



Mark this date on your Calendar!

November 14, 2012
Mike Cook

December 12, 2012
Cheri Baker

January 9, 2012
TBD

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



West Sound Human Resource Management Association West Sound Happenings

November Luncheon

Who Do You Want to Be... as an HR Professional?*

Presented by: **Mike Cook**

So you are an HR manager. You and everyone on your staff have your PHR or SPHR, you all proudly display this abbreviation on your business card. I am your CEO, I never look at your business cards and I take your technical aptitude for granted. Here's what I want to know, why would I ever seek the counsel of you or your staff?

These days if your technical competency isn't a given you've got bigger problems than this program can help you with. The question to consider is this, "Who do you want to be as an HR professional?"

In this presentation you will examine the pathway to a fully engaging future for you and a bundle of value for your organization.

What this means is that you'll need to develop and implement a "Talent First" perspective. Here's where you'll need to be putting your attention...

- ◆ **What Does it Mean to Be Focused on Developing and Retaining the Best Employees?**
managing talent
improving leadership development
managing work-life balance.
- ◆ **How Much Attention are You Putting on Anticipating Change?**
managing demographics,
managing change
cultural transformation
- ◆ **How are You Enabling the Organization?**
is yours becoming a learning organization?
does HR actively facilitate the crucial dialogues?

*By the conclusion of this session you will have completed an assessment of yourself as an HR Professional and prioritized actions consistent with the asset you want to become for your organization.

Mike Cook: Program Designer, Consultant, Coach, Author, Speaker

A former Human Resource professional for Standard Oil of California, Mike now works primarily with senior leaders and teams to develop and implement cultural change processes which enhance overall organizational performance on very targeted issues. He enjoys working with diverse client teams at all levels to build alignment and enable change that is sustainable and strategic. Mike has 25 + years consulting/coaching experience working in a wide range of industries and working environments as a designer, facilitator, coach and project team lead on major cultural change initiatives. His experience includes initiatives in petroleum refining, telecommunications, financial services, healthcare and insurance systems.

Mike is a graduate of the Masters Program in Human Resources and Labor Relations at Michigan State University, he has authored the book *THRIVE: Standing on Your Own Two Feet in a Borderless World* and he currently publishes a weekly Blog *The Heart of Engagement*.

Sponsored By:



Featuring:

American Financial Solutions

This program has been approved for 1 (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.

Date: November 14th, 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
November 11, 2012**



WSHRMA President's Message

Do you know a Distinguished Member?

Each year WSHRMA awards one chapter member our Distinguished Member Award. This award is presented to an individual who has made a significant contribution to the HR profession, the community and/or to WSHRMA.

To be eligible for this award they must have been a member of SHRM for a minimum of five years and a member of WSHRMA for a minimum of three years. Examples of accomplishments that would qualify an individual for this award include such things as:

- Has served on the WSHRMA Board.
- Has served on the board or on a committee of Northwest Human Resource Management Association (NHRMA) or SHRM.
- They are recognized as a leader in the local HR community.
- They have developed and implemented cutting-edge HR strategies within their organization.
- They have shared their HR expertise as an active volunteer in the local community.
- They keep current on HR issues by regularly attending chapter meetings and professional development opportunities locally, regionally and nationally. Represents the HR profession with integrity and professionalism.

Please take a few minutes to review the criteria for this award and to nominate them. You can find this information at www.wshrma.org. All nominations must be received by November 16, 2012, and should be emailed to wshrma@artanderson.com. The winner will be announced at our December meeting on December 12th.

Marilyn Hoppen, SPHR
2012 WSHRMA President

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.

Congratulations to Cindy Juarez!

Cindy Juarez, our Foundation Director, was recently selected to receive a \$750 Certification Scholarship from the SHRM Foundation.

Each year the SHRM Foundation awards 80 certification scholarships of \$750 each of which 16 are awarded to SHRM members residing in the Pacific West Region which includes the states of Alaska, California, Hawaii, Idaho, Montana, Nevada, Oregon, Washington and Wyoming.

More than one hundred scholarships totaling over \$100,000 has been awarded to SHRM members in 2012 by the SHRM Foundation. These scholarships are designed to assist HR professionals in meeting their professional development goals.

2013 WSHRMA Board of Directors Nominees

We are pleased to present the slate of nominees for our 2013 WSHRMA Board of Directors. Election of our 2013 Board will take place at our November 14th monthly meeting.
We hope you can join us.

President

Rachel Taylor, PHR

Past President

Marilyn Hoppen, SPHR

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Legislative Director

Julie Tappero

SHRM Foundation Director

Cindy Juarez





December Luncheon

Slacker, Victims, and Drama Queens: Dealing with Difficult Personalities at Work



Presented by: **Cheri Baker**

When: Wednesday, December 12th

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: December 9, 2012

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

Do you find yourself frustrated when dealing with difficult personalities at work? Have you ever been unsure of how to respond when someone's communication style is built upon sarcasm and hostility? Whether your teammate is a difficult person or you are just annoyed with the person who sits across the hall, working with unpleasant people can turn a great job into a chore. But how can you keep yourself sane in the face of someone else's inappropriate behavior? How can you help someone see they are "out of line" in a way that gets them to listen?

What you'll learn:

How to recognize the common "difficult" personalities we encounter in the workplace.

- How to shift your perspective and become better at influencing others.
- How to assess options for dealing with difficult people.
- Step by step advice on how to respectfully challenge others.

Unorthodox tips and tricks for responding to slackers, troublemakers, and victims when "nice" isn't working

Meet Cheri Baker

How can employers develop strong and capable employees? The kind of team members who have a deep seated hunger for success and the skills to bring it about?

It's an important question, one that intrigued Cheri so much that she left a successful HR career to study the organizational psychology. She returned to the business community with a set of powerful practices that shift performance from ordinary to amazing.

Cheri recognizes that most organizations, despite the best intentions, struggle with creating high performance teams. Coaching programs are great, but often targeted towards those who needed the help the least. Training produces only temporary results, but takes a large investment of time and dollars. Many managers spend valuable time fighting fires, but lack the time or knowledge to eliminate the source of those fires. Meanwhile, turnover, low engagement, and wasted time are costing organizations millions. It is time for a new approach.

Speaker Information continued on page 5.

This program is currently being reviewed for HRCI credit.

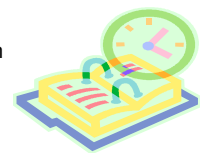
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Kitsap Adult Center for Education

REMINDER: For all WSHRMA events, "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.



Slacker, Victims, and Drama Queens: Dealing with Difficult Personalities at Work

Speaker Information Continued:

Leaders around the world turn to Cheri Baker for timely advice on leadership, employee performance, and organizational improvement. Her blog *The Enlightened Manager* has won numerous accolades, and boasts a global audience. Her client list crosses industries, and includes Microsoft, the Social Security Administration, Washington State Correctional Industries, Providence Medical Centers, Jet City Improv, and many others.

Known for her down to earth style and playful approach to organizational improvement, Cheri leverages the latest in neuroscience and social-psychological research to build development programs that are as cutting edge as they are effective and fun.

Before Emergence Consulting, who would have known that a **dysfunctional** team could become a **most admired** team after just nine hours of development time? Those are the breakthrough results that Cheri Baker is creating for her clients.

Cheri Baker holds a M.A. in Organizational Psychology from Antioch University Seattle and a B.A. in Business Administration from Washington State University. She is adjunct faculty in the undergraduate business program at Argosy University and is a certified Senior Professional in Human Resources.



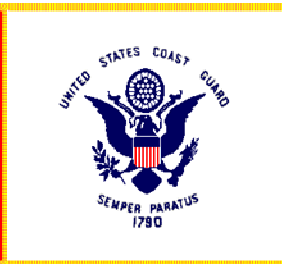
2012 WORKSOURCE KITSAP COUNTY VETERANS JOB FAIR

NOVEMBER 8, 2012

9:00am – 2:00pm

WORKSOURCE KITSAP COUNTY

1300 SYLVAN WAY NE BREMERTON, WASHINGTON 98310



WorkSource is an equal opportunity employer and provider of employment and training services. Auxiliary aids and services are available for individuals with disabilities. TTY – 1-800-833-6388

Attention Local Employers!

Worksource Kitsap will once again be hosting this year's Veterans Annual Job Fair on November 8th from 9am to 2pm. Although this event is targeted to the local Veterans, it is open to the public and will be held at WorkSource Kitsap at 1300 Sylvan Way NE Bremerton, WA 98310. This event is free to both job seekers and employers. If you are interested in attending or sponsoring a table, contact Todd Wagner at TWagner@ESD.WA.GOV or Call (360) 337-4752/(360) 337-4812 for more information.

Veterans Day November 12th

November might be a good time to showcase a new diversity initiative. Is your program stale? According to a recent article about diversity, here are three ways to breathe new life into diversity programs.

First, continuously audit your effort and find new ways to present information and new contexts in which to present that information to keep your program interesting.

Second, survey employees to determine quantitatively how well the program is being received. When surveying, always be sure to ask survey participants where they feel improvements can be made and, of equal importance, where the program fails. It always helps to remember the old axiom that "everyone wants praise; everyone needs criticism."

Third, broaden the appeal and heighten the awareness of participants by highlighting new initiatives. One group that comes to mind immediately as a candidate for creating new frontiers in diversity programs is veterans. One in every eight Americans (13 percent) has served sufficient time in the military to be considered a veteran. Yet, with the exception of affirmative action requirements that affect these veterans, most diversity programs ignore this large portion of the employee population.

Adding a new diversity effort to recognize veterans makes a great deal of sense and is quite easy. First, there are two holidays that recognize veterans' service to the country, Veterans Day and Memorial Day, which can serve as the point to initiate your recognition efforts. Second, there are numerous government and veterans organizations where a program administrator can find resources to help support such an initiative. For example, try the **National Committee for Employer Support of the Guard and Reserve** at www.esgr.mil.





Check out our website at www.wshrma.org

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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