

The Butler/Warren County Buzz



February 4 Monthly Meeting

BWSHRM PRESENTS:

Speakers: Thomas Mobley, SPHR

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

February Special: Each paying attendee, bring a guest free!

Date: Thursday, February 4, 2010

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, February 4th, 2010 at Wetherington Country Club. Please reserve your seat by Monday, February 1st, 2010 by emailing Angela Sherrick at asherrick@generalrevenue.com or by calling 513-605-7402.

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Foundation

Open

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

I would like to ask our Butler / Warren SHRM members to take a moment to think about why they have joined this organization. Many people look for interesting and informative meetings, classes and seminars. Others join to find a way to network and increase their presence in the HR community. Some join to assist in their desire to achieve or retain professional accreditation. Additionally, a lot of individuals seek to enhance their value to the business.

Frankly, an organization such as ours is only as good as the efforts that are put into developing and maintaining it. We have a very busy and hard working Chapter Board. Like all volunteer organizations, we find that year after year often it is the same group of people who pitch in and do the heavy lifting of running the association. There must be some rewards for folks to continue to do this, right? Well, of course there are!

In 2010 we are encouraging those of you who have not yet stepped up, to consider a contribution of your time and experience. It does not have to be a huge time consuming effort, but we can always gain from a new perspective and ideas. There are many opportunities for you to participate, in a variety of areas from Board Member, to committee member to project volunteer - just contact any of our Board Members for more information. Maybe you will find that the experience is so rewarding (and enjoyable), you will be one of the people who helps out year after year.

-Linda P. Stryker, PHR
BWSHRM President

MEMBERS IN TRANSITION

BWSHRM would like to say thank to all of our members for their partnership with BWSHRM in serving and advancing the profession. We know that the current economy has been 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.



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Consulting Counseling Training Education Safety Compliance

EAP Systems is a provider of employee assistance programs specializing in designing and implementing a full range of products and services to promote productivity in the workplace. EAP Systems started doing business in 1984 as part of The Fort Hamilton Hospital and then joined The Health Alliance of Greater Cincinnati in 1999. It has worked with many companies in Butler County including various city and county governments (Butler, Hamilton, Middletown, Fairfield, and Oxford). It also serves public school systems (including Hamilton City and Fairfield City Schools), manufacturers, trucking companies and other organizations.

On May 1, 2009, the company's President, Jeff Young, bought the business from Fort Hamilton and took it private to form EAP Systems LLC. Jeff is a Licensed Independent Social Worker, and Certified Employee Assistance Professional. He has 25 years of experience in the building and management of EAP operations in the area. Mr. Young has been with EAP Systems since 1996. He currently has a staff of seven employees and over 25 affiliated counselors. They have recently opened a new office in the West Chester / Beckett Park area near Tylersville Rd. and Rt. 747.

As we move into the new decade one particular area of emphasis is to help HR folks prepare for and implement strategies to ***comply with Mental Health Parity and Consumer Driven Health Plans and its impact on mental health and substance abuse benefits.*** We are recommending that to offset the inevitable cost increase and to truly assist your employees, a well-functioning, accessible EAP is a very cost-effective solution. Call us to discuss this further.

There is evidence in companies who have implemented an EAP that they are getting between three to seven times the return on investment. And for about the cost of one doctor's office co-pay per employee you can have a fully operational, robust, local EAP, not a dial 1-800 telephone counselor somewhere else in the U.S. Give us a call to discuss how we might be able to positively impact your employees and company with our wide range of service offerings.

"Making Your Business Better, One Employee at a Time"

Call us at: 513-942-3271 www.eapsys.com Email: j.young@eapsys.com

HRCI UPDATE

**Spring 2010 Testing Window: May 1 - June 30, 2010.
Application Registration Now open!**

HR Certification Benefits

Want to learn more about the benefits of achieving your HR certification? View the video below to hear your fellow HR peers speak to the value of certification and how they have benefited from their credentials. You may also download our [certification flier](#) for detailed information on the HR Certification Institute's certification exams. Commit to a higher standard [Watch Video Now](#).

DIVERSITY BEST PRACTICES: BUILT TO LAST

6/30/2009

By Kathy Gurchiek

NEW ORLEANS—Diversity and inclusion initiatives are being re-examined, reprioritized, downsized and sometimes dismantled during the current turbulent economy, but diversity and inclusion are more important now than ever, according to Shirley Davis, Ph.D., SHRM’s director of diversity and inclusion initiatives.

Not only are such initiatives the right thing to do from a values viewpoint, it’s also the smart thing to do from a business-case standpoint and will improve the bottom line, she said during a June 29, 2009 SHRM Annual Conference concurrent session “Built to Last: Best Practices in Building a Strategic Diversity Management Plan.”

To be sustainable during a turbulent economy, initiatives must be relevant, fully integrated into the business strategy and able to demonstrate measurable results, she told HR professionals. Do not limit diversity actions to hiring. And commit to being actively inclusive—offering stretch assignments, for example, to get a diverse mix of employees in the company’s leadership pipeline, Davis noted.

Building a diversity strategy that lasts beyond those who implemented it requires finding people in the organization who can help champion the initiatives, including those who report directly to the CEO.

Find advocates “so it can continue” beyond your tenure or a company reorganization. Build an advisory council and include one or two “resisters”; their contribution can help strengthen the strategy and win over others who are resistant.

“We are the architects and designers, but we don’t stay and live in the house,” she said. She emphasized the importance of making the strategy a visible part of an organization, including writing and publishing its definition of diversity—and putting it on its web site.

She pointed to best-practices company Cummins Inc., an Indiana-based manufacturer, which has a powerful definition based on two fundamentals.

“The first is creating a workplace that reflects the diversity of the general population from which we draw our people and to whom we sell our products,” according to Cummins’ definition. “The second is creating an environment that celebrates people’s differences, and in doing so, inspires innovative ideas and solutions.”

It’s also imperative for HR professionals to know the organization’s top three business objectives so that they can link those objectives with HR’s efforts toward diversity and inclusion. Limit those initiatives to three to five items and make sure they not only are measurable, but measure what the CEO cares about, Davis cautioned.

CEO and C-suite engagement is critical, she said, for a diversity effort to have impact and success. That commitment includes:

- Actively contributing to the vision, mission and strategy of the strategic diversity management plan.
- Communicating the importance of diversity to all stakeholders.
- Holding directors, managers and supervisors accountable for moving the diversity plan to all levels of the organization.
- Removing barriers to successful implementation.
- Adequately funding the diversity plan.

Also, senior leaders must demonstrate their commitment to diversity by attending workplace diversity activities and events, sponsoring or advocating for employee network groups, dedicating resources to diversity and inclusion, and establishing annual priorities for action.

SHRM members can access, for free, a new downloadable report, [**Global Diversity and Inclusion: Perceptions, Practices and Attitudes**](#). The findings are based on a 2008 study SHRM commissioned that researched the diversity readiness of 47 countries.

Kathy Gurchiek is associate editor of HR News.