

WSHRMA NEWS



www.wshrma.shrm.org Chapter #0229

June 2018

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Upcoming Events:

July 18th WSHRMA Membership Social at Bremerton Bar and Grill

August 8th WSHRMA Luncheon:
Conflict Communications:
Kitsap County Dispute Resolution

September 5th-7th
NHRMA Conference & Tradeshow

October 10th WSHRMA Luncheon: Diversity

Current Jobs on WSHRMA Job Board:

- Central Kitsap Fire & Rescue seeking HR Assistant Manager
- Peninsula Community Health Services seeking Human Resources Assistant

Contact wshrma@outlook.com to post a job!

Have you considered taking a LEADERSHIP ROLE in WSHRMA?

We are now recruiting for the 2019 Board of Directors!
WSHRMA offers a variety of opportunities which include:

Conference Director—responsible for securing presenters and organizing WSHRMA's annual spring and fall conferences.

Workforce Readiness Director—monitors local activities concerning workforce readiness issues and plans and encourages chapter involvement and activities impacting the workforce readiness arena.

If you would like to connect with other highly motivated HR professionals and help shape the future of your local chapter, we encourage you to join us on the Board. If interested, please email WSHRMA President-Elect Rachael Taylor at rtaylor@kitsap911.org

A HUGE thank you to all of you who generously gave to the Suits for Service Members drive at WSHRMA's legal briefing on June 13th.

Due to your generosity, 65 service members will have beautiful and professional outfits to wear to their interviews. A special thank you to Marilyn Hoppen and the crew at Kitsap Bank who gave 25+ outfits from their bank's drive.

Meals on Wheels Kitsap is looking for a new board member with HR experience.

If you are interested or know someone who might be, please contact the Executive Director, Deborah Horn, email: dhorn@mealsonwheelskitsap.org or by phone at (360) 377-8511, ext. 304.

Additional information about the program is available on at www.mealsonwheelskitsap.org

WELCOME NEW WSHRMA CHAPTER MEMBERS!

Sara Walgren • June 1, 2018

Maurice Ford • June 29, 2018



The West Sound Human Resource Management Association
is proud to host:

The 80th Annual NHRMA Conference and Tradeshow
The Greater Tacoma Convention and Trade Center
Tacoma, WA
September 5-7, 2018

Join us in Downtown Tacoma as we
Reflect on the Past and Envision the Future

Businesses today require strong HR leaders to move organizations forward. At the 2018 NHRMA Conference we will look at The Evolution of HR: Reflecting on the Past, Envisioning the Future. This informative conference will cover the critical areas for HR Professionals, including Business Acumen and HR Strategy. You will also gain the knowledge you need to recruit the best talent and stay abreast on the most up-to-date legal and legislative updates.

If you've attended a NHRMA conference in the past, you know that we like to have FUN!! Along with the conference, NHRMA offers great networking opportunities, including after-hours functions to explore Tacoma and mingle with your HR colleagues. Don't forget to visit the Tradeshow to learn about the latest and greatest services and partners available to HR professionals.

While you're here, be sure to get out and explore beautiful downtown Tacoma! The Chihuly Museum of Glass and Tacoma Art Museum, along with antique shopping and northwest cuisine are among the many things to do and see in historic downtown Tacoma. The convenient light rail system will take you throughout the downtown area and Tacoma's Ruston Way waterfront offers a scenic walking trail to enjoy while you're visiting.

**We look forward to seeing you at the
80th Annual NHRMA Conference and Tradeshow!**

Register now for NHRMA 2018!
www.nhrmaconference.org/2018

Do you know a small business? Could they use \$20,000??



A small business competition for entrepreneurs dedicated to growing our community economically, socially and environmentally.

www.kitsapbank.com/edg3-fund



Additional \$5,000 prize awarded to the business that best embodies the spirit of community.



The Process!



Application Period
Opens



Application Period
Closes



Judges Select 10-15
Semifinalists



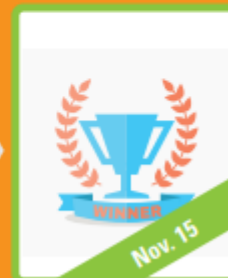
Public Voting &
Private Judging Take
Place



Top 5 Finalists
Selected



Finalists Make
Pitches at Live Event



Judges Announce
\$20,000 Winner at
Live Event!

2018 Distinguished WSHRMA Member Award

WSHRMA would like to recognize a chapter member who has made significant contributions to the profession, the community and/or the chapter. In the past, recipients have been nominated for the award by developing and sharing cutting-edge initiatives, volunteering in our community, representing the HR profession with integrity and professionalism, and much more!

The winner of the award will receive \$100 cash; a certificate for a free SHRM affiliated conference, valued up to \$495; and an engraved plaque.

If you know of a Distinguished Member, go to <http://wshrma.shrm.org/distinguished-wshrma-member-year-award> for more information and to make a nomination. Email your nomination to wshrma@artanderson.com by October 1st. The winner will be announced at the WSHRMA December luncheon.

WSHRMA Membership Social-July 8th at 5pm

Join us at the Bremerton Bar and Grill for food and fun! Bring a coworker and/or friend and receive a gift card. We can't wait to see you there!

Please join us for our August Luncheon

**Featuring Non-Profit,
YWCA of Kitsap**

**Please bring the following items
to donate:**

**New socks for women or children
Disposable diapers
Full-size toiletries**

*HRCI and SHRM approved
credits available*

Buy Tickets



August 8th, 12-1:30pm at the Kitsap Golf and Country Club Slaying the High-Conflict Dragon!
Presented by Sophie Morse, M.S., M.Div.,
Training Coordinator for Dispute Resolution Center of Kitsap County

No matter what our roles are, it is almost inevitable that we encounter “high conflict behavior” in the workplace. This behavior has the trade-mark qualities of communication that is personal, global, out of context, inflammatory, and negative. This communication brings up intense negative feelings of our own and often inspires us to respond in kind. Destructive escalation – and lost productivity - is often the result. How do we respond? Do we respond?

This workshop will offer a specific format for responding in a clear and informative way, and criteria for gauging whether or not we need to respond at all. The approach is based on the work of Bill Eddy, author of *Biff: Quick Responses to High Conflict People, Their Personal Attacks, Hostile Email and Social Media Meltdowns*. (Cork: BookBaby, 2011).

Sophie Morse, M.S., M.Div. has been the Training Coordinator at the Dispute Resolution Center (DRC) of Kitsap County since 2012, and a volunteer mediator with the DRC since 2007. As Training Coordinator and mentor mediator, Sophie has presented over 300 hours for the DRC on conflict resolution, conflict theory, and communication skills to a broad array of audiences. Additionally, Sophie currently serves on the Board of Directors for the Washington Mediation Association. Prior to mediating, Sophie worked for 20 years as a professional mariner and in outdoor education working with inner-city youth, adult learners, and Elderhostel clients. In her spare time Sophie can be found traveling to visit her family in New England, participating in her local church, playing guitar, and spending time in the great outdoors.

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



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>

Contact Mandy Huck, WSHRMA Membership Director, with any questions at:
(360)598-5402

Email: mandymeigs@yahoo.com



[Click here to check out the awesome discounts you will receive as a SHRM/WSHRMA Member](#)

REMINDER: Is it time to renew your SHRM Certification? *\$100 for a 3 Year Membership*

For more information go to SHRMCertification.org/recertify

Download the **SHRM Recertification Requirements 2018 Handbook**



*Having trouble with a SHRM code for a luncheon you attended?

Contact Schelie Hoynes for assistance (360)479-5600 Email: WSHRMA@artanderson.com

Post a Job on the SHRM Website for FREE!

Have a hot job or a position that you just can't fill? SHRM's HR Jobs is the careers site for HR professionals on the SHRM website. It's the best place to connect with qualified, talented HR professionals who are ready to make a difference for your organization on day one. Each month thousands of HR pros search HR Jobs for the best, most-exciting new professional opportunities. With over 200,000 registered job seekers, SHRM's HR Jobs gives you access to the best candidates HR has to offer.

[Click here to learn more about this benefit as a SHRM Member](#)

SCHOLARSHIP CORNER

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 the 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.

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.

