



Ohio SHRM State Council

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A Message from the Director

Bob Bethel, SPHR

We were recently informed that the Ohio SHRM State Council was awarded the Silver EXCEL Award for 2013. Congratulations and thank you to everyone involved in the Ohio SHRM State Council in 2013 for helping make this award possible. We should soon have the results available for the chapters who won awards for 2013.

Please remember to use the 2014 SHAPE Planning Workbook and Worksheet to plan for and track your activities for 2014. It will definitely simplify the preparation of the year-end report that is due each year on January 31.

Several of us attended the recent Employment Law and Legislative Day Conference in Columbus. I want to thank Tony Fiore for the work he did in putting this conference together. I'd also like to encourage all of you to get involved in the process of advocating for (or against) laws being considered by our legislators. It really is up to us to voice our opinions to our legislators – we are the experts and we should be willing to share our thoughts and opinions. Steve Browne recently provided a great example for us when he testified in front of the U.S. Congress regarding the “Ambush-Election Rule” being considered by the NLRB.

Please contact me if I can be of service to you. The State Council is a vehicle to support the SHRM chapters in Ohio, which means serving you, the Chapter Presidents and other volunteer leaders. Please take advantage of the financial support the State Council can provide for you as leaders and for your chapters. You can review the State Council website, www.ohioshrm.org, or contact me at bbethel@employersassociation.com for details.

Thanks for serving.

MVHRA

Join Miami Valley Human Resource Association at our May professional development events—a morning workshop followed immediately by our chapter luncheon with featured speaker:

Tuesday, May 13, 2014 -- 7:45 AM to 11:15 AM (registration and continental breakfast from 7:45-8:00 AM)

Hear Debbie Hatke, MA, SPHR, CIR and Cathleen Snyder, SPHR, CIR (both of strategic HR, inc.) speak about:

How to Add Tweets, Shares, Follows and Likes to Your Recruiting Strategy

Does your recruiting strategy consist of a help-wanted sign in the window, a print ad or buying a posting on one of the big job boards? Do you start a search only to find out weeks into it that you are looking for the wrong skill set or that the job needs have been redefined? Have you ever been told to “find a rock star” but are not given any direction as to what that really means? Do you find it impossible to recruit in an efficient and effective manner given all the other things that need to be done in a day? Learn from these talent strategy experts how to create an effective recruiting strategy from the bottom up as we explore employment branding, the candidate experience and how to incorporate social media into your recruitment strategy. You’ll walk away with loads of examples and resources to get your recruiting efforts streamlined to save you time, effort and money.

Register at: <http://bit.ly/OQNYah>

Tuesday, May 13, 2014 -- 11:15 AM to 1:00 PM (11:15-11:30 AM Registration & Networking; lunch 11:30 AM to Noon; speaker Noon to 1:00 PM)

Identifying and Developing Talent

Featured Speaker: Shanda McKinney, PHR, VP, Human Resources, Wright-Patt Credit Union

Register at: <http://bit.ly/1kRmjAP>

And, join us for WINE, NETWORKING, and FUN at our monthly social events...

See www.MVHRA.org to register for our monthly Socials held on the 3rd Thursday of each month (except July) from 5:30 to 8:00 PM at The Wine Loft, located at The Greene, Beavercreek
Human Resource practitioners, those simply interested in the HR function, MVHRA or other area SHRM chapter members, and non-members—all are welcome!

College Relations Update

Heather Wiley, PHR, College Relations Director
The **2014 North Central Region Student Conference and Case Competition** are fast approaching! Mark your calendars now for the 2015 event and consider sponsoring a member from your local Student Chapter to attend next year!

We had one student take advantage of the scholarship we offered for Ohio SHRM Legislative Day! If you have other ways we can help students make connections to SHRM and HR Professionals, please share!

Send me an email at

wileyhn@fairfieldnationalbank.com!

Know a graduating high school student who might be interested in the HR profession? Or a college student considering a major in Human Resources? Share these easy steps to help them get on the right path! [http://](http://www.shrm.org/Education/hrededucation/Documents/2012%20HR%20Career%20Brochure_HS_FINAL_Online_PDF.pdf)

www.shrm.org/Education/hrededucation/Documents/2012%20HR%20Career%20Brochure_HS_FINAL_Online_PDF.pdf

Connect to SHRM Students:

Twitter: @SHRMStudent or #SHRMStudent

LinkedIn Group Name: SHRM Students

Facebook Group Name: SHRM Student

Management *and* Human Resources — Summit —

Thursday, May 22, 2014
8:30 a.m. Registration
Zane State College
Zanesville Campus

Session Overview

- Social Media in the Workplace
- (Breakout Session One)
Social Media—A Deeper Dive
- (Breakout Session Two)
Workers' Compensation—The Latest
from the Bureau
- Lunch Presentation—Leadership &
Confidence Building Through Acting
Techniques
- Update on Health Care Reform
- Employment Law

Complete and Mail Registration to:
Zane State College
Attn: Beth Hampp
9900 Brick Church Road
Cambridge, OH 43725
(Please register by May 16, 2014)

Agenda

8:30 a.m.	Registration Light Breakfast (provided)
9:00	Social Media in the Workplace
10:30	Break
10:45	Breakout Session One: Social Media – A Deeper Dive
	Breakout Session Two: Workers' Compensation – The Latest from the Bureau
Noon	Lunch (provided) Leadership & Confidence Building Through Acting Techniques
1:05	Update on Health Care Reform
2:00	Break
2:15	Employment Law – The Latest in Cases and Trends
3:30	Closing/Door Prizes

\$75/person or \$65/person for two or more
from the same organization

Make checks payable to Zane State College or
call (740) 588-1207 to pay by credit card.

Chapter Chatter

Here are some upcoming events in our Chapters across the State. Not a member of a local chapter? Not sure you have one near your home or business? Check out the Ohio SHRM website to link to a **Chapter near you**.

HRACO

2014 Meeting Date	Topic	Speaker	Location	
5/13/14 Tuesday	Diversity & Inclusion Conference	Various speakers	The Boathouse	
6/10/14 Tuesday	Ethics & Leadership	David Freel	The Boathouse	
7/17/14 Thursday	Employment Law Update	Littler Mendelson	The Boathouse	
8/12/14 Tuesday	Joint Event with Equal &	TBD	The Boathouse	Partner with Equal &
9/9/14 Tuesday	Making Social Media your	Joe Rotella*	The Boathouse	Workshop offered
10/14/14 Tuesday	10th Annual Legal Update	Various speakers	The Boathouse	
11/11/14 Tuesday	The HR Hunger Games: May the C-Suite Be Ever in HR's	Brad Karsh*	The Boathouse	Workshop offered
12/9/14 Tuesday	Silent Auction/4 Wellsprings of Energy	Leading Edge Coaches	The Boathouse	

WAHRA

Weds May 21, 2014 – Shisler Conference Center –
11:30am – 1pm
“Why Investing in Employees Financial Well-being makes good business sense”
Speaker Caleb Davenport

Weds June 18, 2014 – Shisler Conference Center –
11:30am-1pm
“Get Link’d in or left out”
Speaker Leigh Mars

July & August – No meetings

TAHRA

Thursday, 4/24/14
The Pinnacle
Maumee, OH
12:30 PM - 5:00 PM
Diversity Workshop *featuring Scott Warrick*
3 credits pending

Tuesday, 5/13/14 Hilton Garden Inn - Levis Commons
Perrysburg, OH
7:30 AM
Paul Meshanko
Employee Engagement
1 credit pending
HR Excellence Award
Scholarship Award

GCHRA

	<u>HR Academy</u>	<u>Monthly Luncheon Meeting</u>	<u>Staffing and Recruiting</u>	<u>Legal Briefing</u>
Apr-14	n/a	04/30/14 – HR Collaborative	04/15/14	04/17/14
Topic		Navigating the Course: Setting Sail to Excellence (Registration: www.hr-collaborative.org)	In the Palm of Their Hand: Mobile Recruiting Strategies to Find Top Talent	Managing Beyond Conflict
Speaker(s)		Morning Keynote: EMERGE by Steve Gilliland & Multiple Breakout Presenters	Matt Adam - EVP & CTS for NAS Recruitment Communications	Debbie Pearce, Pearce Communication Group, LLC
HRCI Status		Approved - 4 Strategic & 2 General Credits	Approved - 1.5 General Credits	Pending - 1 General Credit
May-14	05/08/14	05/08/14	05/21/14	05/15/14
Topic	Improving Your Bottom line!	Why (in the world!) Would Someone Want to Join Our Organization?	Better Hiring through Technology - ATS & Assessments	TBD
Speaker(s)	Gary Mertz, SPHR, the founder and CEO of The Palmis Group, LLC	Debbie Pearce, Pearce Communication Group, LLC	Jeff Hallam - Co-Founder, ExactHire	David Skidmore & Kelly Myers
HRCI Status	Pending - 2.75 Strategic Credits	Pending - 1 General Credit	Approved - 1.5 General Credit	Pending - 1 General Credit

Events can be seen in more detail and registration is available at: <http://gchra.shrm.org/>

CSHRM

2014 Meeting Date		Topic	Location				
Apr	4/28/2014	B	Education	7:30—9:30 a	Baldwin Wallace		Workforce Readiness
May	TBD		Legal	1/2 day	TBD		Raymond James 1/2 day Session
May	5/8/2014	B	Diversity	7:30—9:30 a	Baldwin Wallace		
May	5/21/2014		SMA	All Day	TBD	SMA Conference	
Jun	6/5/2014	B	Legal	7:30—9:30 a	Korrigan & Crause		Discrimination 0 “Political Correctness”
Jun	6/18/2014	L	SHRM	11:30a—1:30p	Corporate College—East		
July	TBD		Golf Outing	11:00a—6:00p	TBD		

LGA SHRM

CRITICAL LEADERSHIP: why traditional management techniques are counter-productive in the modern workplace.

FULL DAY SESSION Presented by: Sara Christiansen
Ideation Consulting www.ideation-consulting.com

June 19th, 2014 8:00 am – 4:30 pm
Lakeland Community College Holden University Center
4242 State Route 306 Kirtland, Ohio 44094

Companies are constantly stating, “Our employees are our greatest asset,” but what does this mean? I encourage you to take out your budget review the line items in the liability (or costs) section. If your company is like most organizations, employee wages and benefits top the list. And, this number is likely to increase year after year. This proves that employees are technically more of a “liability” than an “asset” right? Not necessarily.

Learning Objectives

- Attendees will discuss the role of Strategic HR in the modern workplace.
- Attendees will learn how to quantify employee value and the return on their human capital investments
- Attendees will explore progressive business management and leadership techniques that deliver bottom-line results.

EVENT PRICING

\$99 LGASHRM Members
\$125 Non-LGA Members
\$25 Late Registration Fee
 (after June 2nd)

Become an LGA SHRM member TODAY and SAVE!

REGISTER ONLINE AT www.lgashrm.org.

Pre-paid registration only.

Seating is limited.

Certification Update

CERTIFICATION/EDUCATION UPDATES WITH LINKS YOU CAN USE

Bob Rakoci, Certification Director

“8 ways to fund your training” link found on the Cleveland SHRM website:

http://www.clevelandshrm.com/docs/8_ways_to_fund_training.pdf

NOTE: All State Council Members (CLA, Board, Chapter Presidents) are also eligible for funding from the Ohio State Council to support your own professional growth/HR certification (up to \$500/yr).

Go to: www.ohioshrm.org

Click the link to “My Ohio SHRM”

Log in (contact Mike Medoro if needed)

Click “My downloadable documents”

Click the folder for “Chapter Initiatives and Professional Development”

Complete the form and send as indicated.

From the Ohio SHRM website “HR Resources” link, information on certification prep, education, and the SHRM Learning System:

<http://www.ohioshrm.org/hr-links.cfm>

From the Columbus area, the HRACO Chapter offers two certification PHR/SPHR preparation courses each year, one in the spring (March/April) and another in the fall (October/November) prior to the exam windows of May 1 – June 30 and December 1 – January 31:

<http://www.hraco.org/displaycommon.cfm?an=1&subarticlenbr=22>

From the Cleveland SHRM website, information on SHRM Learning System study groups offered for certification prep (to be update for Fall):

http://www.clevelandshrm.com/index.php?option=com_content&view=article&id=46&Itemid=97

And similarly for the Cincinnati GCHRA Chapter:

<http://gchra.shrm.org/study-groups>

HRCI blog with 50+ Q & A’s on “New system, new updates”:

<http://www.hrci.org/certified-community/blog-archive/recert-connection/2014/03/19/q-a-recertification-new-system-new-updates-part-ii>

2014 HRCI exam deadlines (PHR, SPHR, GPHR), with Spring extended deadline being April 30th:

<http://www.hrci.org/apply/fees-and-deadlines/2014-exam-deadlines>

Communication/Social Media Update

Social Media

If your chapter has a LinkedIn Group, Facebook Page, or a Twitter Account, please let me know. I will be compiling a list to ensure our social footprint continues to grow. I would also like to meet (virtually or IRL) your chapter member who handles your communication. There are several tools I'd like to share with them to make their job easier!

SHRMchat

I also wanted to share an ongoing initiative that crosses state lines. On the second Tuesday of the month at 8pm EST, we participate in a TwitterChat called SHRMchat. This Twitter chats gives state councils, local chapters and HR Professionals the opportunity to share best practices, communicate with SHRM national, and increase our network!

Every month, Joan Ginsberg will post the questions on her blog (Find her blog here: <http://justjoan.joanginsberg.com/>). You then tweet interactively with your responses. In May, we will be chatting about the SHRM Foundation. Come join us and share your ideas about how to promote the Foundation within your local chapter!

Nicole Ochenduski

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Twitter: www.twitter.com/nicoleoch

Membership Update

Karen Sating, Membership Director

The SHRM In-Chapter Membership monthly reports for January and February 2014, for the North Central Region chapters, were recently released. These reports represent Ohio SHRM members in chapter only, primary designation, not total chapter membership. The Ohio Region results reflect a slight decline of in SHRM Members in Chapter at -0.47%; an increase of 1.32% in SHRM Members At-Large; and an increase of 0.79% Members in the State. Thank you Ohio chapter membership CLA's for your continued efforts. Please continue to provide SHRM with your chapter's membership updates by sending Kristine Hofmann (kristine.hofmann@shrm.org) a list of the new SHRM members in the chapter, as well as those SHRM members who have left the chapter. Please include the SHRM member's name and SHRM membership ID number to properly code the individual to your chapter.

Congratulations to the following chapters for achieving Membership Star or Superstar designation – January 2014! – Star status: Butler/Warren County SHRM, Cleveland SHRM, Greater Lorain County Chapter SHRM, Stark County HRA, SHRM – Medina County, and Tuscora Chapter SHRM. Superstar status: HRA of Central Ohio and SHRM South Central HR Council.

Congratulations to the following chapters for achieving Membership Star or Superstar designation – February 2014! – Star status: Butler/Warren County SHRM, Tuscora Chapter SHRM, and Stark County HRA. Superstar status: Muskingum Valley HRMA, Great Lorain County Chapter SHRM, and HRA of Central Ohio.

Calendar year 2014 Membership Star and Superstar award winners will be announced in March 2015. The 2014 award parameters are: Star 1%-3.99% achievement in SHRM membership growth and Superstar 4%+ achievement in SHRM membership growth.

Don't miss our upcoming interactive Ohio Region Membership WebEx on Tuesday, April 29th at noon EST. Look for the invitation the week of April 21, 2014. In the interim, if there is anything that I can do to assist you in your efforts, please don't hesitate to contact me.