



APRIL 2007

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

April 17th – MONTHLY MEETING

SPEAKERS: Linda Gravett, Ph.D., SPHR & Robin Throckmorton, MA, SPHR
COST: \$13.00 Members, \$15.00 Non-Members
DATE: Tuesday, April 17, 2007
TIME: 7:15 AM – Registration/Networking
 7:30 AM – Breakfast
 8:00 AM – Presentation

Tuesday Morning!

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: Managing Conflict Across Generations

Conflict in the workplace has a huge impact on productivity. With the differences in the generations, there are many sources of conflict including work ethic, work-life balance, respect, and loyalty, just to name a few. Each generation responds to conflict in different ways. Recognizing that response, determining the source, and handling it appropriately is what Dr. Linda Gravett and Robin Throckmorton will share with us at this meeting.

Book signing also – bring your copy!

About Linda and Robin:

Linda Gravett, Ph.D., SPHR is a management consultant and educator with 25 years experience in the field of human resource management and organizational development. Linda has worked with organizations such as The Discovery Channel, Queen City Metro, Dole Foods, and The Greater Cincinnati International Airport to help them leverage a diverse workforce for competitive advantage. Prior to her consulting career, Linda spent 16 years as an OD and Human Resources professional and 7 years as an accountant.

Linda has published numerous articles in the management field, as well as two books, Bridging the Generation Gap, co-authored with Robin Throckmorton, and HRM Ethics: Perspectives for a New Millennium. Linda will have a third book titled The Emotionally Intelligent Trainer, co-authored with Dr. Sheri Caldwell, to be released Winter of 2007. She frequently presents at professional associations and conferences on topics such as Communication Across Genders, Generational Differences, and Building Collaboration Out of Conflict. She has taught coaching and delegating, ethics, and managing workplace diversity as an adjunct professor at both Xavier University and the University of Cincinnati.

Linda has a Ph.D. in Industrial Psychology, an MA in Labor and Employment Relations, and a Bachelor's degree in Accounting. She is the recipient of the 1999 Professional Excellence Award from the Society of Human Resource Management.

Robin Throckmorton, MA, SPHR is a Senior Human Resources Consultant with 13 years of human resources related experience. Robin has a Master's in Labor and Employment Relations from the University of Cincinnati, a Bachelor's in Management from Purdue University, a DDI Certified Trainer, and has a Myers Briggs Type Indicator qualification for career development and team building.

Please reserve your seat by Thursday, April 12th by emailing Kristi Cain at kcain@amtex-lh.com or by calling (513) 933-6205.

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Next Meeting:

May 15, 2007 - Strategic Business



Are you preparing for the generational shift in the workplace?

Baby Boomers Born 1946-1964

Attributes/Expectations

- 42% of Workforce
- Disillusioned by changes in the workplace
- Paid dues, want respect
- Survived "sink-or-swim" management
- Sometimes feel overlooked and undervalued
- Suspicious of authority
- Seek deeper meaning in work; "I am what I do"
- Strong work ethic combined with work/life balance
- Catching the free-agency wave

Boomer Strengths

- Consensus-style teamwork
- Quarterback leaders and unique visionaries
- Mission-driven perspective
- Opinions, skills, knowledge, and contributions

Look forward to next month's generation:

Gen-X-ers!

**Ohio SHRM
Legislative
Conference**

Tuesday, April 24, 2007

Meeting (place TBD): 6:00 AM

Leave for Columbus: 6:15 AM

Conference: 8:00 AM – 2:00 PM

Mtg. w/Legislators: 2:00 PM – 4:00 PM

Leave Columbus: 4:15 PM

Arrive (place TBD): 6:00 PM

Price: \$115 (Conf./Bus Trip/HRCI's)

The bus has a capacity of 25, so you will want to reserve your spot ASAP, as we expect the spaces to fill quickly.

If you have immediate questions, please contact Dave Beckett, Legislative Affairs Chair, at (513) 762-7661, or dave.beckett@willis.com.

8 HRCI Credits

(5 Conference, 3 On-the-bus)



President's Message

Our March joint meeting with the student chapter of Miami University was a great experience. Attendance was great despite the weather. Thank you to the student chapter, you did a wonderful job. Dr. Thomas Murphy, our speaker for the evening, was tremendous. He spoke of his experience in the food industry combined with being an attorney to portray many situations that HR Professionals deal with on a daily basis. He talked about learning from our mistakes and being more involved in our companies as the keys to professional growth. Dr. Murphy had us laughing so hard at times we were in tears, but he spoke of truths.

I look forward to seeing everyone at our April 17th meeting.

Kristi Cain, SPHR - President B/WSHRM
Take Pride in how far you have come and have faith in how far you can go

RICHARD T. FARMER
SCHOOL OF BUSINESS



The Richard T. Farmer School of Business seeks to be a premier business program that provides students with the life-long ability to acquire knowledge and translate it into responsible action in a competitive global environment.

Continuing to build upon its reputation as one of the top undergraduate business schools in the country, Miami University's Richard T. Farmer School of Business announced that Business Week has named it as one of the top 25 undergraduate business programs in the nation. Business Week ranked Miami 17th among all American undergraduate business schools and 7th among all public undergraduate business schools. Additionally, the Richard T. Farmer School of Business produces some of the best graduates for Human Resource Management. With its continued development in the design of the majors provided, students are well rounded in all aspects of Human Resources; from Compensation and Benefits to Change management and motivation, students are armed with the knowledge they will need.

The mission of Miami University is to preserve, add to, evaluate, and transmit the accumulated knowledge of the centuries; to develop critical thinking, extend the frontiers of knowledge, and serve society; and to provide an environment conducive to effective and inspired teaching and learning, promote professional development of faculty, and encourage scholarly research and creativity of faculty and students.



Miami University

Miami is committed to serve the community, state, and nation. It offers access to higher education, including continuing education, for those who can benefit from it, at a reasonable cost, without regard for race, creed, sex, or age. It educates men and women for responsible, informed citizenship, as well as for meaningful employment. It provides both disciplinary and interdisciplinary approaches to the pursuit of knowledge and to the solving of problems. It sponsors a wide range of cultural and educational activities which have significance beyond the campus and the local community.

SHRM's Sons & Daughters Scholarship Program

Twenty-four (24) scholarships of \$1,500 each are awarded annually to help finance higher education for the children of SHRM members. Each award is for either the first or second year of study at a four-year college or university.

The application deadline is **May 15, 2007**. More information, including the scholarship application form, is available on the SHRM website at <http://www.shrm.org/sons&daughters/>