

TAHRA

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Sept/Oct 2008

TRAVERSE AREA HUMAN RESOURCE ASSOCIATION

The President's Corner

Welcome to another TAHRA program year!

Let me first say "thank you" for the opportunity to serve as President of TAHRA for the next two years. In addition, on behalf of all TAHRA members, let me say "thank you" to Jennifer Ewing, the Board members, and committee members for their past and continued support of our organization and its mission.

We have a very ambitious calendar and plenty of terrific programs scheduled, many of which will provide HRCI credits, to enhance your professional and personal growth. We hope you'll agree. Thank you program team! As a board, we are committed and open to communication at all times so don't hesitate to

provide us feedback, and we will strive to do our best. One of my personal goals for this year would be to develop a mentor/peer advisor program for new members of TAHRA. And of course, I would love your assistance.

I think this is going to be a very interesting year given our economy, an election year, and the continued shift in demographics. In addition to the HR generalist functions many of us hold, its becoming more and more important that HR partner with our company Presidents, CEO's and CFO's, assisting with strategic initiatives, change management, workforce planning, and ensuring our employees are engaged, allowing our companies to

prosper and be healthy. I hope you'll take the opportunity to reach out to other TAHRA members to network and share best practices, your expertise and experiences, as we move forward in our HR careers.

Don't miss our special program of the year, The Speed of Trust: An Evening with Stephen M.R. Covey. Register now, if you haven't already! I'm looking forward to seeing you there!

Janet Yankee, SPHR
TAHRA President



Dates and Events to Remember

September 9, 2008

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

October 14, 2008

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

October 15-17, 2008

MISHRM State Conference
Hyatt Regency Dearborn
(see page 4)

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Don't Forget!

October 22, 2008

Stephen M.R. Covey
Keynote Presentation/Dinner
Grand Traverse Resort & Spa
5:00 pm—9:00 pm

2008 Golf Outing a Success Once Again!



The Traverse Area Human Resource Association's third annual golf outing was a huge success! The net revenues exceeded projections. The outing was held on a beautiful Sunday afternoon in early June. The Crown Golf Course was in prime condition for all who participated. Thirty-four golfers played in the 9-hole outing and prizes were awarded to many in attendance. The outing was followed by a wonderful dinner and enjoyable camaraderie. The generous hole sponsors for the event were:

Josh Reynolds, Esq. of Calcutt, Rogers & Boynton, PLLC

Starboard Inn of Elk Rapids

**Northwestern Bank
Progressive Development**

Signs Now provided the tee markers at a very reasonable cost last year. The signs were saved and able to be used this year.

The following individuals provided complimentary prizes to the outing:

A-1 Consulting

Baskets Full of Gifts

Bill Hendry Consulting

Center for Progressive Therapy

CPM Century Extrusion

Crystal Mountain

Embroid Me

First Fitness

Grand View Catering

Human Resource Partners

**Mary Kay Cosmetics
– Joyce Julian**

Northwestern Bank

Priority Health

Progressive Development

Tastefully Simple

The Crown Golf Course

Traverse City State Bank

Due to the success of the outing, a \$400 contribution has been made to the SHRM Foundation. An additional \$240 in revenue was realized for TAHRA.

Thanks to the TAHRA golf outing committee of Chris Davis, Lori Kerlin and Julijana Love for their hard work in organizing this successful outing.

"Due to the success of the outing, a \$400 contribution has been made to the SHRM Foundation"

Flushing the job interview down the toilet



Honestly, these are not made up

I group-interviewed an applicant who took a cell phone call and we sat waiting for at least 5 minutes while she went outside and took it. She came back and explained that it was her husband - they were trying to start a real estate business on

the side and they always had to be available to take phone calls. ~

Looking for unskilled labor I asked a candidate could he draw a straight line. His reply was that he was not aware the position was that complicated.

Have you ever been fired from a job? Yeah but it

wasn't my fault. See I was dating this woman at work and she made me mad. I broke her arm and the company said I couldn't do that at work. I would never do that here though, I'm still dating her and she doesn't want to work here.

If you have similar stories to share, email me at lamitchell@waynewire.com

SHRM Foundation News.

The SHRM Foundation held 2 silent auctions (the most recent one in mid-late June) to support the 2008 Annual Campaign. Last year the auctions raised a combined total of \$52,500 - that's some serious cash! Some of the donors were Cabela's, Monster.com as well as many hotels and SHRM chapters

The following highlights just a few of the many SHRM Foundation accomplishments in 2007.

Innovative Academic Research

- Increased grant applications more than 300% from 12 submissions in 206 to 41 in 2007.
- Funded 8 proposals totaling \$566,658, a 700% increase over 2006 funding of \$79,856.
- Awarded \$20,000 in dissertation awards in cooperation with HR Division of Academy of Management.
- Completed the \$200,000 Strategic Research Project which included a comprehensive literature review, interviews, on-line survey, and three interactive sessions. A press release, Executive Summary, and full report are available on the SHRM website at www.shrm.org/foundation.

Scholarships

- Awarded 100 regional scholarship, totaling \$100,000.
- Received 327 applications for regional scholarships.
- Awarded \$12,000 in student scholarships.
- Awarded \$1,000 Advisor of the Year Award.

Funded proposals increased over 700% from 2006 to 2007— from \$79,856 to \$566,658

Educational Programs and Practitioner Resources

- Created *Trust Travels: The Starbucks Story* DVD, discussion guide and slide presentation. Distributed 1000 DVDs at Academy of Management meeting and to each SHRM chapter and state council.
- Produced the fourth and fifth reports in the *Effective Practice Guidelines* (EPG) series "Implementing Total Rewards Strategies" and "Developing Leadership Talent."
- Created "Connecting Research to HR Practice" brochure to highlight findings of Foundation-sponsored research projects to HR practitioners.
- Co-published with SHRM the book, *Evaluating Human Resource Programs: A 6-Phase Approach for Optimizing Performance*.

Fundraising

- Received a \$1,500,000 contribution from HRCI.
- Received a \$250,000 contribution from SHRM.
- The annual campaign raised \$695,467 which surpasses the \$630,000 goal and represents a 21% increase over the 2006 total.
- Received a \$10,000 contribution from the Human Resource Professionals Assoc. of Ontario.
- Received \$35,000 in corporate sponsorship for Thought Leaders Retreat, Silent Auction and Donor Appreciation Breakfast.
- Leadership campaign achieved 100% participation from all three national Boards.
- Hosted two national silent auctions featuring a total of 102 gifts. The two events raised more than \$41,000 in gift revenue plus \$10,000 in sponsorships.

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!



Paul Wonacott – HR Manager with Hagerty Insurance

Marcia Schwind – Office Manager/HR with Grand Traverse Metro Fire Department

Christine Gray – HR Manager with Days Inn and Suites of Traverse City.

Save the Date!

Join 700 of your human resources colleague and go **BACK to the FUTURE of HR** October 15 – 17, 2008.

This year's State Conference, presented by the Michigan Council of SHRM and hosted by the Human Resources Association of Greater Detroit will take place at the Hyatt Regency Dearborn. The conference program features speakers such as:

- Steve Miranda, Chief Human Resources and Strategic Planning Officer of the Society for Human Resource Management
- Futurist Ed Barlow, president of Creating the Future, Inc.
- Dr. Dee Eddington, Executive Director of the University of Michigan Health Management Research Center
- Dr. Kimberleydawn Wisdom, Michigan's Surgeon General
- Henry Ford Health System COO Bob Riney and dozens more!

Breakout sessions follow five different tracks: Future Trends, Legal, Professional Development, Total Rewards and Master series.

The conference program includes two pre-conference workshops on Wednesday October 15, followed by the opening reception for the exhibit hall, where nearly 100 vendors will display their HR products and services. The exhibit hall remains open on Thursday October 16.

Breakout sessions and keynote programs have been pre-approved for credit toward SPHR and PHR recertification. Someone who attends all breakout and keynote sessions will earn 10.25 recertification hours, most of which are approved for strategic credit (required for SPHR recertification). The pre-conference workshops offer an additional 8 recertification hours.

Cost of the conference is \$260. Pre-conference workshops require an additional fee. Register for the conference at www.mishrm.org. Be sure to note your individual chapter membership, because part of your registration fee is rebated to the chapter.

HR Professionals Needed to Support Workforce Readiness Initiative

Years ago, Jr. Achievement (JA) was known for little kids making products and then selling them to aunts and uncles. They learned business practices and entrepreneurship but it was generally for an elite group able to join JA and have parental help. That's all changed in the past 20 years – JA engages students in the K-12 level to focus on their careers and their futures as productive citizens in their neighborhoods and their own families. JA goes to the schools, works closely with educators, and engages the business community to teach students financial management habits and skills to be successful in our global workforce.

SHRM's Workforce Readiness initiative is HR's Call to Action and their message is clear: Awareness, Action, and Advocacy. Your Michigan State Council SHRM is taking the lead with a strong Enterprising Leadership effort and financial support to three JA chapters: Detroit, Grand Rapids, and Saginaw. For demographic coverage, refer to the JA map <http://michigan.ja.org/>

HR professionals are **AWARE** we have a need to prepare today's workforce for tomorrow's workforce needs. Now there is a call to **ACTION** in our latest partnership with Michigan JA.

Two events are being planned in these regional areas for a day in November 2008 and a JA Job Shadow Day during the week of February 2, 2009. Our SHRM Michigan Council is asking for volunteers to work with students for these events. Your only commitment is time. JA handles all the rest: securing the students, training the volunteers, and coordinating the event. Volunteers will be needed for one ½ day event in November and volunteers/companies are needed to sponsor a Job Shadow Day. If you are interested in volunteering or would like additional information with details on your commitment, please contact Emilie Stawiarski at WorkforceReadiness@mishrm.org or at (734) 352-7017. Here's a great opportunity to help your community and benefit you as an HR professional. *Emilie Stawiarski is the WFR Director for you Michigan Council of SHRM.*

Fall 2008 HRCI Study Group

Attention TAHRA members:

Have you considered attaining your HR Certification this year? If so, you are in luck! A certification study group is about to begin and can assist you in preparing to pass the certification exam for the PHR, SPHR, or GPHR. If you would like to find out more about joining the study group, have questions about certification in general, or want more information about how you can become certified through the HRCI Certification program, contact Bill Morrison at 932-9650 or email bmorrison@cproducts.net.

The winter testing window is:

PHR and SPHR: 12-01-08 thru 1-31-09

GPHR: 12-01-08 thru 12-31-08

Application deadlines for all levels:

Regular deadline: 10-10-08

Late deadline: 11-14-08

Possible Opportunity:

This January we have a wonderful possibility of having an online or a face-to-face certification preparation classes come to Traverse City through Davenport University. Please contact Bill Morrison (see above) if you are interested or for more information.

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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Traverse Area Human Resource Association Board Structure

2008-2009

