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UPCOMING EVENTS

Employee Engagement:

- Tuesday, March 9
- 11:30 am - 1:00 am
- LaCasa Grande,
Beloit
- Diapers for Caritas

Letter From the President

Dear BHRA Members:

The weather is finally giving us hints that spring is around the corner. However, much like the world of Human Resources, the weather will change at a moment's notice. The BHRA Board has been busy working to plan some great topics to help prepare you for our world of change.

Special Thank You to Cindy Harrington for coordinating the BHRA Annual Seminar held on February 24. The seminar is a great networking event for membership, and a great way to stay updated on topics within our field. Thanks, Cindy for a great event.

Please take a moment to visit the events tab at www.bhraonline.org, and mark your calendar for the membership meetings scheduled. Our March Presentation is Joe Freest, from MRA. He will present on Employee Engagement and Development of low cost strategies. (We can all use some low cost strategies these days!) This meeting has been approved for 1 recertification credit.

Our Board is always looking for new talent to help deliver value to our membership. If you are seeking an opportunity where you can give back to your community and your profession, please review details on becoming a board member on page 3 of this newsletter. Please reach out to myself or another board member if you have an interest in joining our board. We will hold formal elections at our May Meeting.

We look forward to seeing you at an upcoming BHRA event.

Sincerely,

Elaine Schultz, SPHR
BHRA President

2009/2010 BHRA Board Members:

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Meeting & Reservations Director:

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Employee Engagement and Development: Five Low-Cost Strategies

Engaged employees are productive employees. Providing development opportunities is a key tool to sustain and enhance that engagement. And though budgets may be tight, development, like engagement, cannot stop or you risk productivity declines. Regardless of your development budget size, this session will provide you with tools and insights to advance the career growth of your employees and the success of your organization.

Joseph C. Feest, Training Manager, MRA

Transformational – it's not a word used every day to describe corporate training. But it's the right word for Joe Feest's training. Joe specializes in a variety of leadership and management topics, in addition to customer service and time management. With a 30-year career that ranges from restaurant management and design to fundraising and training, Joe infuses his programs with real-world experience. That experience, plus his ability to analyze then synthesize topics for his participants, make for effective and engaging training. In addition to his work with MRA, Joe serves on the boards of two nonprofits and is the President of the board for one of those organizations. He is in demand as a speaker having presented in many corporate and organizational settings. Joe earned his B.A. in biblical studies from the Moody Bible Institute in Chicago.

BHRA and the Community!

As our spring donation event, we will be collecting diapers for Caritas in Beloit. Diapers will be collected next week at 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!

Interested in Becoming a BHRA Board Member?

BHRA Board Members

(cont'd from Page 2)

Professional Development
Director:

Marsha Bingham, PHR
(608) 361-4512

Marsha.bingham@staples.com

Communications Director:

Thelma Busker, PHR
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Workforce Readiness Director

Jessica Zimbelman
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zimbeje@kellyservices.com

CERTIFICATION TESTING WINDOW

March 12 is the last day
to register for the PHR/
SPHR test during the
spring window.

For more information
contact Marsha Bingham
at (608) 361-4512 or
email her at [Mar-
sha.bingham@staples.co
m](mailto:Marsha.bingham@staples.com)

We are now accepting letters of interest from anyone wanting to be put on the ballot to become a board member in the fall. The following are just a few of the benefits of joining the BHRA Board.:

- BHRA Membership and Meeting Registration Fees are free to all Board Members.
- BHRA will reimburse you for ½ of your National SHRM Membership Rate.
- The chance to make an impact and assist in the development of your chapter and the HR profession.
- An opportunity to be recognized as a leader in the field of human resources.
- Hours spent as a volunteer leader can be counted toward re-certification hours for HRCI.
- An SHRM volunteer leader in one of the following chapter volunteer leadership roles is eligible to take the certification exam under the Pay-if-You-Pass policy for a fee of \$120: Chapter Presidents, Chapter President-Elects, Chapter Certification Chair/Director, Faculty Advisors to Student Chapters
- The opportunity to attend SHRM's Annual Leadership Conference in November. Conference is FREE for Chapter President OR President-Elect. The conference registration fee for other chapter board members is only \$200. Accommodations are FREE if you meet the requirements above.

To show your interest, please submit your name, company, contact information, and explain briefly why you are interested in becoming a board member. Please send this document to Elaine Schultz at elaine.schultz@micorp.com by April 15, 2010.

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!



Effective Practice Guidelines

If you are like most HR professionals, you probably lack the time to keep up with the latest research findings in human resource management. Yet knowing which HR practices have been shown by research to be effective can help you in your role as an HR professional. The SHRM Foundation's Effective Practice Guidelines are a series of reports that distill the latest research findings and expert opinion into specific advice on how to conduct effective HR practice. They are written in a concise, easy-to-read style to provide practical information to help you do your job better.

The SHRM Foundation publishes new reports each year. One recent report is called Employment Downsizing and Its Alternatives: Strategies for Long-Term Success. This report recognizes that employment downsizing is a fact of working life as companies struggle to cut costs and adapt to changing market demands. Based on the latest research, the report helps managers consider the variety of short- and long-term costs of layoffs and effective alternatives to downsizing.

Other titles in the series include Recruiting and Attracting Talent; Retaining Talent; Developing Leadership Talent; Implementing Total Rewards Strategy; Learning System Design; Employee Engagement and Commitment; and more. All of the titles are available as free .pdf downloads under "SHRM Foundation Products" on the Foundation website (www.shrm.org/foundation). The Effective Practice Guidelines series is made possible by your tax-deductible contributions to the SHRM Foundation.

Community Call for Human Resource Managers to Critique Resumes

The YWCA Women's Economic Empowerment Center was founded in the belief that there were enough experts in our community willing to share their skills if we created an environment to foster that relationship. The Women's Center is asking for Human Resource managers to critique the resumes of women currently looking for employment. We will email a resume to you and you can email the critique back to the center. We will then send the information on to the individual keeping your identity and place of employment secure. Sharing your skills can empower women who are unemployed or underemployed to start on a path towards self sustaining employment.

If you are interested in volunteering in this capacity please email Martha Pearson at martha.pearson@ywcrockco.com.



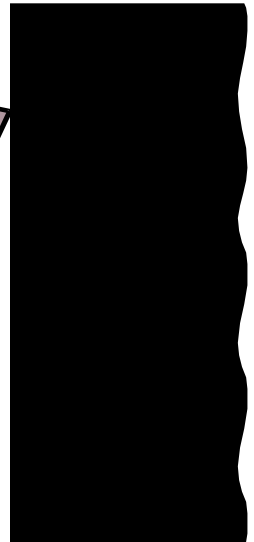
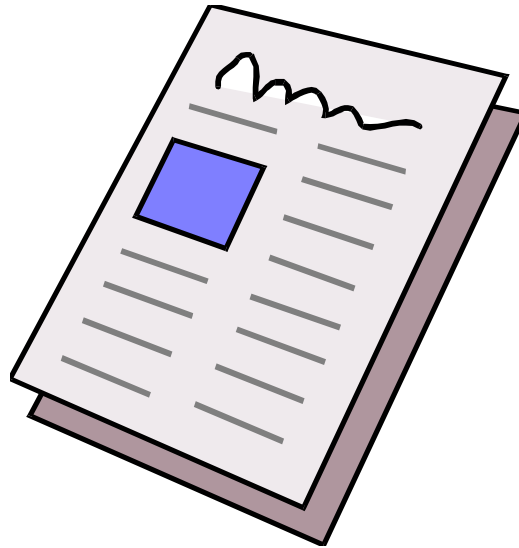
Other Contact information:

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.