

TAHRA

Volume 1, Issue 2

Nov/Dec 2008

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

The President's Corner

Accolades and a round of applause to all those involved with the Covey Event – The Speed of Trust – The One Thing That Changes Everything! What a successful event and a wonderful evening! It was awesome to see such great representation from our communities, the leaders within, and the enthusiasm that was generated around the business case for “trust”. Thank you to our TAHRA special program committee and our partners at the Council of Governments who worked together over that last several months to make this event such a success.



The realities verses the myths – lets look:

Realities

- *Trust is a hard-edge “economic driver”
- *Nothing is as fast as the speed of trust
- *Not trusting people is more risky
- *Trust can be both taught and learned

Myths

- *Trust is a soft, nice to have “social virtue”
- *Trust is slow.
- *Trusting people is too risky.
- *You can't teach trust.

Trust can change everything. Think about how trust can affect your relationships at work, at home, within our communities, businesses and industries. Let's challenge ourselves to make a difference - identify three behaviors that we can personally work on that will impact and influence a trust relationship with someone we know. You can get additional information and ideas regarding trust by visiting www.whotrustersyou.com.

As always, any feedback you would like to share regarding the event is appreciated and thank you for attending.

- Janet Yankee, SPHR
TAHRA President

(see page 3 for event photos)

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Dates and Times to Remember:

November 11, 2008

Monthly TAHRA Meeting
Waterfront Conference Center
12:00 noon—2:00 pm
FMLA

December 9, 2008

Monthly TAHRA Meeting
Waterfront Conference Center
12:00 noon—2:00 pm
Wellness

The Lighter Side of HR

Actual Interview answers.

Q: If you could meet one person dead or alive, who would it be?

A: The alive one.

Q: I see you were responsible for maintaining the employee files. How did you organize them?

A: In the filing cabinet.

Q: Please give a summary of your work experience.

A: I really don't want to bore you with the details.

Q: Have you ever been convicted of a crime?

A: Yes, second degree murder, but I can explain.

Q: Have you ever been convicted of a crime?

A: Not yet.



Reaching the end of a job interview, the HR person asked a young engineer fresh out of MIT, "And what starting salary were you looking for?"

The engineer said, "In the neighborhood of \$125,000 a year, depending on the benefits package". The interviewer said, "Well, what would you say to a package of 5 weeks vacation, 14 paid holidays, full medical and dental, a company matching retirement fund for 50 percent of your salary, and a company car leased every 2 years—say a red Corvette?" The engineer sat up straight and said, "Wow! Are you kidding?" And the interviewer replied, "Yeah, but you started it".

Team Building on the Fly TAHRA Workshop

When: Tuesday, February 10, 2009
Where: Waterfront Conference Center
Time: 2:00 pm—5:00 pm
Cost: TAHRA Members \$35
 Non-TAHRA Member \$45

Five ways to get to the heart of learning objectives when you are out of time.

Training content development: 3 keys to success

Experiential learning: The foundation of team training

Two experiential activities and how to debrief

The "R" word: Retention (learning retention, that is)

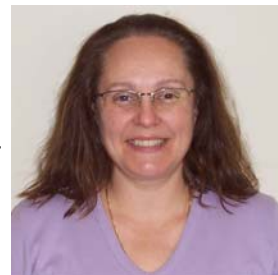
Presenter: Dave Tippett, Employers Assoc. of Sylvania, OH, is well known for his enthusiasm, training creativity and commitment to helping people work better, together. A graduate of Univ. of Toledo, Dave holds a SHRM certification.

Spotlight on your TAHRA Board Members . . .

Each publication will feature a brief biography on two of the TAHRA Board Members. We thought you would like to get to know more about them. . .

Julijana Love, PHR
Current Vice President, President Elect

Julijana H. Love spent her formative years growing up in Chicago (Hyde Park) and Europe. She earned a BA from Iowa Wesleyan College in 1984, holds the PHR designation which states she is a certified human resource professional, and has completed half the credits towards an M.B.A. in H.R.M. She joined Graceland Fruit, Inc. in 1995 and has held the position of Human Resource Manager since. She feels her association with and in the Traverse Area Human Resource Association has been invaluable. Over the years she has had personal as well as work related challenges and TAHRA has been the constant throughout. Its members provided genuine fellowship, work related resources as well as an excellent venue to further her HR related work.



She is married with one daughter and two step-sons (the oldest a United States Marine, the other in High School). Her husband retired from The United States Marine Corps after 20 years of service and is employed at Graceland as well. She is a member of the Traverse Area Human Resource Association (TAHRA), the Society of Human Resource Management (SHRM), and was active in the Big Brothers Big Sisters Program of Northwest Michigan where she mentored an 8th grade girl in 2004. Her free time pursuits include outdoor activities with the family, varied reading, white tail deer hunting, and varied culinary pursuits.

Julijana will be TAHRA's president-elect for the 2009-2010 year. Julijana is a very warm, outgoing and helpful member to our board.

Photos from Stephen Covey's "The Speed of Trust" event October 22, 2008 at the Grand Traverse Resort



Welcome New Members!

We are pleased to announce the following new members to TAHRA! Please be sure to introduce yourselves and get to know these fellow HR professionals!



Sarah Wessels - Priority Solutions International
 Kelly Yaroch - Charlevoix Public Schools
 James Delaney - City of Traverse City

Spotlight on your TAHRA Board Members . . .

Bill Morrison
HRCI Certification Representative

I am somewhat of a late bloomer. In 1998, I decided to finish a Bachelors degree at Spring Arbor University. As I began to study, my goal was simply a personal goal to earn a degree. I had been running a sales route for a coffee service for about five years and I was very happy doing that so I had no thought of changing careers. However, that began to change when I took my first Human Resource class. I was fascinated with the concepts; especially the sections on training and development. I had always enjoyed training new employees so when I completed my BA in 2000, the owner of the company asked me if I had any thoughts about where I wanted to go in my career. I told her of my interest in human resources and she asked me if I would be interested in working in that capacity for the company. With that question, my HR career was launched.



With the Coffee Connection, I had the opportunity to create an HR department from the ground up. It was a great experience. The company was sold in 2006 and I was offered a position with Traverse City Products as Human Resource Administrator. I am the sole HR person for our small manufacturing firm so I work in every facet of HR. I truly enjoy the work that I do at TCP.

In 2004, I completed an MBA in Human Resource Management which has given me the opportunity to teach classes for Spring Arbor University. I have taught Human Resource Management as well as Group and Organizational Behavior for the past four years. I have also worked with several groups coordinating their senior thesis project. I enjoy that work as well. My newest adventure is to teach an online class in December. That will be a challenge! When I am not teaching, I enjoy camping and fishing with my family. My wife and I have also become avid bikers (the peddling kind).

TAHRA has been a great benefit to me as my career has developed. I have benefited from the great programming as well as the opportunity to network with other HR professionals. TAHRA has given me the opportunity to learn from others as well as help a few people along the way. It has been a great pleasure to be a part of TAHRA!

TIPS FOR EARNING RECERTIFICATION CREDITS

Earning recertification credit hours does not have to be costly or take you far from your work or home. You can earn many hours through your daily work responsibilities and other professional activities. In fact, you may already be doing activities that could count for recertification credit and not even know it!

WAYS TO EARN CREDIT HOURS

Sixty (60) recertification credit hours are required every three years to maintain your certification. Credit may be earned in the following categories:

Continuing Education (no max)

Instruction (20 hours max) On-the-Job Experience (20 hours max) Research/Publishing (20 hours max)

HR Leadership Roles (10 hours max)

Professional Membership (10 hour max) OR you may take the exam again!

EXAMPLES OF LOW COST RECERTIFICATION ACTIVITIES

Did you know that you can earn up to 10 recertification credit hours by being a national member of SHRM or another national HR association? You can also earn up to 10 credit hours by holding a leadership position related to the HR field such as mentoring an HR professional or HR student or hold a volunteer position for a professional organization. Many of your on-the-job HR responsibilities could be eligible for up to 20 hours of recertification credit hours the first time you perform the activity. For instance, you can receive credit hours for creating an HR budget, or developing an employee handbook, or any other activity that ties into the HR Body of Knowledge. Have you ever led an HR-related workshop or training session at work or outside of your job? Teaching a sexual harassment workshop at work or leading a performance management seminar can earn you up to 20 hours for the first time you present the program.

Earning credit hours through continuing education courses does not have to cost you much money or take you out of the office. You can earn up to 20 hours from on-line professional development courses from shrm.org, hr.com or other professional organizations. Many web casts are offered as a benefit at no additional cost to members. These can be watched right from your PC or down loaded to your iPod. (Note: There is no limit to the number of credit hours that you can earn from classroom-style professional development sessions.)

WHERE TO FIND PRE-APPROVED PROGRAMS

The HR Certification Institute has pre-approved thousands of programs for recertification credit. Go to www.hrci.org/cepreapprovals/sdae and access our online directory of pre-approved programs to search for classes and activities near you.

OTHER HELPFUL RESOURCES

All recertification activities need to increase your HR knowledge. If you have questions regarding what the HR knowledge areas are for your certification please refer to their respective bodies of knowledge. They can be found in the Recertification Handbook at <http://www.hrci.org/recertification/book>.

Recertifying for the first time? Take the mystery out of how to enter your activities in your personal recertification record by watching a step-by-step virtual tour of the application process on the [hrci.org](http://www.hrci.org) website at <http://www.hrci.org/recertification/vrt/>.

P.O. Box 1656
Traverse City, MI 49685

2008-2009 TAHRA Leadership Board



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER



We're on the web
www.tahratc.org

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	Jennifer Ewing, SPHR

Easy Guidelines for TAHRA E-Mails

By Jennifer Ewing, Trustee & past TAHRA President

One of the great benefits of being a member of TAHRA is having the network of HR professionals to tap into for questions and support. For those using e-mail technology to ask questions of our members, we ask that you follow these simply guidelines.

- First: **Place the word TAHRA in the subject line.** This will allow members to easily identify TAHRA e-mails and information eliminating accidental deletion.
- Second: **Please do not, "Reply to All."** When answering a question, RSVP'g, etc...please do not hit the "reply to all" button. This will limit the number of e-mails that are coming through to each of our mail boxes.
- Third: **Write a summary article for the TARHA newsletter.** Finally, so everyone can learn and see the responses to the question(s). We ask that you write a quick summary article outlining the answers and send to Laura Mitchell at lamitchell@waynewire.com so the information can be shared via the newsletter.