



West Sound Happenings

Chapter #0229

AUGUST 2014

www.wshrma.shrm.org

Save The Dates

WSHRMA Chapter Meetings & HR Events
Mark these dates on your calendar!

August 13, 2014
WSHRMA Luncheon
Oxford Suites, Silverdale

September 17, 2014
WSHRMA Luncheon
Oxford Suites, Silverdale

Please visit our website
<http://www.wshrma.shrm.org>
for more information.

WSHRMA August Luncheon

Session Title: Driving Business Outcomes through Workforce Analytics
Presented by: John Inman
Date/Time: August 13, 2014, 12:00 pm – 1:30pm
Price: \$25 WSHRMA Members, \$35 Non-WSHRMA Members
Location: Oxford Suites, 9550 Silverdale Way NW, Silverdale, WA

Session Description:

In Gallup's June 3, 2014 report "To Win with Natural Talent, Go for Additive Effects" they stated that the number 1 strategy to win with natural talent is to first select managers with natural talent.

We are going to explore just how to do this. Participants can complete a Predictive Index assessment before attending the workshop. Each participant will have the opportunity to have a quick analysis from John Inman prior to the workshop. During the workshop we will explore how to transform an organization using workforce analytics. We will do a modified PI group dashboard to walk you through your results as a group, and how the full PI system works.

The full PI system will be reviewed in detail so that each participant will have a clear understanding of how to implement a workforce analytics solution. We are data driven and can quantify bottom line results through reduced turnover and higher performance as well as higher efficiency and effectiveness throughout the employee selection process.

Luncheon Sponsor:



Alexandra Fastle, Kitsap and Olympic Peninsula Director for U.S Senator Patty Murray, will be joining us at our August 13th meeting. She will be talking about Senator Murray's work promoting workplace policies that benefit women and families, and would like to hear from West Sound Human Resource Management Association members about what kinds of workplace policies we are seeing in local businesses.

Date: August 13, 2014
Time: 12:00 p.m. to 1:30 p.m.
Check-in starts at 11:45
Place: Oxford Suites, Silverdale
Cost: WSHRMA members \$25
Non-members \$35
Late RSVP add \$10
RSVP: By August 7th to:
wshrma@artanderson.com

REMINDER: For all WSHRMA luncheons, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the Registration deadline. We know that life happens and sometimes members are not able to make it at the last minute. However, the Chapter is still responsible for the RSVP and is billed for the meal whether or not you are there. There will be an additional \$10 charge for late RSVPs and walk-ins. Please be aware that we can't guarantee a seat or lunch with late registrations.



WSHRMA President's Message

By Rachael Taylor, Co-President

Dear WSHRMA Members,

I hope you are having a fantastic summer! It would be hard not to in all of this beautiful sunshine.

In the spirit of keeping us all up to date on the recently announced SHRM certification, I'd like to fill you in on a few things that I know today. There are still some questions and concerns with the new certification floating out there, but we will continue to keep you updated with what we know.

HRCI has made it clear that SHRM's new certification will have no impact on any of HRCI's certifications. That includes developing and supporting a new HRCI learning system, and maintaining the same testing schedule every spring and fall. They will continue offering pre-approval for speaker presentations at our chapter meetings and at our spring and fall conferences. It is clear from recent informational meetings that they take their commitment to the HR profession and to those currently certified, very seriously.

HRCI plans to remain in business, and they will continue to offer certification testing and re-certification credit approval for you to maintain your current HRCI certification. If you are planning to become HRCI-certified in the fall this year, continue with your plan. WSHRMA awards a \$200 Certification Scholarship to a WSHRMA member annually – see the website for details! Additionally, we offer a monthly study group for those planning to take the exam. For details, contact the WSHRMA Certification Director, Cindy Juarez, at cindy.juarez@navy.mil.

If you pass the fall HRCI certification exam, you will be able to obtain the additional SHRM certification in 2015 at no cost. If you do not pass, you will be eligible to receive the 2015 SHRM Learning System for the SHRM-CP or SHRM-SCP exam, also at no cost.

If you choose to wait until 2015 to become certified, you can sit for one or both of the HRCI and SHRM certification exams (you would need to pay separately for each). The new SHRM Learning System for the SHRM-CP and SHRM-SCP certifications will be available in December 2014 for their Spring 2015 testing window. HRCI will begin offering their new Learning System around the same time for their Spring 2015 testing window.

No matter which certification you decide on, SHRM, HRCI, or both, be sure to educate yourself to make the right decision for you. If you have any questions, please shoot me an email at rachael.taylor@harrisonmedical.org and I will give you the information that I know.

We hope to see everyone at our luncheon on August 13th at the Oxford Suites in Silverdale where John Inman, Ed.M., M.A., PHR, DDPE, will present on *Driving Business Outcomes through Workforce Analytics*. This program is pending 1 HRCI credit.

Rachael Taylor, PHR
2014 WSHRMA Co-President

Become a WSHRMA Member

Are you interested designating our chapter as your local chapter? Please contact Michele Roberts, Membership Director, with any questions at 703.822.3143 or hrpers@yahoo.com.

Certification Update

By Cindy Juarez, Certification Director

If you would like to participate with WSHRMA's study group, please contact me, at cindy.juarez@navy.mil .

We meet the third Thursday of each month at Jackson Park from 4:00 to 6:00 pm. Come to the back of the Community Center. Park in the lower lot and come up the long stairway nearest to the Child Development Center. Look for the SHRM sign on the entry door. Due to the afterhours meeting, the door will be locked. Contact me via cell at 360-621-3189 for admittance.

We have some great information and look forward to seeing you there!

Our study group meetings for the rest of this calendar year are as follows:

08/21/14 09/18/14 10/16/14 11/20/14 12/18/14



Do you still have questions about the SHRM certification?

SHRM is offering Certification conference calls to all chapter members during several dates in August. These phone calls will offer information and then address any questions asked by the group.

Calls will be available on the following dates:

- August 4, 2014: 4-5pm (PT)
- August 6, 2014: Noon-1pm (PT)
- August 19, 2014: 1-2pm (PT)
- August 21, 2014: 8-9am (PT)
- August 28, 2014: 3-4pm (PT)

Call in information is:

1-800-745-6370 Passcode: 323024



CERT eBRIEF

Recently, in Orlando, Seattle, San Diego and Houston, the team at the HR Certification Institute has been connecting with our community of certificants in a series of Town Halls. The opportunity to listen to certified HR professionals first-hand has been tremendous. We are planning additional HRCI Town Halls - in person and online - in addition to our regular participation in HR industry events. Click [here](#) for event updates.

Resoundingly, we hear that our certificants are:

- Proud of their hard-earned letters;
- Looking for opportunities to advance awareness of certifications across the HR profession and business; and
- Exploring ways to work with HRCI and the growing community of certificants in areas of professional development.

We know you have worked hard to earn your letters. To keep pace with the HR profession and continue to advance your career, it's critical to maintain your professional development. Upholding the HRCI credentials of PHR®, SPHR®, GPHR®, PHR-CA®/SPHR-CA®, HRBP® and/or HRMP® requires recertifying every three years through HRCI. HRCI certifications are the clear choice for those seeking a trusted, proven, accredited HR certification that is well-regarded and recognized by organizations around the world. We pledge to consistently do all we can to help you achieve your professional goals.

The HRCI staff, Board and volunteers would like to reinforce a few key points about HRCI certification:

- ***The gold standard in HR certification.*** HRCI will continue to develop and administer the high-quality competency-based and accredited certifications we have always offered. With more than 135,000 current certificants across 100 countries and many more who will likely seek certification this year for the first time, we have a responsibility to continue to deliver this important credential of professional excellence.
- ***Sought-after, recognized and valued by business.*** HRCI-certified professionals increasingly play active management roles within their companies and organizations, as 29 percent are directors and above, 33 percent managers and 38 percent specialists. In 98 percent of Fortune 500 companies, HRCI-certified professionals are actively managing, innovating, growing and leading.
- ***Relevant.*** Anyone familiar with HRCI exams knows why they are based on what's happening on the front lines of our profession and require critical thinking. Competency is baked in to HRCI exams, which we will continuously refine with the help of thousands of practicing HR professionals who apply their real-world experience and expertise.
- ***Certificants need to recertify to keep their letters current and relevant.*** HRCI accepts credits toward recertification for HR-related continuing education that links to our Body of Knowledge from any provider. To make recertification easier, HRCI has re-launched our [online directory](#) of pre-approved programs.
- ***The letters you received from HRCI cannot be "transferred" to another certifying organization.*** To be clear, only HRCI can provide the HRCI certifications that are the most sought-after and respected by HR professionals.

As an HRCI-certified professional, you know that HRCI certification means more than adding letters to your name. It's about joining a community of dedicated and like-minded members of the profession.

For information on certification, please visit HRCI.org. We hope you will join the conversation at [HRCI Voices](#), a fast-growing LinkedIn forum. You can also connect with us on [Twitter](#) or by e-mail at info@hrci.org.

Budget season is just around the corner! Are you wondering what other local businesses will be spending on salary increases or what they are doing about the \$15 minimum wage ordinance? Find out by participating in this free survey.

It's time for the 6th Annual Pacific Northwest Compensation Trends Survey sponsored by [Compensation Works](#). In addition to gathering data about salary increase planning for 2015, we are also covering the hot issue of the \$15 minimum wage ordinance and what changes Seattle businesses are planning to make to accommodate it. **Only participants in the survey will receive the full report of projected 2015 Compensation Trends**, as well as an HRCI accredited recap webinar in the fall, both at no cost to you or your company.

The survey should take no more than 15 minutes and we ask you **complete it by Friday, August 8th.**

So please participate in the [2014-2015 Pacific Northwest Compensation Trends Survey](#) and let us know what you think! We look forward to hearing from you and reporting more about the Compensation Trends happening in the Pacific Northwest. If you have questions or would like more information, contact [Jackie Bindon](#), Compensation Consultant at Compensation Works.

SCHOLARSHIP OPPORTUNITIES

SHRM offers a number of scholarships. The Foundation Scholarship can be used to help pay for certification costs. See the information at [SHRM Foundation Scholarships for HR Professionals](#).

WSHRMA also has a certification scholarship program. For more details and the application, go to: <http://wshrma.shrm.org/2014-wshrma-certification-scholarship-program>.

WSHRMA has grant money to give away!

The mission of the West Sound Human Resource Management Association is to engage the human resource community by providing professional development, relationship-building opportunities, and other resources, in order to enhance professional growth and optimize strategic workplace contributions in the greater West Sound area.

Do you know of a non-profit organization seeking funds for a project aligned with our mission?

We have grant money set aside to donate to a worthy cause. The cause needs to fit with our chapter's mission. It could be something that assists job seekers or a certain segment of the unemployed population. Or it could be a group or project preparing youth for the workforce. You get the idea.

We really want to put our money to work in the community. Just tell the organization to go to <http://wshrma.shrm.org/wshrma-grant-application> to get a grant application.

Welcome New Members!

We are pleased to announce the following newest members to our chapter.

Please introduce yourself to them at our next chapter meeting.

**Deborah Atkins
Shelli Broussard
Maria Cortes
Rachel Crawford
Patty Godsolve
LaurieAnn Hope
Jodi Johnson
Carleen Kaye**

**Billie Jo Lugod
Alesia Mafnas-Klein
Nina Purewal
Dustin Rutledge
Yumika Shiratori-Raynor
Pamela Thomas
Margo Wolking**

2014 Board of Directors

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Stacey Scalf

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President-Elect

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