



**Save The
Date**

**Mark this date on
your Calendar!**

October 1-3, 2012
**NHRMA Conference &
Tradeshow**

October 10, 2012
**The Annual Performance
Review: Obsolete! Time for
Something New!**

November 14, 2012
**Who Do You Want to Be...
As an HR Professional?**

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

October Newsletter

Come Join WSHRMA's Annual Fall Workshop

The Annual Performance Review: Obsolete! Time For Something New!

Presented by: Mark Berry Partner at Davis Wright Termaine

No more performance reviews! Human Resources professionals – and managers everywhere --- delight in the possibility. Is it time to discard formal performance reviews? What would replace them? Without reviews, how can the employer make its compensation or promotion decisions or ensure that all employees meet the performance standards?

Mark Berry, an employment law attorney at Davis Wright Tremaine, will provide insight into this emerging "hot topic." He will begin by examining the legal background for reviews and whether you may actually be better off in litigation if you do not have annual performance reviews. Together, we will explore the business considerations and opportunities. Employers throughout the Northwest are asking themselves these questions --- and deciding to end this age-old practice.

More importantly, Mark will lead us through an examination of life after the reviews are all done. He will outline the path to a new system called "Active Performance Management." Together, we will explore ways to train managers to give consistent feedback and how to have those most difficult conversations with employees. We will discuss documenting and preserving those conversations and how make your compensation and promotion decisions even without a standardized review.

We hope that you will join us for this engaging and thought-provoking session. Aside from the freedom from the burden of reviews, you will gain a roadmap to improved management. Many other Human Resources professionals throughout the West Coast have already been inspired to make this change.

This program has been approved for 3.5 (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>>.

Speaker information continued on Page 2.

Date: October 10th, 2012

Time: 8:30 a.m. to 12:00 p.m.

Registration begins @ 8:15 a.m.

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

Price: WSHRMA members \$75
non-members \$90

To register email: wshrma@artanderson.com

**Last Day to Register
October 5, 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



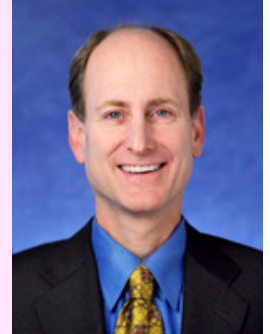
Job Bank

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.

**October
WSHRMA's Annual Fall Workshop
Continued...**

**The Annual Performance Review: Obsolete! Time for
Something New!**

As an employment lawyer for over 25 years, **Mark Berry** advises employers on all aspects of the employment relationship, including employment agreements, policies and challenging workplace situations. His advice is widely sought for the most complex problems, including those involving performance difficulties, disabilities or substance abuse. Employers regularly retain him --- and his engaging, interactive style ---- to conduct training for managers and employees regarding respectful workplaces, diversity in the workplace, hiring and performance management. Mark also successfully represents employers in litigation and administrative matters.



**Enhance Your Professional Skills
Volunteer for the 2012 WSHRMA
Board**

Volunteering for the WSHRMA Board is a great way to showcase your talents, network and most of all play an important role in the success of this chapter.

If you would like to join the Board for 2013 please send an email no later than Monday, October 8th to Rachael Taylor at rtaylor@kitsapsun.com with the following information: name, phone number, email address and the position or positions that you are interested in filling. The positions that are currently available for 2013 are:

Secretary
Conference Director
Programs Director

WSHRMA President's Message

Volunteer Today and Make a Difference

WSHRMA is in the process of recruiting candidates for our 2013 Board of Directors and is looking for enthusiastic members to volunteer. Volunteering is a great way to give back to the HR profession and make a real difference.

Being a volunteer leader is both a rewarding and enriching experience on both a personal a professional level. As a longtime SHRM member and past SHRM staff member, I have been an active volunteer leader throughout my professional career. I first became involved with SHRM as a member of SHRM as a member of Seattle SHRM. In 1990 I founded the South King County Chapter. Since that time I have served on the NHRMA board for four years and was president of NHRMA in 2009.

Some of the benefits of becoming a WSHRMA Board member include:

- The chance to make an impact and assist in the development of the WSHRMA chapter.
- An opportunity to be recognized as a leader in the field of human resources.
- The valuable opportunity to network with peers and colleagues within the HR profession and/or within the local business community.
- Hours spent as a volunteer leader can be counted toward re-certification hours for HRCI.

If you are interested in volunteering for the WSHRMA 2013 Board and would like to learn some more about the various leadership positions available, please contact President-Elect, Rachael Taylor. She can be reached at rtaylor@kitsapsun.com or at (360) 792-3336.

Marilyn Hoppen, SPHR
2012 WSHRMA President



Veteran Employment Readiness Workshop

Olympic College Bremerton Campus
Veterans Service Office (VSO)
Engineering BLDG RM 100
open to Veterans and Dependents

October 4, 2012
2 P.M. - 5 P.M.

Agenda

2 P.M. to 3 P.M.

- Learn about Veteran's resources at WorkSource and Olympic College
- Create a powerful resume & cover letter
- Learn how to apply for a job through the Federal Application Process
- Find out what employers are looking for
- Take advantage of your Vet Corp resources **3 P.M. to 5 P.M.**
- One-on-one assistance with resumes, cover letters and interviewing

Bring your resume. If you have not developed one, bring a list of your work experience and HR professionals will be on site to help you get started.



Parking: Place this in your window if you park in OC Student Parking the day of the event.

And the WSHRMA Member Survey Winner is...

ANITA MAUGER!

Anita's name was drawn for the \$25 Starbucks gift card. Thank you to everyone who participated in the WSHRMA Member Survey. We had nearly 60 participants and here is a summary of the findings:

Time of day for the meeting:

Lunch time came in first, but morning was only 3 votes behind.

Location:

The majority of the comments were in favor of keeping it at the Silverdale Beach Hotel.

Other locations suggested included Sons of Norway in Poulsbo, Kitsap Conference Center, Hales Alehouse, Monica's Waterfront Bakery & Café, Yacht Club Broiler, Cloverleaf Tavern, Mary Mac's at McCormick Woods, and the Kitsap Library in Poulsbo.

Pay \$5 more for another location 50.1% yes and 49.9% no

Topics that interest members, in order of most commented:

Employment Law

Anything for Strategic Credits

Employee Development/Coaching

Benefits and Employee Relations (tied for 4th)

Health Care Reform, Compensation, Legislation, FMLA (all tied for 5th)

Other topics mentioned included NLRB/represented labor trends, organizational development, employee engagement & motivation, managing and retaining employees, retaliation, diversity, affirmative action programs, equal employment opportunity, federal HR topics, performance reviews, work/life balance, onboarding/training, recruitment, FLSA, payroll, retirement, and veterans.

What's prevented you from attending meetings recently?

Work responsibilities

Distance of meeting and topic not of interest (tied for 2nd place)

Budgets cuts at work and time of day (tied for 3rd place)

Is the monthly newsletter helpful?

Yes

Haven't received it

Ok and suggestions on improving appearance (tied for 3rd place)

The WSHRMA Board appreciates all of your feedback and we plan to incorporate many of your suggestions into our future meetings. Thank you again for your participation!





November Luncheon

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

Presented by: Mike Cook



When: Wednesday, November 14th

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: November 11, 2012

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

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](#).

This program is currently being reviewed for HRCI credit.

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.





Check out our website at www.wshrma.org

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WSHRMA's Chapter #: 0229

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



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