

# The Butler/Warren County Buzz



## January 7 Monthly Meeting

### BWSHRM AND OHIO EMPLOYERS COUNCIL PRESENTS:

**Speakers:** Thomas Mobley, SPHR

**Cost:** \$13.00 for members, \$15.00 for non-members

**New Year Special:** Each paying attendee, bring a guest free!

**Date:** Thursday, January 7, 2009

**Time:** 7:15 AM – Registration/Networking

7:30 AM – Breakfast

8:00 AM - 9:00 AM - Presentation

**Location:** Wetherington Country Club

**Directions:** Take I-75 to Tylersville and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Encore Café, turn right and follow to the stop at corner of Country Club Lane. Turn right at stop sign and follow road to left. It takes you into Country Club parking lot.



### Coaching & Corrective Action: How to Avoid Being Frog-Boiled

Drop a frog in a pot of boiling water and it will jump right out. But turn the heat up slowly. . . .

Often the most daunting task that managers face is confronting people problems. This seminar provides the tools and confidence needed to address issues when they are merely simmering — before things get too hot.

- Recognizing & reinforcing good performance
- Self-assessment of conflict management style
- Strategies to deal with problems
- Disciplinary action steps
- Multiple case studies; interactive learning

“ . . . this seminar would be useful to other supervisors and managers, not only to those new to the responsibility of managing others. Dealing with performance, conduct and attendance issues can feel like a jungle. This training provides a roadmap for navigating through it.”

Thomas Mobley, SPHR has over 20 years of experience and is a respected expert in the HR field. His consulting practice provides seminars and workshops on a wide variety of HR topics. For the past 15 years he has taught HR Certification Prep courses which help other HR professionals prepare for HR Certification.

Tom's broad background includes work with Fortune 100 firms, start-ups, and international companies. His expertise has been sought out and included in articles in MSNBC, USA Today, and DowJones' MarketWatch. In addition to his consulting practice, Tom is professor for the Farmer School of Business at Miami University as well as other area universities.

Tom is an active leader in SHRM, having served as the Chair of the Ohio Human Resource Conference, SHRM's Board of Director's Membership Advisory Council for 2008, and Past Director of the Ohio State Council of SHRM.

Tom has combined his corporate and teaching experience to provide HR solutions that are practical and effective.

**We hope you can join us on Thursday, January 7th, 2010 at Wetherington Country Club. Please reserve your seat by Monday, January 4th by emailing Angela Sherrick at [asherrick@generalrevenue.com](mailto:asherrick@generalrevenue.com) or by calling 513-605-7402.**

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**BWSHRM LOCAL MEMBERSHIP DRIVE**



Once again, we want to challenge our members to participate in another year of growth by inviting a new member to join our chapter. In return for a new member application, you are invited to join us at the next breakfast meeting at no cost to you. Together, we can make it happen!

To request a membership application, please contact our Membership Advocate:

Marc Fleischauer, SPHR – Partner, Porter Wright Morris & Arthur, LLP  
1 S. Main St., Suite 1600, Dayton, OH 45402  
937-449-6720 or [mfleischauer@porterwright.com](mailto:mfleischauer@porterwright.com)

Or visit our website at [www.ohioshrm.org/butler](http://www.ohioshrm.org/butler) and click on the membership link for more information. If you are a SHRM National Member, your local dues are only \$45 per year. If you want to join our local organization only, your local dues are only \$90 per year.

**We hope to see you soon!**

MESSAGE FROM THE PRESIDENT

Holidays! This is a subject that we have on our minds this time of year. It has been a busy and stress-filled year and pretty much we are all looking forward to a little R&R. Many organizations are cutting back on their holiday celebrations, but many still plan on doing something special because, "Employers recognize the role of holiday parties in boosting employee morale, especially during a tough economy, when it is more important than ever to acknowledge and reward employees with a holiday gesture," said Steve Williams, SHRM's director of research. "Holiday parties are a way companies can show employees gratitude for accepting more responsibilities, increasing productivity, and keeping businesses running during a difficult economic climate."



For more information, click here:  
<http://jobsearch.coxohio.com/>

According to SHRM, the majority of organizations (61 percent) still plan to hold an office holiday party for employees, SHRM's "Holiday Party and 2010 Holidays Organizations Plan to Observe Poll" found. Small (72 percent) and medium-sized (67 percent) organizations were more likely than large-sized organizations (48 percent) to hold 2009 end-of-year/ holiday parties.

No matter what your Company plans, the Board of Directors and I wish you a very happy, healthy, relaxing and SAFE holiday and we anticipate a bright 2010.

-Linda P. Stryker, PHR  
President

MEMBERS IN TRANSITION

With the New Year upon us BWSHRM would like to say thank to all of our members for their partnership with BWSHRM in serving and advancing the profession in 2009. We know that this year was a particularly difficult for our members in transition, with that in mind, BWSHRM meetings are free to members who are currently in transition. Please let us know when you rsvp if you are in transition and would like to take advantage of this special offer.



# Work Place Solutions →

All too often managers and employees are unprepared to deal with unresolved conflict in the work place. As a result, there can be significant productivity losses associated with these continuing problems.

**Work Place Solutions** is structured to operate between conflicted parties and in a non-threatening format to evaluate the conflict and offer workable solutions to work place problems.



## WORK PLACE CONFLICT MEDIATION

Facilitating mutually acceptable, self-determined agreements between the conflicting parties using specialized skills.

## WORK PLACE CONFLICT

A condition between or among workers whose jobs are interdependent, who feel upset, perceive the others as being at fault, and act in a way that causes the business problems.

Unmanaged employee conflict is perhaps the largest reducible cost in organizations today and likely the least recognized.

It is estimated that over 65% of performance problems result from strained relationships at work NOT from deficits in employee's skills.



*Resolving the Work Place Conflict puzzle will improve your business.*



*Working together for a Solution*

## KEY BENEFITS

- Cutting the cost of conflict
- Diverting conflicts
- Getting workplace relationships back in line
- Enhancing communication
- Stimulating healthy dialog
- Fostering dignity at work.

## KEY STEPS

- Consultation
- Assessment of Issues
- Working with parties in conflict, separately
- Joint Mediation
- Moving ahead with proposed agreements and relationships
- Follow Up as needed



*Making the pieces fit*

**Sylvia Tilton-Smith**

**Work Place Solutions**

1251 Nilles Road – Suite 7  
Fairfield, Ohio 45014

513 333-5800

## KEY SERVICES

- Conflict Resolution
- Education and Training
- Coaching
- Seminars

E-Mail: [info@SylviasSolutions.com](mailto:info@SylviasSolutions.com)

Website: [www.SylviasSolutions.com](http://www.SylviasSolutions.com)