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UPCOMING EVENTS

Legislative Breakfast

- Friday, February 12
- 7:30 am - 9:00 am
- Pontiac Convention Center

BHRA Seminar

- Wed., February 24
- 8:15 am - 4:00 pm
- Pontiac Convention Center

Diapers for Caritas

- BHRA Meeting
- Tues., March 9

Letter From the President

Dear BHRA Members:

Hope this newsletter finds you well and staying warm during our wonderful Wisconsin Winter. BHRA has been keeping warm with planning wonderful educational events for our membership. During the month of February, we have two events for membership. On Friday, February 12, we will be holding our annual Legislative Breakfast at the Pontiac Convention Center. This is a great event to stay in touch with our local legislators on pending and upcoming legislation that affects all of our positions.

On Wednesday, February 24, you will want to mark your calendars to attend our annual Seminar. Cindy Harrington, our Special Events Director, has put together a wonderful agenda of speakers. Details on the speakers and topics are included on page 2 of this newsletter. If you can't attend the full day, we welcome you to attend for just a half day.

We are also very busy with finding ways to help within our communities. We've completed a food drive, clothing drive, and will be sharing information about additional drives with upcoming meetings. We are also working to plan a volunteer day in June for our membership to give back to our community, and have a great time with fellow BHRA Members. Watch upcoming newsletters for more details.

Please keep sending us suggestions and feedback so we can serve our members.

Sincerely,

Elaine Schultz, SPHR
BHRA President

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LEGISLATIVE BREAKFAST

Friday, February 12

7:30 am - 9:00 am

Pontiac Convention Center

Janesville

Please join us for one of BHRA favorite highlights of the year - the annual Legislative Breakfast. Local legislators participating in the panel discussion include Kim Hixson, Chuck Benedict, Judy Robson, and a representative from Herb Kohl's Office.

Cost for the event is \$14 per member. To register, visit bhraonline.org and click on "Events"

BHRA and the Community!

As our spring donation event, we will be collecting diapers for Caritas in Beloit. Diapers will be collected during our March BHRA meeting.

State assistance programs do not cover diapers. Many mothers in families struggling to make ends meet are reusing diapers or leaving them on the baby too long which can cause a great deal of discomfort to the baby. Many babies end up with diaper rash, making them cry more and more susceptible to abuse. Ointment is also very expensive.

Most of the operating budget at Caritas in Beloit is spent on diapers. The mothers only get a very small number of diapers per week because Caritas needs to make sure they have some for everyone. For those of you that are interested, Caritas has a longer-term program set up for this diaper drive where you can donate on a regular basis. Fliers outlining this program will be available at the March meeting.

Every March meeting attendee that donates a package of diapers will be put into a drawing to win a **free** April BHRA meeting! Let's do what we can to support our local community!



BHRA Board Members

(cont'd from Page 2)

Professional Development
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Workforce Readiness Director

Jessica Zimbelman
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**WELCOME NEW
BHRA MEMBERS**

Katy Johnson
*Blackhawk Technical
College*

WELCOME BACK:

Mark Hollis
Data Dimensions

We're glad you joined!!

Those familiar with eHarmony.com – and its TV commercials touting success stories – may have longed for a similar system to match employers and job-seekers. Likewise, those who work in Human Resources probably have wondered how to effectively sort through hundreds of applications for one position to find those candidates who have both the proper work experience and the personality to succeed in the position.

The solution may be JobFit. JobFit is an interactive online job-placement assistant. Job-seekers create a digital resume, take an assessment and are placed into a database that employers can search to find candidates who are the right “fit.” The six-part assessment reveals the job-seeker’s thinking style, occupational interests and behavioral traits, and informs employers of these same traits.

Employers create patterns for each position, using supervisor input and assessments completed by their top-performing employees in that position. These patterns are then used to create a profile of the ideal candidate, which can be matched up against job-seekers in the database to determine whose personality best fits the positions.

The JobFit assessment is free and can be taken by anyone with an Internet connection. Simply visit www.jobfit.com/swwdb, create an account and you're set. The assessment takes 60-90 minutes, depending on the individual user.

To learn more about how the JobFit system may be able to help your company in its recruitment and hiring process, contact Eric Kuznacic, SWWDB Business and Employer Services Manager, at (608) 741-3502 or e.kuznacic@swwdb.org.

CHANGES IN YOUR CAREER

- Have you started with a new company?
- Has your organization recently promoted you to a new position?
- Do you want to recognize a new person or promotion within your department?

If so, we want to hear about it. Send us an **e-mail**, and we'll publish your good news in the next SOURCE!

BHRA ANNUAL SEMINAR

Identifying the Needs of Your Employees

Wednesday, February 24
Pontiac Convention Center

8:15 - 9:00 am Registration & Continental Breakfast

9:00 - 10:30 am Keynote Address: *"Looking Back to Grow Forward.... Leadership Lessons from History and Experience"* Greg Koepel, VP of Workforce Development & Administration – Roehl Transport, Marshfield WI
Today's headlines are dominated by the theme of leadership failure from the excess of corporate executives to the misdeeds of government leaders. Rather than the "pop culture – who's on top?" mentality for choosing our role models, Koepel turns to historical leadership examples that have stood the test of time.

10:30 - 10:45 Networking Break

10:45 - 12:15 am Session: *"Your Liability for Employees; Off the Job Acts"* Bob Gregg, Attorney, Boardman Law Firm, Madison, WI

Off-the-clock is not off-the-hook for liability. Why can customers or the public sue the company, and the HR Director personally, for employees' non-paid-time acts? Are you liable for what a worker did on vacation? Can an employer fire workers (including you) for "private" activities off-the-job (blogs, chat rooms, social activities)? Where are the lines between invasion of employee privacy, employer responsibility, and liability to the public? Learn the danger areas and have policies and practices to protect your company and yourself.

12:15 - 1:00 pm Lunch Buffet

1:00 - 2:30 pm Keynote Address: *"Healthcare Reform...and How will it Impact Employers and Employees"*
Bill Boyd, Partner and CFO/ Boyd Consulting Group Inc.

There is no more timely a topic than healthcare. As lawmakers currently enter the last lap in the effort to pass a health care overhaul bill — merging the measures passed by the House and Senate, most Americans do not have an understanding of the impact this will have on employers and employees. Bill will sort out all options and update us on the where, what, how, when of the healthcare reform bill of 2009 along with 2010 mandates.

2:45 - 4:00 pm Session: *"Are You Plagued With a Couple of 'Bad Apples' in Your Employee Bushel? Retain the Best and Get Rid of the Rest!"* Sonya Sullins, MBA, founder of Human Capital Management Institute LLC

After seeing for herself how hard it is to get and keep top talent, how challenging it is when a customer is frustrated with their experience; Sonya quickly realized that most organizations are full of people who are frustrated and overwhelmed. They get stuck thinking that there's no solution and have come to accept this sad state of affairs as commonplace...low standards and poor results are making life at work hard.

For a registration form and a complete listing of speakers and sponsors click on the link below:

[BHRA 2010 Seminar02.pdf](#)
[BHRA 2010 Seminar Sponsors.pdf](#)

**This program has been approved for 4.25 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.



Educational DVDs

The SHRM Foundation has created a series of educational DVDs that feature real-world case studies of successful companies that align HR strategy with corporate business objectives. The DVDs are distributed free of charge to SHRM chapters, educators and businesses. The SHRM Foundation also offers a discussion guide and PowerPoint presentation for use in SHRM chapter programming, staff trainings, or executive education sessions. The HR Certification Institute has approved many of the DVDs for one hour of credit, when used with the companion materials as part of a 1-hour educational session (see the Foundation website for details).

The Foundation's newest DVD, *Creating Future Global Leaders*, highlights the World Economic Forum in Geneva, Switzerland, and their approach to leadership. The Foundation spoke with some of the Forum's key players and focused special attention on a "leadership incubator" that is helping to shape the next generation of world leaders.

Other DVDs include *Seeing Forward*, which focuses on succession planning at 3M; *Trust Travels: The Starbucks Story*; *Ethics: The Fabric of Business* (profiling Lockheed Martin); *Fueling the Talent Engine: Finding and Keeping High Performers* (profiling Yahoo!); and *HR In Alignment: The Link to Business Results* (profiling Sysco Food Services Company). The DVDs are available for viewing online.

For more information about the DVDs, visit the "[SHRM Foundation Products](#)" section of the SHRM Foundation's website at www.shrm.org/foundation. The DVD series is made possible by your tax-deductible contributions to the SHRM Foundation.



The Hire a Neighbor program is a cooperative venture between the Southwest Wisconsin Workforce Development Board (SWWDB) and Monster.com designed to assist both job-seekers and employers seeking qualified candidates. The service is available to both at no cost, and covers a region of a 100-mile radius from Janesville. The service allows employers to view resumes from job-seekers.

For job seekers, all they need to do is be sure their resume is complete and updated, and go to the Monster site (www.monster.com), where you can complete the requested information to become a member (remember—it's free!). There are three ways to get your resume posted—build one, upload, or copy and paste:

- Build one—type in your work history, experience, education, etc. into the format provided
- Upload—use the resume you have already created by "uploading" it as an attachment to Monster
- Copy and Paste—select all of the copy or text on your resume right click copy and right click paste into the box provided

For a business to utilize the service, all they need to do is contact the Southwest Wisconsin Workforce Development Board (SWWDB) located at the Rock County Job Center, 1900 Center Ave., Janesville, WI 53546, phone (608) 741-3502, e-mail e.kuznacic@swwdb.org.

HR CERTIFICATION STUDY GROUP

A new study group for HR Certification will start on Tuesday February 16th from 5:30 PM to 7:00 PM at ABC Supply Learning Center (up the hill from the main building). It will be held every other week. Bernice York will again lead the study group!!

There are only 2 more testing windows before the rules change and become more strict on the testing process.

Contact Marsha Bingham at (608) 361-4512 or email her at Marsha.bingham@staples.com

BHRA SCHOLARSHIP

The Blackhawk Human Resource Association is excited to offer a one-time, \$500 scholarship to two students. This scholarship is available to the children of employees from member companies who are juniors or seniors in college, majoring in Human Resources, or a related field.

Bulletin board postings and an application are available on the BHRA website. Please post the postings around your organization. Employees may request an application on behalf of their children directly from you, or may contact Marsha Bingham at (608) 361-4512 for assistance or to answer any questions.

For consideration, interested applicants need to return the application, a copy of their transcript, and two letters of recommendation to Marsha Bingham no later than Friday, February 26, 2010. All applicants will be notified of their status in March. The winner(s) will be presented with their award at the April 2010 BHRA meeting.

The Blackhawk Human Resource Association is committed to serving the professional, and advancing the profession. We are happy to provide this opportunity to the children of our member companies.



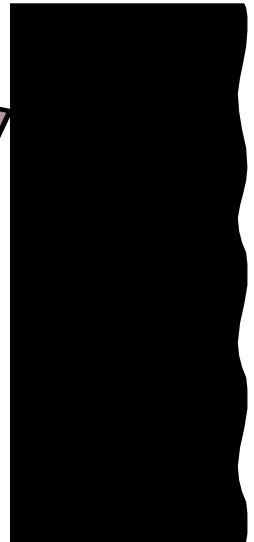
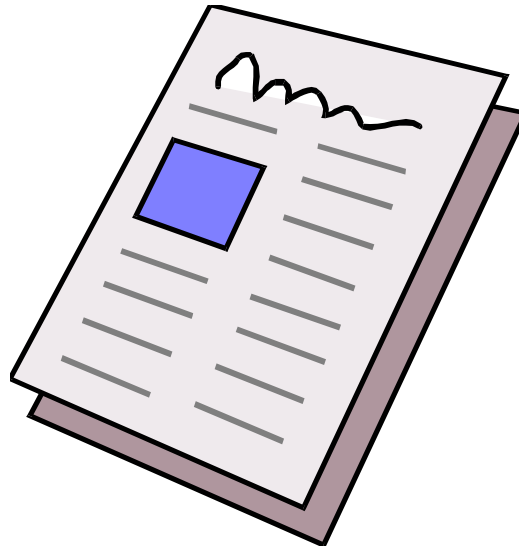
Other Contact information:

Wisconsin SHRM
www.wishrm.org

National SHRM
www.shrm.org

HR Certification Institute
www.hrci.org

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



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:

Thelma Busker at Patch Products, (608)362-6896 or email thelmab@patchproducts.com.