



May/June 2013 Newsletter

Butler/Warren County SHRM The BUZZ

President's Message

Thank you to everyone that made it out to the 2nd annual HR Collaborative Regional Conference. I was so glad to see many of our members and others throughout the local HR community in attendance. The conference and collaboration between BWSHRM and other local chapters is a great step towards creating a stronger HR community within the area. I also want to thank our very own Past President and HRCI Director, Angela Sherrick, for her hard work on the planning committee.

I hope to see everyone at our June 6th meeting!

Michelle Exerski

President



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Using Emotional Intelligence to Improve Individual and Team Performance

A special thanks to Tom Mobley, SPHR and Kristie Aiuto for presenting at the BWSHRM May meeting.

The presentation on May 4th on Emotional intelligence (EI), described how people deal with their feelings and how individuals 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.

Tom and Kristie explained what EI is and how leaders can use it to help their employees improve their own EI.

See page 3, for information on attending 1-day workshop to learn more about your own EI. BWSHRM members are eligible to receive a 10% discount! Hurry, seating is limited....



**Butler/Warren Society for Human Resource Management and
the Ohio Employer Council Present...**

Workforce Development Efforts and Resources in the State and Region

Please join us on **Thursday, June 6th** as leaders from our community provide some information on workforce development efforts and resources in the state and region. They will also discuss the linkage between workforce development and economic development, closing with some project updates in Liberty & West Chester Townships.

Speakers will include:

- Leah Winkler, State of Ohio Workforce Specialist
- Adam Jones, Assistant Director of the Butler County Department of Job and Family Services
- Caroline McKinney, Liberty Township Economic Development Director
- Brad Evans, West Chester Township Business Attraction & Expansion Manager

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

7:30 AM – Registration and Networking

7:45 AM – Breakfast

8:00-9:30 AM – Presentation

Please reserve your seat by Tuesday, June 4th by emailing Sherrie Acheson at 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 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**

Join the SHRM Book Club: [Transformative HR](#)

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EMOTIONAL INTELLIGENCE



Hosted by: Tom Mobley & Kristie Aiuto

Contact Info: tom@mobleyhr.com

Call: 513-703-9699

Emotional intelligence is an essential part of the whole person.

WORKSHOP

image borrowed from emotionalintelligence.net

Workshop Details

Emotional Intelligence is the ability to monitor your emotions and react to others in way that's productive and respectful. Successful Emotional Intelligence is what makes relationships (especially inter-office ones) grow. Successful leaders are those who have high emotional intelligence.

Come to this 1-day workshop to learn more about your own Emotional Intelligence, become aware of signs of good emotional intelligence and participate in activities to help you put the learning into action.

Date/Time: June 28, 9:00-4:30

Location: DeVry University – Cincinnati

8800 Governors Hill Dr #100, Cincinnati, OH 45249

Cost: \$150 (Includes book and follow-up review of your results)

For Registration Information Contact

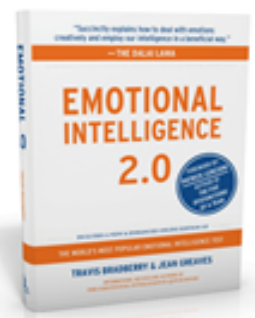
Thomas Mobley, SPHR

tom@mobleyhr.com

513.703.9699

Emotional Intelligence

- Personal Competence
 - Self-Awareness
 - Self-Management
- Social Competence
 - Social Awareness
 - Relationship Management



Based on the book by
Travis Bradberry & Jean Greaves

Diversity Discussion: MediNet – The Option to Buy Into Medicare or Medicaid
By: BK Milburn, 5/27/13

With the extensive work of the Affordability Care Act (ACA), there still may be many people left without the option of buying affordable health insurance, especially in a simple manner. We need a simple solution, such as allowing people the option to purchase either Medicaid (age 49+/- and younger) or Medicare (age 50+/- and older).

This issue touches all of us because, even if one works for a very large company, one might want to leave but stay for health insurance; or the company might want to hire an independent worker, but the workers are less available because of the problem of getting health insurance. Right now, people's savings can be wiped out because they lack health insurance; THEN they qualify for Medicaid. Who wins in this scenario? No one, of course.

In addition, many of the people without simplified access provide much of the social fabric of our society through part-time work (often in their own micro-business), so they can have time with their family and perform volunteer activities. These people could add a relatively healthy population to both pools, helping with the budget problems of Medicaid and Medicare. MediNet could also be used by any size business for those wanting a simplified alternative for healthcare insurance. Undocumented workers could also have health insurance because they could buy in also, by using a confidential registration system. Right now, their care is often provided by taxpayers and can jeopardize the solvency of hospitals.

Currently, buying insurance on the open market, if one is even eligible, can easily cause nasty surprises on what is not covered. Medicare and Medicaid tend to be fairly well defined, though less so if an alternate provider is utilized. Those programs have their problems, but at least they are known.

Anytime something moves away from the KISS principle (Keep It Short and Simple) like the current ACA "solution" has, it quite often means we have only created different problems, rather than fix the old ones. As a society, we spend more and more time on these created problems, rather than enjoying our lives -- interacting with each other, etc.

Will you support my petition to allow people, such as micro-business owners, the option to purchase either Medicaid (age 49+/- and younger) or Medicare (age 50+/- and older)? I am one of the 80% of Americans that wants a government that still works for "We, The People," rather than partisan interests.

Please sign the petition to "The President, Senate and House of Representatives of the USA: Create MediNet – The Option to Buy Into Medicare or Medicaid" on [Change.org](http://www.change.org).

It's important. Here's the link:

http://www.change.org/petitions/the-president-senate-and-house-of-representatives-of-the-usa-create-medinet-the-option-to-buy-into-medicare-or-medicaid?share_id=UyKupzfqZA&utm_campaign=signature_receipt&utm_medium=email&utm_source=share_petition

Thanks!

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*Scarborough 2012, release 2 and ComScore ranking, January 2013

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September 18-20, 2013

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HR: Making Connections That Count!

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



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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

President

Michelle Ezerski – Assistant HR Manager
ARAMARK Healthcare, Cincinnati Children’s Hospital
3333 Burnet Ave., MLC 5009
Cincinnati, OH 45229
513-803-1625
ezerski-michelle@aramark.com

Secretary

Kristi Cain, SPHR – Director of HR & Safety
Crane America, Inc.
1027 Byers Road
Miamisburg, OH 45342
937-293-6526 x. 246
kristi.cain@craneamerica.com

Co-Legislative Director

Marc Fleischauer, SPHR – Attorney at Law
Coolidge Wall Co., LPA
33 West First Street, Suite 600
Dayton, OH 45402
937-449-5771
fleischauer@coolaw.com

Co-Legislative Director

Robert Shank - Attorney at Law
Denlinger, Rosenthal & Greenberg, LPA
425 Walnut Street, Suite 2300
Cincinnati, Ohio 45202
513-621-3440
rds@drqfirm.com

Membership Director

Debra Rainer
Manager, Human Resources
Fifth & Pacific Companies, Inc. formerly Liz Claiborne
8741 Jacquemin Drive
West Chester, OH 45069
513-712-1408
drainer@fnpc.com

Workforce Readiness Director

Melanie Brokaw – Assistant Administrator / HR Director
Liberty Township
6400 Princeton Road
Liberty Township, OH 45011
513-759-7500
mbrokaw@liberty-township.com

College Relations Director

Linda Stryker, PHR – HR Manager
Square D/Schneider Electric
5735 College Corner Road
Oxford, OH 45056
513-523-4176
Linda.stryker@us.schneider-electric.com

Vice President

Sherrie Acheson, PHR – Continuous Improvement Systems Manager
Metal Coaters
2400 Yankee Rd.
Middletown, OH 45044
937-584-3305
SLAcheson@metalcoaters.com

Treasurer

Jeff Harvey, PHR - HR Specialist
Great Miami Valley YMCA
105 N. Second St.
Hamilton, OH 45011
513-887-0001
jharvey@gmvyymca.org

Diversity Director

Brenda Kuhnel, PE, LEED AP
20 High Street
Hamilton, OH 45011
Mailing:
PO Box 181359
Fairfield, OH 45018
513-910-9911
brendak@creekstoneenergy.com

Co-Public Relations Director

Shawn Pierce – Employment Manager
Cornerstone Brands
5568 West Chester Road
West Chester, OH 45069
513-603-1400
spierce@cornerstonebrands.com

Co-Public Relations Director

Amy Therien – Director, Human Resources- Central Region
First Transit
600 Vine Street, Suite 1400
Cincinnati, OH 45042
513-362-4512
amy.therien@firstgroup.com

SHRM Foundation Director

Tom Mobley, SPHR
Mobley HR Consulting
3294 Shoshoni Court
Hamilton, OH 45011
513-703-9699
tom@mobleyhrc.com

Past President & HRCI/Certification Director

Angela Sherrick, SPHR – HR Manager
PAC Worldwide Corporation
3131 Cincinnati-Dayton Road
Middletown, OH 45044
513-217-3208
angela.sherrick@pac.com