

The Butler/Warren County Buzz



January 6 Monthly Meeting

BWSHRM PRESENTS:

Speakers: Dr. Linda Gravett

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

Date: Thursday, January 6, 2011

Time: 7:15 AM – Registration/Networking

7:30 AM – Breakfast

8:00 AM - 9:00 AM - Presentation

Location: [Wetherington Country Club](#)



Bridging the Generation Gap

We hope you can join us as Dr. Linda Gravett, co-author of Bridging the Generation Gap, presents "Bridging the Generation Gap". This fast-paced, interactive presentation addresses these interesting questions:

- Who are the five generations in today's workplace?
- What factors influenced them as they were growing up?
- What are the biggest differences that cause miscommunication and conflict across the generations - and
- what do we do about them?

Join us as we explore how generational differences will have a huge impact on the workplace of tomorrow.

We hope you can join us on Thursday, January 6, 2011 at Wetherington Country Club. Please reserve your seat by emailing Angela Sherrick at angela.sherrick@pac.com or by calling 513-217-3208.



This program has been approved for (1) "General" 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.

Message From the President

As we look back on 2010, it has been a busy and challenging year for many of us! In looking forward to 2011, one of my professional goals is to try to re-establish a strong foundation for wellness and to focus on promoting a safety conscious work force.

Taken from a recent SHRM article (<http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/WellnessMisunderstood.aspx>):

“For many employers, kick-starting a full-blown wellness program can be overwhelming. The secret, several UBA member firms said, is just like healthy eating: Don't bite off more than you can chew. Starting small and implementing a few features in the beginning can allow a company and participants to focus on achievable goals. As the company adopts more programs, its culture accepts more buy-in to wellness, and participation increases, which can translate into real savings.”

One of my goals this year will be to implement some practical solutions and to help our workforce become more aware of what they can do to change the environment. What steps can you take to make a difference?

I look forward to the coming year as your BWSHRM President. We have several programs already lined up, visit the program calendar on the website at http://www.ohioshrm.org/shrmChapters/butler/BWSHRM_Programs.cfm to see the upcoming events. The Board of Directors and I would like to wish you a very safe and healthy 2011!

Angela Sherrick, SPHR

President



Did you know BWSHRM has a Linked-In group? To join our group visit <http://www.linkedin.com> and search for “Butler/Warren SHRM” under groups. We hope that we can use this tool to better connect our community of HR professionals.

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Certification Advocate

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HRCI Update- 2011 Test Schedule and Exam Fees

Our computer-based exams are administered twice a year at test centers throughout the world.

Testing centers fill up quickly (particularly at the end of each exam testing period) so apply and schedule your exam early. If you wait until the exam period starts, you might not even be able to schedule an exam appointment at all. This happens rarely, but if it happens to you, you may withdraw from the exam and apply for a 50 percent refund of your exam fee.

2010 Exam Application Submission Dates

	Testing Dates	Applications Accepted	Late Applications Accepted*
Spring			
PHR/SPHR	May 1-June 30, 2010	Jan. 11, 2010 - Mar. 12, 2010	Mar. 12 - April 16, 2010
GPHR/CA	May 1 - June 2, 2010	Jan. 11, 2010 - Mar. 12, 2010	Mar. 12 - April 16, 2010
CA -- Special Administration	June 30, 2010	May 20, 2010	N/A
GPHR -- Special Administration	July 1, 2010	May 20, 2010	N/A
Winter			
PHR/SPHR	Dec. 1, 2010-Jan. 31, 2011	July 12, 2010 - Oct. 8, 2010	Oct. 9 - Nov. 12, 2010
GPHR/CA	Dec. 1-31, 2010	July 12, 2010 - Oct. 8, 2010	Oct. 9 - Nov. 12, 2010

*A US\$50.00 late fee is applied to all applications submitted during this time.

SHRM Member Rates

To receive the reduced national SHRM member rate, you must have a current SHRM membership and provide your SHRM membership number on the application when you submit it.

Optional Service Fees

- Exam Level Change (PHR to SPHR) U.S. \$125
(You may change exam levels only once in an exam period)
- Review Exam Scores U.S. \$50
- Duplicate Score Report/Replacement Certificates U.S. \$25
- Optional service fees are not refundable.

Fees

	PHR	SPHR	GPHR	PHR-CA/ SPHR-CA
Price	US\$300	\$US425	US\$425	US\$325
SHRM Member Price	US\$250	US\$375	US\$375	US\$275

All prices include a US\$75 nonrefundable application fee.

A US\$50 late fee will be applied on applications received after the regular deadline.

Students/recent graduates pay a reduced fee. The balance of the PHR and/or GPHR exam fee is required upon meeting experience and graduation requirements.

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.



Miami Offering Human Capital Analytics Course at VOA starting in January 2011

Are you a professional wanting to bring a more analytical way of managing, leading, and decision-making to your organizations? If you want to know whether programs related to safety, work-week scheduling, pay for performance, training, wellness, performance enhancement, pre-hire selection, turn-over reduction or other efforts provide a positive financial return, this is the right program for you. In this course you will not only learn the techniques, you actually apply them to a project from your organization with the guidance and advice of an expert.

Having guided more than 70 Human Capital Analytics projects with over 40 organizations since 2005, Professor Joshua Schwarz (PhD Cornell University) is offering to the public his expertise and approach to financially evaluating human capital projects and programs.

Human Capital Analytics will be offered at Miami University's Voice of America Learning Center between Cincinnati and Dayton. Classes will be held Monday nights 6:30-9:30, from January 24, 2011 through April 4, 2011. For more information on the course and registration information [click here](#).

This program, has been approved for 27.5 (Specified-Strategic Business) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org."

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