

The Butler/Warren County Buzz

November 5 Monthly Meeting



BWSHRM PRESENTS:

Speakers: Robin Throckmorton, MA, SPHR
Cost: \$13.00 for members, \$15.00 for non-members
Date: Thursday, November 5, 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.

Building a Strategic Plan for Human Resources

In order to become a strategic partner in an organization, HR often has to take initiative and be THE strategic leader. To achieve success, it is imperative that an organization has a good idea of why it exists and a vision of where it hopes to end up in the future. Getting to that future state might involve many challenges and obstacles; like our current recession. Without a strategy to keep us on the path, these obstacles are liable to lead us astray. In this informative session, participants will learn a step-by-step process for developing an HR strategic plan. Get your organization focused and on track for future success by using the methods learned in this session to create and implement your own HR strategic plan.

Robin Throckmorton, MA, SPHR is the President and Executive HR Strategist with strategic HR, inc., a human resources management consulting firm located in Cincinnati, OH. Strategic HR, inc. was a winner in 2008 and 2009 of the Regional Cincinnati Chamber of Commerce Small Business Excellence 10 under 10 Award. Robin has been a generalist and consultant for over 18 years with healthcare, manufacturing, service, and non-profit organizations creating solutions to help them recruit and retain the best and the brightest employees. Robin is the co-author of Bridging the Generations Gap. She is a frequent speaker for professional associations and conferences on the topics of generational differences, retention, recruitment strategies, and labor trends. Robin has been an adjunct faculty member of the University of Cincinnati where she taught and spoke for various classes in the Masters program. In addition, Robin has been an adjunct at Xavier University facilitating classes in the Senior HR Management Certificate Program. She was also recognized as an Enterprising Women of the Year Finalist.

Robin holds a BS from Purdue University in Management and a Master of Arts in Labor and Employment Relations from the University of Cincinnati. Robin is also certified as a Senior Professional Human Resources (SPHR) by the national Human Resources Certification Institute. She regularly volunteers for advisory and leadership roles to help serve the human resources profession.

Please reserve your seat by Monday, November 1st by emailing Angela Sherrick at asherrick@generalrevenue.com or by calling 513-605-7402.

This program has been approved for (1) "Strategic" recertification credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

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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

Or visit our website at 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

“Time keeps on slippin’, slippin’, into the future...”

Steve Miller and his band told us this back in the (dare I say? 1970’s) – and guess what? Nothing has changed. We are all trying to do more with less in the way of resources, but we are missing a big bet when we simply stumble from day to day, and problem, to crisis, to issue, one after another.

It is imperative that we take the time to step away from the hectic pace, slow down and take a longer look at where we are going – both as a business partner and for ourselves.

Our November program will provide us with a framework for approaching strategic planning for the HR Function, which should provide the framework for your participation in strategic planning for your business as a whole. If your top management is not driving strategic planning, here is your opportunity to step through the door and add real value to the bottom line.

If you are not taking the long view, either in your profession, as a business partner or in your own life, you will end up where you end up. This is not always where you wanted or hoped that might be. So, take this first step and join us on Thursday, November 5, for our topic "Building a Strategic Plan for Human Resources", with Robin Throckmorton.

-Linda Stryker
BWSHRM President

**SHRM Foundation News:
Your Financial Support Makes A Difference!**

As you think about your year-end charitable contributions, please consider making an investment in the future of the HR profession through a tax-deductible gift to the SHRM Foundation. The SHRM Foundation provides comprehensive, research-based answers to your HR challenges through its support of research grants, scholarships, educational programs and practitioner resources. Your financial support is vital to ensure that the SHRM Foundation can continue this important work. Help the Foundation advance the HR profession by making a donation today! You can send your contribution to: SHRM Foundation, P.O. Box 79116, Baltimore, MD 21279-0116 or donate online (www.shrm.org/foundation). Thank you in advance for your support!



Your success is our business.

Lee Hecht Harrison can help your company assess its needs, and identify and implement the right solutions. You can rely on us to deliver superior results in three core areas:

- **Career transition**

We'll help you plan, manage and maintain productivity as you effectively transition individuals.

- **Leadership consulting**

We provide assistance identifying, assimilating, assessing and developing current and future leaders.

- **Workforce solutions**

Our qualified consultants help engage and retain employees through innovative career development solutions.

To learn more about what we can do to help your business achieve results, please contact me today.

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HRCI UPDATE

As you know, in challenging times, pursuing professional development opportunities can be difficult yet necessary for career growth. The [SHRM Learning System Self-Study Option](#), will not only help you prepare for the PHR/SPHR certification exam but will enhance your value as an HR professional. The system's updated features include the most recent changes in workplace legislation so you'll also gain knowledge that can protect your organization from risk.

The SHRM Learning System Self-Study Program allows busy HR professionals who have always wanted to pursue their certification but just don't have the time to enroll in a class, the freedom to decide when, where and how to study.

Now is the **perfect time** to pursue certification if you haven't done so already. The **job market is changing**, and earning your designation can **give you an advantage** to advance your career, handle the ever-changing HR laws and regulations and provide you with additional skills to set you apart from the crowd. A PHR or SPHR certification distinguishes you among your peers and highlights your commitment to your career as an HR professional.

Winter HRCI Testing Window:

PHR/SPHR is Dec. 1, 2009-Jan. 31, 2010.

GPHR/CA is Dec. 1-Dec 31, 2009.

Online applications now open. Applications are being accepted through November 13, 2009. [Click here](#) to apply.

WEBSITE UPDATE

Ohio SHRM has a new look! [Click here](#) to view the new Ohio SHRM website. Also, the Butler-Warren SHRM website is maintained by the State Chapter, so if you have our website saved to your favorites it will need to be updated (<http://www.ohioshrm.org/shrmChapters/butler/>).



VETERANS WORKFORCE READINESS

Applied Veterans Support through SHRM

NOVEMBER 2010

The Ohio State Council of the Society for Human Resource Management (SHRM) coordinates SHRM chapter efforts and provides leadership, professional development, support and ideas to facilitate the role of chapter volunteer leaders in the State of Ohio.

VISION

As a key resource for direction, growth, and development for SHRM chapters, volunteer leaders, and Human Resource professionals in Ohio, we seek to support Veterans in the area of workforce readiness through assisted individual development in support of existing resource programs that are enhanced by SHRM Chapter services at the local unit level in conjunction with associated Employer awareness initiatives.

VETERANS

In Ohio, programs exist to assist Veterans through various life experiences that include workforce readiness, an area of expertise and focus for OHIO SHRM:

1. Family Readiness www.ong.ohio.gov/family



This program offers support through a State Benefits Advisor that includes resources specific to the needs of the Veteran. In the areas of workforce readiness this includes:

Veterans Services

1-888-2WORK-411 (1-888-296-7541), Option 5

- Job Opportunities
- Local Training
- Apprenticeships
- Veterans Assistance

Comprehensive on-line employment assistance can be found at www.hirevetsfirst.gov:



Personal Resume-writing resources can be found at www.turbotap.org:



How your Local SHRM Chapter can help!

Through our statewide professional and student chapters we at Ohio SHRM have Human Resource representatives to personally assist veterans in the following areas:

- Job interview skills, counselors
- Job Opening Notification – Contact military personnel first when new local jobs are opening. Identify military friendly employers
- Career Counselors – How to transfer from military to civilian jobs. Career testing. Outside the “box” thinking.
- Benefits Counselors – not legal advice – USERRA Guidelines, Federal Programs, Financial Aid, Family issues.
- Legal Advice – Employment Law issues
- Resume Support/Cover Letters
- Business Dress
- Interviewing – Mock interviews, various career dress – administrative, executive, technical, and mechanical
- Computer Search Skills – Navigating job search websites, career networking sites, and

appropriate internet use for job seekers – Facebook, MySpace, YouTube, LinkedIn, etc.

- Networking – Professional – skills, locations, ideas
- Disability issues w/employers – ADA accommodation, legal rights counseling, how to handle interview questions, what to do if an interviewer makes a mistake

HOW?

Through our statewide network of professional and student chapters, Ohio SHRM can connect and work directly with each County Veterans Services Office. Even at special events like:



Go to www.jointservicesupport.org/YRRP to find out when an event will be hosted in your area!

What is the Yellow Ribbon Program?

The legislatively mandated Yellow Ribbon program provides information, services, referrals and proactive outreach programs to Service members of the National Guard and Reserves and their Families through all phases of the deployment cycle.

The intent of the program is to prepare National Guard and Reserve members and their Families for the deployment, sustain their Families during the deployment and **reintegrate** the Service members with their Families, communities and employers upon re-deployment or release from active duty.

What information will Yellow Ribbon provide?

The Yellow Ribbon program helps Service members and their Families navigate through the numerous Department of Defense (DoD), Veterans Affairs and State systems to ensure they receive information and assistance regarding all the benefits and entitlements they have earned as a result of deployment. All of the areas available through the

Yellow Ribbon program are too numerous to mention, but an Ohio

EMPLOYERS

Hire a Veteran Now!

There are nearly 2,000 One-Stop Career Centers nationwide where employers can go to receive assistance in connecting to and recruiting veterans. One-Stop Career Centers offer a wealth of resources including specialized local Veterans' Employment Representatives (LVERs) and Disabled Veterans' Outreach Program (DVOP) staff who work solely with veteran populations and can provide relevant veteran applicant referrals. Call 1-877-US2-JOBS for direct assistance.

10 REASONS TO HIRE A VET

1. Accelerated learning curve.
Veterans have the proven ability to learn new skills and concepts. In addition, they can enter your workforce with identifiable and transferable skills, proven in real-world situations. This background can enhance your organization's productivity.
2. Leadership.
The military trains people to lead by example as well as through direction, delegation, motivation, and inspiration. Veterans understand the practical ways to manage behaviors for results, even in the most trying circumstances. They also know the dynamics of leadership as part of both hierarchical and peer structures.
3. Teamwork.
Veterans understand how genuine teamwork grows out of a responsibility to one's colleagues. Military duties involve a blend of individual and group productivity. They also necessitate a perception of how groups of all sizes relate to each other and an overarching objective.
4. Diversity and inclusion in action.
Veterans have learned to work side by side with individuals regardless of diverse race, gender, geographic origin, ethnic background, religion, and economic status

as well as mental, physical, and attitudinal capabilities. They have the sensitivity to cooperate with many different types of individuals.

5. Efficient performance under pressure. Veterans understand the rigors of tight schedules and limited resources. They have developed the capacity to know how to accomplish priorities on time, in spite of tremendous stress. They know the critical importance of staying with a task until it is done right.
6. Respect for procedures. Veterans have gained a unique perspective on the value of accountability. They can grasp their place within an organizational framework, becoming responsible for subordinates' actions to higher supervisory levels. They know how policies and procedures enable an organization to exist.
7. Technology and globalization. Because of their experiences in the service, veterans are usually aware of international and technical trends pertinent to business and industry. They can bring the kind of global outlook and technological savvy that all enterprises of any size need to succeed.
8. Integrity. Veterans know what it means to do "an honest day's work." Prospective employers can take advantage of a track record of integrity, often including security clearances. This integrity translates into qualities of sincerity and trustworthiness.
9. Conscious of health and safety standards. Thanks to extensive training, veterans are aware of health and safety protocols both for themselves and the welfare of others. Individually, they represent a drug-free workforce that is cognizant of maintaining personal health and fitness. On a company level, their awareness and conscientiousness translate into protection of employees, property, and materials.
10. Triumph over adversity. In addition to dealing positively with the

typical issues of personal maturity, veterans have frequently triumphed over great adversity. They likely have proven their mettle in mission critical situations demanding endurance, stamina, and flexibility. They may have overcome personal disabilities through strength and determination.