



The Source

September 2005

Southern Wisconsin - Northern Illinois
SHRM Chapter 71

Letter From the President:

Dear BHRA Members:

It is an honor for me to represent your interests as President this year of the Blackhawk Human Resource Association. The board has met several times this summer to try to line up a dynamic programming season for you, and I think we have accomplished that. We developed our meeting schedule this year (2005/2006) based on the feedback that we received from all of you in our membership survey. I am confident there is something for everyone that will help you grow and develop as an HR Professional, offering both networking and educational opportunities.

Our first meeting will be held on September 13th at the Beloit Country Club. We are trying something different this year based on your feedback. Since evenings are so precious, we have reduced the dinner meetings to only two for the entire season. We also decided to have registration and networking time begin at 5:00 p.m., with the dinner and meeting starting promptly at 5:30 pm. This should ensure that we get finished at a reasonable hour, allowing you time to devote to your family or other interests. Hopefully this will better serve the needs of our members. Chad Schmidt, PHR, from Johnsonville Sausage in Sheboygan will be our presenter. Johnsonville was recently selected as one of the top 50 companies in Wisconsin to work for. Chad is going to talk about how to engage your workforce and develop work teams, and the positive impact it had for the Johnsonville Sausage Company.

I look forward to seeing you at our kickoff meeting, and to a positive and productive year together!

Sincerely,

Jacqueline Swanson, PHR
President, BHRA

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Upcoming Events:

9/13/05
Dinner Meeting:
Beloit Country Club

9/28/05-9/30/05
WI State SHRM Conference

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Introducing BHRA 2005/2006 Board Members

Board Of Directors

- President:** Jacqueline Swanson, HR Generalist, Scot Forge Co.
- President-Elect:** Jennifer Griffith, HR Manager Freedom Plastics
- Vice-President:** Lori Rhead, HR Director, Beloit College
- Past President:** Brian Gohlke, HR Director Blackhawk Technical College
- Secretary:** Bernice York, HR Manager, Cotta Transmission Co.
- Treasurer:** Heather Niles, HR Manager, Mercy Health Systems

2005/2006 Board Members: Areas of Responsibility

- Treasurer & Website Coordinator-
Heather Niles, PHR
 - Certification Chair-
Melissa Benson
 - Seminar Chair & Play Day Coordinator-
Shannon Moe
 - Legislative Chair-
Kelly Hendee
 - Diversity Chair-
John Emmart
 - Dinner & Reservations Chair-
Elaine Schultz, PHR
 - Newsletter Coordinator & Community Relations-
Lindsay Hall
 - Workforce Readiness Co-Chair & Wage Survey Co-Chair-
Theresa Carroll
 - Student Chapter Representative-
Ashley Erickson
-
- President & Scholarship Chair-
Jackie Swanson, PHR
 - President-Elect & Programming Chair-
Jennifer Griffith, SPHR
 - Vice-President & Workforce Readiness/Wage Survey Co-Chair-
Lori Rhead, SPHR
 - Past President-
Brian Gohlke, SPHR
 - Secretary & Membership Chair-
Bernice York, PHR

Blackhawk Human Resource Association
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Vice-President & Workforce
Readiness/Wage Survey co-
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Legislative Chair, Kelly Hendee, PHR:
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Workforce Readiness & Wage Survey Co-chair, Theresa Carroll:
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Newsletter Coordinator & Community Relations, Lindsay Hall:
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Dinner & Reservations Chair, Elaine Schultz, PHR:
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Student Chapter Representative, Ashley Erickson:
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Upcoming Meeting Information

<u>Meeting Date</u>	<u>Time</u>	<u>Location</u>	<u>Speaker</u>	<u>Topic</u>	<u>Format</u>
Sept. 13, 2005	Dinner	Beloit Country Club	Chad Schmidt, Johnsonville Sausage	Engaging your workforce/teambuilding	Speaker
October 11, 2005	Breakfast	Janesville Country Club	Mike Flaherty, Jackson/Lewis	Split in Organized Labor/how to avoid union organization in your business	Speaker

Mark Your Calendars! September Dinner Meeting

Don't miss the first meeting of the BHRA season! Chad Schmidt, PHR from Johnsonville Sausage will be talking about engaging your workforce and teambuilding. Please join us! To RSVP, contact Elaine Schultz, PHR at (608)755-4297, or elaine.schultz@micorp.com, or RSVP on the website at <http://www.stayinvolved.com/splash/bhra.htm>.

WHEN: Tuesday, September 13, registration begins at 5 pm, dinner at 5:45 pm and the presentation will follow

WHERE: Beloit Country Club

TOPIC/SPEAKER INFORMTION: Chad Schmidt, PHR, Johnsonville Sausage. I have been working at Johnsonville Sausage since January 2000. My current role is HR Business Partner for our Sheboygan County Manufacturing Operations. I have received my BBA in Human Resources in 1999 and my MBA in 2004 from UW-Whitewater. I have also attained my PHR Certification through HRCI/SHRM.

I am a member of the Sheboygan Area SHRM Chapter and have served on the Board of Directors since 2002 in many different capacities. I currently hold the position of Past President. Additionally I am the "Communication Director for the Wisconsin SHRM State Council."

2004 marked the first year of "The Best Small and Medium Companies to Work for in America Award" – presented by SHRM and the Great Place to Work Institute. Wisconsin was well represented with three companies on the list, including Johnsonville Sausage, which was named 19th out of the top 25 medium-sized companies listing. Come find out why...

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Welcome 2005/2006 New Board Members!



**Congratulations
Theresa Carroll!**

**Theresa has
recently started
as HR Generalist
at Freedom
Plastics, Inc.**

2005 Salary & Benefits Survey

The 2005 Salary & Benefits Survey is now available. The survey will provide you with current information on selected pay rates and fringe benefits practices of 61 employers in the greater Rock County area. To all of the companies that participated in the survey – thank you!

The survey reports were distributed via e-mail to participants in late June at no cost. Members of BHRA who did not participate in the survey may purchase the report for \$50 by contacting Lori Rhead at rheadl@beloit.edu.

Let's all welcome:

Elaine Schultz, PHR, HR Officer at M&I Bank. Elaine is a graduate of University of Wisconsin Whitewater with a major in HR. Her main job responsibilities include covering recruitment, employee relations, and compensation needs for 17 offices within the Southwest Region. Elaine works in Janesville and covers the offices in Rock, Walworth, Western Racine and Kenosha, and the Beaver Dam and Watertown Offices.

Job History: Elaine started with M&I following graduation from Whitewater and has been in this role ever since. M&I is a great company that consistently finds new ways to challenge and keep their employees engaged.

What she likes about BHRA: BHRA gives you an opportunity to network with your peers. Working for a large corporation is great, as I have the resources on the technical side. However, I'm an office of one, so having a professional network within my market area is great.

Personal Info: Leisure time is a luxury none of us have enough of these days. I'm a relatively new mom, having an 18-month-old son, Erik. Now that we've undertaken the role of walking – straight to running, I'm spending a lot of time

trying to prevent the bumps and bruises of a toddler. My husband Rod and I are enjoying the daily adventures that Erik provides us.

Outside of being a new mom, I enjoy a variety of activities including: running, playing golf, scrapbooking, and shopping.

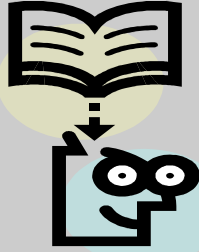
I'm looking forward to the opportunity to participate in a more active role with BHRA on the board, and look forward to meeting a lot of you at the upcoming meetings.

John D. Emmart, D. Minn, CEAD, SAP, EAP Coordinator at Mercy Health System. His main job responsibilities are to coordinate and develop Employee Assistance Program services internally for Mercy Health System and externally for other companies.

Job History: Sr. Consultant, Heitzinger and Associates, 2003-2004
U.W. Health, 1989-2004
Baylor Health System, 1986-1989

What he likes about BHRA: The camaraderie and sense of community among the local HR professionals

Personal Info: John enjoys golf, learning in general, West Coast Swing dancing, and is a Wine enthusiast .



Certification Study Group Forming for Winter Testing Window

Interested in testing this winter for your PHR/SPHR/GPHR certification? If so, please contact Melissa Benson, Certification Chairperson at mjben@ssitech.com. If we have enough interest, a study group will be formed with time and location to be announced. BHRA has the 2005 SHRM Learning System that will be utilized in the study group. Next testing window is December 1, 2005 - January 31, 2006. If you are interested in taking the PHR, SPHR, or GPHR exam during the next window, the registration deadline is September 30, 2005. Go to www.hrci.org for more information, or to register online.

Let's All Welcome New 2005/2006 Board Members

Melissa Benson, PHR, HR Manager at SSI Technologies, Inc. Melissa graduated from Iowa Grant High School in Livingston, WI, she received her BBA in HR Management from University of Wisconsin Whitewater and will graduate with an MBA in Management and Operations/ Supply Chain Management from UWW in December of 2005. She is responsible for all HR functions at the Controls Technologies Division of SSI including recruitment and selection, retention, employee relations, compensation, performance management, and training and development.

Job History: Previously worked at Trek Bicycle in Whitewater as a Production Scheduler during college years.

What she likes about BHRA: Opportunity to network and be "mentored" by more experienced HR professionals in the area. Also, great programming is offered in order for personal and professional growth.

Personal Info: Melissa enjoys spending time with friends, attending music concerts (Dave Matthews Band is a favorite), watching Packer football (even in the rough years)!

Lindsay Hall, Employment and Communications Coordinator at Bliss Communications, Inc. Lindsay graduated High School in Sterling, IL, and is a December 2004 graduate of University of Wisconsin Whitewater with a major in Organizational Communications and minor in HR Management. She is responsible for assisting with all HR issues, primarily employment and employee communications.

Job History: Lindsay spent her college summers working at Lake Lawn Resort in Delavan, WI and Gordy's Boathouse Restaurant and Marina in Fontana, WI. Upon college graduation she was an intern at Bliss Communications, Inc.

What she likes about BHRA: Since I'm new to the HR profession I appreciate the exposure to other experienced HR professionals and I value learning from everyone!

Personal Info: Lindsay enjoys boating/spending time on the lake, water and snow skiing, playing tennis, running, watching football (especially her little brother Graham who is a Senior in HS), and spending time with friends and family.

Your Foundation at Work: HR Student Scholarships



Congrats!

Jan Diderich, Human Resource Assistant at Beloit Clinic located in Beloit, Wisconsin. As the winner of our drawing for renewing her membership in BHRA before August 1st, she won a **FREE** registration to the Wisconsin State SHRM Conference. The conference is being held from September 28th through September 30th at the Midwest Airlines Center in Milwaukee. Cost for registration normally runs \$295.00.

Each year, the SHRM Foundation provides \$13,000 to support the development of future HR leaders through national student awards and scholarships. The Leonard R. Brice, SPHR, Undergraduate Leadership Award and the SHRM Foundation Graduate Student Leadership Award, presented each June, are designed to recognize and encourage the development of leadership skills in students preparing to enter the HR profession. The SHRM Foundation Student Scholarships, awarded in the fall, recognize outstanding academic achievement. In recognition of the important work of SHRM chapter advisors to the student membership program, the Foundation sponsors the annual Advisor of the Year Award. For more information on Foundation-sponsored awards & scholarships, visit www.shrm.org/foundation.

I am pleased to announce that the SHRM Foundation Scholarships for the North Central Region have been awarded for 2005. We had 23 certification scholarship applications and 33 academic scholarship applications for a total of 56 applicants that were considered. The applicants were all very impressive!

The winners are as follows.

Certification – Individual

Kathryn Facklam (WI)

Lynn Gralik (IN)

Laura Kehlenbrink (IN)

Craig Kwasniewski (OH)

Certification – Chapter/State Council

Eastern Indiana HRA (Richmond IN)

Fond du Lac Area HRA (Fond du Lac WI)

Minot Area HRA (Minot ND)

Academic

Charlene Athey (IL)

Kristin K. Burns (ND)

Desiring Diversity

By John Emmart, D. Minn, CEAD, SAP, Mercy Health Systems

What is “diversity” anyway? What does it mean to have a diverse workforce? Chances are that if you were to take a survey, you would find the answers to these two questions as “diverse” as the people you survey. The Oxford Dictionary defines diversity as *the state of being varied or a range of different things*. These definitions conjure up images of color, choices, options, or selections. Diversity defined this way brings to mind a Sunday brunch at a nice restaurant where you have a “diverse” array of foods of various richness, texture, taste and color. You find diversity in a library you encounter a “diverse” selections of books varying in size, color, texture, age and style of writing.

Thinking of diversity in this way leaves us with positive images of which we see the benefits. But, do we view workplace diversity as a positive benefit? The fact is that most workplaces are becoming increasingly diverse. People from different genders, races, ethnic origins, ages, cultures, family structures, and lifestyles find themselves working together. Desiring diversity is not about being “politically correct” or “doing the right thing”. It’s about valuing and appreciating individual differences. Yet, when you value diversity an interesting thing happens: **you see more clearly the sameness in each other**. Desiring diversity has a way of bringing about greater respect because of the uniqueness and commonality we share together.

Desiring diversity in the workplace leads to increased creativity. Some of the greatest accomplishments in civilization emerged when people of diverse backgrounds worked together and exchanged ideas. The Renaissance came out of the East meeting the West during the Crusades. America is known for its inventiveness and advancements due in large part to the diversity brought about being by a nation of immigrants.

Desiring diversity means that we are willing to:

Come to terms with our attitudes, beliefs, and expectations about others while gaining comfort with differentness.

Believe that diversity is big enough to include everyone young and old, immigrant and native, black or white, and goes beyond race and gender.

Recognize that past inequities are in the past and focus should be in the present to reduce stereotypes and discrimination.

Acknowledge that we human beings who resist change, and find comfort in and trust people most similar to ourselves.

Who wants to eat the same food every day or read the same book? Desiring diversity works! Desiring diversity benefits you and works for all of us.

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Come "Travel the World"
19th Annual WI State SHRM Conference
September 28-30 Milwaukee, WI

**Among the highlights:
Keynote Speakers-**

Ram Charan

Topic: *What the CEO Wants HR to Execute*

Successful companies understand the reality of business and the nature of human potential. Under proper organizational conditions, people can achieve extraordinary results. Ram will share his insight into how successful companies close the gap between results promised and results delivered.

A highly acclaimed business advisor, speaker and author, Ram Charan has coached some of the world's most successful CEOs. For 35 years, he has worked behind the scenes at companies like GE, KLM, Bank of America, DuPont, Novartis, EMC, Home Depot, and Verizon.

Margaret Morford, President, The HR Edge, Inc.

Topic: *Power, Politics and Influence - What They Don't Teach You in Business School*

Accomplishing the goals and objectives of any organization requires more than just smart employees who work hard. It requires savvy employees who know how to forge alliances and avoid animosities in order to be effective. Margaret will help us identify which of the rules of "positive politics" we, as HR professionals, are most likely to violate and obtain guidelines for our own conduct and for managing relationships with co-workers and managers. Learn how to avoid political pitfalls in business communication, both oral and written, and how to recognize who really holds power and has influence in an organization.

Margaret Morford is President of The HR Edge, Inc. a national management consulting and training company, whose clients include Lockheed Martin, Moog, Inc., Sara Lee Foods, Home and Garden Television, Allied Insurance and the U.S. Marine Corps.

Susan Meisinger, SPHR, President & CEO, SHRM

Topic: *HR Competencies: What HR Professionals Need to Succeed in the Next Decade*

Businesses are recognizing significant changes to the global market and talent pool. Strategies now incorporate innovative ideas for market success and how to successfully manage changes in workforce dynamics. It is critical for HR Practitioners to understand how their roles will need to change in order to best support their Company's strategy for success. Susan Meisinger will share her vision on the tools HR Practitioners will need to develop in order to support their company's strategy for success.

Susan R. Meisinger, SPHR, is President and Chief Executive Officer of the Society for Human Resource Management (SHRM), the world's largest association devoted to human resource management. Meisinger previously served SHRM in a variety of positions, including that of Executive Vice-President and Chief Operating Officer and Vice-President of Government and Public Affairs.

Conference @ a Glance

Midwest Airlines Center
 400 W. Wisconsin Ave.
 Milwaukee, WI 53203
 Wednesday 9/28 through Friday 9/30

Thursday:

8am-9:30pm
 Margaret Morford, President, The HR Edge, Inc.

Friday:

8am-9:30
 Susan Meisinger, SPHR, SHRM President & CEO

11am-12:30pm

Ram Charan

For more information visit: www.wishrm.org

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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>

Next Month's Issue of The Source:

- **Information on October's breakfast meeting**
- **Feature: BHRA member of the month**

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:

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