

WSHRMA CHAPTER #0229

Newsletter

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Upcoming Events:

October 11 Chapter Luncheon "Identity Theft in the Workplace & Its Impact on HR"

November 8 WSHRMA Half-Day Fall Workshop "Defining HR as a Proactive Risk Manager and Successful Business Partner"

December 13 Chapter Holiday Luncheon

President's Message

Kim Huyber, SPHR, SHRM-SCP, 2017 WSHRMA President

The WSHRMA board and I would like to thank all of you who supported the SHRM Foundation in 2016 by buying raffle tickets and silent auction items at our events. Our chapter helped make a difference for 232 HR professionals and students by empowering them to achieve their goals!

In July, we don't have a monthly luncheon, and this year we hosted a Member Appreciation event aboard the Turner Joy, on July 11th. Thank you for all who came to the event so that we could show you how much we appreciate our chapter members. We also gained three new members to our chapter. Welcome to all of you!

As we look forward to the last quarter of the year, your WSHRMA Program and Conference Director, Rachael, has been busy putting together a fabulous lineup of guest speakers for our upcoming Fall Workshop.

We are in the beginning planning stages of the 2018 NHRMA Conference and Exposition, which WSHRMA is hosting next year. I am very excited to be a part of this amazing opportunity for our chapter, and look forward to being on the conference committee. I hope that many of you will volunteer your time to help us make it a success. You will hear a lot more about this over the next year from Stacey and Rachael, our 2018 NHRMA Conference Chairs.

I hope that you all have had a fabulous summer and I look forward to seeing you soon!

Become a WSHRMA Member

Do you know someone interested in joining our chapter? It's easy! Just go to our Join Now page on our website.

<https://wshrma.shrm.org/join-now>

Do you need Business Credits to use towards recertification? Look no further! Sign up for the WSHRMA Fall Half Day Workshop...

WSHRMA Fall Workshop

Defining HR as a Proactive Risk Manager and Successful Business Partner

Presented by Kristina Maritzczak from Maritzczak Group



Key Take-Aways:

- ◆ How to be a proactive risk manager in HR
- ◆ Ways for HR to be an effective partner with the business
- ◆ How to work strategically with legal counsel
- ◆ The benefits of completing a risk assessment

About The Speaker: In her 22 years of practice, Kristina has spent half as outside counsel and the other half in-house. Her expertise is in the areas of litigation, compliance, enterprise risk management, investigations, criminal prosecution, white collar criminal defense, and employment law.

Kristina graduated from the University of Michigan Law School and is admitted to practice law in Washington and Michigan. She began her career in the courtroom prosecuting cases. Throughout her career, she has served as a consultant to the Ukrainian government on the democratization of its criminal justice system, worked for a senior member of Congress, and was, on two occasions, selected by the Council for the United States and Italy to be a delegate representing the United States at international leadership forums.

Date: November 8, 2017

Time: 8:00AM—12:00PM
Registration & breakfast begin at 7:30AM

Kitsap Conference Center
100 Washington Ave., Bremerton

\$80 for WSHRMA Members
\$100 for Non-WSHRMA Members



The use of this seal is not an endorsement by HRCI of the quality of the program. It means that this program has met HRCI's criteria to be pre-approved for Business recertification credit.

Sponsored by:



To register visit <http://wshrma.shrm.org/>

Register by October 31, 2017



SAVE THE DATE

WSHRMA Membership Appreciation Event
December 13, 2017.

Lunch provided. Silent Auction with proceeds going to the SHRM Foundation.

Registration information coming soon to the WSHRMA website: <https://wshrma.shrm.org/>

Certification Study Assistant App Review

Linda Karrmann, PHR, SHRM-CP, WSHRMA 2017 Certification Director

Linda spent some time downloading and trying out various apps available for the smart phone that are study aides for those prepping for their certification exam. Here is what she found.

Pocket Prep has many free features such as a Days Until Exam countdown, Question of the Day, Quick 10 Questions, metrics on past exam questions, tracking for areas to improve, option to find a tutor, helpful information, etc. Explanations for answers to questions is thorough and well cited. Cost to upgrade is \$34.99 which is the most costly of the apps but well worth the expense given the amount of tools it provides. Practice exam attempts are timed which is a nice feature.

PHR Tutor has free example exam questions evenly distributed in each study area. This app also identifies questions for areas to improve on and also allows for flagging a question to come back to later which is similar option on the actual test. There are flashcards with terms and definitions and an exam simulator that is timed. This app also features a Question of the Day and the ability to set and track your exam date. The feedback area (FAQ's, chat, etc.) was empty so it's not really a benefit as far as I could determine in the free version but may be available if the upgrade is purchased for \$11.99; which is pretty reasonable.

PHR Ninja Flashcards has 40 flashcards with terms and answers. There is some advertising for games at the bottom of the screen and occasional pop-up ads. It's free so no harm but it's not my favorite app.

PHR Genius has an upgrade for only \$9.99. It is easy to use. You have the ability to bookmark a question, start a conversation on a question, and ask a friend on Facebook, so is interactive. App has a mock timed test, identifies weak questions, and has flashcards. There is a 13 page section on tips and tricks for multiple choice formats which was nicely laid out, simple, and direct. Great value for free and probably worth the \$10 investment to unlock additional questions and/or features.

If you have any questions regarding certifications or these apps, please reach out to Linda at linda.karrmann@skookum.org.

2017 WSHRMA Scholarship Opportunity

WSHRMA will award a \$200 Certification Scholarship to one of its members annually. Individual recipients will be selected on the strength of their work experience and their commitment to a career in human resources. Scholarship funds may be used to purchase test preparation materials, attend a certification preparation seminar, and/or pay the exam fee. In addition, individuals who have previously taken certification exam during the 2017 calendar year are eligible to apply for reimbursement of exam-related expenses.

Who is Eligible

WSHRMA Chapter members with a valid SHRM ID number are eligible to apply for the Certification Scholarship.

For more information visit our website. <https://wshrma.shrm.org/2017-wshrma-certification-scholarship-program>.

Applications are due by October 31, 2017.

WSHRMA Distinguished Member of the Year Nominations Wanted

Do you know a WSHRMA member that should be recognized for his/her leadership and achievements, who has made significant contributions to the profession, the community and/or the Association? This award is intended to be a Human Resources Professional Achievement award and is awarded to individuals who have provided exceptional service to the profession over a period of years.

If you do, nomination information is located on our website.

<https://wshrma.shrm.org/distinguished-wshrma-member-year-award>

The recipient of the Distinguished Member Award will receive:

- \$100 cash
- A certificate for a free SHRM affiliated conference valued up to \$495
- An engraved plaque

WSHRMA Grant Opportunity

WSHRMA is seeking applications requesting funds for projects that benefit West Sound area communities. Projects must be in areas that pertain to WSHRMA's mission, such as workforce readiness, diversity and inclusion, or government affairs and advocacy.

Selection Criteria

- Applicant must be a non-profit organization.
- The project should serve people in West Sound area communities.
- Projects and/or events that have a significant impact on the community will receive the highest consideration.
- These WSHRMA funds will not be awarded to fund the requesting organization's annual operation or maintenance costs.

For more information visit our website. <https://wshrma.shrm.org/wshrma-grant-application>.

Don't delay! Applications are due by October 31, 2017.

