



West Sound Human Resource Management Association

West Sound Happenings

March Luncheon

Leadership Leverage

The Five I's of Transformation

Presented by: Carol C. Mitchell, J.D.

Save The
Date

Mark this date on
your Calendar!

April 11, 2012

Carol Bowser

Using Your B.R.A.I.N.

May 16, 2012

Annual Spring Conference

June 13, 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

In a dynamic and competitive economic environment, leader capability and personal efficacy are strategic advantages. The leader who enhances education and experience with transformative leadership skills will not only survive in this competitive environment, but thrive and advance in the midst of chaos. This overview will discuss five strategies for improving organizational performance by employing leadership capability as a lever for systemic change.

Learning Outcomes:

1. Increase self-awareness
2. Improve problem and process diagnosis
3. Involve the network
4. Inspire ethical achievement
5. Intervene in the system

Presenter Information:

Carol C. Mitchell is an experienced human resources executive and organizational consultant. Her 14 years of experience as an employment lawyer, 5 years as a C-level HR leader, and 7 years as a small business owner enhance her HR knowledge with practical, real-world examples.

Ms. Mitchell applies a systemic approach to her workplace and organizational change management consulting. She believes strongly that systems thinking is a key competency for effective leaders of the future.

A passionate volunteer, Ms. Mitchell is active in the local community. For 11 years, she has hosted a public affairs talk show in Tacoma, Washington. She is also the leader of the historic Tacoma CWC, a nonprofit organization focused upon education, empowerment and self-sufficiency for urban women and their children.

This program has been approved for 1.0 (General) 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 Mental Health



Date: March 14h, 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
March 11, 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

The success of the West Sound Human Resource Management Association depends on your membership. Through your support, we are able to provide outstanding monthly chapter programs, conferences and other programs aimed to improve your HR competencies.

Another benefit of your membership is the opportunity to network with other local HR professionals. This will help you in many ways. It provides you with:

- Exposure to other HR professionals and companies revealing how other organizations handle various HR situations, procedures, policies, etc.
- Access to a network of professionals and specialists providing HR information that might otherwise be difficult and/or expensive to obtain.
- Opportunities to develop relationships and contacts in other companies to share information on HR issues.

Start building your network today. Get involved with WSHRMA and join us on March 14th for our monthly meeting. We have an outstanding speaker scheduled and this is a great opportunity to make a sound investment in your professional future.

Marilyn Hoppen, SPHR
2012 WSHRMA President

WSHRMA's Full Day Spring Conference May 16, 2012

Mark your calendars now and plan to attend WSHRMA's annual full day spring conference. This years conference is destined to be a great one.

Things to be looking for:

Presenter: Janaki Severy, Principal and Owner of Managing Dynamics LLC
Presenting: Winning at Work

Presenter: Richard P. Himmer
Presenting: Hiring and Promoting High EQ(Emotional Intelligence) Employees is Using your IQ:

Vendors from the local community.

Silent Auction

More information to be announced ...



April Luncheon

Use Your B.R.A.I.N.
Get your ideas heard when the stakes are high
And time is short.



Presented by: Carol Bowser

When: Wednesday, April 11th

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

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

Registration Begins at: 11:45 a.m.

Register By: April 8, 2012

Cost: WSHRMA Members \$25 / Non-members \$35

When everyone around you is crazy busy, how can you present your ideas in a way that is meaningful, well thought out, and responsive to your team's needs? EASY. Use your B.R.A.I.N. B.R.A.I.N. is a quick, easy, and powerful tool to effectively present your ideas. In a competitive environment that demands the best idea wins, use this technique to get ahead of the pack.

Participants will:

- Learn to evaluate ideas using their B.R.A.I.N.
- Walk away with ready to use language
- Create and Action Plan
- Laugh at least once.

Objective: Increase HR professionals confidence and competence in strategic problem solving and negotiation skills. Participants will learn a system to quickly evaluate offers and create counter offers that better benefit the organization and build better working relationships.

Presenter Information:

Ms. Bowser is an expert in workplace conflict. She served as a mediator for the U.S. Equal Opportunity Commission. She helps organizations manage workplace conflict and defuse high levels of emotion to reach better business results.

This program is currently being reviewed for HRCI credit.

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.



SHRM MEMBERSHIP DIRECTORY

<http://www.shrm.org/Communities/MemberDirectory/Pages/memdir.aspx>

You can search the database using any combination of the following:

SHRM Member First Name
SHRM Member Last Name
Location (either by city, state, zip code, area code or country)
Local Chapter Affiliation (West Sound Human Resource Management Association #0229)
Company Name
Industry Code
Job Title
Job Function

Search Strategies

You can search using any combination of criteria. For example, if you wanted to search for all the people named “Smith” in “Bremerton, WA” you could. Or all the members in the “West Sound Human Resource Management Association” you can.

For the most specific geographically based searches, use the zip code field.

If you are not sure how a name is spelled, enter the first few letters. The database will search for all names beginning with the characters you have provided.

You may wish to search for a first initial rather than an entire first name.

Remember, you are limited to ten searches per day.

Notice

Information contained in this database is a trade secret, owned by the Society for Human Resource Management, and is provided to members for personal professional use only. **This information may not be used to conduct any solicitation of sales of merchandise or services, or to gather names for use in research.** Unauthorized use or reproduction of the material contained in this database is prohibited and can subject you to damages plus attorney’s fees under the Uniform Trade Secrets Act.

SHRM 2012 ANNUAL CONFERENCE AND EXPOSITION

ATLANTA

06.24–06.27

GEORGIA WORLD
CONGRESS CENTER

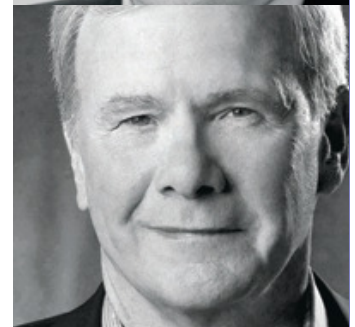
BE BRILLIANT

Practical tools. Innovative ideas. Motivational sessions. The 2012 Annual Conference & Exposition has everything you need to return to your office and make a real impact with the information you've gained. For education, networking, and professional development, this event simply has no peer.

OUR SPEAKERS are experts, innovators, trendsetters and pioneers. Hear from Condoleezza Rice, Patrick Lencioni, Tom Brokaw, and more! And our Tuesday Night show this year is Jerry Seinfeld, one of the most popular entertainers in the world. **OUR TOPICS** cover the whole range of the HR discipline from California to India and everywhere in between. **OUR EXPOSITION HALL** is the most exceptional solutions marketplace for your HR challenges. **OUR NETWORKING** gives you a chance to meet people — people who have experiences, stories, and ideas that can help shape your view and experience of the conference, and of the world. **OUR PREMIUM PACKAGE** ensures that you never miss a conference session and provides you with a cost-effective opportunity increase your recertification credits. **OUR LOCATION** is beautiful and dynamic Atlanta, one of the most convenient travels destinations in the world.

BE THERE

REGISTER BY
JANUARY 20 TO SAVE!
ANNUAL.SHRM.ORG



Pictured from top to bottom: Condoleezza Rice, Patrick Lencioni, Tom Brokaw, Jerry Seinfeld

Returning Heroes and Wounded Warrior Tax Credits Available to Employers

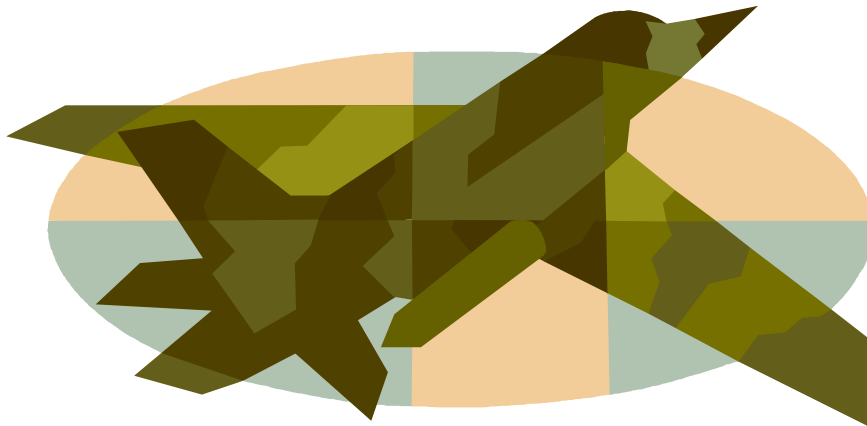
Businesses can receive a Returning Heroes Tax Credit of up to \$5,600 for each Post-9/11 Veteran they hire who has been looking for a job for more than six months. A tax credit of \$2,400 will be awarded for hiring Veterans who have been unemployed for more than four weeks. Also, as part of the VOW to Hire Heroes Act, the Wounded Warrior Tax Credit provides up to \$9,600 for companies.

Businesses can apply for the Work Opportunity Tax Credit (WOTC) through the state's Employment Security Department's WOTC unit. The unit works with other government agencies to certify the eligibility of hired workers. The WOTC office is 100% federally funded.

In the past employers could receive a decision on their WOTC application in as little as 30 days. Due to the popularity of the program and the increase in the number of returning veterans, the state WOTC office has been overwhelmed with applications (20,000). Compounding the problem is the fact that the office has only two employees. Processing of requests takes at least six months and sometimes longer if VA approval is needed.

Additional information can be found on this program at:

http://www.whitehouse.gov/sites/default/files/fact_sheet_on_veteran_tax_credits-1.pdf





West Sound Human Resource
 Management Association
 PO Box 1285
 Bremerton, WA 98337

WSHRMA's Chapter #: 0229

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



2012 WSHRMA Board of Directors

President

Marilyn Hoppen, SPHR
 360.876.7892
mhoppen@kitsapbank.com

Past President/Foundation

Julie Tappero
 253.853.3633
julie@westsoundworkforce.com

President Elect

Rachael Taylor
 360-792-3336
rtaylor@kitsapsun.com

Membership Director

Kyrsten Wooster, PHR
 360.782.3648
kwooster@thedoctorsclinic.com

Conference Director

Stacey Scalf
 360.437.8343
sscalf@portludlowassociates.com

Programs Director

Cindy Countryman, SPHR
 360.876.7895
ccountryman@kitsapbank.com

Secretary

Joy Page, SPHR
 360.464.2119
joy.page@boxlight.com

Treasurer

Deanne Hull, PHR
 360.479.5600
dhull@artanderson.com

Certification Chair

Margaret Henning Farber, SPHR
 360.330.3629
mhfarber@usa.net

Publications Director

Susannah Couch, PHR
 208-522-3647
WSHRMA@gmail.com

Legislative Director

Debbie Laudenslager, SPHR
 360.434.2857
dlaudenslager1@comcast.net

Diversity Director

Shelli Schultz, SPHR
 360-282-5492

sschultz@myfinancialgoals.org

Workforce Readiness

Rita Birang, SPHR
 360.396.1879
rita.birang@navy.mil

SHRM Foundation

Cindy Juarez
 360.315.8323
cindy.juarex@navy.mil