



**Save The  
Date**

**Mark this date on  
your Calendar!**

**June, 13, 2012**

Catherine Dovey, CCP, SPHR  
*Compensation Costs and the  
Bottom Line*

**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](http://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.



West Sound Human Resource Management Association  
**West Sound Happenings**

## Creating a Culture of Engagement

*Registration, Breakfast, Vendor Fair (8:00-8:45)*

\*\*\*We will be holding a silent auction with proceeds to benefit the SHRM  
Foundation\*\*\*

**Morning Session: (8:45—11:45)**

**~~KEY NOTE~~**

### **Winning at Work**

*Speaker—Janaki Severy, Principal and Owner:  
Managing Dynamics, LLC*

This workshop shares various types of skills which can be used in order to have the best work environment possible. Learning how to create rapport through paying close attention to those you work with immediately improves relationships and productivity. You will be able to use your observation skills to identify how to communicate with your co-worker to build and maintain strong relationships. After this training, you will be more able to create rapport and effectively influence those you speak with to be more open and receptive to you and your ideas. Your team and inter-team communication will dramatically improve.

#### **You will learn:**

- ◆ How to create and maintain rapport
- ◆ The concept of entrainment
- ◆ How to pace others to create rapport
- ◆ The principles of influence
- ◆ The concept of reframing
- ◆ How to recognize and switch stuck states
- ◆ How to be appropriately assertive
- ◆ How to manage up



This program has been approved for 2.75 (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](http://www.hrci.org).

Spring Conference Continued on page 2...

**Date:** May 16th, 2012

**Time:** 8:00 a.m. to 4:00 p.m.

**Place:** Silverdale Beach Hotel  
3073 NW Bucklin Hill Road

**Price:** SHRM members \$129/ non-members \$149  
WSHRMA student members \$79

Register 6 attendees from the same organization  
for the price of 5!

**To register go to [www.wshrma.org](http://www.wshrma.org)**

**Last Day to Register  
May 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](mailto:kwooster@thedoctorsclinic.com)

**Chapter # 0229**



**Job Bank**

Please check out our website at [www.wshrma.org](http://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.

Lunch and Vendor Fair (11:45—1:00)

\*\*\*Enter to win prizes from the Sponsor and Vendor drawings\*\*\*

Afternoon Session: (1:00—4:00)

~~KEY NOTE~~

**Hiring and Promoting High EQ (Emotional Intelligence) Employees is Using Your IQ: Increase production, reduce turnover, and motivate your employees? The solution is probably not what you think...**

Speaker—Richard P. Himmer

Have you ever been frustrated with employees who seem to spend more time getting out of work than performing it? Is there more energy around the water cooler than in the cubicles? Do your employees grab the mission statement and live by it's concepts? Do they believe in the mission statement? Do they believe or trust you?

Organizational research points out a number of behaviors and traits that managers should have to be effective. The problem with the research is that researchers don't explain how or a give a solution to creating a productive environment.

The road to motivated employees starts with managers who are EQ rich, yet most employees are hired and almost all managers are promoted based on their IQ. As a result the failure rate for managers is very high, not because they are socially inept, but because they have never been trained on EQ skills.

Knowing what to do can be taught in a book. Knowing how to do it, cannot. The skills are simple, but the implementation of the skills requires more than hearing it or reading it. At the end of the discussion, you will learn the most powerful tool in business that makes developing EQ possible at every level.

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***Special Thanks to our Sponsors:***



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C o n s u l t i n g



# Foundation

*Investing in the Future of HR*

## Academic and Certification Scholarships for HR Professionals

More than one hundred scholarships totaling over \$100,000 will be awarded to SHRM members in 2012. The awards program is designed to assist HR professionals in meeting their professional development goals. Individuals may apply for either a \$2,000 education scholarship or a \$750 certification scholarship.

**Application Deadline:** July 16, 2012

**Eligibility:** SHRM professional, general and associate members-- with a valid SHRM ID number-- pursuing a college degree or working toward PHR, SPHR, GPHR or California certification are eligible to apply. (SHRM student members and local-only members are not eligible for these awards.) Chapters and state councils may also apply for scholarship funds to support certification training programs.

**Awards:** 80 certification scholarships of \$750 each and 20 academic scholarships of \$2,000 each will be awarded. Each SHRM domestic region has a total of \$20,000 to distribute which means applicants compete only with others in their own area of the country. Each region will award 16 certification scholarships and 4 academic scholarships for a total of 20 awards.

### **R. Gregory Green GPHR Scholarships**

The SHRM Foundation is proud to announce that two special scholarships will be awarded in 2012, in honor of SHRM volunteer leader R. Gregory Green, SPHR, GPHR who passed away in 2011. Green was chair of the HR Certification Institute board in 2006 and was instrumental in helping to develop the Global Professional in Human Resources (GPHR) certification.

To honor his legacy, the SHRM Foundation will present two one-time, R. Gregory Green GPHR scholarship awards of \$1,200 each to deserving SHRM members. Each scholarship will cover the cost of both the test preparation materials and the exam fee for the GPHR.

**How to Apply:** Visit [www.SHRMFoundation.org](http://www.SHRMFoundation.org) and click on "Scholarships & Awards" to learn more about the SHRM Foundation Scholarship Program. Application period: April 1-July 16, 2012.

## WSHRMA PRESIDENT'S MESSAGE

### *A Time for Celebration*

It is my pleasure to announce that WSHRMA is the recipient of three SHRM chapter awards for our outstanding achievements in 2011. We received the Platinum EXCEL Award, the Membership Superstar Award and the Chapter Champion Award.

The EXCEL Award is the recognition component of the SHRM Affiliate Program for Excellence (SHAPE). According to Pamela J. Greene, SPHR, Vice President, U.S. Membership for SHRM, "This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession."

The Membership Superstar Award in recognition of growing our chapter membership by 3% or more in 2011. We increased our membership by 7.59% and ended 2011 with a total of 156 SHRM members.

The Chapter Champion Award recognizes our support of the SHRM Foundation. We made a monetary contribution to the annual SHRM Foundation campaign, conducted a leadership campaign with 100% of our board members making a donation to the SHRM Foundation, and held a silent auction at our December meeting to benefit the SHRM Foundation.

Congratulations to our 2011 Board of Directors, and to all of the volunteers whose efforts, leadership and business acumen earned us these prestigious awards!

Marilyn Hoppen, SPHR  
2012 WSHRMA President



## VOLUNTEER OPPORTUNITY

### WSHRMA is seeking a Legislative Director.

The Legislative Director is responsible for monitoring, evaluating and updating chapter members with information on pending legislative, regulatory and legal action at the federal, state and local level that impacts the management of human resources.

The Legislative Director is a member of the WSHRMA Board of Directors and must be able to attend a monthly board meeting which is held the first Tuesday of each month. In addition, the Legislative Director is expected to participate in monthly chapter meetings that take place the second Wednesday of each month.

If you are interested in this position, please contact chapter president, Marilyn Hoppen. She can be reached at [mhoppen@kitsapbank.com](mailto:mhoppen@kitsapbank.com) or at (360) 876-7892.

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### Mark your calendars for upcoming WSHRMA Events:

**May 16, 2012**

Annual Spring Conference

**June 13, 2012**

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

**July 11, 2012**

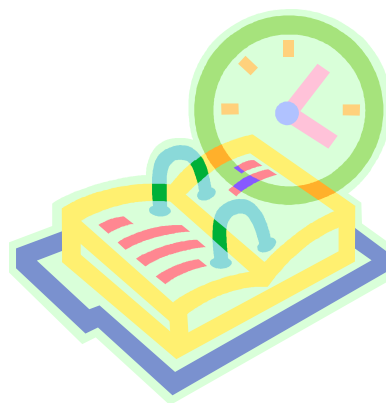
Networking Event  
Details to be announced soon!

**August 8, 2012**

Louis Falcone  
*Retaliation in the Workplace*

**September 12, 2012**

Dan Weedon  
*Crisis Leadership*





## June Luncheon



**“Compensation Costs and the Bottom Line”**  
***-The Business Impact of Your Compensation Strategy-***

**Presented by:** Catherine Dovey, CCP, SPHR

**When:** Wednesday, June 13th

**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:** June 10, 2012

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

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).

**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.





West Sound Human Resource  
 Management Association  
 PO Box 1285  
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WSHRMA's Chapter #: 0229

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



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