



Chapter #0229

MAY 2014

[www.wshrma.shrm.org](http://www.wshrma.shrm.org)

*Save The Dates*

## WSHRMA Chapter Meetings & HR Events

Mark these dates on your calendar!

[May 14, 2014](#)

**Spring Conference**

Bremerton Conference Ctr.

[June 11, 2014](#)

**WSHRMA Breakfast Meeting**

Harrison Medical Center-Silverdale

Please visit our website

<http://www.wshrma.shrm.org>

for more information on the above events.

# West Sound Happenings

## WSHRMA Spring Conference

**Morning Session Title:** Getting Clarity™ for Leaders, Teams & Organizations

**Presented by:** Shannon Bruce, CEO & Chief Inspiration Officer of Story Bridge

Do you want team members who:

- Are more engaged and collaborative, who maintain positive enthusiasm throughout the day?
- Create more team vitality and contribution, while connecting more effectively with others?
- Develop deeper Relationships with co-workers and clients improving business results?

There is a secret to choosing to work with intention, passion and purpose. When we consciously choose thoughts that align all aspects of our work and life with what energizes us, we are more effective as leaders and team members. The challenge is to have a methodology to keep us intentionally focused and conscious throughout our day. Clarity's™ Thought Changing System provides a simple, easy to use system to SHIFT your thoughts and energy to be more effective.

**Afternoon Session Title:** Can You Hear Me Now?

**Presented by:** Don Everett, Founder & CEO of Workforce Interactive

Much fun has been made about poor cellular network coverage and the unfavorable impact it can have on people attempting to communicate with one another. The phrase "Can you hear me now?" became part of our pop culture.

Unfortunately, low wireless signal strength is not the only dynamic that can impede communication. The social science of Axiology, commonly referred to as Values Science, proved that all of us have our own consistent patterns that we use to value. Communication issues often develop when the value structure of one individual conflicts with the values of others.

The key to working with people is understanding the "good" that they inherently value, and managers participating in this interactive session will see how Values Science can provide that insight. The workshop will help managers identify and acknowledge the "good" that motivated others to act in the first place.

**Please register by May 5, 2014.**

For conference brochure and registration form click [here](#).



## 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 at 703.822.3143 or [hrpers@yahoo.com](mailto:hrpers@yahoo.com).



## WSHRMA President's Message

Hello WSHRMA members!

I am pleased to announce that the West Sound Human Resource Management Association is the recipient of three SHRM chapter awards for our exceptional achievements in 2013. WSHRMA received the Platinum EXCEL Award, the Membership Superstar Award and the Chapter Champion Award.

The Platinum EXCEL Award is the recognition piece of the SHRM Affiliate Program for Excellence (SHAPE), which has been designed to ensure a strong connection between SHRM and its affiliated chapters. "This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to members." noted Elissa O'Brien, Vice President, Membership, for SHRM.

The Membership Superstar Award is given in recognition of growing our chapter membership by 4% or more in 2013. WSHRMA ended 2013 with a total of 176 members for a 6% increase!

The Chapter Champion Award recognizes chapters that support the SHRM Foundation. WSHRMA made a monetary contribution, allowing the foundation to continue to provide opportunities to our fellow HR professionals, including research grants for cutting-edge academic studies and education and certification scholarships.

Congratulations and thank you to our 2013 Board of Directors, who are dedicated to serving the needs of our members and to the advancement of the human resource management profession.

Rachael Taylor, PHR  
2013 WSHRMA President

## Thank you to our Spring Conference Sponsors!



CHAPMAN UNIVERSITY SYSTEM

**Art Anderson Associates**

**Em Spring**

### ***Certification Update***

*By Cindy Juarez*

**Please join us for our study group for HRCI certification. We meet the 3<sup>rd</sup> Thursday of each month. Our next meeting will be held on May 15, at Jackson Park from 4:00 to 6:00 pm. The topic will be: Math That May Be On The Exam, Part Two. We look forward to seeing you there.**

**Please e-mail Cindy Juarez at [cindy.juarez@navy.mil](mailto: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.**

## **SCHOLARSHIP OPPORTUNITIES**

**SHRM offers a number of scholarships. The Foundation Scholarship can be used to help pay for certification costs. See the information at [SHRM Foundation Scholarships for HR Professionals](#).**

**WSHRMA also has a certification scholarship program. For more details and the application, go to: <http://wshrma.shrm.org/2014-wshrma-certification-scholarship-program>.**

## WASHINGTON EMPLOYERS SALARY SURVEY

[Washington Employers](#) is pleased to invite members of the Washington State SHRM chapters to participate once again in our annual Salary Survey.

For the past 17 years, Washington Employers has produced one of the largest salary surveys in the region. The 2013 Annual Salary Survey included data from nearly 400 organizations, reporting base pay and total compensation for 488 job titles at all levels of the organization, ranging from executive to management/professional to nonexempt jobs.

As a participant in the survey you will receive the survey results free of charge. For those certified by HRCI, participation in this survey will earn you 1 recertification credit.

### How To Participate:

As a member of one of the 17 SHRM chapters in Washington, all you need to do to ensure your spot as a participant in this year's survey is send your name, e-mail address, and organization name to [surveys@wa-emp.com](mailto:surveys@wa-emp.com), or call our Survey Department at 206.664.7210. The survey will be open for data collection until **May 14<sup>th</sup>**, and the results will be published in early July. Results of the published survey are free to all participants.

## Silverdale Goodwill Events

The Goodwill in Silverdale provides a FREE job training and education program for our community. About every six weeks, they graduate approximately 10-12 students who have some type of barrier to employment.

We, at WSHRMA, have been providing HR professionals to help with mock interviews and we are looking for a few more volunteers to lend a hand at the next class. If you can spare two hours on May 7th, and would like to help students build confidence and feel more secure when they have an actual interview, please contact Shelli Schultz, WSHRMA Workforce Readiness Director.

You are also cordially invited to the Goodwill Employers Event on May 13th. The employer event is a mini job fair and is a chance to get to know some of the students and potential employees.

Please RSVP if you would like to join us at either of these upcoming activities:

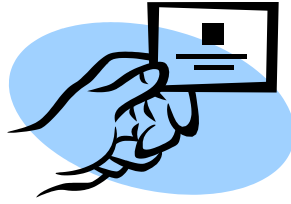
1. Mock Interviews - May 7, 2014 at 9AM-11AM
2. Employer event - May 13, 2014 at 10 AM

Contact: Shelli Schultz, WSHRMA Workforce Readiness Director

Email: [sschultz@myfinancialgoals.org](mailto:sschultz@myfinancialgoals.org)

Phone: 888.282.5492 X 1133

### **Your Best Networking Tool - Business Cards**



WSHRMA meetings are a great chance to meet fellow professionals - don't forget your best networking tool- your business card! In the day of social media and smartphones, it's easier to connect than ever before. But there is one thing flashy technology hasn't replaced: the good, old-fashioned business card.

Whether you're a job seeker trying to network efficiently or a small organization trying to expand, business cards are a must.

Be sure to bring your business cards to our monthly WSHRMA meetings; those who do sometimes have an opportunity to win a gift from our sponsors.

### **SHRM Foundation Offers Free DVD: Military Veterans, Civilian Workplaces**

The SHRM Foundation is offering a free DVD highlighting how to find, recruit and retain military veterans in the civilian workforce. Designed for recruiters and HR professionals, the DVD was announced during the SHRM Talent and Management Conference.

The DVD, "Dollar General's Commitment to the Military Community," showcases a business case study come alive with interviews from military veterans, chief executives and hiring managers. Dollar General is a \$15 billion, Fortune 200 company, employing more than 90,000 employees across the country and head-quartered in Goodlettsville, Tenn. "The DVD highlights best practices in hiring and supporting our military veterans, America's heroes and dedicated employees" said Mark Schmit, executive director, SHRM Foundation. The DVD was produced by the SHRM Foundation and funded by the SHRM Ohio State Council. The Employer Support of the Guard and Reserve (ESGR) was key in helping the SHRM Foundation identify a company with an up and running, successful, military veteran hiring initiative. ESGR is a Department of Defense operational committee.

## Welcome New Members!

We are pleased to announce the following new members.  
Please introduce yourself to them at our next chapter meeting.

**Jason Lobberecht**  
**Wendy Davis**

**Cynthia Collier**  
**Nicole Brickman**

## 2014 Board of Directors

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