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Unemployment  
Insurance Workshop  
ID Dept. of Labor

For Supervisors, Managers  
and Human Resource  
Personnel

- How to control your unemployment insurance taxes
- Who pays the benefits.
- When to document personnel issues and warnings
- How to respond to a claim for unemployment insurance benefits
- Key points to consider in employee issues
- Timely replies and your appeal rights
- Discuss specific business concerns Department of Labor staff

9:30 am to 11:30 am  
Thursday, October 23, 2008  
219 West Main Street,  
Boise ID 83735

There is no charge to attend this workshop, but RSVP's are appreciated.

For reservations, please contact Leah Reeder @ 332-3575, ext. 3532 or leah.reeder@labor.idaho.gov

The Protean Organization: Adaptive Practices to  
Build and Sustain a Passionate Work Environment  
Michael Kroth, University of Idaho

The Greek god Proteus could transform his shape in order to achieve his goals. He could change into a pillar of fire, a wild boar, or tree if he needed to. The idea of protean careers, wherein a person's career is not linked to an organization but rather to that person's own goals and self-fulfillment, has gained much acceptance over the last couple of decades, especially as we have moved to more of a free agent workforce. Protean organizations are those that are constantly changing to improve their processes; revising their strategies in an ever moving, competitive environment; and are able to create the culture and practice of adaptation.

But if adaptation is the strategy, what is the goal? I believe people and organizations truly aspire to passionate work and passionate work environments. We don't want to just survive, but to thrive. Occupational Intimacy is a term Patricia Boverie and I defined in our book *Transforming Work: The Five Keys to Achieving Trust, Commitment, and Passion in the Workplace* to mean doing work you love in an organization that loves you back. Sounds hokey, but I think that's what we

are all looking for.

Business owners, leaders, and HR leaders have the ability to create what I call organizational sustainability. It includes, but is more than, adopting practices that will make us more environmentally viable. It also includes HR practices and processes which support the development of a protean organization, ready to thrive in a changing world.

There are some articles on my website which describe nine strategies anyone can use to create a more passionate work place and principles for organizational sustainability (<http://www.michaelkroth.com/resources.asp>). I invite you to read them and pass them around to leaders in your organization and your employees. I also write a free newsletter I hope you'll sign up for, at <http://www.michaelkroth.com/>.

Michael Kroth presented *Adaptive Practices to Build and Sustain a Passionate Work Environment During Changing Times* at our September training session.

Thank you to our generous sponsors:

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