

We're Updating Our Look!

If you've received emails from MBI lately, you may have noticed that things look a little different. We've selected a new logo, updated marketing materials and are in the process of revamping our website.

We're very excited about these changes and giving MBI a more modern appearance. In correlation with the website launch, you'll receive official notification that our overall look has changed. Expect to receive the same great service from MBI, as these changes are only for the pleasure of your eyes.

Please take a look at our "MBI Featured Offering" section to find out how you can help us make the new website exceed all your expectations. Until next month take care!

Andrea

Andrea Griffin
MBI Worldwide

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MBI Featured Offering
[A Chance to Win a \\$25 Account Credit](#)

Quote of the Month

"The person who does not worry about the future will shortly have worries about the present."

Chinese proverb

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HUMAN RESOURCE ARTICLES OF INTEREST



Employers Want HR Professionals With Strong Business Acumen

Organizations are struggling to find HR professionals who can genuinely demonstrate

commercial awareness and who have experience working in a business partnership model according to Badenoch & Clark's Professional Talent Spotlight monthly survey.



Setting Standards for HR

While I was CEO at the SHRM, I often met with other CEOs and non-HR executives to talk about the profession and discuss what they wanted from their HR

executives and the HR function. Usually the conversations revolved around the issues identified in the Ulrich/Brockbank and other HR competency models. They fell into categories such as wanting someone with credibility, business savvy, operational capability and

"organizations are looking to HR business partners to sit on the leadership team and contribute to improving processes and making the business leaner and more efficient," said Lynne Hardman, managing director, professional services at Badenoch & Clark. "Those who can demonstrate strong business acumen and understanding are in high demand."

To read more [Click Here](#)

strategic insight. Someone able to help build a culture and find great talent. (Or, as they frequently said, "Someone who gets it.")

But some just answered my question with a question: "Well, let me ask you -- how do I know if HR is doing what it should be doing? What's the standard?" It's not a surprising question, if you think about it. After all, how many CEOs came out of finance, where they had to understand the Financial Accounting Standards Board requirements? Couldn't minimum standards enable a non-HR executive to better assess the quality of the HR function?

To read more [Click Here](#)

BACKGROUND SCREENING NEWS



Bill Requiring National Background Checks For Health Professionals Gains Traction

State Sen. Pat Miller (R-Indianapolis) is shepherding a bill through the Indiana Senate requiring national criminal background checks on health professionals like nurses and physicians.

Miller, chair of the Senate Committee on Health and Provider Services, said the committee voted unanimously in support of the proposal. Miller stated that the state currently relies on health professionals to self-report arrests and convictions. "While the majority of those working in health-related fields are honorable law-abiding citizens, news reports of health care workers being convicted of crimes without the knowledge of the state licensing board are unacceptable," Miller said. "This legislation would help ensure health care workers who have been convicted of a crime in Indiana or any other state would be screened out in the licensing process."

If passed, the legislation would require health professionals, such as nurses, physicians, pharmacists and optometrists, applying for licenses to receive national criminal history checks. Miller said the Indiana State Police would then submit the applicant's information and fingerprints to the Federal Bureau of Investigation.

To read more [Click Here](#)



How To Get The Most Out of a Reference Check

Recruiters and managers who see reference checks as the last hurdle to jump before hiring their favorite candidate can end up compromising the whole checking process, says Joshua Wood of Adapts IT Recruitment. "The danger of doing it late is that the HR professional has invested so much time in the process already that they don't really want to find out anything bad," says Wood, an organizational psychologist. "It's better if you see it as a serious part of the recruitment process, rather than just a hurdle to get past. Because if you just see it as the final step... you don't probe on the hints of negative information, you just breeze through it." Some employers call referees before narrowing the shortlist to two or three candidates, Wood says. "They'll make [the check] like an interview, and they won't just reference check the one person who they think is going to get the job, they'll reference check four or five people, which is a completely different mindset. "It's treating the reference check as one of the serious stages of the recruitment process [and] saying, 'We've got some information from an interview', for example, 'but we want to verify that or triangulate that with information from another source. If it doesn't match up we need to do more investigation'."

Even if a recruiter or HR manager has limited time and resources, and can only call referees for a few candidates, they can strengthen the integrity of the process by having "the right mindset".

To read more [Click Here](#)

MBI Featured Offerings

We Want Your Suggestions!

While we're in the process of revamping the MBI website, we'd like to know what suggestions you have for making it better. The preliminary changes to the website involve the overall look and feel but also the functionality of the MBI homepage. Are there certain features you'd like to see? Do you have comments about the ease of navigation through our pages? We want to know what our customers think.

Please email any suggestions to agriffin@mbiworldwide.com for a chance to win a \$25 account credit. The best suggestion wins!



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