



The Source



April 2008

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Upcoming Events:

April 17—BHRA Annual Seminar Pontiac Center

May 13— CEO & HR Expert Panel "Strategic Planning" Beloit Country Club

Southern Wisconsin - Northern Illinois
SHRM Chapter 71

Letter From the President:

Dear BHRA Members,

April is here and we have 2 fantastic programs to offer as we work our way into spring. First, join us at our April 8th breakfast meeting which covers the retention and liability issues of electronic documentation. The evolving use of the internet and e-mail as a means of communication has indeed had a profound impact on our work world. Bob Gregg's presentation The Use and Abuse of Computers in the Workplace (or Rediscovering the Lost Art of Verbal Conversation and Decreasing Your Legal Liability) is sure to open your eyes to some of the specific points that you should be aware of as you develop policies and confront issues relating to computers at work.

On April 17 we offer you a full day learning event at our Annual Seminar. Our agenda covers topics that you will find pertinent to both HR and management staff, so please share the registration form on page 7 with your managers. After the seminar, please plan to join us at Damon's for drinks, snacks and some great networking! We're looking forward to seeing you there.

And, last but certainly not least this year, our final meeting will be held at the Beloit Country Club on the evening of May 13. Our meeting will be a panel format of CEOs and HR professionals chosen because their companies partner with HR in their strategic planning process. Watch for more on this event!

My closing comment is to ask you once again to consider the benefits of volunteering for a BHRA board position. On page 4 you will find more information on the rewards and responsibilities of being a board volunteer. In addition to the normal, rotational board turnover, changes in the jobs and responsibilities of others have left us with several positions to fill. I know that it's easy to think, "maybe next year" or "I don't have time for that kind of commitment." Of course, any volunteer position requires some time commitment, and in reality most board positions require only a few hours of time each month including meetings. Speaking from experience, I can tell you the rewards are plentiful and do not end with the benefits listed on the brochure. As a board member, you will also have the opportunity to be a leader, enhance your professional skills, and advance the recognition of the HR profession. If you are interested in volunteering, please call me at 363-2631 or e-mail me at rheadl@beloit.edu.

Warm regards,

Lori Rhead, SPHR
President

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www.bhraonline.org



Upcoming Meeting Information

2007/2008 BHRA Board Members:

President & Community Relations Co-Director,
Lori Rhead, SPHR:
(608) 363-2630
rheadl@beloit.edu

Vice-President & Professional Development Director/
Certification,
Melissa Benson, PHR
(608) 373-2389
Melissa.benson@bourns.com

Past President, & Website Co-Director, Jennifer Griffith, SPHR
jennifer.griffith@danisco.com

Secretary & Newsletter,
Nicole Larson, PHR:
(608) 754-2710 Ext. 1279
nlarson@freedomplastics.com

Treasurer
Elaine Schultz, PHR:
(608) 755-4297
elaine.schultz@micorp.com

Membership
Bernice York, SPHR:
(608) 368-5623
Bernice.York@abcsupply.com

Member Relations Director,
Rhonda Bachman:
(608) 314-8408
rhonda@assuredstaffing.net

Mark Your Calendars!

Join us for the May dinner meeting!

WHEN: Tuesday, May 13th, 5:00pm Sign-in, Dinner at 5:30pm;
Presentation to follow.

WHERE: Beloit Country Club, 2327 Riverside Dr., Beloit, WI

TOPIC: HR—CEO Panel

PROGRAM OVERVIEW:

Last year BHRA held a panel program highlighting some of the important career aspects of senior level human resource professionals. Since feedback on this program was so positive, we thought that this year we would expand the program by highlighting senior level Human Resource professionals and their chief officers or business owners. The panel discussion will center on roles and relationships of HR managers as a member of the strategic or leadership management team in an organization.



If your organization would like to sponsor one of our meetings,
please contact Lori Rhead, SPHR, rheadl@beloit.edu

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Board Members cont.

Legislative Co-Director
Troy Thompson:
(608) 283-6746
tthompson@axley.com

Diversity Director
John Emmart, D. Minn, CEAD,
SAP:
(608) 756-6803
jemmart@mhsjvl.org

Workforce Readiness & Wage
Survey Co-Director
Stacey Riechers:
(608) 295-1881
Stacey.riechers@expresspersonnel.com

Workforce Readiness Co-Director
Marsha Bingham:
(608) 361-4500
marsha.bingham@staples.com

Dinner & Reservations Director
Pati Shea:
(608) 752-4830
patishea@grande.com

Seminar & Special Events
Director
Christine Moss, PHR:
(608) 756-6518
cmoss@mhsjvl.org

Your Foundation @ Work ~ Research on Human Capital Challenges

In 2007, the SHRM Foundation released a study that concluded that the most critical challenge facing America's chief executives and their organizations is finding and retaining the best talent, particularly in top leadership positions. The research consisted of three parts: a comprehensive literature review, phone interviews with a select group of C-Suite executives, and a detailed online survey. The research concluded that the five most significant future challenges facing companies (regardless of size, location, or industry) were: 1) succession planning; 2) recruiting and selecting talented employees; 3) engaging and retaining talented employees; 4) providing leaders with skills to be successful; and 5) rising health care costs. The final report is available online <http://www.shrm.org/foundation/07chro.pdf>. The results of this study are being used by the SHRM Foundation to design tools and resources to help organizations address many of the identified challenges.





HAVE YOU CONSIDERED...

A POSITION ON THE BHRA BOARD OF DIRECTORS?

Why Join the Board of Directors?

The BHRA Board of Directors develops the vision and sets the direction for the chapter, including programming, special projects, website, and other value-added services. The mission of BHRA, as an affiliated SHRM chapter, is to Serve the Professional and to Advance the Profession, and to provide opportunities to focus on HR management issues of importance to our members.

Joining the Board of Directors gives you a chance to work with other professionals that are also passionate about their HR careers to ensure that BHRA is being proactive in Advancing the Profession. Through your participation on the Board of Directors, you have an opportunity to give back to the profession. You will be recognized by your peers and others in the community as a leader in the field of human resources.

Other Benefits of being a Board Member:

- Hours spent as a volunteer leader can be counted toward re-certification hours for HRCI.
- The opportunity to apply for an SHRM Foundation Scholarship. Each Region will award up to \$2,500 to individuals who apply for a scholarship for either an academic (university education, classes, tuition, etc.) scholarship, or for a certification scholarship.

- Complimentary membership dues, registration and meals at monthly membership meetings.
- Reimbursement of 50% of your national SHRM membership.
- Eligibility to take the certification exam under the Pay-if-You-Pass policy for a fee of \$120, if in one of the following chapter volunteer leadership roles: Chapter Presidents, Chapter President-Elects, Chapter Certification Chair/Director, Faculty Advisors to Student Chapters. (Must also be a current SHRM member.)
- The chance to attend National SHRM's Leadership Conference in November, Wisconsin SHRM's Leadership Conference in August, the National Legislative Conference in March, and other leadership development and learning activities.

*"Volunteering on the board gives me the satisfaction of supporting an organization that is important to the local human resource profession- the networks, the sharing of ideas, the understanding from others on issues we all face- priceless."
~Bernice York, Membership Director*

What are the Expectations?

Be an active Board member

This includes attending chapter meetings and board meetings.

It also includes being prepared for Board meetings, asking critical questions, and helping the Board come to agreement in making decisions that affect chapter membership. Active participation in board discussion and decisions is the most important contribution that a board member can make.

The Board of Directors meets each month except December and July. Meetings are typically held on the third Friday morning of each month and last 1 1/2 hours. Planning meetings are held in June and August to develop strategic plans for the year, transition board responsibilities, and plan meeting programs.

Functional Area Responsibilities

All Board Members have responsibility for a functional area. Board terms are three years, and functional area responsibilities may change during that time. Board Job Descriptions, including specific time commitments, can be found on the BHRA Website. Functional areas may include College Relations, Communications, Dinner & Reservations (Meeting Arrangements), Diversity, Legislative, Membership Recruitment, Membership Engagement, Professional Development/Certification, Workforce Readiness, and Website. Officer positions include President, President-Elect, Vice President, Secretary, and Treasurer.

BHRA Programming Schedule 2008

DATE	SPEAKER	TOPIC	TIME	PLACE	CITY
February 15, 2008		Legislative Break-fast	7:30am	Pontiac Convention Center	Janesville
March 11, 2008	Martha Ramirez	"10 HR Challenges That Should Keep you Up at Night"	11:30am	Blackhawk Technical College	Janesville
April 8, 2008	Bob Gregg	Rediscovering the Lost Art of Verbal Conversation & Decreasing your Legal Liability	7:30am	Milwaukee Grill	Janesville
April 17, 2008	2008 BHRA Seminar		8:00 am to 3:30 pm	Pontiac Convention Center	Janesville
May 13, 2008		CEO Panel Discussion	5:00pm	Beloit Country Club	Beloit



2008 BHRA Annual Seminar—Save the Date!!

Mark your calendars for our 2008 Annual Seminar

2008 Blackhawk Human Resource Association Seminar

Date: Thursday, April 17, 2008

8:00 a.m. Registration

Location: Pontiac Convention Center in Janesville

***Eligible for up to 5.5 HRCI Certification Credits*



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2008 Blackhawk Human Resource Seminar

Thursday, April 17, 2008, 8:00am-3:30pm

Taking Performance to the Next Level

Tony Smith, Principal Consultant
Predictive Solutions, Inc.
www.piworldwide.com

Keynote Morning Workshop: 8:30am-9:30am

Tony Smith will start our day by providing very specific insights into the secret to engaging and motivating employees. His morning session will be continued in more detail in morning breakout workshop B.

Disciplining and Discharging Employees

Attorneys Troy Thompson, Saul Glazer and Tim Edwards
Axley Brynelson
www.axley.com

Morning Breakout Workshop A: 9:30am-12:00pm

This workshop will begin with a discussion of the top issues all employers need to know before disciplining and discharging employees. Then the workshop will be turned over to the attorneys present as an expert panel with an opportunity for more in-depth questions and answers.

Eliminating the Guesswork from the Hiring Process

Tony Smith, Principal Consultant
Predictive Solutions, Inc.
www.piworldwide.com

Morning Breakout Workshop B: 9:30am-12:00pm

Learn how to:

- Define job requirements
- Attract the best candidates
- Predict workplace behavior

Workplace Communication

Rob Bell, President
FOCUS Consulting
www.bellfocus.com

Keynote Lunch Presentation: 12:15pm-1:15pm

Gain a real understanding of your co-workers, customers and everyone in between with Rob's easy approach to improved internal and external communication. Learn about the little things that make a big difference such as the importance of body language and effective listening skills.

Beyond the Job Boards— New & Emerging Media Technologies

Jennifer Lange, Account Mgr and
Christopher Stone, Director
Shaker Recruitment Advertising &
Communications (SRAC)
www.shaker.com

Afternoon Breakout Workshop A: 1:30pm-3:30pm

Advertising in local newspapers are down, and even the major career boards are starting to see a decline in the number of postings. So, where are recruiters turning to find and source qualified candidates? The answer all comes down to targeting the right audience. New media tools and advertising options enable recruiters to get their message closer than ever in front of the right candidates. Learn how you can utilize the newest recruitment tools to maximize your recruiting efforts. This workshop will cover the following topics:

- Social networking
- Search engine marketing
- Behavioral targeting
- Sourcing passive candidates
- Text messaging

Managing Diversity & Embracing Difference

Mamoon Syed, Director
Mercy Health System
www.mercyhealthsystem.org

Afternoon Breakout Workshop B: 1:30pm-3:30pm

This workshop will help you understand differences in others and the richness of a diverse team. Learn how to manage conflicts created by personality differences and your role in creating and nurturing a diverse work environment to help your company reach its strategic goals.



JOIN US IMMEDIATELY AFTER THE SEMINAR FOR A RECEPTION AT
DAMON'S GRILL 3111 WELLINGTON PLACE, JANESVILLE, WI 53546

2008 BHRA Seminar Registration Form

Thursday, April 17th, 8:00am-3:30pm

All Day Seminar-	\$70.00	8:00am-3:30pm
Morning Workshops Only-	\$40.00	8:30am-1:15pm (lunch included)
Afternoon Workshops Only-	\$40.00	12:15pm-3:30pm (lunch included)

Register online on the BHRA website and pay at the seminar or send the registration form with check or credit card information to:

Christine Moss, c/o Mercy Health System, 1000 Mineral Point Ave, P.O. Box 5003, Janesville, WI 53547-5003. Any additional questions contact Christine @ 608/756-6518 or cmoss@mhsjvl.org.

Registrations should be made by Tuesday, April 15, 2008.

Name and Company _____

Sign up for:

- | | Time | Price |
|--|----------------|---------|
| <input type="checkbox"/> All Day Seminar Circle One
Morning breakout session: A or B Afternoon breakout session: A or B | 8:00am-3:30pm | \$70.00 |
| <input type="checkbox"/> Morning Workshops Only
Breakout session A | 8:00am-1:15pm | \$40.00 |
| <input type="checkbox"/> Morning Workshops Only
Breakout session B | 8:00am-1:15pm | \$40.00 |
| <input type="checkbox"/> Afternoon Workshops Only
Breakout session A | 12:15pm-3:30pm | \$40.00 |
| <input type="checkbox"/> Afternoon Workshops Only
Breakout session B | 12:15pm-3:30pm | \$40.00 |
| <input type="checkbox"/> After the Seminar Reception
Damon's Grill—cash bar | 3:30pm-?? | |

Total: _____

Method of Payment

- Check
- Pay at the seminar
- Visa
- MasterCard
- American Express

Name _____

Billing Address _____

Phone _____

Credit Card # _____

Exp. date _____

Signature _____

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Not attending? We appreciate your feedback, let us know!
RSVP either way by contacting Christine Moss—cmoss@mhsjvl.org



2008 Blackhawk Human Resource Seminar Sponsorship Opportunities

Premier Sponsorship: \$1,000

Opportunity to address attendees at Keynote luncheon (3-5 minutes)

Includes:

- 2 tickets to the Keynote luncheon
- Display marketing information
- Logo on brochure

Keynote Morning Presentation Sponsor: \$500

Introduce Morning Keynote Speaker

Includes:

- 2 tickets to the Keynote luncheon
- Display marketing information
- Logo on brochure

Keynote Lunch Presentation Sponsor: \$500

Introduce Lunch Keynote Speaker

Includes:

- 2 tickets to the Keynote luncheon
- Display marketing information
- Logo on brochure

Breakout Sponsorship Opportunities: \$250 (4 available)

Introduce Breakout Speaker

Includes:

- 1 ticket to the Keynote luncheon
- Display marketing information
- Logo on brochure

Partner Opportunity: \$75

Includes:

- 1 ticket to the Keynote luncheon
- Display marketing information



**SPONSORSHIP CONTACT: CHRISTINE MOSS, MERCY HEALTH SYSTEM
(608) 756-6518 CMOSS@MHSJVL.ORG**

BHRA Scholarships Awarded!

This year, BHRA awarded two \$500 scholarships. These scholarships were available to the children of BHRA member company employees or students attending the University of Wisconsin-Whitewater, a BHRA sponsored chapter. The students must be juniors or seniors majoring in Human Resources or a related field.

Andrea Schmidt—\$500 Scholarship

The first recipient, in no particular order, is Andrea Schmidt. Andrea is currently pursuing an undergraduate degree in Human Resource Management from UW-Whitewater, planning to graduate in May, 2008. She has held HR internships with both the Medical College of Wisconsin and Opportunities, Inc. in Fort Atkinson. Following graduation, Andrea plans to work as an HR Generalist in the Health Care Field. Eventually, she would like to move out of state and become the HR Manager of a large organization. Congratulations, Andrea!

Katie VanBeek—\$500 Scholarship

The second recipient is Katie VanBeek. Katie is currently pursuing an undergraduate degree in Human Resource Management from UW-Whitewater, planning to graduate in May, 2008. She has held HR internships with both Freedom Plastics, Inc. in Janesville and the Primex Family of Companies in Lake Geneva. Following graduation, Katie aspires to pass the PHR exam and fill an HR Generalist role with a growing company. Eventually, she would like to become a Human Resource Manager. Congratulations to Katie!

Both recipients will be honored at our April Breakfast meeting.



Congratulations!

WIRED Initiative

Southwest Workforce Development Board/South Central Workforce Board

In July 2007, the Southwest Wisconsin Workforce Development Board along with the South Central Workforce Board received a \$5 million, 3 year grant to serve a 12-county region under the Workforce Innovations in Regional Economic Development (WIRED) Initiative funded by the U.S. Department of Labor.

The WIRED Initiative is designed to support the development of a regional, integrated approach to workforce and economic development and education. This regional concept promotes partnerships among key community players. It goes beyond traditional strategies for worker preparation by bringing together state, local and federal entities; academic institutions (including K-12, community colleges adult education centers and universities); investment groups; foundations; and business and industry to address the challenges associated with building a globally competitive and prepared workforce.

WIRED principles present a basic process for transforming regional economies. This process includes six steps:

- Identify the Regional Economy - Ignore political boundaries and identify surrounding areas that share the same economic structure. Form one regional economy around the assets of several contiguous communities
- Form Core Leadership Group - Form a senior executive team responsible for implementing growth strategies and guiding the transformation effort.
- SWOT Analysis - Conduct a comprehensive analysis of the Strengths, Weaknesses, Opportunities, and Threats in a region that feeds directly into strategy development.
- Create a Shared Regional Identity and Vision for the Regional Economy - Develop a regional identity and vision for regional economic growth.
- Devise Strategies - Create "SMART" strategies (Specific, Measurable, Achievable, Realistic, and with a timeline).
- Leverage Resources and Implement - Leverage regional resources from private, non-profit, and government sources to implement a transformational strategy.

The Key Outcomes of the WIRED Initiative include:

- Develop modular/career pathway based industry-driven training to support high-growth and emerging sectors of Advanced manufacturing, Skilled Trades, Utilities, Health Care, Biotechnology and Agriculture
- Development of Skills Centers that focus on applied basic skills and foundational industry skills.
- Expanded English language curriculum that features industry-relevant skills and language.
- Expanded access to industry-based internships and youth and adult apprenticeship.
- Expanded distance-learning opportunities that allow more people access to educational resources.
- Expand technical facilities/ training tools through shared technology- based facilities for Health Care and Advanced Manufacturing including: Medical SIM Labs, robotics training centers, and mobile advanced manufacturing trainers.
- Creation of visual road maps for careers within industries mapping the training and skills required to climb a career ladder.

The Southwest Wisconsin Workforce Development Board, in partnership with the Blackhawk Human Resources Association, will be hosting a breakfast for employers on May 21 at 8:00 a.m. at the Rock County Job Center. The purpose of the breakfast is to explain the WIRED initiative, review progress on industry sector work and explain the planned outcomes of the initiative. For more information about the WIRED initiative, contact Shannon Moe at (608) 741-3567.



Workforce Readiness: Parkview High School Career Workshop Day April 8, 2008

A small group of employers from the Rock County area have partnered with Parkview High School in Orfordville, WI to help bring workforce readiness awareness to high school students. The purpose of this committee is to help organize workshops and career fairs so that students understand the important skills they need to possess in order to transition from high school to the workforce.

On Tuesday, April 8th Parkview will be hosting their first Career Workshop Day for juniors and seniors. With the help of area HR Professional volunteers, we put together three seminars for students which include: Resume and Application Writing, Interviewing Skills, and Soft Skills.

The Parkview Workforce Readiness Committee is looking forward to seeing the results of this event. The goal of the committee is to begin working on planning for a Career Fair at Orfordville High School in the Fall. If you are interested in joining this committee, please contact Nicole Larson at nicolelarson@freedomplastics.com. The committee meets the second Wednesday of every month from 3:20pm to 4:30pm.

I want to extend a special thank you to the HR Professional volunteers who will be presenting these workshops. They are in no particular order:

Louise Mueller, Freedom Plastics
Dee Nyre, Prent Corporation
John Becker, Rock County
Andy Capone, ABC Supply
Allan Kaminski, Spadoni & Associates
Mike Muthig, Rock County Job Center
Shannon Moe, Rock County Job Center

Online Recertification is Easy

For those of you that do not know, HRCI provides an online recertification file that allows you to track your recertification events as they are earned. Simply record your professional development credits as they are achieved. When you've accumulated 60 hours of credits, complete the payment information and submit your application online. It is advised you keep your supporting documentation on file for about six months after your certification expiration date in the event your application is audited. It is very simple!

You should have received a letter from HRCI with a unique HRCI ID number and password to take advantage of online recertification. If you did not receive this mailing or have misplaced this letter, simply to go www.hrci.org and click on "My Recert File." There is a place to click if you don't know your logon information. Simply follow the instructions and you can get set up.

If you have questions about the process, please contact HRCI at hrci@hrci.org, or contact Melissa Benson.



Remember to Recertify!

Recertification demonstrates your continued dedication to stay up to date with the rapidly changing HR profession. To retain the PHR, SPHR or GPHR designations, HRCI requires all certificants to recertify every three years. Go to HRCI.org for details on recertification.

Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

HR Voice
<http://www.shrm.org/government/hrvoice>



Welcome!!!

BHRA extends a warm welcome to the following new members....

Joseph Nucum, Parris Enterprises d/b/a/ Comfort Keepers

Andrea Gordon, CCI

Michelle McKinney , Prent Corporation

Marisa Franks, Semex USA

Brett Culver, Spherion

Next Month's Issue of The Source:

If you know a human resource professional that would be interested in joining our association, please spread the word! We can all benefit from each other's experience!

If you have anything you would like to submit or suggestions for the BHRA Newsletter, please let us know!

Contact Information:

Nicole Larson at Freedom Plastics, Inc. at (608)754-2710 Ext. 1279 or email nlarson@freedomplastics.com.