

A Little Facelift

By now, you've seen our new logo and we've shared the news that we're updating our look. It's been a while in the making, but the time has finally come for the launch of our new and improved website!

By the beginning of July, our new site will have emerged. Here's a sneak peak at a few features we think you'll love:

- *Client login from the homepage
- *Live Chat Customer Service
- *Social Media Links
- *Partner Highlights
- *Updated FAQs and Useful Resource Links
- *Online Access to Forms

New colors, new navigation, new information...it's all new! MBI is, of course, still the same reliable partner you've always had.

We're excited to share this release with you since you all are the ones this was really done for! So, tell us what you think. We'll continue to make tweaks based on the recommendations of our clients.

Andrea

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MBI Worldwide

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We Love Referrals!

Quote of the Month

"Human creativity is at the core of and cause of all change, re-invention and re-engineering that leads to progress . . ."

Unknown

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HUMAN RESOURCE ARTICLES OF INTEREST



Managing Yourself: Zoom In, Zoom Out

After an explosion on a BP oil platform in the Gulf of Mexico caused the biggest oil spill in U.S. history, the company's

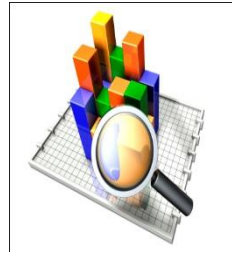
CEO at the time, Tony Hayward, zoomed in on the implications for his career. He appeared preoccupied with the incident's impact on BP's management and, particularly, on himself. About a week after the explosion, Hayward was quoted as saying to executives in his London office, "What the hell did we do to deserve this?" Despite PR coaching, a month later he told reporters, "I'd like my life back." Hayward, who was forced to resign in July, had numerous opportunities to acknowledge the bigger picture: the human devastation and public consternation in the Gulf region. But even though BP deployed thousands of engineers to contain the spill, he could not, in public, rise above a 10-foot view.

The lens through which leaders view the world can help or hinder their ability to make good strategic decisions, especially during crises. Zoom in, and get a close look at select details—perhaps too close to make sense of them. Zoom out, and see the big picture—but perhaps miss some subtleties and nuances.

Some people prefer to see things up close, others from afar. Both perspectives—worm's-eye and bird's-eye—have virtues and pathologies. But they should be vantage points, not fixed positions. Leaders need multiple perspectives to get a complete picture. Effective leaders zoom in and zoom out.

To read more [click here](#)

To view video by Rosabeth Moss Kanter on Zooming: How Effective Leaders Adjust Their Focus [click here](#)



Why Organizations Fail To Achieve ROI From Talent Management

Organizations with outstanding talent-management practices outperform their counterparts by eight times total shareholder return, yet only one in five employers treat talent management processes as seriously as their annual

budgeting process according to Hay Group's Tackling talent management whitepaper. The report also states that more than two thirds of company valuations are based on "softer" intangible assets such as knowledge and know-how, brand, key relationships and their pool of talent. However, many organizations shy away from the people side of the business equation because it is "messy" and "hard to get right."

According to the whitepaper, the 10 most common obstacles to effective talent management are:

1. No clear vision from senior leaders on what talent management can do for the organisation;
2. No clear definition of what to aim for - or "what success will look like here";
3. Talent management is seen as an HR function instead of a business accountability supported by HR;
4. No distinctive talent proposition that differentiates the employer from the competition, or one that's "disconnected from reality";
5. Line managers fail to address underperformance, even when chronic;
6. Focus is mainly on development as "the easy default option", at the expense of tough measures to get better deployment;
7. Not enough "quality" time devoted to talent management;
8. Line managers confuse performance with potential;
9. Aspirational values and behaviours bear little relation to what's rewarded; and
10. Lack of talent management infrastructure and online systems.

To read more [click here](#)

BACKGROUND SCREENING NEWS



Private Employers May Refuse To Hire Applicants Because Of Bankruptcy Filing

Under the Bankruptcy Code, a private employer may not "terminate the employment of, or discriminate with respect to employment against" people who are or who have been in bankruptcy. 11 U.S.C. § 525(b). However, this provision does not prohibit a private employer from refusing to hire an applicant because he has filed for bankruptcy, according a recent decision by the Eleventh Circuit Court of Appeals, *Myers v. Toojay's Management Corp.*, Case No. 10-10774 (11th Cir., May 17, 2011).

The court also affirmed the district court's ruling on the refusal to hire claim. Agreeing with several other federal courts, including the Fifth and Third Circuits, the court held that the plain language of the statute did not bar private employers from discriminating in hiring decisions on the basis of an applicant's bankruptcy filing.

One interesting note about the case is that Starbucks hired Myers after he had filed for bankruptcy. (Starbucks also allowed Myers to return to work after his short stint at Toojay's and his notice of resignation from Starbucks.)

Apparently, unlike Toojay's, Starbucks does not have a policy of refusing to hire applicants who have filed for bankruptcy. While Toojay's policy is legal (at least, in the Third, Fifth, and Eleventh Circuits), the opinion raises the question of whether it is wise.

To read more [click here](#):



A New Maryland Statute Further Complicates Patchwork of "Credit Privacy" Laws

When [Maryland enacted its law](#) restricting the use of credit history for employment purposes it became the fifth state – joining Hawaii, Illinois, Oregon, and Washington – to enact a credit privacy law. Maryland's law transforms what was a mildly complicated compliance challenge for multi-state employers into an expanding morass.

The core issue for employers who use credit checks for employment purposes is the scope of the exception to the general prohibition against using credit checks for employment purposes. The crux of the problem is the near total discordance over how key terminology is defined including the following examples:

- "substantially related" to the job function
- "financial information" as in access to financial information

Not surprisingly, there also is no consistency among these laws in terms of their remedial schemes.

With credit privacy bills currently pending in more than twenty states, multi-state employers should expect that it will become increasingly difficult to establish company-wide policies on the use of credit history for employment purposes. Starting to pull your hair out? Just wait until a few of the pending bills are enacted into law. Although no one can predict exactly what those laws will provide, they ineluctably will broaden and deepen the credit check quagmire that Hawaii, Illinois, Maryland, Oregon, and Washington already have managed to create. Perhaps intentionally, the states are effectively forcing multi-state, and especially national, employers to address the fundamental question: Do the benefits of credit checks for employment purposes warrant the compliance burden?

To read more [click here](#)

MBI FEATURED OFFERINGS

There's No Business Like Referral Business!

We take pride in all we do at MBI Worldwide. But, the greatest thing we take pride in is our relationships with our current clients. You are our biggest asset and we appreciate your loyalty! During the month of July, refer a business to MBI for service and get up to a \$100 account credit.

**Credits will be issued based on new client volume.*

**Make sure the referral mentions your company name.*

**Referrals must be received by August 1st to qualify.*



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