



AFFILIATE OF



Dates and Events To Remember



January 10th

HR Scorecard:

designing measurable matrixes that communicate the value that HR brings to the organization.

Waterfront Conference Center

11:45 am – 2:00 pm

February 14th

Recognition and

Motivation: Recognize employee achievements to maximize your employee's potential.

Waterfront Conference Center

11:45 am – 2:00 pm

Karen Schultz,
Vice President TAHRA
December 2005 Newsletter submission

Greetings,

Karyn Oncu and I had the honor of attending the SHRM Leadership Conference last November in Washington DC. The purpose of this annual conference is to provide development opportunities to state and local chapter board members, helping them increase their effectiveness in providing leadership and direction to local SHRM Chapters.

The following excerpts from the annual business meeting led by Sue Meisinger, the President and CEO of SHRM, provide insight as to how SHRM is performing as an organization and effectively providing services to state and local chapters, as well as SHRM members. I was impressed at how effectively SHRM is run and appreciate the resources and support provided to us.

SHRM Annual Business Meeting featuring Sue Meisinger.

Sue provided attendees with the annual State of the Society Report. Here are some of the highlights:

1. SHRM membership is projected to exceed 207,000 student and professional members by 12/31/05. At-large membership continues to grow at a faster rate than in-chapter membership, with a slight dip in membership in chapters overall (66% at-large and 34% in-chapter.)
2. Attendees viewed a video clip of the new SHRM Foundation DVD, "Fueling the Talent Engine – Finding and Keeping High Performers." Sue announced that each chapter and state council will be provided with a copy (compliments of SHRM) following the conference.
3. Once again, the SHRM Board of Directors has voted to NOT increase annual membership dues for 2006.
4. The year-to-date pass rates for HRCI certification exams are:
 - o SPHR – 58%
 - o PHR – 66%
 - o GPHR – 65%
5. The SHRM website was recently re-launched with a new look. Pop-up ads have been eliminated from the website based on member and volunteer feedback.
6. *HR Magazine* is celebrating its 50th anniversary, and will be commemorated with a special 13th issue in December.
7. Over 100 new courses will be added to SHRM e-Learning by year end.
8. HR Games are currently undergoing an evaluation, but will continue for 2006. Student Programs will pilot two regional student conferences designed to add programming and job resources to the games competition.

2005 SHRM Pinnacle Award Winners Announced at the 2005 SHRM Leadership Conference

Unfortunately TAHRA was not a recipient of a Pinnacle award for our Breaking Ice Diversity Program presented last January. The following winners were recognized at the Leadership conference:

Chapters:

Cleveland SHRM (Ohio)

Cleveland SHRM Mentoring Program

Dallas Human Resource Management Association (Texas)

Community Relations

Central Kansas SHRM Chapter (Kansas)

Success Strategies for Our Youth: A Central Kansas SHRM Chapter Workforce

Readiness Initiative

Puerto Rico SHRM (Puerto Rico)

SHRM Puerto Rico Chapter Student Leadership Development Program

Columbus Area SHRM (Georgia)

Global HR at Home: SHRM Columbus Area Teaches Russian HR Professionals

Pittsburgh Human Resources Association (Pennsylvania)

People Do Matter

SHRM of Greater Tucson (Arizona)

The Future Workforce Development (FWD) Program

Morris County SHRM (New Jersey)

AAA Ponds

State Councils:

New Jersey (Garden State Council-SHRM, Inc.)

A Marketing Strategy and Plan to Enhance the Brand and Advance the Profession

Texas

Branding the SHRM Texas State Council

Recognition and Motivation

by Jennifer Hull

Every HR professional can agree that a company's most valuable resources are its employees. Often times, motivating and engaging these employees fall on the shoulders of the HR Department. And, even if we are not responsible for the entire program, supervisors and managers are looking to us to help them create employees who are wholly on board with company, department and personal goals.

TAHRA's February lunch meeting is designed to address employee recognition and motivation. This meeting will focus on creative programs HR and employers can use to capitalize on a company's most important assets - its employees. At this program you will learn ways to recognize employee achievements and motivate them to ensure you are getting the most from what your personnel can offer.

Dr. John Haskins will be our presenter for this program. Dr. Haskins is a fully licensed clinical psychologist with over 40 years of experience in the mental health and education field. He is the now retired Director of Training and Public Information for Great Lakes Community Mental Health and has been a consultant and trainer for business and industry, law enforcement, and mental health audiences throughout his career. He now has offices on Garfield Avenue in Traverse City, near 8th Street, with three other psychologists who make up Management & Behavior Consultants.

Dr. Haskin has taught in Northwestern Michigan College's Extended Education division for nearly 30 years. His courses included a variety of management development, communication, and self-improvement subjects and have always been well received. In addition to training and consultation, Dr. Haskin manages a private practice providing psychological evaluations, counseling, and other services to children and adults in the Traverse City area. He conducts pre-employment, promotional, and fitness-for-duty evaluations for corporations and governmental organizations focusing most often on individuals in high stress occupations and people who may have the potential for acting violently.

We are looking forward to welcoming Dr. Haskins to our February meeting and learning from his many years of experience.

TAHRA

TAHRA 2005-2006 Leadership Board

| | |
|------------------------------|---------------------|
| President | Patti Williams, PHR |
| Vice President | Karen Schultz, SPHR |
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| SHRM Foundation Director | Brenda Ransom |
| Student Chapter Liaison | Stacey Brothers |

Newsletter Articles

The TAHRA Newsletter is a bi-monthly publication. Members interested in submitting articles for the newsletter or for press releases should contact Laura Mitchell at lamitchell@waynewire.com. Deadlines for submission are the 10th day of the month. TAHRA encourages its members to submit articles, information, or successes they've had that they feel others may find interesting. TAHRA reserves the right to alter submissions for space purposes. If you would like to be removed from the newsletter mailing list, please email a reply letting us know.

WE'RE ON THE WEB!
www.tahratc.org

January 10th TAHRA Program

HR Scorecard

Designing measurable matrixes to communicate the value of the human resources function to an organization

Waterfront Inn Conference Center
11:45 am – 2:00 pm

RSVP to Jeannette O'Neil by Wednesday, 1/04/06 at Jeannette.oneil@rjginc.co or 231-947-3111 x 117
Guests welcome with a \$30 fee

February 14th TAHRA Program

Recognition and Motivation

Learning ways to recognize employee achievements and motivate to get the most from your personnel

Waterfront Inn Conference Center
11:45 am – 2:00 pm

RSVP to Jeannette O'Neil by Wednesday, 2/8/06 at Jeannette.oneil@rjginc.co or 231-947-3111 x 117
Guests welcome with a \$30 fee

The President's Corner



New Year's Eve Resolutions

Most of us at some point in our lives have participated in the New Year's Eve ritual of committing to a personal goal or promise. This ritual is so common that it is often discussed at social gatherings, sent via blast emails, used as consumer buying appeals. We usually select a negative behavior or condition in ourselves that we wish to change or improve. We then commit to this goal or promise, and it usually begins on New Year's Eve, right at midnight. At 12:01am immediately the "changed or new" behavior is implanted within us. Maybe that is why New Year's Eve Resolutions as they are called often fail. I don't know. We hear about successes from time-to-time which impresses us because we all know that the rate of success is very small. Released in November were the results of a survey conducted by All-State Corporation where 1,600 respondents indicated that for setting and achieving personal goals, quitting smoking was number 1 at 32%, followed by saving for retirement at 31%, and losing weight was third at 25% as the most difficult to achieve. Steve Covey, well known business consultant, contends in his books that we would be more successful at achieving our goals if we managed our time with more directness, focus; concentrate on first things first and then map out the goal through strategic planning and careful time management. Covey's approach in achieving goals has met with much success.

Whether you have participated in the New Year's Eve Resolution ritual or used Covey's approach to achieving personal goals, there isn't any hard and true method that guarantees 100% success. That may be because of human nature; regardless of the success rate, we are called to continuous improvements. Our programming coming up this year will motivate and inspire us to think strategically and analytically about ourselves as human resource professionals and the departments we manage for our employers. What will be the role of our profession for businesses in six years, seven years and on? None of us can answer that, but we can strive to be the ones that create and design end results for our employers that bring employees to that anticipated point where our future becomes our today's reality.

So whether you have a New Year's Resolution or not, I know that since you are a member of this association you are committed to certain standards of excellence. As we venture into the last half of this year's programming, you will be able to attend seminars that give you benchmarks, competency measures, professional standards and more that you can use to evaluate how you and your department are performing. I look forward to this challenge, as I know that you will also find it very interesting and professionally inspiring.

- Patti Williams, President