



- **President's Welcome**
- **COVID-19 Resources on LSHRM Website**
- **Updating Profile Contacts Information**
- **2 New Directors**
- **Give-A-Day Campaign**
- **Team Kentucky**

Today's Give-A-Day Campaign

CALL FOR DONATIONS!

The SHRM Foundation's mission is to mobilize the power of HR and activate the generosity of donors to lead positive social change impacting all things work. The Foundation is committed to elevating and empowering HR as a social force through its innovative solutions to workplace inclusion challenges, programming designed to inspire and empower the next generation of HR leaders, and awarding scholarships and professional development grants to educate and develop students and HR professionals. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management.



Online Donations

<https://www.lshrm.org/SHRM-Foundation>

LSHRM placed 7th of the top 25 donors for 2019

For more information, contact Christie Jackson at Director, Special Events and Foundations Sponsorship@lshrm.org or visit <https://www.shrm.org/foundation/about/pages/about-us.aspx>

We're in this together. #SHRMFoundation

Healthy at Work Timeline

Team Kentucky

Healthy at Work | May 2020



- May 11**
- Manufacturing, Distribution and Supply Chain Businesses
 - Construction
 - Vehicle or Vessel Dealerships
 - Office-based Businesses (50%)
 - Horse Racing (No Fans)
 - Pet Care, Grooming & Boarding
 - Photography

-
- May 18**
- Government Offices / Agencies

-
- May 20**
- Funeral Homes
 - Retail

-
- May 22**
- Restaurants: 33% Capacity + Outdoor Seating

-
- May 25**
- Cosmetology Businesses
 - Hair Salons/Barbershops
 - Massage Therapy
 - Nail Salons
 - Tanning Salons
 - Tattoo Parlors



10 RULES + INDUSTRY-SPECIFIC GUIDANCE

- Telework when possible
- Phased return to work
- Daily temperature / symptom checks
- Universal masks & PPE
- Close common areas
- Social distancing
- Limit face-to-face meetings
- Sanitizer / hand wash stations
- Special accommodations
- Testing plan



TENTATIVE JUNE OPENINGS

- Fitness Centers, Movie Theaters
- Campgrounds
- Some Childcare, Low-touch Sports (Outdoors)



Being Well & Living Well In Times of Uncertainty

Presented by:
LSHRM Wellness Team

Chad Barnes, Bonnie Bowles, Tiffany Cardwell,
Annetta Hunter & Leslie Scott

May 12, 2020

Our LSHRM Wellness Team



Chad Barnes grew up in Chicago and moved to Louisville in the late 90's. He is a graduate of the University of Louisville, married with 1 daughter. With almost 20 years in the insurance industry, Chad has partnered with New York Life to help individuals, families and businesses plan for their financial future. At New York Life, they cannot predict the future, but they help clients prepare for the future.



Bonnie Bowles grew up in Ohio and moved to Louisville 16 years ago with her husband of 26 years. They have 8 children. She graduated with a Masters Degree from Ashland Theological Seminary. Bonnie has served the last 5 years as the Community Outreach Educator for Lowe Chiropractic & Wellness. Her passion is to connect with companies, through free Massage Day's and Lunch and Learns, to help their team members Feel Better, Get Better and Stay Better!

Our LSHRM Wellness Team



Annetta L. Hunter is the Founder and CEO of Hunter Coaching and Consulting, LLC. A Wellness Company. Educated at the Boston Architectural College in Boston, MA, Annetta utilizes her diverse Corporate background, education, experience and skills into her work as a Certified Personal and Corporate Wellness Coach, focusing on Stress Resilience Counseling. Annetta is an Author and Speaker, as well as an active Board Member for the Work Site Wellness Council of Louisville and the Louisville Society for Human Resource Management (LSHRM). She is mother of twin 13-year-old boys and a caregiver to her mother.



Leslie Scott currently serves as a Consumer Engagement Professional, promoting Humana's Go365 wellness program to approximately 100 clients. Her expertise lies in over twenty years of experience in providing internal/external development, team effectiveness and engagement at all levels of an organization. Designing & implementing strategic plans, she develops high performing, engaged teams. In addition, Leslie is WELCOA Faculty Certified, licensed in Health/Life Insurance, Wellness Co-Chair for LSHRM and Director of Partnership/Sponsorship for WWCL. She is passionate about healthy living and inspiring others! Outside of work, Leslie is a mother of three daughters and a "Lolly" to her adored grandson.

Our LSHRM Wellness Team



Tiffany Cardwell is a Principal Advisor with MCM's HR Solutions Group. She has more than 20+ years of experience in domestic and international HR within various industries. Tiffany graduated with a BA from Northwestern and her MS from Loyola University in Chicago and holds her SHRM-CP, PHR and CCP Certifications. She is an active community leader and serves on many civic and charitable boards and committees. Tiffany has been recognized as one of Business First's "Forty Under 40" and "20 People to Know in HR" and is a past recipient of the KYSHRM "Lyle Hanna Spirit Award for Excellence." She is currently the LSHRM Director of Wellness, the KYSHRM Foundation & Philanthropic Director and was a Past President of LSHRM. Outside of work, Tiffany enjoys time with her husband Shawn of 26 years, her kids Ryan and Haley, and their beloved dog King.

Ground Rules

- Be Present
- Instead of your phone numbers, please go to the Rename option and place your First & Last Name so that we know who all is present
- Stay on Mute
- Use the Chat Box for Responses or Questions
- Responses Monitored
- Share Best Practices





Agenda

- Identifying strengths and sources of resiliency and support to leverage during challenging times
- Tips for supporting others, including children and teens
- Various strategies for resilience and emotional well-being
- Best Practices Discussion

Responses to stressful situations

During times of high stress, it's natural to feel:

- Overwhelmed, shocked
- Frightened
- Anxious
- Distressed
- Sad, irritable or angry
- Worried
- Confused
- Helpless, powerless



These reactions may express themselves in different ways, including:

- Anxiety about commuting or traveling
- Anxiety around strangers or in a crowd
- Difficulty concentrating
- Changes in sleeping and/or eating patterns
- Unusual irritation, agitation, heightened sense of alertness and jumpiness
- Preoccupation with the news
- Concerns about family members and friends
- A strong desire to be with friends and family



We all respond differently to challenging situations

- Each person's reactions will differ depending on various factors
- Current situations may trigger past traumatic experiences
- Pre-existing mental health and/or substance abuse issues may be triggered or amplified
- In uncertain or distressing times, many people need concrete assistance and someone they can talk to
- However, people are resilient - everyone has natural strengths they can call upon



Five intervention principles: essential needs

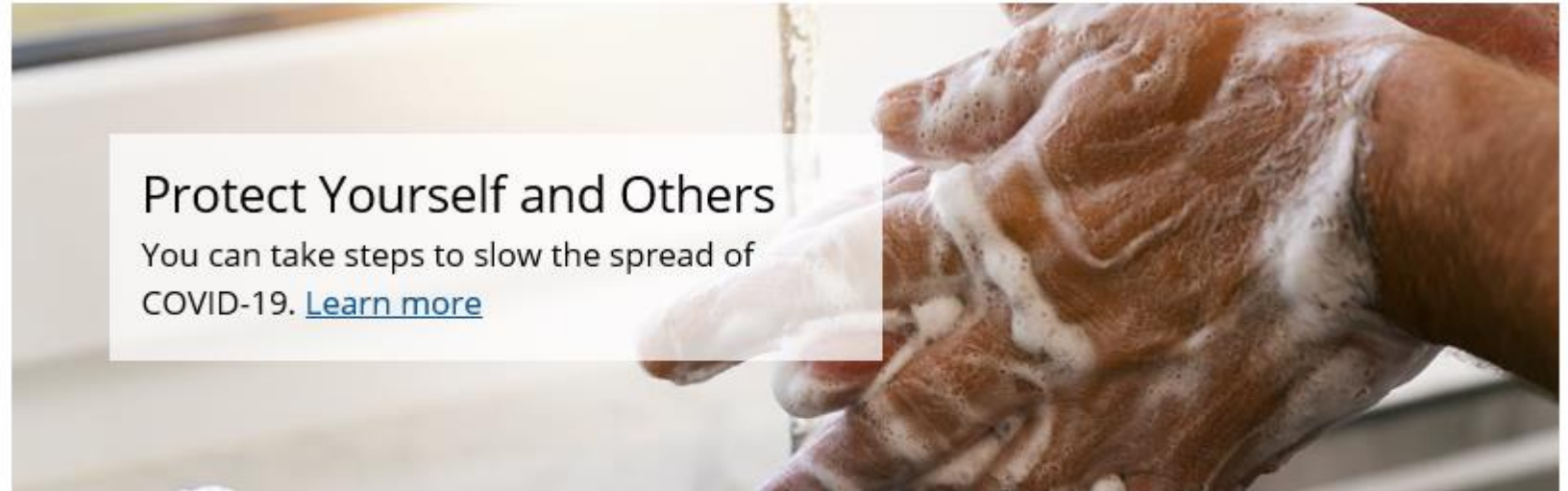


The role of work in times of distress

- Engaging in normal work and daily-life activities provides structure and stability
- The “work family” is often a tremendous source of strength and encouragement
- Mutual support among coworkers
- Lending a hand to cover for someone who is unable to work
- Supporting connectivity and connectedness if your team is working virtually
- Checking in on colleagues working from home



CDC Guidelines to prevent illness



Protect Yourself and Others

You can take steps to slow the spread of COVID-19. [Learn more](#)



How Coronavirus Spreads



Cleaning and Disinfecting Your Home



How to Protect Yourself



Social Distancing



Cloth Face Covers



Wearing Gloves

Shifting to Work at Home



- Think through your regular responsibilities, and meet with your manager to determine best strategies
- If needed, ask for training or support to adapt to remote work tools, and practice using them with colleagues to increase your comfort level
- Help support colleagues adjusting to remote work
- Be patient with yourself and others during the transition to a new work style and environment

Incorporate a Corporate Wellness program.

- Focus on work and life stress resilience
- Provide an EAP – Employee Assistance Program
- Have a dedicated HIPAA Compliant Coach, a Counselor or a Physician on-site

Some signs your employees may be in distress upon returning to work include:

- Changes in performance and productivity
- Calling in sick frequently
- Irritability and anger
- Difficulty concentrating
- Excessive worry

Incorporating a Mental Wellness Program to address this new trauma now can make the transition back to work much smoother, and your employees will know you care!



In Honor of Mental Health Awareness Month:



Incorporate Mental Wellness Programs

Self-care is critical
for resilience



Well-being strategies: nutrition, exercise and sleep



Eat healthy and stay hydrated



Exercise often



Practice sleep hygiene

See well-being resources at the end of this presentation.
Talk with your healthcare provider before starting a new exercise routine.

Well-being strategies: mindfulness, deep breathing and social support



S.T.O.P. to practice mindfulness throughout the day



Practice deep breathing, progressive muscle relaxation and other stress-relieving exercises



Cultivate (virtual) connection

See health and well-being resources at the end of this presentation.

Other ways to care for yourself



Tips for caring for others



Helping children



- Let children know:
 - You care for them, and you and others will be there to help take care of them
 - It's okay for them to feel upset
 - The event or situation is not their fault
- Try to keep normal routines as much as possible, or make new ones together
- Minimize exposure to news and media that is not child-friendly
- Let children express feelings through talking, writing, and drawing pictures
- Have extra art supplies, games, books and activities on hand on case you have to spend lots of time at home and indoor

Helping teens and adolescents

- Ask what might help them cope
- Give them space and time to talk about their feelings and concerns
- Make sure they know you are there for them
- Help them make the shift to online classes and a new schedule, if needed
- Support them in staying connected with friends virtually
- Be patient as they – and you – adjust to a new and rapidly changing situation



If someone seems to be struggling emotionally...



- TRUST YOUR GUT
- Don't assume that someone else will help
- Talk to the person privately, using phrases such as:
 - *"How are you doing?"*
 - *"You don't seem to be yourself lately. Is everything OK?"*
 - *You don't have to be a mental health counselor to help*
 - *You are not trying to diagnose or solve the person's issues*
- Simply showing you care for colleagues, friends or family members – can make all the difference

Helpful Resources - Children

Craft Activities

Happinessishomemad.net - Up to 5th grade

Freekidscrafts.com - all ages

Crafts-for-all-season - all ages

<https://www.pinterest.com/djunecoleman/crafts-for-all-seasons>

Disney Nature

A variety of educational materials for curriculum, lesson plans, and fun activities that build on videos for students grades 2-6

<https://nature.disney.com/educators-guides>

Get Energy Out

GoNoodle - Kids Videos App

<https://playtivities.com/obstacle-courses-for-kids>

Kids Activities

List of Education Companies Offering Free Subscriptions Due to School Closings

<https://kidsactivitiesblog.com/135609/list-of-education-companies-offering-free-subscriptiona/>

Helpful Resources - Teens

Empowered Single Moms

<https://www.empoweredsinglemoms.com/fun-activities-for-teens-when-bored>

Operation Parent

<https://operationparent.org/product/the-parent-handbook/>

Sami Cone

<https://www.samicone.com/things-for-teens-to-do-while-stuck-at-home/>

Suburban Simplicity

<https://www.suburbansimplicity.com/100-activities-bored-teen>

YMCA Safe Place

<https://ymcasafeplaceservices.org/>

Helpful Resources – Mental Health

Centerstone Crisis Hotline

<https://centerstone.org/>

Eastern Area Community Ministries

<https://www.eacmonline.org/>

Families First

https://www.familiesfirstindiana.org/50-family-activities-that-don-t-involve-screens?gclid=EAlaIQobChMIhfHMvIWu6QIVydSzCh2KXQHeEAYASAAEgL_QfD_BwE

Shelby Men's Recovery Center

<https://www.voamid.org/shelbymenscenter>
<https://louisvilleky.gov/government/neighborhood-place/services/find-your-nearest-neighborhood-place-location>

Volunteers of America Mid-States

<https://www.voamid.org>

Helpful Resources – Mental Health

Bridgehaven

<http://www.bridgehaven.org/>

Center for Behavioral Health at Spalding University

<https://behavioralhealth.spalding.edu/>

Hunter Coaching and Consulting – A Wellness Company

www.huntercoachingandconsulting.com

Lowe Chiropractic & Wellness

<https://www.lowechiro.com/>

Mandala House

<https://mandalalouisville.com/>

Work Stress Guru

<https://www.workstress.guru/>

Helpful Resources – Mental Health

New SHRM Partnerships

- **One Mind** is the leading health non profit organization that focuses on healing the lives of people impacted by brain illness and injury. <https://onemind.org/>
- Our other mental health partner is **PsychHub**, the world's online platform of digital education on mental health issues. <https://psychhub.com/>



Key takeaways

- We can all play an important role during times of distress
- Know the well-being resources available to you and your family and how to access them
- Be there for the people around you: check in with loved ones and colleagues
- Do not wait until a concern or feeling of distress becomes a problem: Lean on your network and resources available



Best Practices Discussion





- **Upcoming Events**
 - HR Connect
 - New Member Orientation
 - CAPs: Career Stallers: Behavior That Can DeRail Your Career
- **Updating Profile Contacts Information**
- **UL Student Chapter Meeting Thursday, May 14th**
 - Tiffany Cardwell & Meredith Yu
 - Compensation Basics 101



- Key driver of a city-wide movement to fuel innovation in employee engagement and retention.
- Huge thanks to our partners!!!
- We are thrilled that we received nearly 700 survey responses with an 86% completion rate.
- With the dust kicked up from COVID-19, we are now finalizing the data results.
- We will be scheduling a data reveal event very soon.



Approved for Certification Credits:

SHRM Activity Code: 20-S4HQJ

HRCI Activity Code: 522997 for Business/Strategy Credits



