



March/April 2013 Newsletter

# Butler/Warren County SHRM The BUZZ

## President's Message

How did you first hear about Butler Warren SHRM?

As an Affiliate of National SHRM, one of the many initiatives that BWSHRM focuses on is the growth of our organization by attracting HR professionals in the area. There are hundreds of HR professionals out there that we do not reach and are unaware of our existence! Recently, you may have received the first ever Ohio SHRM State Council's inaugural edition of *The Magazine*. This publication reached over 7500 readers and is set to be released twice per year in May and November. This is a great opportunity for the Ohio State Council and BWSHRM to create awareness and to present educational information, all in an effort to enhance and serve the HR profession throughout the state. There are also opportunities for you to write articles or even advertise in *The Magazine*.

Visit <http://www.ohioshrm.org/THEMAGAZINE.cfm> for more information or to share your interest in writing for the publication.

As we work towards our many goals and initiatives, we hope to create the best value in your experience with BWSHRM. I'm very excited about the upcoming directives that SHRM, BWSHRM, and the Ohio SHRM State Council are moving towards.

As always, thank you for your membership and attendance at our monthly meetings.

*Michelle Exerski*

President



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## HR 101- Back to Basics



We had a great turnout for the April joint meeting with the Ohio Employer Council (OEC) and BWSHRM featuring Lee P. Geiger (from Graydon Head Legal Counsel). Lee took seasoned professionals and those new to the HR industry back to basics. Taking the legalese of employment law and bringing it to Human Resources. It was a great casual discussion on protected classes, interview do's and don'ts, background checks, the employment process (wage & hour issues, performance appraisals, social media) and the end of the employment relationship (termination vs. resignation, severance). The discussion featured many practical ways for employers to comply with the myriad of HR laws.



## Join us for the 2013 Ohio SHRM Legislative Conference

Don't delay and REGISTER ONLINE for the April 23<sup>rd</sup> 2013 Ohio SHRM Legislative Conference.

Space is limited - so register today: <http://ohioshrm.mightevent.com/events/event-Results.cfm>

HR Professionals from across the state will have the opportunity to learn about Ohio's HR-related legislation by attending the Ohio SHRM Legislative Conference in Columbus.

This event will be held at the Sheraton Columbus Hotel at Capitol Square:

Sheraton Columbus Hotel at Capitol Square  
75 East State Street, Columbus, OH 43215  
(614) 364-4500  
Cost - \$100

***\*\*\*All sessions have been submitted for HRCI consideration - a significant deal for the price.***

**Note that registrations are transferable, but not refundable.**

Each local Chapter can take advantage of one free registration for either the Chapter President or the Legislative Director. Non-Chapter members of State Council can also register for free.

Please email all other questions to Tony Fiore at [AFiore@keglerbrown.com](mailto:AFiore@keglerbrown.com) regarding this event.



## The Butler/Warren Society for Human Resource Management Presents: “Using Emotional Intelligence to Improve Individual and Team Performance”

Emotional intelligence (EI) describes how people deal with their feelings and how they perceive and interact with others. It has been said that we cannot control others, but we can control how we respond to others. While there is no substitute for technical knowledge, most organizations today seek to manage with more of a facilitative model. As a leader one of the most difficult things to do is to help an employee improve their emotional intelligence. This workshop explains what EI is and how leaders can use it to help their employees improve their own EI.

With over 25 years of experience, presenter Thomas Mobley, SPHR is a respected expert in the HR field. As a Human Resource Consultant and Professor at Miami University's Business School and DeVry University's Keller Graduate school he has demonstrated his ability to transfer knowledge and provide others with the tools they need to succeed. In Mobley Human Resource Consulting Tom has combined his corporate and teaching experience to create workshops and presentations that are both practical and effective. Please join us Thursday, May 2, 2013 at Wetherington County Club. Cost is \$13 for members and \$15 for non members.

7:15 AM- Registration and Networking

7:30 AM- Breakfast

8:00—9:00 AM- Presentation

Please reserve your seat by Tuesday, April 30th by emailing Sherrie Acheson at [SLAcheson@metalcoaters.com](mailto:SLAcheson@metalcoaters.com) or by calling **937-584-3305**.

Directions: Take I-75 to the Tylersville Rd. exit and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Meijer, turn right and follow to the stop sign at corner of Country Club Lane. Turn right at stop sign and follow road to left. It takes you into Country Club parking lot.

**\*This meeting is pending approval for HRCI Credit**



**Mark your calendar and don't miss this special local one-day HR Conference!**

Sail Date: Wednesday, April 24, 2013

Sail Time: 7:30am - 4:00pm

Fare: \$129.00

Boarding Location:  
Savannah Center  
5533 Chappell Crossing Blvd.  
West Chester, OH

HRCI credits are being filed for each session  
- approval pending.

All Aboard The HR Collaborative!

Sponsorship Opportunities:  
Contact Peter Landesman [plandesman@hrxperts.org](mailto:plandesman@hrxperts.org)

Questions? Contact:  
Julie Johnson, [jjohnson@devinegroup.com](mailto:jjohnson@devinegroup.com)

Members of the HR Collaborative include:  
Butler/Warren SHRM  
Certified Employee Benefits Specialists  
Health Action Council  
Employers Resource Association  
Greater Cincinnati American Society for Training & Development  
Greater Cincinnati Compensation and Benefits Assn  
Greater Cincinnati Human Resources Assn  
HR Group 100 - NKY Chamber of Commerce  
Northern Kentucky SHRM  
Miami Valley Human Resource Association,  
SHRM Dayton Chapter  
Partners for a Competitive Workforce

Visit our website: [www.hr-collaborative.org](http://www.hr-collaborative.org)

Captain/Keynote: **Andy Masters**

Crew Members/Breakout Presenters:

**Mark Bednar and Christina Prosser:**  
What role communication and change management play in the success of wellness and health management programs

**Hudson A. Peters, CEBS,CHC, ISCEBS Fellow:**  
Defined Contribution and Private Exchange Strategies

**Tom Cornillie, SPHR:**  
10 Rules of Employee Engagement

**Beckie Schretter:**  
Managers Move Metrics... Do You Move Managers?

**Lee Geiger, Esq.:**  
Role of HR in Reducing Whistleblower Claims in the Workplace

**Steve Calardo:**  
Lyrical Lessons from Employment Mediation

**Matt Luther and Joe Vroman:**  
Recruiting the Military Veteran

**Robin Throckmorton, SPHR:**  
Fill Your Toolkit with Recruitment Strategies that Work

**Elaine Sues:**  
The Intersection of Strengths, Positivity and Performance in the Workplace

**Gayle Loving:**  
Performance Management and Social Collaboration; A Match Made in the Cloud

**Megan Leasher, Ph.D.:**  
The ROI of HR: Creative Measurement and Communicating to Senior Leaders

**Diane Egbers and Karen Schenck:**  
Strategies to Overcome the Seven Enemies of a Successful Leadership Promotion

**Check us out on the Web!**  
<http://www.ohioshrm.org/shrmChapters/butler>

## Congratulations are in order....

As a result of our fundraising efforts in 2012, our chapter has been designated as a 2012 SHRM Foundation Champion. The support provided by our chapters and councils allows the Foundation the ability to provide opportunities available to fellow HR professionals that they may not have had otherwise, including:



- Research grants for cutting-edge academic studies
- More than 140 education and certification scholarships to HR professionals and students
- Educational resources including Effective Practice Guidelines reports, DVDs and Executive Briefings

These resources are making a big difference in the professional lives of your fellow SHRM members!

*"I am a big advocate of SHRM for HR newbies especially while pursuing HR degrees, the white pages are very helpful with thinking outside the box! I will continue to be a SHRM member as the organization continues to communicate HR trends that empower me and keep me up to date on best practices. I would encourage HR professionals to become a member and get their certification, it will be the best validation of their career."*—Arnita Walls

*"I am extremely grateful to the Society for Human Resource Management and the opportunities the Foundation has afforded me, and my students. My affiliation with SHRM has enabled me to further my education by awarding me the educational scholarship for two consecutive years. Also, as a student chapter advisor, I have witnessed my students benefiting from the scholarship opportunities available to them through the SHRM Foundation. Students who may not otherwise be able to afford to continue their education are able to, thanks to the resources available from SHRM."* —Caroline Black MBA, SPHR

## A Big Thank You to Steve Browne, SPHR ...

Thanks to all who joined us at Scheider Electric for our March joint meeting with Miami University Student Chapter and Steve Browne, SPHR. Steve presented, "Networking, Why It's Not Scary To Meet People!!!"

As business professionals we always talk about the value of "networking," but few people take full advantage of how powerful this skill can truly be!! This was a great example for the students of the Miami SHRM to see professionals in action.



This session focused on ways to effectively network so we can truly make an impact on our firm and on the professionals around us. Who says there's only one way to bring in business? The skill of networking is an essential piece of being a strategic player in today's fast paced business environment.

Steve is a great networker with people and provided us with guidance on ways we can get connected as professionals.

# **When a life challenge becomes a crisis - we have caring solutions**

- Elderly Services
  - Intake & Screening
  - Care Management
- Information & Referral
- Financial Counseling & Education
- Behavioral Health Services
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- Guardianship
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- Community Psychiatric Supportive Treatment (CPST)
- School Based Support Programs



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The Oxford Press

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Today's Pulse

1 column x 4":  
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(value of \$2,600)

Eighth Page:  
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Amanda Massey at (937) 225-2041 or  
[Amanda.Massey@coxinc.com](mailto:Amanda.Massey@coxinc.com)

Color available at no extra charge, based on space availability and not guaranteed.  
\*Scarborough 2012, release 2 and ComScore ranking, January 2013

**YOU ARE INVITED!**

September 18-20, 2013

**THE 2013 OHIO HUMAN RESOURCE CONFERENCE**

**HR: Making Connections That Count!**



Confirmed speakers include:



Sarah Michel - **"Perfecting Connecting"**



Ryan Estis - **"Passion on Purpose"**



**2013 OHIO HUMAN RESOURCE CONFERENCE**  
HR - Making Connections that Count!

[www.ohioshrm.org/hr\\_conf](http://www.ohioshrm.org/hr_conf)

BWSHRM  
Butler/Warren Society for Human Resource Management

AFFILIATE OF  
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Our members will find their way...

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[www.ohioshrm.org/shrmchapters/butler](http://www.ohioshrm.org/shrmchapters/butler)

## 2013 Board of Directors



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*“The goal of our organization is to provide the Human Resources professional a resource to confidently navigate the issues of the day, and to assist you in making your business the most effective under the circumstances.”*  
*-Angela Sherrick, past President*

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