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HR ADVISOR May 2022



Kerr's Korner

Talent Management Reviews

It's that time again for each department leader to meet individually with members of their team to review the past year's accomplishments and set strategic goals for the upcoming year!

This process is our greatest opportunity to lift up the value of our employee's talents while also identifying areas for development and growth.

*If you have questions regarding the process, procedures or need assistance in how to accurately assess your employee's performance please let me know and I will be happy to assist. **Please see the attachment for Talent Management Best Practices.***

Please remember that talent management reviews are required for all employees and the deadline to have them turned into the HR department is Friday, July 1, 2022.

*Talent is the seed,
hard work is the stem,
perseverance is the branch,
and success is the fruit.*

Matshona Dhlwayo



Mental Health Awareness Month

The EAP: A good resource for mental health support

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They can access the EAP for **six free sessions per topic** (e.g., stress, depression) through:

- A virtual counseling option.
- Over the phone.
- In-person.

Your workers will get real solutions for a range of different topics, including emotional health, stress management, as well as grief and loss. Services for all of these concerns — and more — are confidential and available to anyone in their household.



Resources for managers

Did you know that the EAP is not just for your workers? The EAP has a wealth of services, tools and resources to help employers with a variety of workplace concerns, such as management issues, performance problems and a variety of situations you may not be quite sure how to handle. These resources are at your disposal to help make your job easier and less stressful, and we encourage you to check out [this guide](#) and explore this site to learn more.

Planning Investments? An Advisor Can Help!

As we head into spring and summer, many families will be planting gardens so they can soon pick fresh fruits and vegetables. Every gardener will tell you there's a science to choosing what to plant, where to plant and when to pick your harvest. Choosing wrong can cost you and affect future crops. Choose wisely and you'll be enjoying fresh salad all summer long!

Your investments work the same way. It can be hard to decide how much you need to invest, what kind of funds are best for you, and when you can withdraw invested funds and gains. A Financial Advisor can help guide you through the investment process. With proper guidance, you can enjoy the fruits of your investments through your lifetime.

Remember our Financial Educators are here to help.

Email them any time with general financial or retirement planning questions: MoneyMatters@ConcordiaPlans.org



Planning

Retirement planning material always mentions Social Security retirement benefits as part of your retirement income, but it can be hard to figure out what your benefits may be and how they fit into your overall retirement plans.



Join CPS as they explain the basics of your Social Security benefits and how they fit into your retirement income picture on Thursday, May 19th at 10am OR 4pm.

- Learn how your SS benefit is a part of your overall retirement income.
- Estimate your SS benefit using the My Social Security website.
- Understand your options and the factors affecting your benefit.

Click [here](#) to register!

Grand Rounds is now Included Health

On March 28, Grand Rounds changed its name to Included Health – new name, but still offering on-demand access to no-extra-cost, high quality care that gives you the convenience of a personal healthcare assistant.

That's a mouthful! But it also gives you an idea of what Included Health can do for you. Concordia Plans wants you to have the best kind of care, and Included Health delivers it.



*Need to have appointments scheduled with a specialist? Figure out if you're getting the correct treatment for a broken bone? Get a second opinion? These are just a few reasons to connect with Included Health. It takes just five minutes to sign up and be prepared. Don't **risk** not being ready to reach out to a personal healthcare assistant whenever you need help.*

Earn 200 Vitality points by simply registering for Included Health! [Activate your account](#) →

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Please see our internal opportunities below. If you are interested in applying, please visit <https://www.schooljobs.com/careers/concordia>

- *Admissions Counselor: Traditional Undergraduate*
- *Advancement: Donor Relations Associate*
- *Contracted Faculty of Practice: EdD and PhD Kinesiology Dissertation Advisors and Committee Members*
- *Financial Aid Counselor*
- *Full-Time Faculty: Biology & Biochemistry*
- *Infant Lead Teacher*

Upcoming Key Dates

May 6-7, Friday-Saturday: 2022 Spring Commencement

May 9, Monday: Summer Courses Begin

May 30, Monday: Offices closed, no face-to-face courses (online will still meet as scheduled)

May Recipe

Barbecued Chinese Chicken Lettuce Wraps

Prep time: 15 minutes

Cook time: 10 minutes

Total time: 20 minutes

Yield: 4 servings

<https://www.foodnetwork.com/recipes/rachael-ray/barbecued-chinese-chicken-lettuce-wraps-recipe-1915308>



Office Hours

HR Hours of Operation

8:30 a.m – 4:30 p.m.

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