



Mark this date on your Calendar!

September 12, 2012
Dan Weedin

October 1-3, 2012
NHRMA Conference & Tradeshow

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

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

September Newsletter
Come Join WSHRMA for our Annual Breakfast Meeting

Crisis Leadership
Presented by: Dan Weedin

The ability to quickly and efficiently manage, respond, and communicate during a crisis is critical to business continuation and opportunity. Recent examples of the Penn State debacle and the Aurora, Colorado, tragedy are events that Dan's recently written for or been interviewed on by national publications related to crisis leadership. These will be discussed as case studies during the presentation.

Key educational points will include:

- Strategy to avoid and mitigate crisis.
- Communication keys for leaders to deal with employees, supply chain, media and the community.
- How to view crisis as an opportunity by being prepared to thrive.

Speaker Information:

Dan Weeding founded Toro Consulting, Inc. in August of 2005. He is a fee-based insurance and risk management consultant helping business owners and organizations accelerate the risk management decision-making process and improve the quality of those decisions. He helps clients to develop strategy to effectively respond to crisis to maximize growth and enhance reputation. You could say his business is insuring your success!

Dan earned his Certified Insurance Counselor (CIC) designation in 1996 and his Certified Risk Manager (CRM) designation in 2011. He is licensed as an agent and broker in the State of Washington. He has published numerous articles, op-ed columns, and executive briefs and has been quoted in several publications including the American Express OPEN Forum, Insurance Journal, Best Review, The Street Independent Agent Magazine, and the Society for Human Resource Management.

Dan is an accredited "Master Mentor" in the Alan Weiss global consulting community. He is one of less than 40 consultants in the world to hold this accreditation and training. He coaches and mentors risk managers for corporations and business to help them boost their profit margin and strengthen their protection. Dan is a 1987 graduate of the University of Washington where he received his Bachelor of Arts degree in history.

This program is currently being reviewed for HRCI Credit.

August Luncheon Sponsor: West Sound Workforce

Featuring: Red Cross



Last Day to Register
September 9, 2012

Date: September 12th, 2012
Time: 8:00 a.m. to 9:30 a.m.
 Registration begins @ 7:45 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



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.

WSHRMA President's Message

It's Not Too Late to Cast Your Vote in the 2013 SHRM Board of Director Election

On Friday, August 10th, you were sent a ballot from Election Service Corp to allow you to cast your vote in the 2013 SHRM Board of Directors Election.

This is a very important election and all SHRM members are encouraged to vote. The future governance of SHRM is at stake in this election and your vote will make a difference more than any other year in the history of SHRM. You have the ability to vote for SHRM's 2013 Board nominated candidates or you can vote for a group of write-in candidates being sponsored by the SHRM Members for Transparency (SMFT).

Unlike other not-for-profit member associations, SHRM currently is compensating themselves between \$20,000 and \$35,000 per year for attending four board meetings. It is extremely rare for a nonprofit boards to be compensated and SMFT members believe that it is unacceptable that the SHRM Board proposes and approves its own compensation. They also feel it is wrong that the SHRM Board granted themselves a PERK that is unheard of in the nonprofit community – the ability to fly Premium Class on domestic flights, regardless of cost. Additionally, only 38% of its members are HRCI certified and only 60% of those serving on the Board are HR professionals.

SMFT members have tried for the past several years to encourage the SHRM Board to change their policies and procedures in order to be more consistent with good leadership practices and nonprofit guidelines without success. They now feel that meaningful change can only occur by electing SHRM members to the Board who will work to change these practices.

For information about SMFT issues and concerns, the write-in candidates they are sponsoring and the voting process, check out the SMFT web site at www.shrmembersfortransparency.com. You will find detailed information about how to write-in a SMFT candidate on your ballot. It is important for you to know that all the SMFT candidates have agreed to serve without compensation and will not fly Premium Class to attend SHRM Board meetings.

If you did not receive a ballot from Election Services Corp, you may contact them at shrmhelp@electionservicescorp.com or call them at 1-866-720-4357. Be sure to have your SHRM member number when you contact them.

PLEASE VOTE. You have until 12 noon ET on September 9th to cast your ballot.
YOUR VOTE WILL MAKE A DIFFERENCE.

Marilyn Hoppen, SPHR
2012 WSHRMA President



October WSHRMA's Annual Fall Conference



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

Presented by: **Mark Berry**

When: Wednesday, October 10th

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

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

Registration Begins at: 7:45 a.m.

Register By: October 7, 2012

Cost: WSHRMA Members \$75 / Non-members \$90 / Group rate may be available.

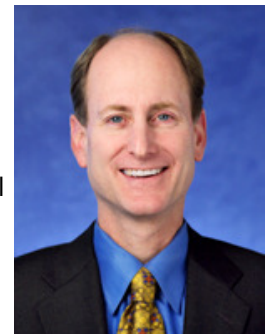
No more performance reviews! Human Resources professionals – and managers everywhere --- delight in the possibility. Is it time to discard formal performance reviews? What would replace them? Without reviews, how can the employer make its compensation or promotion decisions or ensure that all employees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

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.



This meeting 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.





NHRMA
HR DEVELOPMENT FOR THE NORTHWEST

When

- Tuesday, October 16, 2012 - Thursday, October 18, 2012
- 7:30 AM - 4:30 PM

Where

Doubletree Guest Suites Southcenter16500
Southcenter Pkwy. Seattle,
Washington 98188206-575-8220

Human Resource Foundations WA October 2012

The NHRMA seminar, "Human Resource Foundations," in its 38th year of presentation, is designed to provide practical knowledge of the functions of the HR department. Key areas of the HRM function will be presented and discussed by highly qualified professionals with records of proven success in their fields. Seminar participants newly assigned to the HRM function will gain insight and a practical understanding about the complex field of HR management and administration. Experienced HRM professionals will find challenging opportunities to update their knowledge of the profession. Workshop sessions are structured to provide maximum participation and interaction between instructors and participants. Instructors share their knowledge and experience in thought provoking discussions, exercises and problem solving situations. The material presented in this seminar has application in business, industry, government, labor and education organizations. The seminar faculty have been carefully selected for their knowledge, practical experience, platform skills and their ability to contribute to your professional growth and development.

This highly informative seminar provides insight into the complex field of human resource management. The seminar is designed for the human resource practitioner. The seminar is also applicable to managers, supervisors, administrators and staff from business, industry, government, labor and education with or without previous human resource experience who need to know more about the professional management of human resources.

Who Should Attend:

- HRM generalists newly assigned to the field.
- Specialists who seek to broaden their knowledge of the HRM function.
- Experienced practitioners desiring to update their professional HRM knowledge.
- Managers who perceive the need to become more knowledgeable about the HRM function.
- Certified HRM professionals desiring to maintain their professional competence and certification on a timely basis. Only one HR Foundations will count per calendar year for HRCI preapproved credits.

Registration fees include tuition, breaks, lunch, refreshments, parking, and seminar material. Breakfast WILL NOT be provided. The non-member registration fee also includes membership in SHRM for one year following date of acceptance.

Registrations will be accepted on a first-come first-served basis. Register online at www.nhrma.org.

Legislative Update

By: Kim Huyber

SEC Announces First Whistle-Blower Payout

The Securities and Exchange Commission (SEC) announced on Aug. 21, 2012, its first payout from a reward program for whistle-blowers.

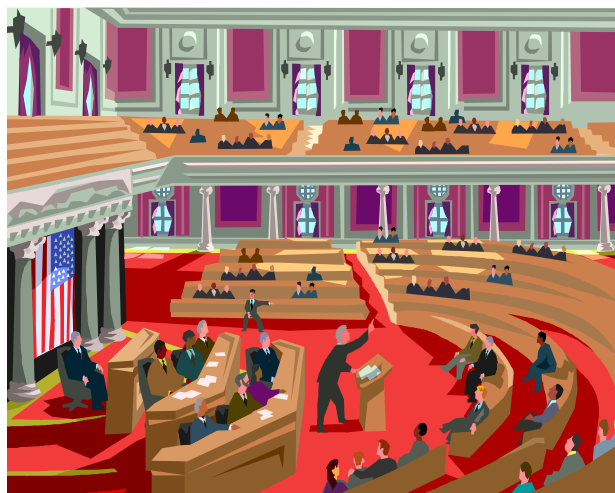
Authorized by the 2010 Dodd-Frank Act, the program has been criticized for not requiring whistle-blowers to first use a company's internal compliance program. However, in its description of regulations implementing the Dodd-Frank Act, the SEC stated that "an internal reporting requirement would appear inconsistent with the provisions of Section 21F [of the Securities Exchange Act, as added by the Dodd-Frank Act] that are designed to protect the identity of a whistle-blower."

The first payout will be nearly \$50,000 to a whistle-blower, who does not wish to be identified but helped the SEC stop a multimillion-dollar fraud. The award represents 30 percent of the amount collected in an SEC enforcement action against the perpetrators of the scheme, the maximum percentage payout allowed by the law.

The whistle-blower's assistance led to a court ordering more than \$1 million in sanctions, of which approximately \$150,000 has been collected so far. Any increase in the sanctions ordered and collected will increase payments to the whistle-blower, the SEC stated.

The agency did not disclose what specific fraud was perpetrated or what company was involved and an SEC spokesperson declined to elaborate. Section 21F states that, "the commission and any officer or employee of the commission shall not disclose any information, including information provided by a whistle-blower to the commission, which could reasonably be expected to reveal the identity of a whistle-blower," except in limited circumstances.

Some employers that are not in the financial sector are dismissive of news about bounty awards for securities violations, but the Department of Labor is seeking to strengthen whistle-blower protections in all industries.





West Sound Human Resource
Management Association
PO Box 1285
Bremerton, WA 98337
WSHRMA's Chapter #: 0229

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

Check out our
website at
www.wshrma.org



2012 WSHRMA Board of Directors

President

Marilyn Hoppen, SPHR
360.876.7892
mhoppen@kitsapbank.com

Past President/Foundation

Julie Tappero
253.853.3633
julie@westsoundworkforce.com

President Elect

Rachael Taylor
360-792-3336
rtaylor@kitsapsun.com

Membership Director

Kyrsten Wooster, PHR
360.782.3648
kwooster@thedoctorsclinic.com

Conference Director

Stacey Scalf
360.437.8343
sscalf@portludlowassociates.com

Programs Director

Cindy Countryman, SPHR
360.876.7895
ccountryman@kitsapbank.com

Secretary

Joy Page, SPHR
360.464.2119
joy.page@boxlight.com

Treasurer

Deanne Hull, PHR
360.479.5600
dhull@artanderson.com

Certification Chair

Margaret Henning Farber, SPHR
360.330.3629
mhfarber@usa.net

Publications Director

Susannah Couch, PHR
208-522-3647
WSHRMA@gmail.com

Legislative Director

Kim Huyber, SPHR
360.662.2123
khuyber@kitsap.mil

Diversity Director

Shelli Schultz, SPHR
360-282-5492
sschultz@myfinancialgoals.org

Workforce Readiness

Rita Birang, SPHR
360.396.1879
rita.birang@navy.mil

SHRM Foundation

Cindy Juarez
360.315.8323
cindy.juarez@navy.mil

