



OCTOBER 2006

www.ohioshrm.org/butler

OCTOBER 5th – MONTHLY MEETING

SPEAKERS: Steve Browne
COST: \$13.00 members, \$15.00 non-members
DATE: Thursday, October 5th, 2006
TIME: 7:15 AM – Registration/Networking
 7:30 AM –Breakfast
 8:00 AM - Program
LOCATION: Wetherington Country Club

Directions: Take 75 to Tylersville & 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 and follow road to left. It takes you into Country Club parking lot.

TOPIC: CONFLICTS and CONFRONTATIONS

" Everyday we come to work and have a sense of anxiety because of . . . PEOPLE !!! Will they bring ANOTHER problem ?? Will I have ANOTHER supervisor who is unwilling to address the performance issues in their area ?? . . . Sound familiar ??

HR brings with it the inevitable issue of conflict. This isn't because we seek this, it's because we deal with people who seem to be naturally wired for conflict !!

Come to this month's chapter meeting to hear Steve Browne, Director of HR from CDS Associates, speak to us on how to handle conflict from a completely different perspective than what we've been taught. **It will be a lively, informative and fun session!!**

Steve is an HR professional with 20 years of experience as a Generalist in the professional services and manufacturing industries. He runs a monthly HR Roundtable as well as the HR Net - an international HR message board with over 3,000 people as part of his network.

Please reserve your seat by Friday, Sept. 29th by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

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President's Message

Our September 6th meeting with OEC was a great way to start off our program year. Paula Sellars with Phoenix Possibilities, Inc. conducted a thought provoking session on "the Risk of Personal Satisfaction". I think everyone in attendance would agree that it was motivational and inspiring.

Steve Browne will be speaking at our October 5th meeting on "Conflicts and Confrontations".

The Ohio Human Resource Conference at Sawmill Creek Resort in Huron provided a great opportunity to hear phenomenal speakers, knowledge to enhance professional development and networking opportunities.

A reminder: October 13th is the registration deadline for the December/January PHR/SPHR certification exam.

We welcome any comments or suggestions that would help strengthen our chapter and advance the HR profession.

Thank you.

Kristi Cain, SPHR

Membership Committee

The Board of Directors would like to thank everyone who participated in the new members contest last program year. Due to your participation, your Butler/Warren SHRM Chapter grew by 25%. The vitality of any organization depends on fresh ideas and new growth.

We want to once again challenge you 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!

Your Foundation at Work: Research Based Knowledge

The **SHRM Foundation** promotes the use of "research-based knowledge". What does that mean for you? It means enhanced credibility. Imagine proposing a new program to senior management and being able to cite solid research to demonstrate the benefits of your proposed change. The Foundation is funding practical research every year to help you do just that. Current research projects focus on critical areas such as *Technology & HR*, *HR Measurement*, *Global HR*, and *The Changing Role of the HR Professional*. Research results will help provide research-based answers to questions such as: How should an organizational mentoring program be structured for maximum effectiveness? How do HR leaders make a strategic impact on their organizations? To review **SHRM Foundation** research findings, visit www.shrm.org/foundation.



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Upcoming 2006 SHRM Conferences

Strategic HR Conference

October 4-6, 2006
 Westin Kierland Resort
 Phoenix, Arizona

SHRM Workplace Diversity Conference and Exposition

October 16-18, 2006
 Century Plaza Hotel and Spa
 Los Angeles, California

Read about previous conferences or order a recording from a conference at SHRM's website.

Check out SHRM's page:
<http://www.shrm.org/conferences/>

PHR/SPHR/GPHR

2006 EXAM SCHEDULE

Application Deadlines

Exam	Window	Reg. Deadline Date	Late Deadline Date
PHR/SPHR	May 1 - June 30, 2006	March 17, 2006	April 21, 2006
PHR/SPHR	Dec. 1, 2006 - January 31, 2007	Oct. 13, 2006	Nov. 17, 2006
GPHR	May 1 - May 31, 2006	March 17, 2006	April 21, 2006
GPHR	Dec. 1 - Dec. 31, 2006	Oct. 13, 2006	Nov. 17, 2006

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Certification and the HR Bottom Line

by Alisa Goldschmidt

It wasn't too long ago when we were riding high on the technology wave. Let's face it—it was a job seeker's paradise—too many jobs and not enough workers. Today, workers are struggling to keep their jobs, job seekers are finding new jobs scarce, and employers are trying their best to keep up with the changing economy without sacrificing the quality of their products and services.

During these challenging times, an effective HR staff must be able to demonstrate more than “good people skills.” “Good people skills” won't help overhaul an organization's compensation structure, won't develop and assess an organization's training program, won't help an organization be proactive in developing a culture free of sexual harassment, and won't develop an OSHA-compliant health safety program.

One way to assess the effectiveness of an HR professional is by certification. An HR department whose staff is professionally certified can—and should—make a significant contribution to the management and strategic direction of an organization. They can ensure that the organization's people strategy is correctly aligned with its business strategy.

How do you determine which professional certification to look for when staffing your HR department? The most respected certifications for HR professionals are the Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR) from the Human Resource Certification Institute (HRCI). Earning one or more of these designations validates that a professional possesses significant knowledge and experience in all areas of HR, including strategic management; workforce planning; human resource development; compensation and benefits; employee and labor relations, and occupational health, safety and security. Today there are more than 70,000 HR professionals certified by HRCI.

Most HR professionals who take on the challenge of the PHR, SPHR, and GPHR exams demonstrate more than knowledge. They display a true dedication to the HR management profession. They show it when they agree to study in excess of 40 hours and when they arrive at the testing center to take the four-hour multiple-choice examination. Certificants continue to demonstrate their dedication to the profession when they maintain their designation by re-certifying every three years through professional development or by retaking the examination. They are leaders in the HR profession.

Recruiters should take note of the designations as well. Although there may not be an abundance of jobs available today, the lack of jobs has not eased the skills shortage. The lack of a skilled labor pool is still a serious long-term issue. Recruiters should routinely include “PHR, SPHR or GPHR preferred” in advertisements for professional-level HR jobs. Recruiters need not worry that adding this preference may decrease the applicant pool. In fact, stating this preference may likely increase the pool of *qualified* candidates for the position and help separate the wheat from the chaff.

Many certified professionals are members of local chapters of the Society for Human Resource Management (SHRM). This organization is an excellent source for certified HR talent and resources. To learn more about how professional certification for HR professionals can benefit your organization, please visit the HRCI web site at www.hrci.org.

Alisa Goldschmidt is the Marketing Manager for HRCI.