



Ohio SHRM State Council

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A Message from the Director

Bob Bethel, SPHR, SHRM-SCP

Welcome to 2015! Amazing how quickly 2014 flew by! Also amazing how long this winter now seems after dealing with so much cold weather and lingering snow. I'm longing for Spring!

Speaking of spring, we have a great opportunity this spring to assist HR students who will be competing in the Case Competition and Career Summit to be held in Covington, KY (Cincinnati metro area) on April 24-25. As you'll see later in this newsletter, SHRM is looking for volunteers and financial support for student chapters who will be participating in the competition. Please consider supporting a local student chapter and/or signing up to volunteer on one or more of the days of the competition. Volunteers are needed as judges and mentors for both days. HR professionals are traditionally great volunteers, so let's show our support.

As I reflect on the past year, I recognize how much time was spent on discussion about certification. SHRM announced last spring that they were starting their own HR certification, which created quite an uproar. Since that time, it was a major topic at leadership meetings at the Annual Conference in June, the Leadership Summit in November, and the recent Business Meeting in February. While all has not gone smoothly, it appears to me that SHRM is trying to do the right things with the new certification. They're focusing on competencies, making the re-certification process simpler for members, chapters, and state councils, allowing currently certified HR professionals to get SHRM certified for free, and providing incentives to chapters and state councils for getting members certified.

A Message from the Director (continued)

Please encourage your members to get SHRM certified – each chapters gets \$20 for every certified member in 2015 and 2016, while the State Council gets \$10 for every SHRM certified member in both years.

Please contact me if I can be of service to you. My view of the State Council is that it 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.

CLA Updates

Membership – Karen Sating

Winners of the Membership Star and Superstar Awards will be announced in March! Thank you to all Ohio Chapter Presidents, Membership CLA's and individuals responsible for chapter membership growth for your efforts in 2014! The Membership Star and Superstar Awards recognize achievement in SHRM membership growth. All chapters and state councils are eligible for this program. Award levels recognize membership growth during the calendar year. The 2014 award parameters were: Star: 1% -3.99% and Superstar: 4%+. Award winners will receive a recognition e-mail and award graphics for their use in publicizing their achievement.

The SHRM In-Chapter Membership monthly report for December 2014, for the North Central Region chapters, was recently released. This report represents Ohio SHRM members in chapter only, primary designation, not total chapter membership. Ohio Region is down -4.16% in SHRM Members in Chapter, up 1.63% in SHRM Members at-Large, and down -0.10% Members in the State. Congratulations to the following chapters for achieving Membership Superstar designation in December! – Cleveland SHRM, Portage County HRA, Wayne Area HRA, Muskingum Valley HRMA, SHRM Western Reserve Chapter, Stark County HRA and SHRM Medina County .

Don't miss our next quarterly Ohio SHRM Membership WebEx scheduled for March 25th at noon! Dana Noel, Past President of the SHRM Dodge County Chapter in Wisconsin, shares her secrets to success where she took a very small chapter and had incredible membership growth. The Ohio SHRM Membership quarterly webinars provide leadership on membership activities, particularly to assure that chapter Membership CLA's have access to resources that will set them and their chapters up for success. These resources include recruiting At-large SHRM members to chapters, local chapter members only to SHRM, non-affiliated professionals to both organizations, member engagement, retention measurement, and strategies of chapters. The quarterly webinars are for Ohio SHRM Chapter Presidents and Ohio SHRM Chapter Membership roles of VP Membership, Membership Director, Membership Chair and Membership Co-Chair, At-Large Director and Hospitality Chair. Look for the invitation the week of March 2nd, 2014.

Happy New Year and much success to everyone in 2015!

College Relations – Heather Wiley, PHR

Ohio HR Student Wins SHRM Foundation Scholarship

Congratulations to Paige Rassega, winner of the 2014 SHRM Foundation Undergraduate Academic Award. Rassega is a senior at Youngstown State University majoring in human resources. She is also the President of her Student Chapter and one of only six students nationwide to receive the scholarship.

"I am beyond grateful for receiving a SHRM Foundation scholarship," Rassega said. She recognizes the resources available for young human resources professionals through the SHRM Foundation, and appreciates the financial aid. Rassega is not only a full-time student, but also works full-time between her internship and part-time job.

This spring Rassega plans to attend the 2015 SHRM Case Competition and Career Summit in Covington, KY. After graduating, she will begin her career at The Brilex Group as a human resource coordinator.

Ohio Student Chapters to Host Case Competition

The Student Chapter Advisors at Baldwin Wallace University, Cleveland State University, and the University of Akron are planning an Ohio State Case Competition Saturday, March 27, at Baldwin Wallace. The Ohio competition will be great practice for students planning to attend the SHRM Regional Case Competition in April.

For additional information on the Ohio State Case Competition please contact Mary Pisnar D.B.A, SPHR at Baldwin Wallace University at MPisnar@bw.edu.

Regional Case Competition to be held in Covington, KY* April 24-25

**Cincinnati, OH metro area*

SHRM is looking for volunteers and support for this year's Regional Student Case Competition and Career Summit! SHRM does not provide a financial support program for Student Chapters, so they may need your help! You or your Chapter could help support student participation from Ohio in two ways:

1) Make a financial pledge to support the entire conference (click here to email me for the form:

wileyhn@fairfieldnationalbank.com).

2) Help your students attend by directly providing financial support to your chapters to help them with travel and/or housing.

You can also encourage your students by sharing the top 5 reasons they should attend:

- 1. Compete in the Case Competition.** *Winners will receive a \$2,500 prize and free registration to the SHRM Annual Conference and Exposition; the world's largest HR event.*
- 2. Connect with the Future of HR.** *Make new friends and mingle.*
- 3. Sit Down with HR Professionals.** *What better way to position yourself for a successful career.*
- 4. Enjoy a New City.** *Take an extra day at the beginning or end of the Case Competition and Career Summit to explore the city or visit with friends in the region.*
- 5. Hear from Inspirational Speakers.** *Expose yourself to new ways of thinking and discover how to be more successful in your HR pursuits.*

See you on the Red Carpet!

Don't forget to mark your calendars for September 16-18, 2015 for the greatest HR show in Ohio, The Ohio Human Resource Conference! This year we are already hard at work as we prepare to begin "Rolling Out The Red Carpet" for our star studded lineup of speakers including successful entrepreneur and bestselling author and winner of THE APPRENTICE, Bill Rancic and Speaker Hall of Fame inductee and author, Mark Sanborn. This all-star lineup will also include: Steve Browne, Broc Edwards, Heather Kinzie, Jennifer McClure, Dwane Lay, Jim Smith, Robin Schooling and many more! Don't miss out on this amazing event! Register Today!

The Ohio Human Resource Conference is Ohio's premier conference for HR professionals! Yearly it provides HR professionals with the most exceptional speakers, networking opportunities with over 850 HR professionals and tons of recertification credits not to mention the opportunity to visit with over 100 exhibitors for all your HR needs.

Hope to see you there!

Sandy Manjura

Chapter News

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

2015 Monthly Chapter Events

<p>January 15, 2014 Topic: <i>Annual Legal Update 2015</i> Presenter: Lynn Schonberg Where: TBD</p>	<p>February 19, 2015 Topic: <i>EEOC Update</i> Presenter: Michelle Crew – EEOC Cleveland Field Office Where: Quail Hollow Resort & Conference Center</p>
<p>March 19, 2015 Topic: <i>Trust is a Verb: What you can do, shouldn't do, & must do to engage the people in your organization</i> Presenter: Jim Smith – The Executive Happiness Coach Where: Quail Hollow Resort & Conference Center</p>	<p>April 16, 2015 Topic: <i>Defusing & Dealing With Difficult People</i> Presenter: Tim Dimoff Where: Quail Hollow Resort & Conference Center</p>
<p>May 21, 2015 Topic: <i>TBD</i> Presenter: TBD Where: Quail Hollow Resort & Conference Center</p>	<p>June 18, 2015 Topic: <i>TBD</i> Presenter: TBD Where: Quail Hollow Resort & Conference Center</p>
<p>July 16, 2015 Topic: <i>TBD</i> Presenter: TBD Where: Quail Hollow Resort & Conference Center</p>	<p>August 20, 2015 Topic: <i>TBD</i> Presenter: TBD Where: Quail Hollow Resort & Conference Center</p>
<p>September 2015 No Meeting-Ohio SHRM conference (2 conference giveaways for lodging and registration to 2 lucky members provided by LGA SHRM)</p>	<p>October 15, 2015 Topic: <i>TBD</i> Presenter: TBD Where: Quail Hollow Resort & Conference Center</p>
<p>November 19, 2015 Topic: <i>TBD</i> Presenter: TBD Where: Quail Hollow Resort & Conference Center</p>	<p>December 2015 Holiday Social</p>

SCHRMA

The SCHRMA Chapter is having a Worker's Comp Legal Update from 7:30 am to 9 am at Anjulina's on Hayes Avenue in Fremont, Ohio on Tuesday, March 10th. Reservations are required by March 3rd. They can contact Kerri Pollock at kerri.pollock@stylecrest.net. Cost is \$25 for this meeting. Any additional questions can be directed to me (Renee Arreola), Chapter President at 419.333.7000 X 120.

MVHRA

Join Miami Valley Human Resource Association at its March professional development events—chapter luncheon on March 10 with featured speaker; and March 26 joint event with Wright State University and other organizations on the topic of “bridging across generations.”

Monthly Luncheon - Tuesday, March 10, 2015, 11:15 AM to 1:00 PM

Registration and networking 11:15-11:30 AM

Announcements & Lunch 11:30 AM – 12:00 PM

Speaker 12:00 PM-1:00 PM

Topic: Strategies to Conquer the Seven Enemies for Promoted Leaders

Speaker: Diane Egbers, Leadership Excelleration, Inc

Register at: www.mvhra.org (click on March 10 on the Events Calendar)

Sinclair Community College

Building 12, Ponitz Conference Center

444 West Third St.

Dayton, Ohio 45402

Learning Objectives:

1. Gain understanding of the seven enemies of success and why they put new and promoted leaders at risk for failure.
2. Learn new insights about the strategies to overcome the seven enemies and create the potential for success.
3. Ensure the application of each strategy to the assimilation of promoted leaders.

Speaker Bio:

Diane Egbers is Founder and President of Leadership Excelleration, Inc. (LEI) and author of *The Ascending Leader*; she engages with clients to provide Executive Coaching, Organizational Effectiveness, Talent Management and Leadership Development services.

Diane works collaboratively with clients to set and achieve goals that involve cultivating the strengths of key talent and realizing potential for success at organization, team and individual levels. This may include: coaching executives, facilitating 40+ leadership topics with senior leaders, as well as assessing organizational capacity to improve performance.

Diane holds a Master's Degree in Executive Human Resources Development from Xavier University and a Bachelor's Degree in Business and Economics from the University of Cincinnati.

Certifications: Emotional Intelligence (Hay Group), Executive Coaching (Linkage) and High Performance Culture Development (Denison). She is a dynamic national speaker and has published articles on Leadership, Executive Coaching and Organizational Effectiveness.

MVHRA (cont.)

Thursday, March 26, 2015

Annual Organizational Effectiveness Lecture Series (OELS) Event

7:30 AM – 11:30 AM

Wright State University Nutter Center, Berry Room
3640 Colonel Glenn Hwy.
Dayton, OH 45435

Topic: Building a Bridge Across Generations

Speaker: Linda Gravett, PhD, SPHR, Gravett and Associates

Register at : www.mvhra.org (click on March 26 on the Events Calendar)

Session Overview:

As co-author of *Bridging the Generation Gap*, Linda will discuss enhancing communication across the five generations in the workplace, focusing on her current extensive research on the youngest generation at work: millennials. Two of her clients will be joining her to share their best practices for working across generations. And, the event will close with a panel of students and young professionals across different types of organizations who will discuss tailoring activities—such as onboarding, performance management and setting expectations—to different generations.

Speaker Bio:

Dr. Linda Gravett has partnered with organizations such as Williams Sonoma, Xavier University, and Voith over the past 19 years, helping them leverage a diverse workforce to ensure success through periods of growth and change. Linda is a frequent speaker at professional conferences on the topics of building collaboration in a multicultural workplace, leveraging emotional intelligence, reducing conflict caused by generational differences, and business ethics. Linda has a Ph.D. in HRD and Industrial Psychology; an MA in labor and Employment Relations; and a Bachelor's in Accounting. She is certified in administering and consulting with the EQ-i and MBTI instruments. She has lived in Japan, Mexico and Canada and brings an international perspective to her consulting and teaching.

Note:

All event 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 Code: **MVHRAPA-YATDOOR** 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.

Join us On Wednesday April 15, 2015 for the 2015 HR Collaborative Navigating the Course: Reaching For The Horizon!"

HR Collaborative - Navigating The Course: Reaching For The Horizon

Wednesday, April 15, 2015 from 07:30 AM to 04:00 PM \$149.00

Sharonville Convention Center

11355 Chester Road.

Sharonville, OH 45246

Go to this link for details and to register: <http://www.hr-collaborative.org/>

HRACO

Calendar of Events Through March

http://www.hraco.org/events/event_list.asp

HRACO Happy Hour (MAR2015) Thursday, March 05, 2015 Location: Columbus, Ohio Time: 4:30 PM to 8:30 PM	2015 Spring SHRM-CP/SCP Certification Prep Course Monday, March 09, 2015 Location: Columbus, Ohio Time: From 6:00 PM to 10:00 PM
Member Orientation Tuesday, March 10, 2015 Location: Columbus, Ohio Time: From 10:30AM to 11:00AM	Competencies for the Contemporary Leader (MAR MTG) Tuesday, March 10, 2015 Location: Columbus, Ohio Time: From 11:15AM to 1:30PM
Getting a Grip on Your Finances While You're in Transition (In Transition MAR) Thursday, March 19, 2015 Location: Columbus, Ohio Time: From 8:00 AM to 9:30 AM	

FAHRA

Join us for one of our upcoming meetings:

Wednesday, March 11, Findlay Country Club, 11:30 a.m. - 1:00 p.m. (program begins at noon)

Presenter: Jen Bookwalter, Organizational Development

Performance Development – The Next Generation at MPC

Marathon Petroleum Corporation (MPC) recently completed a massive redesign of its performance development process, in conjunction with the integration of a new talent management system. This program will focus on the innovative performance development concept at MPC, which evaluates performance using a nine-box platform balancing “what” employees do with “how” they accomplish it.

Wednesday, April 8, Findlay Country Club, 11:30 a.m. - 1:00 p.m. (program begins at noon)

Presenter: Heidi Hartman, Attorney, Eastman & Smith

Topic: Leaves of Absence

Tuesday, May 12, 8 a.m. - 12 p.m., Findlay Country Club, breakfast provided

Tom Dixon, Attorney, Eastman & Smith

Topic: Employment Law Update

Visit our website for more information or email us at FAHRA383@gmail.com