



# Current HR Issues, Trends, and Breaking News

from The Growth Company

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## November 2010

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### SBA finalizes women-owned small business federal contract procurement program

By Paj Vang

Women-owned businesses make up approximately 38.6 percent of self-employed persons in Alaska. If you're a woman-owned business – or want to be – you'll be glad to learn the U.S. Small Business Administration (SBA) plans to implement its women-owned small business (WOSB) federal contract procurement program.

[Read full article...](#)

### What Managers Need to Know

By Dr. Lynne Curry, SPHR

If you're wondering how to turn morale around in your organization, consider these recent survey results: 30 percent of U.S. employees report being "engaged" at work – interested, motivated and committed. 54% of U.S. employees report being "disengaged," feeling trapped in dull jobs, working for organizations about which they do not care. The final 16% define themselves as actively disengaged, often becoming organizational terrorists who intentionally sabotage morale.

[Read full article...](#)

### Court Rules That Cancer in Remission is Disability Under ADA

By: Attorney Kathleen Kibler Mahoney, Mahoney & Jeffrey, PLLC

Under the [Americans with Disabilities Act Amendment Act](#) (ADAAA), the ADA's definition of disability will remain the same; however, the interpretation of the definition of disability will be read more broadly.

"It is the intent of Congress that the primary object of attention in cases brought under the [ADA](#) should be whether entities covered under the [ADA](#) have complied with their obligations, and to convey that the question of whether an individual's impairment is a disability under the ADA should not demand extensive analysis."

[Read full article...](#)

### Supreme Court Decision that Affects Us All

By Attorney Lee Holen, Lee Holen Law Office

What happens when a management decision-maker is persuaded by a subordinate supervisor to fire an employee, based on the subordinate supervisor's discriminatory animus, i.e., when the subordinate supervisor discriminates on the basis of sex, race, disability, or age?

[Read full article...](#)

### Are You Working Successfully with Introverts?

By: Daphne R. Schneider, MS  
Schneider Investigations Plus

Have you ever noticed that some people pause a very long time before answering a question – maybe so long that you're not sure they're going to? Or noticed that some staff members rarely participate in meetings, but when they do have something to say it's profound?

These people are likely introverts. The cover article of the October, 2010 issue of [Psychology Today](#) is entitled, "The Revenge of the Introverts." According to research, about half of us are basically extroverts. [Read full article...](#)

### Upcoming Training

**Last workshop until the new year!**

**November 30, 2010**

#### Dealing with Difficult People

*Proven strategies for handling complaints, mistakes, difficult people, and situations*

Presented by: Dr. Lynne Curry, SPHR

1:30pm to 4:30pm

**ONLY \$119** for payment at registration or \$129 at the Door

[Register NOW](#)

[Download Flyer](#)

### Special Announcement

Due to the holiday season there will be no workshops and breakfast briefings scheduled in December. If you have any questions about training or other services please call our office at **(907) 276-4769**.

### Training Calendar 2011

TGC is working on seminar topics for 2011. If you have a topic you'd love to see please email [paj@thegrowthcompany.com](mailto:paj@thegrowthcompany.com)

### Conference Room Rental

Includes: Audio/Visual and coffee/tea/condiments. If Interested please contact Jill Phelps at: 907-644-6505 or

[jill\\_p@coastalvillages.org](mailto:jill_p@coastalvillages.org)

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