



Ohio SHRM State Council

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A Message from the Director

Bob Bethel, SPHR

While writing this letter I can look outside and see 1-2” of snow on the ground and know that it is only 19 degrees, even though it is mid-November! That not only makes me wonder what the winter will be like, but it is also a reminder that this year is quickly coming to an end. SHRM’s Volunteer Leaders’ Summit will be held in Washington D. C. this week, as it is each year at this time. Attendance at this event last year made me realize what I was facing as Ohio SHRM State Council Director. Attendance this year makes me realize there is just one year left in this role, and there is still much to accomplish. The Summit promises to be a great event again this year for those beginning or continuing in leadership roles in local chapters and/or the state council.

As the year draws to a close, I want to remind you of some upcoming SHRM related tasks. The Chapter Leadership Information Form (CLIF) must be turned in to SHRM no later than December 1, so please complete that form, even if you have not filled all the positions on your board. On December 5 we will hold our Ohio SHRM State Council Leadership Day. I hope incoming/continuing presidents will attend and bring other chapter leaders with you. Of course, the SHAPE is due by January 31, 2015.

I want to thank those in attendance at the November 7 State Council meeting for the great input you provided. We made a tough decision to discontinue The Magazine, but to make a renewed effort to reach at-large members around the state and encourage them to join local chapters. I feel great about taking this approach and will be assigning a task force to take on that challenge soon.

Thank you for all of the work you do as volunteers. It takes a lot of time for each of you, either taken from work or personal time, both of which can be a sacrifice.

A Message from the Director (continued)

However, leadership seems to be a calling for many, so you find a way to get things done. If we weren't involved with SHRM, my guess is many of us would be involved in something else. It is what we do.

It is a pleasure to serve in the role of State Director. Getting to know dedicated HR professionals from around the state and the North Central region has been a lot of fun. 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. As several of you have already done, 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. I look forward to seeing you soon.

CLA Updates

Membership – Karen Sating

The SHRM In-Chapter Membership monthly report for September 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 decline of 2% in SHRM Members in Chapter; an increase of 0.78% in SHRM Members At-Large; and a slight decrease of 0.05% 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 Superstar designation – September 2014! – HRA of Central Ohio, Cleveland SHRM, Portage County HRA, Wayne Area HRA, Muskingum Valley HRMA, Great Lorain County Chapter SHRM, SHRM Western Reserve Chapter and SHRM Medina County .

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 next interactive Ohio Region Membership CLA Webinar on Tuesday, December 9, 2014 at noon EST. Look for the invitation the week of December 1, 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.

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*.

LGA SHRM

Update from LGA SHRM in the snowy North!

We will be holding our annual Holiday Social at Dino's on December 11th from 3:00 pm – 5:00 pm. There will be a silent auction to benefit the SHRM Foundation and also we are requesting donations to help support "The Littlest Hero's" organization. This is from their website to help understand what they do:

The Littlest Heroes exists to positively impact the lives of children with cancer and their families, regardless of income level or zip code. We understand that any family touched by childhood cancer can benefit from our services, so we work in conjunction with donors, volunteers and clinicians at partner institutions to meet the social, emotional and financial needs of all families. Since our inception in 2001, we've helped more than 1,000 families in Northeast Ohio. It is our desire to continue to expand our reach and care for as many families as possible.

Our Mission: *To impact the lives of children living with cancer and their families by addressing the economic, emotional and social concerns that accompany childhood cancer through education, assistance and community organization.*

We are going to have food, 2 drink tickets for each and lots of fun and bidding. Please feel free to join us and you can register by visiting our website: www.lgashrm.org.

Happy Holidays to All,

*Lori Smith
President*

WAHRA

Upcoming meetings

Dec 10, 2014 – Holiday Jeopardy - Shisler Conference Center – 11:30-1pm

Jan 21, 2015 – Healthcare Reform – Speaker, Cindy Bowman – Shisler Conference Center – 11:30-1pm

Feb 18, 2015 –

March 18, 2015 – Legislative Update – Speaker – Hans Nigel – Shisler Conference Center – 11:30-1pm

MVHRA

Monthly Luncheon

Tuesday, December 9, 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)

Take Your T.H.A.N.K.S. to the Bank

Featured Speaker: Lisa Ryan, MBA, Chief Appreciation Strategists; Grategy, LLC

Register at: www.mvhra.org (click on December 9 on the Events Calendar)

Summary of Program Description:

The importance of creating a climate of support and encouragement in the workplace cannot be over-stated. If they feel unappreciated or ignored, your employees and customers may choose to go elsewhere. Creating an attitude of gratitude in the workplace builds stronger relationships and keeps your employees happier and more satisfied.

When employees are engaged, they speak positively about their employer and have a greater commitment to their career. They put forth more effort, are easier to work with, and get along better with colleagues. Expressing appreciation to staff for a job well done is an important way to increase professional satisfaction and employee retention.

In this program, Lisa Ryan shares powerful strategies that incorporate gratitude into the organization to positively impact employee loyalty. You will learn about Grategy®, Lisa's proven Gratitude Technology which improves on the organization's sense of engagement through the use of gratitude strategies. By implementing her "Grategies" today, you will keep your best employees and clients from becoming someone else's top talent and most profitable customers tomorrow.

Presentation Learning Objectives:

1. Discover low cost/no cost ways to creatively engage your employees.
2. Learn the differences between how engaged and disengaged team members affect the bottom-line.
3. Explore simple strategies that can be immediately implemented for maximum impact.

Speaker Bio:

Today's workplace benefits from the insight that Lisa Ryan, Founder and Chief Appreciation Strategist at Grategy brings to her presentations. Her audiences gain practical, implementable strategies to create a culture of appreciation, leading to higher retention, stronger performance, and an overall happier work environment. Utilizing more than 20 years in sales, marketing and training, Lisa brings passion, humor and real-world insight to her interactive and engaging presentations. She is the author of six books including: *The Upside of Down Times*, which was featured in New York Times Best-Selling Author Harvey Mackay's syndicated news column. She also co-stars in two films, the award-winning, "The Keeper of the Keys" with Jack Canfield of *Chicken Soup for the Soul* and "The Gratitude Experiment." Lisa received her MBA from Cleveland State University.

Sinclair Community College
Building 12, Ponitz Conference Center
444 West Third St.
Dayton, Ohio 45402

MVHRA (cont.)

Note:

All registrations are to be made online, even if you will be paying at the door. Members and guests must register online and then can pay online or can still pay at-the-door. To pay at the door, ENTER and APPLY the MVHRA Promo Code: **MVHRAPAYATDOOR** at checkout when registering online.

Remember:

- Reservations must be received by 12:00 noon on the Friday before the event and if not, you will be charged an additional \$5.00 for your luncheon ticket.
- Cancellations must be received by 12:00 noon on the Friday before the event in order not to be billed.
- Contact Stan Adams profofficeservices@gmail.com regarding cancellations. All cancelled registrations are confirmed.

NOVEMBER & DECEMBER SOCIALS

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

See www.MVHRA.org to register for our monthly Social Mixers held on the 3rd Thursday of each month (except July) from 5:30 to 8:00 PM at The Dayton Beer Company, located at 912 East Dorothy Lane, Kettering, OH. Upcoming socials are Thursday, Nov. 20 and Thursday, Dec. 18.

Human Resource practitioners, those simply interested in the HR function, MVHRA or other area SHRM chapter members, and non-members—all are welcome!

HRACO

Upcoming Events:

21ST ANNUAL SILENT AUCTION BENEFITING THE SHRM FOUNDATION
DECEMBER KEYNOTE: MAXIMIZING ENERGY; IN A WORLD THAT SUCKS YOUR DAY

When: 12/9/2014

11:00 AM - 1:30 PM

Where: The Boat House at Confluence Park

679 W. Spring Street

Columbus, Ohio 43215

United States

Presenter: Cindy Maher & Carol Grannis, Leading Edge Coaching & Development

IN TRANSITION MEETING: SALARY NEGOTIATION

When: 12/18/2014

10:00 AM - 11:30 AM

Where: Franklin University

495 Metro Place South

Dublin, Ohio 43017

United States

Presenter: Marilyn Bury Rice, Director - Office of Alumni Career Development, The Ohio State University

Cleveland SHRM

The Cleveland Society for Human Resource Management Foundation (CSHRMF) is pleased to announce a year-long partnership with Prayers from Maria Children's Glioma Cancer Foundation (PFM), a non-profit dedicated to elevating awareness about and funding research into the causes, treatments, prevention, and cure for the deadliest childhood brain tumors called gliomas. CSHRMF will work to raise funds and awareness for PFM through several charitable events over the next year, including the upcoming 2014 Holiday Silent Auction and the 2015 Charity Golf Outing.

This year's auction will take place on the evening of Thursday, November 13, 2014, at the Cuyahoga Community College Hospitality Management Center on Public Square in downtown Cleveland and will meld the traditional silent auction with a professional networking event geared toward the HR community. This festive holiday evening affair will include many silent auction and raffle prizes, music and fabulous food prepared by the Pura Vida Restaurant team.

"We received excellent proposals from various non-profits and are thrilled to announce that Prayers from Maria will be the recipient of the first round of funding from the Cleveland SHRM Foundation," said Lauren Rudman, President of Cleveland SHRM and CSHRMF Trustee. "We are excited to partner with them as they are a local organization who support the Cleveland community, in addition to brain cancer research. It's going to be a great year of giving back for the Cleveland SHRM Foundation."

Over the past five years the fundraising efforts have raised over \$114,000 for area non-profits including Hospice of the Western Reserve, Shoes and Clothes for Kids, The Gathering Place, The Leukemia and Lymphoma Association of Northeast Ohio and Towards Employment to name a few. CSHRMF events and efforts have been recognized and nominated by organizations including CBC Magazine's Connectors Choice Awards Best Corporate Golf Outing 2013 and 2014. "We are proud of our achievements and are committed through our membership and sponsors to give back our community," said Jody Wheaton, CSHRM Chapter Champion and CSHRMF Trustee.

"We are honored to be CSHRMF's charity partner this year and are truly grateful for their commitment to supporting childhood brain tumor research," said Ed McNamara, Prayers from Maria co-founder and Maria's dad. "We look forward to working with their wonderful members to bring hope and progress to families battling this devastating disease."

GCHRA

Staffing & Recruiting Events

Tuesday, December 9, 2014 from 7:30am – 9:30am

Hot Topics in Recruiting & Staffing

Subject Matter Experts will lead and facilitate discussions current and cutting edge topics affecting the recruiting community. Topics, including, Hiring for Retention, Are You Prepared for the Talent Wars, Creating and Maintaining an Talent Bank, Effectively Using Technology to Screen Candidates, and Rethinking Recruiting within Your Organization.

1.5 HRCI Credits Pending

Tuesday, January 20, 2015 from 7:30am – 9:30am

Online Candidate Sourcing Strategies

A local sourcing expert will lead a discussion on current best practices for identifying and attracting qualified candidates through online sources.

1.5 HRCI Credits Pending

GCHRA (cont.)

Tuesday, February 17, 2015 from 7:30am – 9:30am

Communication Strategies for Attracting Passive Candidates

A communications expert will lead a discussion on current best practices using various media to attract and persuade passive candidates.

1.5 HRCI Credits Pending

For more Information and to Register: <http://gchra.shrm.org/calendar-events>

HR Academy Event

Thursday, January 8, 2015 from 7:30am – 11:00am

Finance for the Non-Financial Manager

Presented Tammy Greenwell – Certified Celemi Facilitator, HR Director, Global Supply Chain – Cintas

This business simulation gives employees a thorough understanding of operational business finance. The business game enables financial learning through a business experience that they understand. The financial and business training provided by this simulation gives employees insights that enable them to contribute to improved profit and cash flow. 'Apples and Oranges' is a physical simulation that models the activities of a company. It gives employees an insight into finance and commercial activities. It can be a 'Finance for Managers' course for graduates and non-specialist managers.

3.5 HRCI Business Credits Pending

For more Information and to Register: <http://gchra.shrm.org/calendar-events>

Monthly Chapter Luncheon

Thursday, November 13, 2014 from 11:00am – 1:00pm

Everyone's in Sales – Building a Sales Culture

Presented by Todd Cohen

This highly engaging and energetic presentation is based on professional speaker and trainer Todd Cohen's book "Everyone's In Sales". Todd's keynote is all about building a successful sales culture so more sales happen! A robust sales culture also ensures client retention and positive organizational engagement. Todd will show each attendee how what they do contributes and how what they do impacts the customer and their ultimate decision to say "yes"!

This is a timely and motivational message that speaks to the ability to create a mindset that everyone "sells" by doing what they do so well each and every day!

Key Content & Learning Objectives:

- Learn the principles of a sales culture and conclusively know that what you do contributes to sales!
- Understand and engage others with your Value Proposition
- Definition of your Virtual (Sales) Team™
- Identifying and leveraging your Relationships Portability Index™
- How to make sure that you are selling yourself the best possible way to get what you want!
- Measuring Sales Culture ROI

1 HRCI Business Credit Approved

GCHRA (cont.)

Thursday, December 11, 2014 from 11:00am – 1:00pm

HR and Technology Megatrends That HR Should Care About

Presented by Jim Jensen – Ultimate Software

Success in HR requires being ready for the newest business and technology trends, so your company can remain relevant and competitive. No department, business unit, or core service area of an organization can ignore major shifts in technology or business dynamics, and expect to remain relevant and competitive.

Jim Jensen is the Vice President of SaaS Technology and Strategic Alliances at Ultimate Software. Jim has played a pivotal role in helping organizations transition to SaaS, serving as a SaaS evangelist and enabling customers to experience increased flexibility, control, and cost savings as result of moving to the cloud. Jim has been with Ultimate for over 17 years and previously held the role of Chief Information Officer as well as roles in Sales and Development. Jim studied at Southern Wesleyan University and Clemson University.

Key Content & Learning Objectives:

- Today's major business trends
- Critical ways they affect HR
- How they can address these trends at their organizations

1 HRCI General Credit Approved

Thursday, January 8, 2014 from 11:00am – 1:00pm

HR Public Policy: The 113TH Congress and the Second-Term Obama Administration

Presented by Mike Aiken - SHRM's Vice President of Government Affairs

The outcome of the 2012 election provided new energy to the HR issues before the 113th Congress and to the focus of the second-term Obama Presidency. The workplace regulatory agenda and HR public policy initiatives by the President and Congress are having a real impact on the workplace

Key Content & Learning Objectives:

- Key issues include proposals on deficit reduction, tax reform, and perhaps even immigration reform.
- Decisions that will be made to bring down the federal deficit and reform the tax code could have a direct impact on employer-sponsored health care, as well as on pension and fringe benefit plans.
- This presentation will discuss these and other related legislative issues and will provide an up-to-date analysis of current federal regulatory activity.

1 HRCI General Credit Approved

Legal Briefing Meeting

Thursday, January 15, 2015 from 7:30am – 9:00am

Legal Update

Presented by David Croall – Attorney, Porter Wright Morris & Arthur, LLP

1 HRCI Credit Pending

Thursday, February 19, 2015 from 7:30am – 9:00am

Hot Legal Topic

Presented by Julie Pugh – Attorney, Graydon Head

1 HRCI Credit Pending