



West Sound Happenings

Chapter #0229

MARCH 2014

www.wshrma.shrm.org

Save The Dates

WSHRMA Chapter Meetings & HR Events

Mark these dates on your calendar!

[March 7, 2014](#)

HR Day on the Hill

[March 12, 2014](#)

Breakfast Meeting

Harrison Support Services
Bremerton

[April 9, 2014](#)

Luncheon Meeting

Oxford Suites, Silverdale



WSHRMA March Breakfast

Session Title: Are You a Target: Removing the Bulls-Eye from Your Back

Presented by: Dan Weedin

Date/Time: March 12, 2014, 8:00am – 9:30am

Price: \$25 WSHRMA Members, \$35 Non-WSHRMA Members

New location: Harrison Support Services

4205 Wheaton Way, Suite A, Bremerton, WA 98310

Session Description:

The recent crisis at Target over cyber breaches illustrates a larger problem for all businesses. In today's ever-evolving and volatile global economy, technology and the calamity that can arise from it is getting more complex, not less. Small to medium size organizations are more at risk than companies like Target. The solution is to be prepared and ready to prevent and mitigate these cyber risks.

What You Will Learn:

- How to identify cyber threats and risk to your organization
- Strategy and tactics to prevent and mitigate these risks
- Analysis of other 21st century perils that are just as dangerous
- How HR can be a catalyst for organizational change in crisis management

Date: **March 12, 2014**

Time: 8:00 a.m. to 9:30 a.m.

Check-in starts at 7:45

Place: Harrison Support Services

Cost: WSHRMA members \$25

Non-members \$35

Late RSVP add \$10

RSVP: By March 6th 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.

Elected Official Guest:
Poulsbo Mayor,
Becky Erickson

Luncheon Sponsor



Become a WSHRMA Member

Are you interested in a SHRM membership or transferring your membership to our chapter? Please contact Michele Roberts, Membership Director with any questions:
703.822.3143 or hrpers@yahoo.com.

WSHRMA President's Message

By Stacey Scalf

Being relatively new to my organization, I must admit I was so pleased to walk into a happy and healthy company. The employees are engaged and genuinely excited to come to work and be a part of our great team! As HR professionals and managers, we know that this is not always the case. All too often we are faced with challenging work environments caused by workplace drama.

Every company has its share of drama. Little things like new clients, new employees and general growth can have us all living in a temporary state of chaos, which may not be a bad thing. The drama I am referring to are those few teammates that we are all thinking about right now: Over-Achieving Oscar, Negative Nancy, Sympathetic Susan, and Disappointing Dennis. Here are a few tips on how to successfully deal with the individuals that bring drama to your workplace.



- **Over-Achieving Oscar** – He is always positioning, controlling and perfect. Explain to Oscar that someone else is capable of doing the job almost as well as he does, and he could benefit the team by coaching that employee to reach 100%.
- **Negative Nancy** – She is always the victim and complains constantly. We must address Nancy now! Negativism can spread quickly. Explain the impact her negative attitude has on the team, and coach her to focus on solutions.
- **Sympathetic Susan** – She is always pointing out other people's problems and thinks everything is a big deal. Help Susan see that her behavior is distracting to other teammates and ask her for help in creating a drama-free workplace.
- **Disappointing Dennis** – He does not pull his own weight and makes others pick up the slack. He is likable, but has performance issues. We must have a crucial conversation with Dennis. Provide specific examples of his poor performance and how it strains the team.

Addressing these workplace drama issues will reduce the stress throughout your company and will allow your organization to increase employee engagement and overall productivity.

Congratulations Are in Order!

The WSHRMA Chapter has been awarded the 2013 SHRM Foundation Chapter Champions award.

Thanks to all of your generous support in 2013 for the raffles and silent auctions that benefited the SHRM Foundation, we have received this recognition.

Following is an excerpt from the letter we received from the Executive Director of the SHRM Foundation:



Congratulations are in order! As a result of your fundraising efforts in 2013, your chapter has been designated as a 2013 SHRM Foundation Champion. The support provided by the SHRM chapters and state councils allows the SHRM Foundation to provide opportunities available to your fellow HR professionals that they may not have had otherwise, including:

- ◆ Assisting individuals in their pursuit of greater academic credentials
- ◆ Supporting researchers who bring us greater understanding of the complexities of HR
- ◆ Creating materials that explain how HR practitioners can capitalize on the new knowledge that research provides

From all of us at the SHRM Foundation, we thank you for your commitment and support with which we were able to celebrate the 2013 Annual Campaign as our first-ever campaign to exceed \$1,000,000.

Legislative Update

By Carolyn Nall, WSHRMA Legislative Director

2014 HR Day on the Hill

Date: March 7, 2014, 8:00am – 5:00pm
Organizer: Washington State Council SHRM
Location: Columbia Room, Legislative Building, State Capitol Campus
416 14th Avenue Southeast
Olympia, WA 98501
Price: No Cost

You will need to register at the following link to attend: Click [here](#).

We will be coordinating carpools to Olympia. If you are interested in participating in the carpool, please contact Carolyn Nall at cnull@columbiabank.com. Please indicate if you are interested in driving and how many seats you have available in your vehicle, or if you are a passenger as well as your location.

Top Five Reasons to Apply for 2014 Sloan Awards

5. Opportunities to be featured in major and local news media and/or invited to speak at special events as an employer of choice.
4. Get a personalized assessment of your workplace practices and employee feedback compared with national data.
3. Find out what your employees really think about the culture of your organization.
2. Gain a competitive edge in your local market for top talent.
1. Your company will be known as a **WINNER!** Also, you will be recognized at a *When Work Works* Community Partner's event where you will receive a physical award.



Applications are being accepted at www.WhenWorkWorks.org

When Work Works is a national initiative, led by the partnership of Families and Work Institute (FWI) and SHRM, to help organizations of all sizes and types become more successful by transforming the way they view and adopt effective and flexible workplaces. When Work Works is one of the foremost providers of resources, rigorous research, and best practices on workplace effectiveness and flexibility in the nation.

Certification Update

By Cindy Juarez

Our first study group meeting of 2014 was held on February 20th at Jackson Park. We were pleased with the turnout. The presenter was from Department of Navy, and two others from the Navy were there with him to offer assistance. Our core study group consists of 5 members: two from the Navy, one from Kitsap Regional Library, one from Kitsap Bank, and one from Kitsap Transit. Our core group right now consists of 2 studying for the SPHR and 3 studying for the PHR.

Our next meeting will be held on March 20, at Jackson Park from 4:00 to 6:00 pm. We look forward to seeing more of you there. Cindy Juarez will be presenting on the topic of Math we might see on the test.

Please e-mail Cindy Juarez at cindy.juarez@navy.mil for more information or contact her at (360) 315-8323 or cell (360) 621-3189. The doors at Jackson Park are locked at 4:00 pm so be sure to keep Cindy's cell number to call for admittance.

SHRM offers a number of scholarships, and the Foundation Scholarship can be used to help pay for certification costs. See the information [SHRM Foundation Scholarships for HR Professionals](#). WSHRMA also has a certification scholarship program, for details go to: <http://wshrma.shrm.org/2014-wshrma-certification-scholarship-program>.

The annual WSHRMA Spring Conference will be held at Bremerton Conference Center on May 14th.

SAVE THE DATE! We very excited about the speakers we are bringing to you at this all-day conference, so mark your calendar and plan to attend.

We are now accepting vendor and sponsorship registrations, so please let your employer know about this great opportunity to gain some great recognition.

Contact Schelie Mercado, WSHRMA Spring Conference Coordinator, at 360-479-5600 or email her at WSHRMA@artanderson.com.



WSHRMA Website Job Postings Reach HR Professionals in Kitsap and Jefferson Counties.

The WSHRMA website is a very targeted and effective way to reach Human Resource professionals in your community.

To post a job on the web site, please send an attachment via email with the information listed below to wshrma@outlook.com.

- ~ Job Title
- ~ Description and Qualifications
- ~ Salary Range, if you want it posted
- ~ Contact information

There is no fee to post job openings. All postings will be effective for 30 days, and after that they will be deleted. Please email if your job has been filled sooner than 30 days from the posting date.

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rachael.taylor@harrisonmedical.org**President-Elect**

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mhfarber@usa.net**Conference Director**

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travis.skolrud@harrisonmedical.org**Membership Director**

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703-822-3143

hrpers@yahoo.com**Communications Director**

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360-662-2123

WSHRMA@outlook.com**Certification Director**

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360-315-8323

cindy.juarez@navy.mil**Diversity Director**

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360-476-3142

rita.birang@navy.mil**Workforce Readiness Director**

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888-282-5492, x1133

sschultz@myfinancialgoals.org**Legislative Director**

Carolyn Nall

206-437-6821

cnall@columbiabank.com**SHRM Foundation Director**

Marie LaMarche, SPHR

360-744-6950

marie.lamarche@harrisonmedical.org