

APRIL 2008

<http://www.ohioshrm.org/butler>

WEDNESDAY - APRIL 16th – MONTHLY MEETING - Joint meeting with OEC

This program has been approved for 1 strategic recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

SPEAKER: John Veatch, President/CEO of Lean Concepts

COST: \$13.00 Members, \$15.00 Non-Members

DATE: Wednesday, April 16, 2008

TIME: 7:15 AM – Registration / Networking

7:30 AM – Breakfast

8:00 AM – Presentation



LOCATION: Harry T. Wilks Conference Center - Miami University - Hamilton

Directions: State Rt. 129 West into Hamilton, turn left on Rt. 127 (Martin Luther King Blvd.), turn right on Knightsbridge Dr., left on Peck Blvd. (University Blvd), Miami Hamilton is on the right.

TOPIC: Cut Costs – Go Lean

Our speaker, John Veatch, (President/CEO of Lean Concepts), has a special program planned to help your company save money by waste reduction in manufacturing and administrative processes. Mr. Veatch, over the last 10 years, has helped companies of all sizes in the manufacturing and service sectors achieve tangible results. John has become so adamant about delivering value to his clients, that many of his engagements end with a management briefing that details savings and productivity gains resulting from the session. As he says, "It's all about results!"

Join us for breakfast on April 16th at the Harry T. Wilks Conference Center on the Miami University Hamilton Campus and learn about the principles and techniques employed by world-class organizations like The Toyota Motor Company. Find out about what it means to be lean and incorporating 5S into your daily routine. "Applying Lean Concepts is a journey – not the program of the month." Come take the journey with us. For a sneak preview, check out his web page at www.lean-concepts.com.

Please reserve your seat by Friday, April 11th by emailing Kristi Cain at kristi.cain@craneamerica.com or by calling (937) 293-6526.

President's Message

Dr. Joshua Schwarz, a professor at Miami University, was our speaker at our joint student meeting in March. The topic of Human Capital Metrics is in the front of the HR business environment today. Key focus areas are; Leadership practices, employee results, customer results and business performance. Examples of common metrics are, human capital costing, cost of absenteeism, employee engagement on performance, and 401k participation. The students of Dr. Schwarz work with an area company on human capital metric projects. If you are interested in the students working with you on a metrics project, please contact Dr. Joshua Schwarz at Miami University, Oxford.

Kristi Cain, SPHR - President B/WSHRM

Take Pride in how far you have come and have faith in how far you can go

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SHRM Foundation News: Evaluating Human Resources Programs

In 2007, the SHRM Foundation co-published a groundbreaking book offering readers a systematic method for enhancing the value and impact of HR and supporting its emerging role as a strategic organizational leader. *Evaluating Human Resources Programs: A 6-Phase Approach for Optimizing Performance* provides a practical framework for adjusting and realigning strategies across all types of HR programs. The authors outline a proven six-phase process that will maximize the likelihood of a successful HR program evaluation, including real-world techniques, strategies, and examples to illustrate their recommended steps and actions. This guide offers consultants and professionals an invaluable resource for understanding and implementing a successful evaluation that will have a meaningful impact on their organizations' HR programs and strategic outcomes. To order a copy of *Evaluating Human Resources Programs*, click [here](#).

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New Member Contest Back by Popular Demand!

If you missed participating in the New Member's Contest from years past, you are in luck! Back by popular demand, the **winner of the 2008 New Members Contest will have their 2008 State Conference fee paid by Butler/Warren SHRM.** That's a value of \$375.00!

While some contests are a drawing based purely on luck, this contest is one where you have control of the results. The winner is determined not by putting your name in a hat but by you reaching out to other HR professionals and helping them see the benefit of joining the Butler/Warren SHRM Chapter. By helping people join SHRM, you accumulate points toward the prize, The 2008 State Conference.

We are proud to announce that we have increased our membership by 25% over the past year and want to encourage each member to reach out to other HR professionals this New Year!

Applications are on our website or you may 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.

Database of more than 1,700 job candidates with disabilities to be made available to employers

WASHINGTON — On March 19, the U.S. Department of Labor made available to employers nationwide a free database of 1,769 new job candidates with disabilities seeking work in a wide variety of fields. Federal employers can tap into this ongoing recruitment resource online, and private sector, other government and nonprofit employers can request unlimited searches by calling a toll-free telephone number.

The Workforce Recruitment Program for College Students with Disabilities, co-sponsored by the Labor Department's Office of Disability Employment Policy and the U.S. Department of Defense, compiled the database by sending recruiters to nearly 200 college campuses across the country to interview eligible undergraduate and post-graduate students. Many of the students are seeking summer job opportunities, while others have graduated and are looking for permanent employment.

In using the database, an employer sets the criteria for each candidate search by specifying location, college/university, degree program, position type and length of appointment. Job seekers represent many high-demand fields of study, including accounting, administration, business, communications, computers, criminal justice, education, engineering, human resources/equal employment opportunity, health care, law, the social sciences and the sciences.

Hiring officials at federal agencies can access the Workforce Recruitment Program database and conduct independent searches on the Internet by obtaining a password at <https://wrp.gov>. Employers in the private sector, state and local government agencies, and nonprofit organizations should contact the Labor Department's Employer Assistance and Recruiting Network at 866-327-6669 to access the database.

The Workforce Recruitment Program has assisted employers in identifying job candidates with disabilities who meet their recruitment needs since 1995.

Skills Shortage Big Worry for New Zealand Businesses (It's not just the US anymore!)

New Zealand businesses are still among the most worried in the world about a shortage of skilled workers, according to the latest findings of an international survey.

http://www.nzherald.co.nz/section/11/story.cfm?c_id=11&objectid=10497696

SHRM Foundation Regional Scholarship Program

The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. We would like to acknowledge the generous support of the J. J. Keller Foundation in underwriting this program for 2008.

Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at speyton@shrm.org.

The awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded.

Application Deadline: July 15, 2008

Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification are eligible to apply. SHRM student members and local-only members are not eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification training programs.

Awards: 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply: Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.

Upcoming Diversity Events through SHRM

A webcast on "How to Build, Sell, and Position the Business Case for Diversity" will take place April 17, 4 -5 p.m. ET, hosted by **By Shirley A. Davis, Ph.D., Director, Diversity Initiatives, SHRM.**

<http://www.shrm.org/chapters/resources/ldrsedge/0308b.asp>

SHRM's Workplace Diversity Conference is scheduled for Oct. 27-29 in Atlanta, GA. HR and diversity practitioners from around the world will be there. Confirmed keynote speakers include Frans Johansson, author of *The Medici Effect*, speaking on the topic: "Diversity Drives Innovation"; Bill Strickland, Extraordinary Community Leader (and feature of an upcoming HBO Movie); and Lisa Ling, correspondent for the National Geographic channel and the Oprah Winfrey show. Other recent confirmations include Deb Dagit, Chief Diversity Officer at Merck and Company; Steve Bucheratti, Chief Diversity Officer at Coca Cola Company; and Dr. Rohini Anand, SVP and Chief Diversity Officer at Sodexo.

<http://www.shrm.org/chapters/resources/ldrsedge/0308b.asp>



How you bring different generations together is what will set you apart.

These days, Baby Boomers and Gen-Xers are working together — and for each other — more than ever before. And, as the labor pool continues to shrink, it is essential for your organization to recruit, manage and retain a multigenerational workforce.

Adecco, the global leader in workforce solutions, can help you better understand each generation's needs, and create a more positive and productive work environment.

Our latest white paper, *Managing Today's Multigenerational Workforce*, provides you with practical advice and current insights on:

- Understanding what motivates each generation — the key to your success.
- Building and executing an effective plan to manage each generation.
- Retention strategies you can use across generations.

To learn more about managing today's multigenerational workforce, and receive your complimentary copy of our white paper, contact me today.



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