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2004 / 2005 OFFICERS



APRIL 2005



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Join us **Thursday, April 14th 2005**
The Butler/Warren County SHRM chapter is pleased to host Dr. Linda Gravett for our April 14, 2005 meeting.

Topic: "Turning Conflict into Collaboration", Managing Conflict across Departments and Functions.

Linda Gravett, Ph.D., SPHR is the founder and Senior Partner of Gravett and Associates, an organizational development consulting firm headquartered in Cincinnati, Ohio. Since 1991, Linda has worked with organizations such as TriHealth, The Greater Cincinnati International Airport, Dole, and Williams-Sonoma to assist in developing and energizing a diverse workforce to maximize productivity.

She is the author of HRM Ethics: Perspectives for a New Millennium (published in 2001) and co-author of Crossing the Great Divide: Building a Bridge Across Generations (scheduled release date April 2005). She is a frequent speaker for professional associations and conferences on the topics of Building a Bridge Across Generations, Building an Ethical Decision-Making Framework, and Enhancing Employee Motivation and Productivity.

Linda is a member of the adjunct faculty at Xavier University, where she developed and teaches in the Senior HR Management Certificate Program. She has a Ph.D. in Human Resource Development, a Master's in Labor and Employment Relations, and a Bachelor's in Accounting. She is also certified by the Human Resource Certification Institute as a Senior Professional in Human Resources (SPHR). As a result of her experiences living and working in Japan, Mexico and Canada, Linda brings an international perspective to her consulting and speaking engagements.

COST: Members \$13.00/person - Non-members \$15.00/person

TIME: 7:15 AM - Registration/Networking

7:30 AM - Breakfast Buffet

8:00 AM - 9:00 AM - presentation

LOCATION: Beckett-Ridge Country Club

Directions:

Take 75 to Union Center Blvd (exit 19), go west two miles to Beckett Road. Turn right and make another right to Beckett Ridge Blvd, course is on the right.

Please reserve your seat by Friday, April 8th by emailing Kristi Cain at kcaain@amtex-lh.com or by calling (513) 933-6205

Upcoming Meetings for 2005

| <u>Date</u> | <u>Time</u> | <u>Topic</u> |
|-----------------------|-------------|---|
| Apr. 14 (Thursday) | 7:30 AM | Diversity – "Turning Conflict into Collaboration" Linda Gravett, SPHR Location- Beckett Ridge Country Club |
| May 11 | 7:30 AM | Angela Kraft Diver - "Stress in the Workplace" Location Beckett Ridge Country Club |

Meetings are \$13.00 for members and \$15.00 for guests

PHR/SPHR/GPHR

Online Application Now Available
[Apply today](#) to take an exam during
 the spring testing windows:
 May 1 - June 30 for the PHR/SPHR
 and
 May 1 - May 31 for the GPHR
<http://www.hrci.org/certification/>

May Meeting Information**May 11, 2005****7:30 a.m. \$13.00 for members \$15.00 for guests****Beckett Ridge Country Club**

5 Strategies to Better Stress Management at Work. Learn how stress at work impacts stress at home. Tips and Techniques of Stress Management. Working with co-workers under stress.

Speaker: Angela D. Kraft-Diver, MSSA, LISW, CCDC III

Angela is a licensed independent social worker with Partnership, EAP and Southwest Ohio Counseling Associates. She is a graduate of Case Western Reserve University and has been in the social work and counseling field for eleven years.

Please reserve your seat by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205

A Message from the President

Attendance was very good at the March Seminar Meeting covering the Effective Management of Leave of Absence Issues under FMLA, ADA and State Law. Attorney Peter Newman made an outstanding presentation that involved all participants and featured an extensive "Question and Answer" session. A highlight was the review of 10 Steps Employers can take to prevent leave problems. We have several new members and welcome other HR Representatives to join our progressive chapter.

**Your Foundation at Work:
Effective Practice Guidelines**

If you are like most HR professionals, you probably have trouble keeping up with the latest research findings in human resources. To help make research-based knowledge more accessible, the SHRM Foundation has created a new series entitled [Effective Practice Guidelines](#). The guidelines compile and summarize the HR practices in a given area that have been shown to be effective based on research studies. A subject matter expert with both research and practitioner experience distills all relevant findings and expert opinion into specific advice on how to conduct effective HR practice. The first report in the series covers Performance Management and was written by Elaine Pulakos. The report may be downloaded free from the SHRM Foundation website.

**The SHRM Foundation: Investing in
Your Future as an HR Leader**

Welcome to our newest member Amanda Massey. Amanda is with the Middletown Journal. We're happy to have you as part of our chapter Amanda!

Attention busy HR professionals in
West Chester, Mason and North Cincinnati!

Society of Human Resource Management (SHRM) courses now available at the SEBC Workforce Academy - People's Bank Building
in West Chester.

The Essentials of Human Resource Management
Wednesdays, May 4 and 11, 2005
8 am-5 pm
Tuition: \$395 (includes materials)

The Essentials of Human Resource Management is an introductory course that covers six essential program topics...

- Essentials of Human Resource Management
- Employment Law in Your Workplace
- Effective Recruitment and Selection Techniques
- Basics of Compensation
- Orientating and Training Your Employees
- Ensuring Quality Performance

If your position has ANY element of a human resource role, this course is for you!

To register, call the SEBC Workforce Academy at (513) 755-6533 or visit us on line at www.mid.muohio.edu/conted

If you attended the March workshop presented by
Peter Newman and are a certified SPHR, PHR or GPHR
you are eligible for 3 continuing education credits.



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