



The Butler / Warren County Buzz

- **March 30th – Monthly Meeting @ Miami University, Oxford**
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Attention HR Professionals! Butler/Warren County Society for Human Resource Management Presents:

SAVE THE DATE!

Our March meeting is our Student Chapter meeting –

Location/Date: Wednesday, March 30, 2011, 6:00 PM at the Miami University Campus, Oxford, OH (exact location TBD)

Subject : Social Media

Speaker: Jennifer McClure - she spoke at the OH SHRM Conference and is one of the most connected and recognized Social Media experts in our region.

HRCI credit pending approval

We have Miami SHRM student members interested in internships. This is a great way to get that extra work you never seem to be able to get to, done and at the same time provide some promising students a taste of the 'real world' of HR. Others have an interest in job shadowing, which requires only a few hours of commitment. Please help us in the development of our next generation of HR professionals. Contact Linda Stryker (513-664-4098) for more information.

Reminder!

There is no meeting on Thursday March 3rd

President's Message – March 2011

AN EXCITING EVENT IS COMING TO OUR REGION – AND WE NEED YOUR SUPPORT AND ASSISTANCE TO MAKE IT A SUCCESS!

On April 8th and 9th, the 2011 SHRM North Central Regional Student Conference will be held at Lewis University in Romeoville, IL.

<http://www.shrm.org/Conferences/StudentConferences/Pages/NorthCentralRSC.aspx>. This event gives students from across the region the chance to engage with fellow students and HR professionals in networking, learning, career development and idea-sharing opportunities– and also features our first annual SHRM Case-Solving Competition

<http://www.shrm.org/Communities/StudentPrograms/Pages/CaseCompetitionRules.aspx>.

The Case Study-Solving Competition is a high-energy, interactive program enabling participating students to showcase and apply their HR knowledge to real-life business situations. **Approximately 50 volunteers are needed to serve as room monitors and SPHR-certified judges for the Competition – and that's where you come in! We have been asked to invite anyone who may be interested in attending.** There is no cost for volunteers to attend. To view the volunteer position descriptions, please [CLICK HERE](#) or to register to volunteer, please [CLICK HERE](#).

This is a wonderful opportunity to meet with and engage HR students – the future of our profession! If you have any questions, please contact:

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Enjoy the spring!!

Angela Sherrick, SPHR

President

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Diversity Today

By Brenda Kuhnel, PE, LEED AP

DIVERSITY TODAY

Your competitor won the contract today. You did everything you knew -- the presentation was well prepared; your best sales guy, Barry, was psyched to win; creating several working models from the prototype would be very simple for your shop guys and they were looking forward to the chance.

Barry was always well-groomed and made sure he had everything he needed for the presentation. He was jovial and could put people at ease. Barry would always show up slightly early so he could get a "feel" for the place and the people. Today was no exception. Barry walked in a few minutes early and was greeted by Maria, who was making sure the conference area was completely ready for the presentations. Barry warmly returned her greeting and laughingly said, "Who is in charge here? I know it isn't you." Maria laughed too and continued about her activity.

Later, after all the presentations were given and the committee convened for the decision, two firms were considered the best and equivalent; your company and Phoenix. The decision appeared to be very difficult to make since only one firm could get the award. Things are often overheard, but not necessarily discussed. One of the committee members turned to Maria and said, "Well, you are the one that is going to have to meet with them regularly to monitor their progress. Who do you prefer?" Maria said something about Phoenix being closer to her office....

Your competitor won the contract today.

Moral of the story: Good, basic manners can usually prevent many cases that could end up in the HR person's office as a complaint. It is also good for the bottom line. Keeping the focus at the basic level, rude behavior no matter to whom, can reduce the chance of creating a more adversarial environment around diversity.

http://www.ohioshrm.org/hr_conf/documents/2011_OHRC_Flyer.pdf

http://www.hrci.org/deadlines_fees/

Benefits of Certification

More than 108,000 HR professionals have earned HR certification. Earning the PHR, SPHR, GPHR, PHR/CA or SPHR/CA credential demonstrates to you and your organization that you commit to a higher standard.

If you're an [HR professional](#), when you become HR certified, you

- show you know the most current principles and core practices of HR management
- become more marketable when you compete for top HR positions
- raise your professional confidence among your staff and your peers

If you're an [employer](#), when you insist on certification for your professional HR staff, you help to ensure updated HR programs and policies in your organization. See how a certified HR staff can help your organization stay competitive and current on important HR-related issues.

College Relations Update

Reminder! We have Miami SHRM student members interested in internships. This is a great way to get that extra work you never seem to be able to get to, done and at the same time provide some promising students a taste of the 'real world' of HR. Others have an interest in job shadowing, which requires only a few hours of commitment. Please help us in the development of our next generation of HR professionals. Contact Linda Stryker for more information.

Linda.Stryker@us.schneider-electric.com or 513-664-4098

HR 101 – Call for Committee Volunteers!

HR101 - We are seeking 1 more person to assist us in coordinating the presentation of the HR 101 program to the community. Once again, this is a program developed by the Ohio SHRM Council, targeted to small business who may not have a professional HR resource. We will be determining logistics, marketing and delivery of the course. You need not do the presentation, but - as they say, "Many hands make light work", and this is an initiative our organization has committed to in 2011 to provide value to the community. It is initiatives such as this that allow our chapter to maintain achievement recognition in the global SHRM organization. The team will have a meeting in March. Contact Linda Stryker with your interest by March 15.