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Upcoming Events:

2018 SHRM Recertification Reminder

March 14th WSHRMA Chapter Luncheon: Decoding People – Driving Results through People Analytics – Select, Engage, Grow, and Develop Excellence in Your Employees

April 11th WSHRMA Chapter Luncheon: Lean Process Improvement and Your Organization

April 20th Washington State Employment Law & Human Resources Conference

May 9th WSHRMA Half-Day Conference: #NotYouToo: Conducting Workplace Investigations in the Aftermath of #MeToo



Washington State Employment Law & Human Resources Conference

Friday April 20, 2018

7:30am-5pm

**Downtown Sheraton
Seattle, WA**

Washington State's Employment Law & Human Resources Conference brings acclaimed employment law attorneys, national speakers and SHRM experts to the podium delivering powerful and impactful presentations on ever changing employment laws and legislative issues, as well as the role of HR practitioners and business leaders in these unique times.

Lined up, are some amazing keynote speakers, including Michael Droke, Galen Emanuele and Barry Long. This year's luncheon keynote is Galen Emanuele a favorite speaker from last year's conference. As an international keynote speaker, Galen works with teams and organizations around the globe including Fortune 500 companies such as Microsoft, CBRE, and Shell, transforming the way people interact and communicate in business. Register today to hear how to improve communication, team performance, and create an intentional culture of high-level engagement.

You won't want to miss this opportunity to hear about the latest trends in the human resources, legal, and the diversity and inclusion world!

Earn more than twelve (12) recertification credits for your SHRM-CP or SHRM-SCP or other HR or general designation. In addition, this year you will have the opportunity to participate in three (3) pre-conference webinars!

Click here to register for the
[Washington State Employment Law & Human Resources Conference](#)

Volunteers needed!

Seeking HR professionals as well as university students interested in business/human resources to attend the conference as volunteers. Find more details [here](#) or email wastateshrm@gmail.com to learn more.

WELCOME NEW WSRHMA CHAPTER MEMBERS!

Lindsay Anderson • January 30, 2018

Sierra Hinrichsen • February 1, 2018

Rachelle Tate • February 5, 2018

Roslyn Webber • February 6, 2018

JoAnne Schnyder • February 18, 2018

Become a WSHRMA Member

Do you know someone interested in joining our WSHRMA chapter? It's easy! Just go to our **Join Now** page on our website: <https://wshrma.shrm.org/join-now>

Or contact:

Mandy Huck, WSHRMA Membership Director, with any questions at: (360)598-5402 Email: mandy@northernasphaltllc.com

REMINDER:

Attention SHRM Members — It's time to renew your SHRM Certification!

\$100 for a 3 Year Membership

For more information go to SHRMCertification.org/recertify

Download a copy of [SHRM Recertification Requirements 2018 Handbook](#) 

SHRM® CERTIFICATION
SHRM-CP™ AND SHRM-SCP™

CONGRATULATIONS!

Robin Lewis won the January WSHRMA Foundation Fundraiser and will be attending the Washington State Employment Law & Human Resources Conference on April 20th in Seattle for free.

Robin works for Hood Canal Coordinating Council which is a non-profit. She has been with HCCC since 2006!

Please join us for our March Luncheon:

March 14th, 12-1:30pm at the Kitsap Golf and Country Club

**Decoding People – Driving Results through People Analytics –
Select, Engage, Grow, and Develop Excellence in Your Employees**
Presented by Tomas Tomasevic, MBA

[Buy Tickets](#)

Today's executives have incredible challenges – driving and delivering results against ever increasing competition, speed of business, and decreasing profit margins. The most difficult area to master is human capital engagement, yet everything depends on it. How can a small group of executives effectively engage every one of their employees, when no two employees are the same? Larger organizations don't even know the current headcount, let alone the specific needs, drives, and personalities of each of their employees! The challenge, clearly, is to figure out how to engage individuals from a distance.

This session covers the four main drivers of successful people engagement through analytics: hiring right, managing people, and setting up teams and culture effectively. Another way of looking at it is how to ensure that the right people are in the right functions, and that management knows how to engage them well by creating the processes, teams, and culture that result in an effective workforce. We will evaluate the cost of turnover, aligning jobs and personal attributes, knowing the people and how to manage them, and how to prevent cultural clashes in multifunctional organizations. We will offer multiple solutions as well.

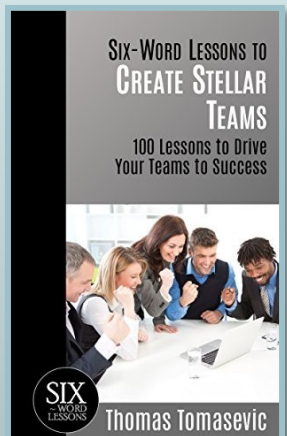
This session is intended to be interactive. Participants' questions and specific issues are used to broaden discussion and offer solutions. The audience leaves with a clear understanding how to use employee analytics to drive engagement up in any size organization.



BIO: Tomas Tomasevic, MBA, is the CEO of [T2 Team](#), a leadership consultancy based in Gig Harbor, WA. Born in Europe, Thomas earned his undergraduate and graduate degrees in California (SJSU/Stanford). He has 20+ years in executive roles with HP, Microsoft and successful start-ups, and was often responsible for generating creative methods to grow revenue. Since 2013, Thomas has dedicated his time to transferring his strategic, tactical, and team-development skills to his clients. He founded T2 Team LLC, which specializes in inducing growth in its customers. Many of T2 Team's clients, some of whom are Vistage CE members, have experienced exponential growth (in some cases \$150-\$600MM in two years, \$25-\$50MM in 16 months, etc.). Leadership development, creativity, and employee analytics enabled these companies to develop sustainable employee engagement models that resulted in spectacular growth.

As a Predictive Index Certified Partner, T2 Team focuses on enabling such growth in local companies via an effective, affordable, and self-managed suite of assessment tools. The Predictive Index suite of employee analytics is used by over 8,000 organizations worldwide, including 80 Fortune 500 companies. T2 Team is certified in the administration of a multitude of employee assessment and analytics tools, including MBTI, DISC, SYMLOG, and The Predictive Index Behavioral, Job, and Cognitive Assessments.

Thomas is the author of the bestselling book [Create Stellar Teams: Drive Your Teams to Success](#), published by Six Words Lessons. Thomas volunteers as a Young Entrepreneurs Academy Instructor where he teaches groups of young students how to start their businesses (2014-17).



Additional Bio:

<http://www.t2team.com/about-thomas.html>

HRCI and SHRM approved credits available

Please join us for our April Luncheon:
April 11th, 12-1:30pm at the Kitsap Golf and Country Club
Lean Process Improvement and Your Organization
Presented by Andy Hento,
Kitsap County's PMO & Lean Program Manager

[Buy Tickets](#)

During this session, Master Black Belt and Kitsap County's PMO & Lean Program Manager, Andy Hento, will talk about the benefits of a Lean Process Improvement Program; its impact on organizational culture; how to incorporate the methodology into operations, and the best approach to take. He will also discuss how best to engage and include customers into your improvement efforts to ensure that their requirements and needs are met. Andy will share real life examples from Kitsap County improvement activities.

Andy Hento has developed and implemented PEAK (Performance Excellence Across Kitsap) as the platform for Lean and Process Improvement across the County. Since the program's inception in January 2013, over 573 Kitsap employees, as well as employees from other jurisdictions, have completed one of the training courses. As a result, over 270 Process Improvement activities were undertaken, documented and implemented. These efforts resulted in substantial hard and soft cost savings, cost avoidance savings, and reduced processing time for customer requests. Many of these improvements garnered regional and national attention, and were recognized through several awards. The PEAK program was transformative to Kitsap County and brought significant improvements to their work culture, helps employee morale, and improves citizen communication and involvement.

HRCI and SHRM approved credits available

**Many Thanks to
our WSHRMA
Luncheon
Sponsors:**



Please join us for our Half-Day Spring Workshop!
May 9th, 7:30am-12pm at the Kitsap Conference Center
#NotYouToo: Conducting Workplace Investigations
in the Aftermath of #MeToo
Presented by Deidra A. Nguyen,
Employment Law Attorney with Littler Mendelson

[Buy Tickets](#)

The need to carefully examine, and effectively conduct, lawful workplace investigations is more critical than ever. Effective internal investigations of discrimination, harassment, code of conduct and other policy violations are one of the most critical components in the area of employment law liability prevention. This investigation session will address strategies that are responsive to recent workplace dynamics, such as the #MeToo movement and the ongoing litany of high-profile accusations, while providing a foundation for effective internal workplace investigations.

This session will cover the following:

- Considerations that impact effective internal investigations in the current climate
- Understanding the investigator's role: where it begins and ends
- Examining practical complaint "intake" strategies
- Developing an investigation plan
- Witness interview and information gathering techniques
- Report and documentation strategies



Returning WSHRMA speaker, Deidra A. Nguyen, will provide a uniquely interactive experience in which participants assume the role of the investigator and put their skills to the test.

About the Speaker: Deidra A. Nguyen advises employers of all types and sizes regarding various employment and personnel issues and claims, including discrimination and harassment, disability and accommodation, non-competition and non-solicitation agreements, wage and overtime, workers' compensation, and unemployment. She helps her clients stay current and compliant with an ever-changing legal landscape by providing workplace training and drafting employee handbooks, policies, and employment agreements. Deidra is a shareholder at Littler Mendelson, the largest law firm devoted exclusively to representing employers and management in labor and employment matters. Although she has left the rain for sunny San Diego, she continues to counsel Washington clients and is thrilled to be speaking for WSHRMA once again.



*This event is pending SHRM and HRCI recertification credits.

**Your company is cordially invited to sponsor the
WSHRMA Annual Spring Half Day Workshop**

Visit our webpage for more information

To become a sponsor, contact Schelie Hoynes, WSHRMA Spring Conference Coordinator (360)479-5600 Email: WSHRMA@artanderson.com

VOLUNTEER: Kitsap Public Sector Career Fair and Hiring Event

Making a Difference in Our Community One Job at a Time!

WSHRMA is hosting our very own booth at the Kitsap Public Sector Career Fair and we would love your assistance!

This event is part of our outreach to assist in our area's workforce readiness. If you are interested in volunteering to work the WSHRMA booth for 1-2 hours during the times below or have any questions, please contact:

Margaret Henning Farber, SPHR,
WSHRMA's Workforce Readiness Director at marghfarber@gmail.com.

What:

Kitsap career fair and hiring event for job seekers and students

Where:

Presidents Hall, Kitsap County Fair Grounds
1200 Fairgrounds Rd NW, Bremerton, WA 98311

When:

March 28, 2018-10:00a.m. to 2:00p.m.
(Setup 8:00-9:30a.m. and Breakdown 2:30-4:30p.m.)

Thank you for your interest in volunteering!

SCHOLARSHIP CORNER

Professional Development Scholarships



Northwest Human Resource Management Association Student Scholarship for SHRM Annual Conference & Exposition

The Northwest Human Resource Management Association (NHRMA) provides professional development opportunities for HR professionals and students in the states of Alaska, Oregon and Washington who are members in good standing with the Society for Human Resource Management (SHRM). In further support of our student members, NHRMA has created the Northwest HRMA scholarship to #SHRM17 for students. This award will be offered annually to one student that resides in the states of Alaska, Oregon, or Washington to attend the SHRM Annual Conference. With this award, NHRMA acknowledges the value of future HR leaders and is dedicated to supporting their potential.

Click here for more information:

<https://www.shrm.org/foundation/ourwork/scholarships/conference/pages/default.aspx>

2017 Winner: Markus Smith

Scholarship Applications are Being Accepted: Certification & Annual Conference

Win a SHRM Foundation Certification Scholarship or a scholarship to attend SHRM Annual Conference & Exposition! Applications for both scholarships opened on January 15, with certification scholarship applications due on April 10, while applications for scholarships to attend #SHRM18 are due March 15.

For additional information, visit shrmfoundation.org/scholarships.

2018 WSHRMA Certification Scholarship

WSHRMA will award a \$200 Certification Scholarship to a WSHRMA member 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 2018 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.

Timeline

Application deadline: October 1, 2018

Notification of results: December 12, 2018

Click [here](#)  for the application and more information

WSHRMA does not discriminate against individuals on the base of race, color, gender, sexual orientation, marital status, religion, disability, age, veteran status, ancestry, national origin, or citizenship in the administration of its scholarship program. WSHRMA Board members or immediate family members of the Board are not eligible to apply for the WSHRMA scholarship.

