

# DHR

May 2017

## Idaho Division of Human Resources

*Executive Office of the Governor*

### **Message from the Administrator**

As I review this last year, I am proud of our achievements and the future of DHR. In July of 2016, I outlined my immediate goals for this agency as follows:

1. Expand DHR Offered Training: MBTI, Emotional Intelligence, 360, Temperament, Interaction Styles, Crucial Conversations and Supervisory Academy. *We have been able to expand DHR's Supervisory Academy by adding five additional cohorts and have trained more than 600 state employees over the last 14 months. Agency Crucial Conversations classes have doubled in the past year, and with Legislative approval, the transfer of CPM® and the Health Matters program.*
2. Conduct regular HR meetings to provide training and identify fed/state law implications. *Our third forum will take place on May 25th and in the future, I hope to add additional opportunities for agency HR staff to meet and collaborate in a group setting.*
3. Improve DHR website with HR & public sections. Include accessible electronic trainings to assist agencies. *We have updated our website and continue to work on our HR intranet. We have developed on-line training tutorials for IPERFORM and are in the process of developing similar tools for the Applicant Tracking System(ATS) and cybersecurity. After recent Legislative approval, DHR will begin work on an RFP to contract for replacing the ATS System.*

I look forward to seeing you at our Spring Forum on May 25th and, as always, please do not hesitate to contact me or the DHR staff if you have any questions.

- Susan E. Buxton

### **DHR Spring Forum**

DHR has scheduled the next forum for all HR Professionals and agency leadership on May 25, 2017. Forum updates include legislation session overview and Group Insurance benefit information. DHR welcomes Tom Hardison to present "*Leaders Who Coach*". This is a researched based program which strengthens supervisor, HR, and leadership skills by engaging and empowering employees with purposeful coaching strategies. If you will be attending, please email or phone your DHR Consultant.

### What's New on [dhr.idaho.gov](http://dhr.idaho.gov):

- [Cybersecurity Executive Order Information](#)



# Executive Order 2017-02

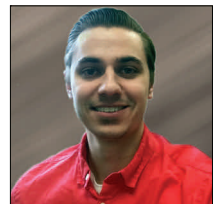
DHR has started the process of assisting state agencies with initial implementation of Executive Order 2017-02: Findings of the Cybersecurity Cabinet Task Force. Commitments from agency Directors have been submitted acknowledging the adoption of the NIST Framework. Training Plans for agencies have also been drafted. DHR continues to research the best course curriculum to purchase for each agency to implement. Please visit our new Cybersecurity webpage at <https://dhr.idaho.gov/Training/Cybersecurity.html> for an informational video, copies of all notices sent to agencies and a list of FAQs.

## Welcome to the Team!

**Paul J. Spannkebel**- Mr. Spannkebel joins DHR after serving as administrator of Operational Services for the Idaho Department of Health and Welfare for a decade. He earned his bachelor's degree in Human Resource Management from Ottawa University and served in the Navy nuclear power program aboard the USS Nimitz and USS George Washington. Spannkebel is a certified Master Practitioner for Myers-Briggs Type Indicator personality testing, and currently is a board member for the State's Certified Public Manager Program.



**Kyle Perry**- Mr. Perry holds a Bachelor's Degree in Workplace Training and Leadership from Idaho State University. He joins DHR as a Training Specialist and will focus on the Supervisory Academy courses. He has over five years of experience as a Designated Trainer. Perry is a great addition to the DHR staff and provides DHR the opportunity to expand training opportunities for state agency employees.



## Certified Public Manager® Program



The Certified Public Manager® Program is in the process of updating its website, with an anticipated roll out date of May 12, 2017. With recent legislative approval, DHR is officially transitioning the CPM® program and the Health Matters program from Career and Technical Education (CTE). There are currently three CPM® program tracks: two in Boise and one in Eastern Idaho and all three programs are scheduled to graduate in December of this year. DHR will begin accepting program applications for new tracks in July of 2017. If you are interested in being notified when the program is accepting applications, please sign up at the CPM® program website <https://cpm.idaho.gov/>

## Health Matters– Zauha Retirement



After 26 years of state service, we are sad to announce that Jody Zauha will retire on June 1st. Jody developed the Health Matters program and has spent the past 10 years expanding the program which provides over 20,000 state employees access to local wellness information and resources. Through the Health Matters website, bi-monthly newsletters, and ChooseHealthMatters.com blog, Jody has shared her passion of wellness to motivate healthy behaviors and workplace environments for all state agencies. Please join us in recognizing Jody's public service after the DHR Forum on May 25th from 12:30 p.m. to 2:30 p.m. at DHR's office—304 N. 8th Street 3rd Floor. Refreshments will be provided.