actress, poet, and speaker Michelle Perdue.

Date: Tuesday, Oct 18 Time: 10:00 – 11:30 a.m. CT
Where: Zoom Cost: \$30 per participant

[Click here to Register.](#)

What Can You Expect from SDLearn, the State's New LMS?

The new LMS is almost here. As a manager, you will have the ability to browse both on-demand and BHR training courses. Online, virtual, and in-person courses will all be available.

SDLearn is designed to give you the ability to assign training to members of your team, track their progress, and review outcomes. Your direct reports can also sign up for training independently as they have in the past. Any training that costs money will need to be approved by you through the LMS.

BHR compliance training, BIT cybersecurity training, employee onboarding, and Leadership Development will all soon be rolled into the site. Your agencies will soon have the option to include their own agency-specific training as well as as well as an option for agencies to offer specific courses to external users. This portion of the LMS will roll out at a later date.

The full launch of SDLearn is scheduled for late October. Please be on the lookout for an email that will contain more details.

SDLearn content is available to all employees under the control of the governor. Other employees can access SDLearn as an external user to sign up for BHR specific trainings.

Organizational Development Tip of the Month: Why Employee Engagement Doesn't Mean Better Productivity

In Forbes's July 7, 2022, article titled, *Why More Employee Engagement Doesn't Mean Better Productivity*, the author states that employee productivity is directly tied to investing in better technology, automating tasks, focusing on team efforts, investing in culture, trusting employees, and offering more flexibility to employees.

By catering to specific engagement and productivity initiatives, organizations can not only retain top talent but also enable them to be more productive in their work.

[Click here to read the complete 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

Flu Shot Clinics Now Available

State-sponsored employee flu shot clinics are now available. This is an opportunity to protect yourself and the ones you love from illness. Influenza affects thousands of South Dakotans every year. Getting a flu shot is one of the most important ways to help protect our workplaces and communities. Both traditional and drive-through clinics will be offered across the state.

If you are unable to attend a designated state employee flu shot clinic shown on the schedule, you can call a local Department of Health site and schedule an appointment. Employees are encouraged to call ahead for appointments.

Masks are required for indoor events and will be provided on location. A completed consent form will be required to receive flu vaccinations. Please fill out all appropriate fields including insurance info.

If you cannot print the form, you may fill out a paper copy at the clinic site when you arrive. You can take a picture of the completed form with your phone if you wish to retain a copy for your records. You are also encouraged to review the Vaccine Information Statement on the BHR website.

State employees and eligible dependents enrolled in the state employee health plan may receive a flu vaccination at a DOH-sponsored event at no cost. A complete list of state employee flu shot clinics and required forms **are available here**.

Additional Topics:

- Contacting the Benefits Team
- Breast Cancer Awareness Month
- Reap Rewards for Volunteering
- October EAP Well-Being Webinar
- October Lunch and Learn Webinar
- HSAs, HRAs, and FSAs (Infographic)

Special EAP Parenting Webinar Series

Together with our Employee Assistance Program vendor ComPsych GuidanceResources, we will be presenting a four-part webinar series on Parenting beginning later this month. Each installment will be presented through Zoom from 1:00 to 2:00 p.m. CT.

- October 18 – Building Your Child’s Self-Esteem
- October 25 – The Emotionally Healthy Teen: Dealing with Issues of Substance Abuse, Depression, Suicide, and Eating Disorders
- November 1 – Helping Children Develop Strong Ethics and Values
- November 8 – No Such Thing as a Perfect Parent

Whether you’re expecting your first child or seeing your youngest enter high school, there is something for every parent in this series.

To learn more or register for this series, please [click here](#).

Training & Development

Upcoming Topics:

- Training Tuesdays
- Check out the new LMS page and Q&A Document
- How to get started with SDLearn (Infographic)