

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

A HAPPY
NEW YEAR

Published for Members of the Valley Society for Human Resource Management

JANUARY 2009



SPARKING EMPLOYEE BEHAVIOR

Kenneth R. Pederson, PhD



Date: Tuesday, January 13, 2009

Location: Horizons Conference Center
6200 State Street
Saginaw, MI 48603

Time: LUNCH MEETING
11:30 a.m. Networking / Registration
Lunch 11:45, Meeting begins at 12:15

Cost: \$20 for members, \$25 for Guests.
Student cost is \$10. Cost includes lunch.

RSVP / Information rsvp@vshrm.org, or call Sue Slade at (989) 754-4717, Ext. 5103, On-line at www.vshrm.org

RSVP Deadline: RSVP by Thursday 1/8/09, 5:00 p.m.
There is a \$5.00 charge for late RSVP's received after Friday, January 9.

Cancellation Policy: *If you made a reservation but are unable to attend a meeting, please cancel prior to noon the Friday before the meeting. You will be billed for the breakfast or luncheon if you do not cancel your reservation.*

About the SEMINAR:

In this session we will explore the basics of coaching for cognitive and behavioral change and look at how to help HR Professionals and their line leaders be more effective at coaching for behavior change.

About the SPEAKER:

Ken is a senior talent management consultant with more than 30 years of HR leadership experience. His areas of expertise include succession planning, future leader identification and development, strategic human resource planning, organizational synergy and change management, executive team facilitation, and talent selection.

Ken is a licensed psychologist who earned a B.A. with honors in Psychology from Texas Tech University, and both an M.A. and Ph.D. in Industrial & Organizational Psychology from the University of Houston. He also attended the University of Michigan Business School's Strategic Human Resource Planning course and is a member of the Society for Industrial & Organizational Psychologists, Society for Human Resource Management and Association for Training & Development. He maintains professional licensure as a Psychologist.

VSHRM is an affiliated chapter of the international professional resources organization, **Society for Human Resource Management (SHRM)**. The monthly meetings are open to members, guests, and other interested parties.

VSHRM's Annual Charity Drive

Submitted by Debra Lichtman, PHR

VSHRM members once again showed their generosity and compassion by donating to the CAN COUNCIL CHARITY DRIVE.

In November and December, VSHRM members brought in over 230 items, plus checks totaling \$30. The variety of items is too great to list everything donated, but the list includes: 105 Videos and DVDs, Personal Care Items, Blankets, Children's Clothing, Children's Art Supplies, Books, Puzzles, and Office Supplies.



2007 SHRM SUPERIOR MERIT AWARD
CHAPTER

MISSION:

The Valley Society for Human Resource Management (VSHRM) strives to be the principal voice for human resource issues for the Tri-Cities area.

It promotes and assists the profession by providing valuable human resource information to area employers, resulting in the highest professional and personal development of their employees.

From Your President:

Welcome to 2009! The New Year brings all kinds of anticipation and excitement in peoples lives... personal and work lives. Work goals, or resolutions, include trying to stay ahead of HR trends and legal changes. Keeping up with the trends and legal changes will be one of the main challenges for today and tomorrow's HR professional. VSHRM is there to help area professionals with this goal. If you have not already renewed your VSHRM membership it is not too late. Simply go to www.vshrm.org and click on Membership Info.

VSHRM is a Membership Star! SHRM and MISHRM congratulated our chapter for achieving a 6%+ growth in membership. A big THANKS goes out to our Membership Chair (Dmitry Erofeev) and the newly formed Member Connections Committee (Annette Mast, Al McKay, Terry Schramm, Tracy Cook, and Cindy Micho) and all our new members for making this possible.

The VSHRM Membership Directory is a benefit to all members. To access this benefit go to <http://vshrm.org/> and click on Members Only. If you currently renewed or are a new member please visit the directory to make sure your information is correct. You can also view the directory to update your file or just to become familiar with other members in the HR profession. If you need a user name and password (or don't remember yours) please contact Ashlee Giesken at agiesken@stmarysofmichigan.org or calling (989) 907-8292.

I hope you can join VSHRM's January 13 luncheon meeting on "Sparking Employee Behavior" presented by Ken Pederson of ThinkWise. It will be an entertaining lunch! Oh, please mark your calendar for the morning of Tuesday, May 19 (third Tuesday in May). Delta Corporate College is presenting a Workshop on Generations in the Workplace. This Workshop, being held at Valley Plaza in Midland, will end with a networking lunch. VSHRM is partnering with MMHRA to plan this Workshop.

Again, Happy New Year!

Wendy K. Yelsik

SAVE THE DATE!

VSHRM's February meeting will be a lunch meeting at the Horizon's Conference Center. Join us as a consultant with Right Management presents on Leadership Development and Succession Planning.

VSHRM BOARD MEMBERS

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Member at Large	Sue Slade, PHR Spicer Group Telephone: (989) 754-4717 x 5503 sues@spicergroup.com

VSHRM
PO BOX 5448
SAGINAW, MI 48603

December meeting Testimonials!

HR Legal & Employment Update
Carolyn Cary, Miller Canfield

"This was by far, my favorite HR Meeting through VSHRM"

"Carolyn was both informative and entertaining!"

"There are so many changes happening with the laws/regulations right now for HR. Carolyn was a good presenter with a great deal of information for us to absorb. I think we all became very much aware of how much the changes will impact us."
I think we all became aware of how much the changes will impact us"

Carolyn was EXCELLENT. Very useful information. Enjoyable to listen to her.

"Nice to go to a different location and nice to have a morning session."

"I have found all the meetings to be of value. This particular meeting went above and beyond the already excellent standards of the previous meetings."

"The size of the room seemed to lend itself to more conversation as the tables were closer and we didn't seem to be a small group in a large room. Nice environment for networking. Candy cane idea was a great way to mix up the group."

THANK YOU for your comments!

**LEGISLATIVE REVIEW
AND NEWS**

Submitted by Sue Goddard

**Thank you to everyone that turned out for the
Legislative update on December 9 in spite of the
weather.**

Many changes are occurring within the regulations that HR professionals are watching closely – from ADA, to FMLA, EFCA. The VSHRM commitment to each of you is to keep you updated and informed to the best of our ability.

As an FYI for our membership, a survey conducted by Mercer, shows findings that support that business/ industry will continue on the downward trend during 2009. HR professionals will be facing some challenging times this New Year:

- 81 percent of multinational firms expect a decline in their business performance in 2009, and 35 percent are likely to make significant workforce reductions.
- Most are likely to curtail overall hiring, reduce 2009 salary increases and cut bonus payouts while continuing to hire talent to fill shortages in key skill sets.
- A deep or prolonged economic downturn could force more drastic action.
- Worry about retirement investments tops the list of employee concerns, even outweighing anxiety about job security.

MARK YOUR CALENDAR**Generations in the Workplace - Tuesday, May 19 - Valley Plaza Resort, Midland**

Presented by:



Managers, supervisors, HR professionals, and those leading teams are encouraged to attend a Workshop provided by VSHRM and MMHRA on Tuesday, May 19. Terry Rock of Delta Corporate Services is presenting "Generations in the Workplace."

This workshop defines today's multiple generations in the workplace, builds awareness of issues resulting from these diverse employee populations, helps employees engage and communicate better across generations, and offers different approaches to feedback for working through generational issues toward greatest organizational effectiveness.

Registration for this workshop will start at 7:15 a.m. at Valley Plaza Resort in Midland. The Workshop will start at 8:15 and last until 12:15. Immediately following the workshop is a networking lunch provided by VSHRM & MMHRA. The cost of the workshop, including a continental breakfast and lunch, is \$50 for VSHRM or MMHRA members, \$70 for guests (non-members), and \$25 for students. The program is pending four (4) recertification credits.

If your company would like to help sponsor this workshop contact Karen Schluckebier at kks@rogersgrp.com

MEMBERSHIP FOCUS

Submitted by Dmitry Erofeev, PhD

There is no better time than the end of the year to take a look and celebrate our achievements. First of all, our chapter was recognized by SHRM as a star chapter for a membership growth. At our last meeting VSHRM Board approved two new members (Karrie Baskins - Human Resources Representative from Delphi Steering and Neica D Dey - Human Resources & Finance Manager from Public Libraries of Saginaw). Congratulations everyone!

Second, our regular membership referral went up since the last year. As of today, nine VSHRM members referred eleven new members. We would like to thank Tammy Angell, Vicki Bailey, Pamela Christie, Jennifer Dueweke, Jean Hill, Gina Kellogg, Sarah Maday, Ricardo Resio, and Jerilyn Schwarz for helping us to grow our organization.

As you know our early membership drive is over. As of today we have 78 renewals. Two out of these members will win iPod. **The drawing for the iPods will be held during the January 13 meeting.** If have not renewed your membership please do it today at <http://vshrm.org/membershipinfo.asp>. Our best wishes to you and your families.
Happy New Year!



Certification Corner
Submitted by Gina Kellogg
President-Elect and Certification Chair

Are you recently certified?

We've begun hearing from VSHRM members who sat for the HRCI certification exam in recent weeks. If you recently took the exam and received formal notice from HRCI that you've earned your letters, please contact Gina Kellogg as soon as possible at 989-776-7348 or gina.kellogg@citizensbanking.com. Newly certified members will be recognized and celebrated during an upcoming meeting!

The Spring 2009 certification dates are listed below. You never know how far your letters could carry you! Visit www.hrci.org for further information.

Spring 2009 Testing Window

Exam	Testing Window	Regular Deadline	Late Deadline
PHR/SPHR	5/1/09 – 6/30/09	3/13/09	4/17/09
GPHR	5/1/09 – 5/31/09	3/13/09	4/17/09

HRCI Certification Eligibility Requirements will Change

In keeping with best practices for certification programs, the HR Certification Institute conducted an extensive multi-pronged study of the eligibility requirements of their three core products: Professional in Human Resources (PHR), Senior Professional in Human Resources (SPHR) and Global Professional in Human Resources (GPHR). Based on feedback from both certified and non-certified HR professionals, business leaders, students and academicians, the requirements will now include a combination of education and experience. **These changes will go into effect in the May-June 2011 testing window.** More details will be announced in next month's newsletter.