



Save The Date

Mark this date on your Calendar!

August 8, 2012

Louis Falcone

Retaliation in the Workplace

October 1-3, 2012

NHRMA Conference & Tradeshow

June 24-27, 2012

SHRM 2012 Annual Conference & Exposition

Please continue to check our website at www.wshrma.org for updated information on the above event.

Reminder: For all WSHRMA meetings, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline.

WSHRMA's chapter #0229



West Sound Human Resource Management Association

West Sound Happenings

June Luncheon

"Compensation Costs and the Bottom Line"

-The Business Impact of Your Compensation Strategy-

Presented by: Catherine Dovey, CCP, SPHR

What information do you need to know to work with the CFO or finance department to determine appropriate labor cost estimates? Labor costs make up 30 to 70% of most company's expenses. Yet this line item often gets less attention and monitoring than it deserves. Strategic business partners are able to quantify the impact of pay on business operations through organizational metrics and reporting. Many times this information comes through the finance department and doesn't include employee or departmental comparisons. We'll be reviewing sample reports on comparisons, the differences between cost of living and cost of labor, historical pay increase tables and projections for the future, promotions, hiring rates, and the value of consistently tracking and reporting this information to your executive team.

In this 1 hour presentation, you will:

- Identify the key business drivers for your company
- Understand the relative cost of labor in your industry
- How to budget for increases, salary surveys, and overall labor costs

Identify the value of historical data for making business decisions about total rewards

Participants need to come to the program with an understanding of the percentage of Operating Costs that are made up by Labor Costs. For example, if your Operating Costs are \$10mil, and Labor Costs are \$6mil, then the percentage of labor costs to operating costs is 60%. You will need this information for an exercise.

Catherine will teach you the critical compensation components that impact the bottom line of the business and will position you as a "true business partner" at your organization.

Speaker/Presenter Name: Catherine Dovey, CCP, SPHR - Principal and Founder of Compensation Works. Well known for her compensation expertise, Catherine brings over 20 years of experience in human resources with her primary specialty in compensation and pay systems. Compensation Works can help you align your compensation plans with your organizational goals, usually resulting in additional value without an increase in expenses. Catherine has served on numerous local, regional and national HR boards which include positions as Total Rewards Panel member for the Society of Human Resources Management (SHRM), Past president and board member for the Northwest Human Resources Management Association (NHRMA) and Board member for the Washington State Council for SHRM. Catherine's credentials include a Master's of Business Administration from Washington State University, Certified Compensation Professional (CCP) through WorldatWork (formerly the American Compensation Association) and Senior Professional in Human Resources (SPHR) through the Human Resources Certification Institute (HRCI).

This program has been approved for 1.0 (Strategic) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org.

February Luncheon Sponsor: West Sound Workforce

Featuring: Kitsap Community Resources



Date: June 13th, 2012

Time: 12:00 p.m. to 1:30 p.m.

Registration begins @ 11:45 a.m.

Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383

Price: WSHRMA members \$25
non-members \$35

To register email: wshrma@artanderson.com

**Last Day to Register
June 10, 2012**



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Kyrsten Wooster, PHR, Membership Director with any questions: 360.782.3648 or kwooster@thedoctorsclinic.com.

Chapter # 0229



Job Bank

Please check out our website at www.wshrma.org for current job openings. If you would like to advertise an open HR position in the WSHRMA job bank, go to the WSHRMA website to upload your posting.

WSHRMA President's Message

ROI of SHRM Membership

SHRM membership is a smart investment in your career. Your SHRM membership provides you with thousands of resources that will enable you to grow as an HR professional, make informed decisions and to build a better workplace. Whether you are new to the HR profession, have just been promoted to your first management position or are setting your organization's strategic HR direction, SHRM membership will enhance your career.

SHRM membership is the most cost-effective investment you can make in yourself. It provides you access to a wealth of information and tools. You only pay \$180 for one year of SHRM professional membership, but the value of your membership is much greater. It is estimated that the minimum value of your membership is as follows:

12 Issues of HR Magazine	\$70
Reading 3 of the more than 50 research reports	\$299.85
Participation in 12 webcasts from other organizations	\$1,500
Savings by not having to pay some consultant fees	
Your estimate	
Full access to SHRM sample forms, policies, how-to guides and presentations.	\$300

SHRM Membership Value = \$2169.85 or higher

SHRM is dedicated to providing the resources that are essential for you to stay in the forefront of the HR profession, as well as increasing your HR competencies. Take the time today to find out more about your SHRM membership at www.shrm.org/membership.

Marilyn Hoppen, SPHR
2012 WSHRMA President



Networking Event July Social



WSHRMA is excited to announce a social event for July. This will be an opportunity for Human Resource Professionals to come together and have an open discussion about Human Resources and your needs in the community. Mark your calendars to keep your evening free for this event on **Wednesday, July 11th.**

More details will be announced as they become available.

Mark your calendars for upcoming WSHRMA Events:

June 13, 2012

Catherine Dovey, CCP, SPHR
Compensations Costs and the Bottom Line

July 11, 2012

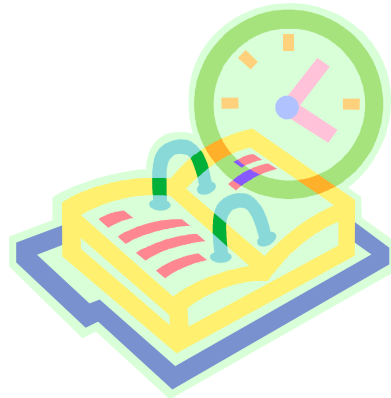
Networking Event
Details to be announced soon!

August 8, 2012

Louis Falcone
Retaliation in the Workplace

September 12, 2012

Dan Weedin
Crisis Leadership



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 RSVP 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.



Three Ways to Make Corporate Wellness a Game

By: Henry Albrect, Limeade Inc.

Incorporating gaming techniques into company wellness programs greatly boosts engagement, a key ingredient for wellness program success.

Beyond their ability to entertain, games are recognized for their potential to produce benefits outside the game. Steven Berlin Johnson, author of *Everything Bad Is Good for You*, noted, for example, that immersion in video games can enhance cognitive and spatial skills. Game designer Jane McGonigal, author of *Reality Is Broken*, suggested that much of what people do in their daily lives could be enhanced by turning it into a game. The result is a rise in the “gamification”—addition of a light overlay of gaming concepts such as points, badges and levels—to more areas of our lives.

Games have the power to engage people at a deep level and shift their priorities toward the behaviors rewarded by the games. For this reason, businesses increasingly are using games to train employees.

Below are three ways that company-sponsored wellness programs can use and benefit from gaming techniques.

1. Allow for autonomy and voluntary participation.

According to McGonigal, four core elements define a game:

- A goal.
- Voluntary participation.
- Rules.
- A system of feedback.

The first two might seem in conflict with a company-sponsored wellness program, given that organizations have their own objectives and are accustomed to being able to tell employees what to do. But traditional wellness programs often fail to achieve lasting change using a heavy-handed reliance on high incentives to drive goals passed down by the company.

Successful wellness programs incorporate games that present themselves as serving the player's interests. These are activities supported by technologies that enable individuals to engage in things they have wanted to do but were not able to prioritize adequately in the short term.

2. Make it contextual, relevant and social.

Games don't exist in a vacuum; they succeed or fail within the physical, cultural, technological and social context of their players. A game that works for employees of companies with multiple worksites or with a diverse group of businesses might be very different from one that works for employees at a single location. Incorporating game techniques into a company wellness program is best with a flexible system that enables leaders who know the context of each workplace and each office, so they can become associate game designers—creating games that are accessed, participated in and tracked easily.

And keep in mind that relevant means social; games can be particularly effective when they put players in contact with people they already know and interact with regularly.

3. Start with a light touch; build in depth.

The games must be entertaining and easy to play. Not everyone in the workplace is looking to interact with their company wellness program every day. Demand too much early on and participants might feel overwhelmed. As behavior change expert B.J. Fogg instructed, “Reward the simplest behavior that matters.”

Yet it's important to build in the thoughtfully designed triggers and feedback loops that draw players in progressively and ultimately assist in habit formation.

While debate continues about social gaming's ability to drive lasting behavior change, a growing number of companies can attest to the power of games—when included in a comprehensive customized wellness program—to drive engagement that yields results for their employees and their bottom line.

Legislative Update

By: Julie Tappero

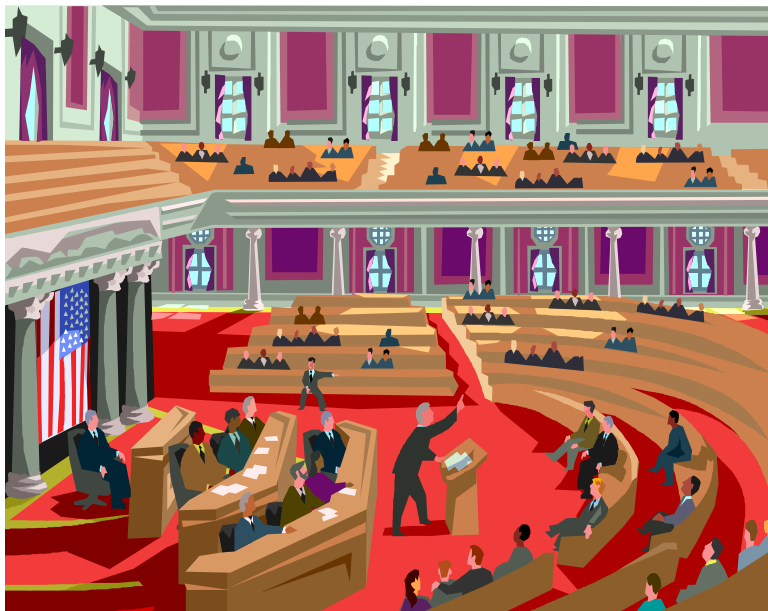
We know that between now and 2018 employers will need to fill more than 46 million jobs in the United States and almost two-thirds of them will require some type of post-secondary education. Our major employers are telling us that their number one concern is access to a qualified educated workforce. Can we solve the problem in time to stay competitive and attract and retain the jobs we want in our state?

Our legislators took a positive step forward in this legislative session by creating the Lifelong Learning Program, the first in the nation. This program is a voluntary employee benefit program that encourages workers to continue their education with the assistance of their employer.

Here's how it works. Any Washington employer will be able to register to participate in the voluntary program. The program will be administered through the state's Workforce Training and Education Coordinating Board. They, in turn, may partner with financial institutions and other public, private or non-profit organizations.

The idea is that an employer may choose to participate by matching at some level an amount that an employee chooses to contribute to their lifelong learning account. The employee takes responsibility for advancing in their career by establishing a career development plan, which they also have a financial investment in. They may utilize the money for costs associated with their training, such as tuition, books and supplies. The account is portable, and the employee can take the money with them if they change jobs.

Since 2009 a pilot program has been running in Thurston, Lewis, Pacific and Grays Harbor counties, funded in part by the Association of Washington Business. The new statewide program will go into effect June 7th. An educated workforce is attractive to businesses looking to relocate, as well as businesses who are expanding their workforce. It's a win/win for workers and employers to be able to invest in their mutual success.





West Sound Human Resource
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WSHRMA's Chapter #: 0229

This Newsletter is sponsored by: **Kitsap Sun**

Check out our
website at
www.wshrma.org



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