



The Butler / Warren County Buzz

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Attention HR Professionals! Butler/Warren County Society for Human Resource Management Presents:

“Emotional Intelligence, Hypersensitivity & Building A Strategic Culture”

by

Scott Warrick, JD, MLHR, CEQC, SPHR

- What is **“EMOTIONAL INTELLIGENCE”** and what role does it play in establishing a **“STRATEGIC CULTURE”**?
- How can you measure your organization’s **ROI (“RETURN ON INVESTMENT”)** based on its level of **“EMOTIONAL INTELLIGENCE”** from an **ACCOUNTING “BOTTOM-LINE”** perspective?
- How does **“EMOTIONAL INTELLIGENCE”** and the **“NEUROLOGY OF EMOTIONS”** directly affect your **Strategic Goals**?
- How do **“HYPERSENSITIVE PEOPLE”** destroy your **Strategic Goals**?
- How can you protect your **“STRATEGICALLY FOCUSED CULTURE”** from hypersensitive employees?
- Why are most managers **“ENABLERS”** when it comes to dealing with hypersensitive people ... and how can they avoid this fate?
- How did the U.S. Supreme Court define **“HYPERSENSITIVITY”** in the workplace in 1993?
- What **“COACHING PROCESS”** should we follow when dealing with hypersensitive people?
- What **GAMES** do hypersensitive people play with you ... and how can you address them?
- How can you address the **“KILL THE MESSENGER”** approach that accompanies hypersensitivity?

...and MUCH, MUCH more...

Join Scott Warrick, one of Ohio’s most popular speakers, as he shows you how to deal with one of the biggest problems we have in our workplaces: **HYPERSENSITIVITY**. Scott will **CLEARLY DEFINE** for you what it means to be a **“HYPERSENSITIVE”** person so you can more effectively address it in your workplace in his own unique, practical, entertaining and humorous style. Scott will not only tell you how to advance your career, but he will use his over 25 years of Human Resource Management experience to tell you how to use this information **IMMEDIATELY!**

Scott Warrick, JD, MLHR, CEQC, SPHR

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CEO Magazine's 2008 Human Resources "Superstar"

Nationally Certified Emotional Intelligence Counselor

2010, 2008, 2007, 2006 and 2003 SHRM National Diversity Conference Presenter

[Scott Trains Managers and Employees ON-SITE in over 40 topics](#)

Scott Warrick specializes in working with organizations to prevent employment law problems from happening while improving employee relations. Scott uses his unique background of **LAW** and **HUMAN RESOURCES** to help organizations get where they want to go.

Scott travels the country presenting his revolutionary "[Emotional Intelligence, Tolerance & Diversity for White Guys ... And Other Human Beings: Understanding the Neurology of Intolerance.](#)" This one of a kind **SKILL-BASED** program is the **only SKILL-BASED Emotional Intelligence/Tolerance/Diversity Program** in the country approved by HRCI-SHRM for **STRATEGIC** SPHR Credit because it creates an atmosphere of open communication so we are better able to resolve all kinds of conflicts in our organizations.

Scott's "[Do It Yourself HR Department & Legal Compliance CD](#)" is a favorite among Human Resource Professionals across the country to not only inform clients of the changes in Employment Law but to also bring their departments into compliance ... **AND KEEP THEM THERE!**

Scott's academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio's Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council's David Prize for Creativity in Human Resource Management

Solving Employee Problems BEFORE They Happen!

We hope you can join us on Thursday August 4th, 2011 at Wetherington Country Club.

Directions:

Take I-75 to Tylersville and 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 sign and follow road to left. It takes you into Country Club parking lot.

Cost is \$13.00 for members and \$15.00 for non members.

7:15 AM – Registration and Networking

7:30 AM – Breakfast

8:00-11:00 AM – Presentation

Please reserve your seat by Tuesday, August 2nd by emailing Michelle Ezerski at michelle.smith@uchealth.com or by calling 513-298-7831.

*****This meeting is approved for 3 Strategic
Credit Hours*****

President's Message – August 2011

As a member of the HR Collaborative group (comprised of HR professionals in the greater Cincinnati/northern Kentucky area) we are always looking for ways to bring local HR professionals together to network and learn from each other. The collaborative has been working on a very exciting learning opportunity for 2012 – our regional HR conference “Navigating the Course – HR Strategies for Business Success.” It will be held at the Savannah Center in West Chester on Wednesday, April 18, 2012. This will be an all-day event open to members or non-members so save the date – more info to come soon!

Our August meeting features Scott Warrick for a great price, \$13/members, \$15/non-members and 3 strategic credit hours – see the announcement in this newsletter for further information!

I hope to see you all soon!

Angela Sherrick, SPHR

President

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Calculating Recertification Credit

In addition to being HR-related, qualifying activities must be at least one hour in length. To find the number of recertification credit hours for each activity, count only the educational time spent. Do not include registration, meals, breaks, "pre-work," homework or other non-educational parts of the activity.

Recertification credit hours are calculated to the nearest quarter hour. For example, if a one-day workshop includes five hours and 20 minutes of actual educational time, the number of recertification credit hours awarded would be rounded to 5.25.

Calculating Credit for CEUs, CLEs and College and University Courses

We recognize continuing education units (CEUs), continuing legal education (CLEs) and college and university courses as recertification credits.

If a college/university course:	recertification credits awarded
Earns 1 CEU (Awarded by IACET, International Association of Continuing Education and Training)*	10 recertification hours (based on 10 hours of classroom time per CEU awarded by IACET)
lasts one semester & earns 3 college credit hours*	45 recertification hours (15 hours per college credit hour) EX: $3 \times 15 = 45$
lasts one quarter and earns 3 college credit hours*	36 recertification hours (12 hours per college credit hour) EX: $3 \times 12 = 36$
Earns No college credit*	We award 10 hours for auditing a college course

* in person or online at an accredited college or university

Calculating Credit for Conferences and Seminars

You earn one recertification credit hour for every hour of concurrent session time, excluding meals and breaks. For example, a 75-minute session equals 1.25 recertification credit hours.

You also earn credit for general sessions if the speech lasts at least one hour and is HR-related. Activities during a meal do not count toward recertification credit.

HR Certification – Exam Deadline and Fees

	Testing Dates	Applications Accepted	Late Applications Accepted*
Spring			
PHR/SPHR	May 1-June 30, 2011	Jan. 10, 2011 - Mar. 11, 2011	Mar. 12 - April 15, 2011
GPHR/CA	May 1 - May 31, 2011	Jan. 10, 2011 - Mar. 11, 2011	Mar. 12 - April 15, 2011
Winter			
PHR/SPHR	Dec. 1, 2011-Jan. 31, 2012	July 11, 2011 - Oct. 7, 2011	Oct. 8 - Nov. 11, 2011
GPHR/CA	Dec. 1-31, 2011	July 11, 2011 - Oct. 7, 2011	Oct. 8 - Nov. 11, 2011

Visit this link for more information - http://www.hrci.org/deadlines_fees/