

Meet Shan Cephas, District Manager at Insperity

Jim Ries: Hello and welcome to Java with Jim.

I'm Jim Ries, Director of Business Development at Offit Kurman. Joined here today with Shan Cephas, District Manager at Insperity. Shan, how are you today?

Shan Cephas: I'm doing well. It is cold outside, but I'm doing good.

Jim Ries: Indeed. It is. Well, We look forward to hearing more about you and Insperity. So let's kick this off.

Shan. Tell us about Insperity. What do you do there and what makes your company different from other companies in the same industry?

Shan Cephas: Yeah, absolutely. Great question. And so, we help businesses optimize their operations by providing comprehensive HR solutions. So think of it going beyond, just the traditional outsourcing from an HR perspective.

And then what sets us apart is our commitment to being a true partner. And our belief in our, in people. We believe that people help drive impact, and we believe that people are at the forefront of companies. We focus on improving [00:01:00] business performance, offering services like employee benefits, risk management, compliance, HR technology.

And overall our goal is to help that company build a strong culture. 'cause you know, we have a strong culture. You can achieve sustainable growth.

Jim Ries: Yeah. You know, Back in the day we sort of learned that the customer was number one. I feel like today it's moved more towards your employees and your team is number one.

'cause if you don't take care of your team, they can't take care of your customers.

Shan Cephas: Exactly.

Jim Ries: I love what you're doing. Shan, what are the next six months look like for you and Insperity?

Shan Cephas: Yeah, so we're in the Columbia office. In our region, we have about five offices, but I'm located in the Columbia office.

And so it's all about growth and deepening relationships with the business community. We're looking to get out in the community and help businesses, 'cause we're really focused on helping them navigate their challenges like retention, compliance, and scaling effectively. Because as you already know, with the evolving workforce [00:02:00] landscape we're just gonna continue to innovate and deliver solutions that're gonna empower companies to stay competitive in building winning culture.

But overall, we're gonna do that by getting boots on the ground, doing different lunch and learns throughout the different counties in Maryland. And we're really just trying to inform everybody that we're here and that we're willing to just help your business grow.

Jim Ries: Great. Hey, Shan what would you say you're most proud of as it relates to Insperity?

And your time there.

Shan Cephas: Yeah. I think, our CEO Paul started the industry, the PO industry, and he actually started a company and he's actually still with Insperity to this day. And his ideology bleeds throughout our culture of over 4,500 employees, we have this thing where we're really understanding about how, like I said earlier, people drive culture in businesses and your people are important.

So I'm just proud that we're able to make this impact with small and mid-sized [00:03:00] businesses. We don't just provide HR services, we help business owners reclaim time, reduce risk, and create workplaces where employees thrive. So seeing our clients grow and succeed because of the support we provide is incredibly rewarding.

Jim Ries: Yeah, love it. Thank you. All right. Here's the fun part, Shan. What do most people watching this video not know about you?

Shan Cephas: All right, so I have two things. One. I am a huge Maryland Terps fan, but I'm also a Michigan Wolverines fan. Not so timely right now with everything that's going on. But this segues into me being a Ravens fan and I go crazy over the Ravens and my daughters get on me all the time.

I'm talking about my daughters 'cause I have six girls, so most people don't know, I have six girls. They range from 18. I have a 17-year-old, I have a 8-year-old, a 5-year-old, and a two twins. And you can see I have a lot of 'em 'cause I'm trying to remember all their ages.

Jim Ries: Wow. That's a [00:04:00] winner winner, chicken dinner. I mean that, that's really something. That is a fun fact. And I'm sure people watching this video do not know that about you. That's great. Shan, it's been great seeing you. I've enjoyed getting together here. I know it's been a while, but thank you for your time.

Thanks for sharing information about you and Insperity and I hope to see you soon.

Shan Cephas: Absolutely. You too, Jim.

Jim Ries: Alright, take care. Bye-bye.

Shan Cephas: You too. Bye-bye.