



# Newsletter

Seeing the Workforce in High Definition

July 2009

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### Newest Additions to the BHI Family



### Quick Links...

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## New BHI Leadership Integrity Tool

by Kevin Impelman

### Did you know that:

More than 90% of adults have experienced psychological or emotional abuse at some time during the span of their career.

75% of working adults report the most stressful aspect of their job is their immediate boss.

A poll of senior human resource execs estimated the cost of derailment to be between \$750,000 and \$1,000,000 per senior manager.

While integrity is one of the most valued and desired characteristics organizations look for in its leaders, it can be very difficult to assess in a typical selection process. BHI has developed an assessment that includes scenarios related to misuse of power, manipulation of information, and condoning wrongdoing of others. A group of BHI clients completed a pilot version of this assessment and provided confidential reports of counter-productivity which supplied the information needed to score and validate this assessment. What resulted is a powerful tool to evaluate a leader's integrity that can be incorporated in your current selection process. [read more](#)

## Will You Make the Shift?

by Jill McFarland

There were a few powerful underlying messages at this year's [People Report](#) QSR Conference themed "Shift Happens." Among them were the use of technology and social networking, the way the QSR industry is dealing with the state of the economy, and the fact that we must take control of our destiny because old standards no longer apply. The two day conference was packed full of thought leading information but if I included everything I found of value this would be many pages long so I've provided some highlights.

The Conference kicked off with futurist and author of "[The Shift Age](#),"

## BHI Blog Updates

### Results-Oriented Leader or a Bully?

by *Kevin Impelman*

Kevin discusses the prevalence of bullying in the workplace and how to distinguish "bullies" from "tough bosses."

[read more](#)

### The Peter Principle- Alive and Well

by *Heather Graham*

"People tend to be promoted up to their level of incompetence."

[read more](#)

### HOW DO YOU MEASURE YOUR SUCCESS AS A WORKING MOM?

By *Lori Bierman*

A major part of my job as a Senior Consultant at BHI involves building competency models for my clients. Competencies are a collection of behaviors, skills and knowledge, that when demonstrated on a regular basis, drive success. As a consultant, I know how to measure my performance and success - I know where I excel and where I need to continue to grow. But I also have another very important job: MOM. With everything I have going on at work, I started wondering if I was being successful as a WORKING MOM. Some people just "know" they are doing it right, but not me - I need a measure! So, I started a list of WORKING MOM COMPETENCIES.

[read more](#)

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[David Houle's](#) impactful presentation on what we can look forward to in our lifetime and beyond. Houle delivered a heavy dose of reality on how truly global we are becoming now that time, distance, and location are no longer relevant for human communication. Everything is moving at a faster and faster pace. Power is shifting to the individual, and businesses are going to have to take into account individual's emotions around products and services. David gave some powerful examples of his basis for these predictions including how fast internet adoption has occurred in contrast to the adoption of television and other information delivery vehicles. Although Houle mentioned that long term planning would no longer be useful I walked away feeling optimistic about what's to come. [read more](#)

## Learn More About BHI's Applicant Tracking System by Signing up for a Webinar

**BHI**



administration needs.

[CLICK And Hire](#) provides a web-based hiring system which quickly and easily takes candidate job applications online, pre-screens candidates, assesses their fit for a position, and routes their information for tax credits, background checks, and other H.R.

BHI will host 2 more public webinars for any interested companies. Please use the link and Conference number to join a webinar, or email [kwalker@batrushollweg.com](mailto:kwalker@batrushollweg.com) to sign up in advance.

Thursday, July 9th at 3pm CST (4pm Eastern/ 1pm Pacific): To join the GoTo Meeting, [click here](#) and call 309-946-4601

Access Code: 503-615-017

Meeting ID: 503-615-017

Tuesday, July 28th at 11am CST (12pm Eastern/ 9pm Pacific): To join the GoTo Meeting, [click here](#) and call 218-844-4926

Access Code: 894-622-056

Meeting ID: 894-622-056

## Trait of the Month: Self Reliance

by *Scott McTague*

Great managers and leaders have the capacity and self-motivation to assume responsibility for their work, relationships, and results, make independent decisions, and accept ownership over the consequences of their actions. This level of accountability often separates average managers and leaders from the great ones.

But can assuming too much accountability actually have a negative impact? Our experience and data say yes. Managers and leaders who score excessively high on self-reliance often have a difficult time delegating tasks and giving opportunities for growth and challenges to their direct reports. Their natural tendency is to take care of the problem themselves rather than evaluating whether that issue could be handled by someone else. This can have the dual effect of 1) creating an

unmanageable workload for the manager or leader and 2) robbing direct reports and other stakeholders of developmental opportunities. [read more](#)

### Thinking Outside of the Cube - Janlee Hoppers



Raised in a small town in Oklahoma, the big city lights were calling Janlee's name when she moved to Texas in 2000. She has been with BHI for a little over 9 years. She is an avid sports fan - football being her first love, followed closely by NASCAR, Hockey, Baseball, Basketball, and Sumo Wrestling. Janlee enjoys being on the BHI Community Service Committee where she gets to help a local animal shelter & provide Christmas gifts to the less fortunate. Janlee doesn't have pets of her own, but her family has a combination of 4 dogs & one cat.

Janlee is active in her church volunteering, teaching her 3 year old Mission Friend class, teaching Vacation Bible School, and helping organize a variety of events.

Thank you for your continued support and interest. For questions or comments on any material in this newsletter please contact:

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