



The Butler / Warren County Buzz

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"Ohio's Future Workforce"

B/W OEC/SHRM will be hosting the State Director for University Workforce Development, Stacia Edwards, on April 7th at Miami University's Voice of America Learning Center. The topic, I believe, is very timely and very relevant to everyone in our region: "Ohio's Future Workforce".

Stacia Edwards is charged with overseeing the agency's role in building Ohio's world-class, globally-competitive workforce. Through efforts such as the Ohio Skills Bank and the Ohio Co-op Education and Internship Program (OCIP), Stacia has worked to further bridge Ohio's educational institutions with its business partners in hopes of better identifying the state's key economic drivers. All are critical components to building a better Ohio workforce, attracting more talent to the state, graduating more college/university students, and allowing Ohio graduates to thrive in our state. Prior to joining the agency, Stacia worked at Sinclair Community College where she served as the Director of the Regional Workforce Transformation Consortium. Stacia received a Bachelor of Arts from Hanover College in Indiana, and a Master of Arts from Indiana/Purdue University in Indianapolis.

We hope you can join us for this joint breakfast program. I am sure you will learn something new as well as get to do a bit of networking during the breakfast. Don't forget to bring your business cards to share with friends as well as for a chance at the door prize. Also, don't come alone; share this opportunity with other business colleagues. So, see you on April 7th, when, I hope, spring has arrived.

We hope you can join us Thursday April 7th, 2011 at Miami University, VOA Campus.

I-75 to Tylersville Road Exit. East on Tylersville to Cox Road. North on Cox to the Campus

Miami University VOA Learning Center, 7847 VOA Park Dr., West Chester, OH 45069

Cost is \$13.00 for members and \$15.00 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 5th by emailing Michelle Ezerski at michelle.smith@uhealth.com or by calling 513-298-7831.

*****This meeting has been approved for 1.0 Recertification Credit Hour*****

President's Message – April 2011

Most of us who were able to attend our March meeting with the Miami University Student SHRM Chapter heard how far from “connected” we really are when it comes to social media. Jennifer McClure, President of Unbridled Talent, LLC shared her expertise with some of the HR Professionals of our group along with several students from Miami.

In today's society, we spend much of our free time online (even if you aren't super savvy when it comes to social media) and so do the people that we want to recruit, partner with, ask HR related questions, and learn from. They are using various social media sites including LinkedIn, twitter, Facebook, SHRM Connect and are blogging about all sorts of things! Are you connected?

One of the key points that I took away from Jennifer's presentation was that if you create it, use it and update it. If it isn't interesting, no one will really care. BWSHRM has a LinkedIn page that we would like to start using more often. Join our group and help make it interesting!

I hope to see you all soon!

Angela Sherrick, SPHR

President

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Diversity Today

By Brenda Kuhnel, PE, LEED AP

Diversity Today

Part of being the Diversity Advocate is participating in a nationwide call-in meeting focusing on Diversity & Inclusion. This last time, the topic was national SHRM's goals for this year. There are four national D&I goals for this year. They are:

- 1) Re-integrating veterans into civilian life
- 2) Being more flexible with religion and spirituality in the workplace
- 3) Having standards task force for diversity and inclusion (only 30% of organizations had a definition)
- 4) Workplace Flexibility (in partnership with Families and Workplace Institute) -- not just for parents any more.

Focusing on the first one, veterans may deal with many issues which may not be expressed in the workplace. Especially considering their contribution to us, we should do what we can to make their lives less stressful. There are issues that one might never really think about, unless we get educated on them.

For example, rather than telling veterans about the great benefits package, they might be more impressed with a focus on the company's mission and why that matters to the world and society. When providing feedback, written performance reviews can be viewed as a step for firing someone because constructive criticism is spoken only, not written, in the military.

Through the next few months, I will provide more information on these topics as I learn more. In the meantime, would you please send to me information on what your company had tried in the area of workplace flexibility. Am curious about what has worked, and not worked, at the various companies. If you would like your company name INCLUDED in the article, please let me know. Otherwise, I will keep any references general. I can be reached at BrendaK@CreekstoneEnergy.com

Thanks,

Brenda

Prep for your PHR/SPHR at a University Near You! Enrollment is open now!

SHRM has partnered with over 280 colleges and universities worldwide to offer the SHRM Learning System in a traditional classroom setting, online format or as a hybrid course.

The College/University option is ideal for those who prefer a structured learning environment. You will interact with other HR professionals preparing for PHR/SPHR certification. Your instructor, an expert in the field of HR can be an invaluable resource as you prepare for the HR Certification Institute certification exam.

For more information or to find a school near you visit www.shrm.org/learning/colleges today.

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.

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

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

BWSHRM Receives Distinguished Award

The Society for Human Resource Management has awarded the BWSHRM Chapter, the EXCEL Silver Award for 2010.

The SHRM Affiliate Program for Excellence (SHAPE) has been designed to ensure a strong connection between SHRM and our affiliated chapters from a business perspective. In addition to clearly outlining our requirements to measure chapter alignment and engagement with SHRM's overall objectives, SHAPE's focus has shifted to activities and initiatives which are more strategic in nature. These efforts will allow each affiliated chapter to increase its viability and effectiveness, as well as promote the HR profession at the local level. Additionally, we designed this program to enhance the business acumen of our local volunteer leaders! This new program raises the bar of excellence for our affiliates and introduces the EXCEL Awards – a tiered recognition and awards system.

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. The Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 250,000 members in over 140 countries, and more than 575 affiliated chapters.

“This recognition is a distinct indication of the chapter's successful partnership with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession” noted Pamela J. Green, SPHR, Chief U.S. Membership Officer for SHRM.

BWSHRM receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM's publications and at its conferences.

Thanks to everyone for their continued support!

Angela Sherrick, SPHR

President