



West Sound Happenings

Chapter #0229

JULY 2014

www.wshrma.shrm.org

Save The Dates

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

Note: No July luncheon

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.



Reminder:
We will not have a Chapter meeting in July.

WSHRMA August Luncheon

Session Title: The Predictive Index® System
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:

The Predictive Index® is a powerful system that defines and allows you to understand the natural workplace behaviors of prospective and existing employees. Having the unique ability to create and manage your team guided by distinct individual motivators and drives, and by identifying your own management and leadership style, you'll foster a productive, team-oriented work environment. Using PI®, you can expect improved employee selection, job fit, retention and the ability to succession plan.

Accurate, user-friendly and statistically validated, Predictive Index will become an integral part of your company culture. Use it across all levels of your organization, from hiring an hourly employee to selecting future leaders.

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
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 Stacey Scalf, Co-President

Are you a True HR Business Partner?

An HR business partner is "a strategic contributor who understands and plays a role in achieving the vision, mission, goals and results of the organization" (shrm.org), according to Sandy Allgeier, SPHR. Allgeier is a consultant from Louisville who presented on June 21st at the SHRM Annual Conference in Orlando, FL.

Allgeier compared HR business partners to internal consultants who work with line managers and executives alike, assisting them with the management of their teams to help improve business performance. This strategy calls for a shift from traditional HR methodology. Often, HR professionals are bogged down with the day to day business, and HR partners must bring HR input into strategic decisions from the beginning.

Allgeier outlined an effective HR model with three separate spheres that overlap. These include:

An HR service center that handles daily tactical HR roles, including payroll and leave management. This function may include a self-service portal and even a call center option to serve employees needing additional assistance.

HR centers of excellence which are responsible for managing compensation and benefit plans, as well as other areas requiring subject matter expertise.

HR business partners who operate as internal consultants that are assigned to heads of divisions. This is usually the smallest of the three spheres in terms of personnel, but can have the greatest influence on strategic success.

HR can use its ability to build relationships to help managers with talent management and employee relations. HR partners must also be able to connect to the financial side of the organization. They must understand the business as a whole, how it can increase revenue and decrease expenses. HR business partners must also understand the organizations competitors, seeing their strengths and weaknesses in an effort to help maximize strategic success.

Miller, S. (2014). Retrieved from www.shrm.org

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

Many of you may have received or heard about the recent announcement from SHRM that they will begin offering a new competency-based certification for human resource professionals. This will be a completely separate certification from the PHR/SPHR certifications that many of you in our Membership currently have. While there are still many unanswered questions, we wanted to share the most current available information. We will continue to update you as we learn more in the coming months.

As all of you know, WSHRMA provides study groups—free of charge—one each month in preparation for each PHR/SPHR testing period. Several of you have shown interest in the study group, and we want to assure everyone that even with the recent announcement from SHRM, you should still plan to participate in the study group.

Why are we still encouraging you to attend the study group? SHRM has stated that beginning January 1, 2015, if you are certified and in good standing, you are eligible for SHRM's new certification—at no cost—by completing the following by December 31, 2015: Document that your current certification is in good standing; sign the SHRM Code of Ethics; and complete a brief online tutorial on HR competencies. Once you go through this process, you will receive the new SHRM credential. In addition, you will not have to give up your PHR/SPHR in order to obtain the new SHRM certification.

SHRM supports your decision to prepare for and take the current exam for the existing PHR/SPHR credentials. If you pass your exam, you will be eligible to receive the new SHRM credential, just as those who are already certified. Furthermore, if you do not pass your exam prior to January 2015 and you purchased the current SHRM Learning System, SHRM will provide you with the new SHRM Learning System for the new SHRM certification free of charge in preparation for the new exam (which is expected to be 120-150 questions and be a 2-3 hour test).

If you have ever considered obtaining your certification, there is no better time than now to do so, especially when SHRM has offered to convert your certification for free as long as you pass the test prior to January 1, 2015.

Remember: If you want to participate with WSHRMA's study group, please contact our Certification Director, Cindy Juarez, 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 Cindy Juarez 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:

07/17/14	08/21/14	09/18/14
10/16/14	11/20/14	12/18/14



SHRM CERTIFICATION HAS A NAME

From a letter from Elissa C. O'Brien, SPHR, Vice President of Membership at SHRM

New Certification Name:

There will be two levels to the new certification:

SHRM Certified Professional (SHRM-CP)



SHRM Senior Certified Professional (SHRM-SCP)



Governance Body:

We have established a governance body called the SHRM Certification Commission that will serve as a technical advisory committee and will have delegated authority from the SHRM Board. We are designing our certification program to meet the highest standards of the industry and are creating the SHRM Certification Commission in order to ensure that there is no conflict of interest. The SHRM Certification Commission will oversee all technical aspects of the certification program, including the overall development of the exam, eligibility requirements and issuance of recertification. The commission will be comprised of volunteers who have extensive HR and business expertise from industries and organizations around the world.

Certification Preparation and Recertification Credit:

Recertification and what counts toward recertification will remain the same through the end of 2014. SHRM chapters and state councils can offer recertification credits through 2015 for both the current certification and the new SHRM certification as part of their meetings and programming. SHRM will continue to support the current programs through the December 2014 - January, 2015 testing windows. For example:

- We will continue to submit our 2014 and 2015 programs to HRCI for pre-approved recertification credits in order to ensure that individuals with current certifications meet the eligibility requirements to obtain the new SHRM certification.
- We will continue to offer the current SHRM Learning Systems through November 30, 2014. Beyond that, we will only offer the Learning Systems for the new SHRM-CP and SHRM-SCP exams.

SHRM is very excited by these developments and we are confident that we are doing what is needed to ensure that the Society remains the thought-leader for the HR profession. For more on the new SHRM certification, please visit www.shrmcertification.org.

Managers May Be a Barrier to Hiring Employees with Disabilities

By Rita Birang, Diversity Director

What efforts is your organization making to hire more people with disabilities? What can HR do to help?

One of the reasons given by selecting officials is that they are uncomfortable working with someone with a disability.

As HR Professionals, we should help hiring officials identify the skills and talents people with disabilities can bring to the workplace and duties these individuals can perform. Some of the reasons identified by managers for the low employment of people with disabilities include:

- Perception that there is a lack of qualified disabled candidates
- Focusing on the “disability” instead of “ability”
- Concerns regarding the cost of accommodations
- Discomfort or unease with people being around individuals with a disability.

In an article published last October, Dana Wilkie stated, “Employers need to find the skills and talents people with disabilities have and put them to work,” said Jennifer Laszlo Mizrahi, president of RespectAbilityUSA, a nonprofit that works to employ people with disabilities. “Why don't [employers] do this yet? They don't know how great it can be for their bottom line. A person with Asperger's [syndrome] may be the best IT person or scientist a company ever hires. Stephen Hawking can barely move but is unlocking the secrets of the universe. Stevie Wonder can't see, but his vision in music is so clear.” This article is available on the SHRM website.

There are millions of individuals with disabilities who can't find employment. One thing these employees have demonstrated time and time again is that they are loyal and focused on their work; employing them saves companies training costs caused by high turnover rates.

HR Professionals should assist hiring officials how to properly interview and communicate with people with disabilities, and assist managers in focusing on the value they can bring to the workplace even if accommodating them may require an initial cost. It's our job to remind and educate our managers on their responsibilities under the Americans with Disabilities Act (ADA), as amended. For a large company, not accommodating an employee because of the cost of an accommodation may turn out to be an ADA violation filed against their headquarters which at the end may be more costly than the accommodation requested.

Other actions HR can assist with:

- 1) Developing a strategic recruitment plan designed to ensure a diverse applicant pool
- 2) Training hiring officials
- 3) Improving outreach efforts
- 4) Identifying local professional organizations or publications to use as a resource to get the word out on upcoming vacancies
- 5) Partnering with State Vocational Rehabilitation agencies and State Disability Service agencies

Educate yourself and educate your managers on our obligations under the ADA. Our October luncheon will focus on increasing the employment of people with disabilities. I hope you can join us as at our luncheon to learn more about this topic.

WSHRMA has 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 email wshrma@artanderson.com to get a grant application.

Is your PHR, SPHR or GPHR certification expiring soon?

HRCI has revamped their certification website recently. Click [here](#) for *A Step-by-Step Guide to Submit Your Recertification Activities*.

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>.

Legislative Update

By Carolyn Nall, Legislative Director

Federal and State Legislatures continuously meet to make decisions on HR public policies. Their objective; to reach a consensus on a wide range of issues which affect every Employer, Employee and Citizen.

This process involves making critical decisions based on information received from citizens, lobbying groups, state agency personnel and others.

As Human Resource Professionals we have the unique opportunity to share with Representatives the impact of proposed bills and regulations to both our Employer and Employees.

You can play a role in this process by

- Getting to know how the process works
- Getting to know your legislators
- Making a personal visit
- Attending a Town Hall Meeting
- Writing a letter
- Sending an e-mail message
- Calling the toll-free Legislative Hotline
- Getting to know the legislative Staff
- Networking with other citizens
- Testifying before a committee

When becoming involved, remember

- Regardless of how you contact your legislators, you will be more effective when you:
 - Are prepared for your discussions.
 - Provide a written statement with all verbal presentations.
 - Make letters and e-mail formal, specific, and concise.
 - Don't berate or argue with your legislator when you disagree. Simply thank the member for the time spent with you and express a desire for further discussion.
- Whatever your position, your participation makes a difference.
- Becoming active in the legislative process is one way each of us contributes to the quality of life we experience in our state and country.

Your legislators' contact information can be obtained through www.leg.wa.gov. You may also call the legislative hotline (1-800-562-6000) and leave a message for your legislator.

Silverdale Goodwill Events

The Goodwill in Silverdale provides a FREE job training and education program for our community. About every six weeks, they graduate approximately 10-12 students who have some type of barrier to employment.

We, at WSHRMA, have been providing HR professionals to help with mock interviews and we are looking for a few more volunteers to lend a hand at the next class. If you can spare two hours on July 15th, and would like to help students build confidence and feel more secure when they have an actual interview, please contact Shelli Schultz, WSHRMA Workforce Readiness Director.

You are also cordially invited to the Goodwill Employers Event on July 22nd. The employer event is a mini job fair and is a chance to get to know some of the students and potential employees.

Please RSVP if you would like to join us at either of these upcoming activities:

1. Mock Interviews - July 15, 2014 at 10AM-Noon
2. Employer event - July 22, 2014 at 10 AM

Contact: Shelli Schultz, WSHRMA Workforce Readiness Director

Email: sschultz@myfinancialgoals.org

Phone: 888.282.5492 X 1133

Welcome New Members!

**We are pleased to announce the following new members.
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**

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