



*Our mission is to provide a forum for education and networking among area human resources professionals, to advance the HR profession and to help our members grow professionally.*

Join us for the April LAHRA Program Meeting!

## *Creating a World-Class Recruiting Strategy*

Presented by **David Szary**

This month's program meeting will feature David Szary of the Recruiter Academy, and will focus on improving the recruiting function and its importance to the organization. David will cover the common traits of truly world-class recruiting organizations, and share strategies for motivating your recruiting organization to achieve world class status.

**Date:** Wednesday, April 18th

**Time:** 7:30 am – 9:00 am, registration starts at 7:15am

**Place:** Genoa Woods Conference Center, Brighton

**Cost:** \$25 Members/\$35 Non-Members/\$20 Student Members



Earn one CEU credit toward your recertification!

**Reservations for this meeting should already be made.** If you are interested and have not yet registered please contact Tracie Maisonville at 810.229.8490, or via email: [tracie@roofcon.com](mailto:tracie@roofcon.com).

### SHRM Offers Sons and Daughters Scholarship

Twenty-four scholarships of \$1,500 each are awarded annually to help finance higher education for the children of SHRM members. Each award is for either the first or second year of study at a four-year college or university.

If you are a SHRM member, and are interested in this program for your son or daughter, please visit the SHRM website at [www.SHRM.org](http://www.SHRM.org) for more information. Scholarship applications are due May 15th!



### About Our Speaker

**David Szary**, The Recruiter Academy

David Szary is Founder and President of the Recruiter Academy located in Canton, MI. Since 1998, his organization has helped over 1000 companies in 42 states and 9 countries develop proactive, progressive recruiting and placement strategies that work in today's talent-driven market.

He is the developer of an innovative metrics-based recruiting and placement methodology (Recruitment Operating System<sup>SM</sup>) including the Academy Certified Recruiter Program (ACR), the recruitment industry's first certification program to objectively validate World-Class recruiting skills.

David maintains an active role in the recruitment industry and is in constant pursuit of innovative, "how-to", "in-the-trenches", recruitment methodologies, tools and techniques that work for recruiters of disciplines, industries and experience levels.



## President's Message - LAHRA Earns Superior Merit Award in 2006!

**Cheryl Tompson, SPHR - LAHRA President**

I'm happy to share some exciting news with all of you: we were recently notified that LAHRA has been recognized as a **Superior Merit chapter** by SHRM. This is the highest award that SHRM grants to a chapter, and we join other Southeast Michigan chapters (including Detroit and Ann Arbor) in earning this recognition. It's particularly impressive that a young chapter like ours would achieve this so quickly—a true testament to our volunteers.

SHRM does what any good boss does when she wants to guide employee achievement; she establishes clear expectations, then provides guidance as needed to achieve those expectations. SHRM provides all chapters with a Chapter Achievement Plan (CAP), which spells out the activities it would like to see a chapter accomplish. Chapters can set priorities for the year based on CAP recommendations, then track accomplishments and report them to SHRM at the end of a calendar year.

The number of accomplishments dictates the level of recognition. A very large chapter must accomplish a large number of CAP items to earn superior merit status. A smaller chapter has a more modest goal, commensurate with its resources. As we grow, more will be expected of us. I have no doubt we're up to the challenge!

## Contribute to the Monthly Newsletter

The Communications Committee is looking for creative people like you! Do you enjoy writing or photography?

We're always looking for interesting content: someone who felt inspired by our program meeting to write up a summary... or someone to take a few digital pictures during meetings. Please contact Michelle at 517-540-4436.

Thanks to this month's contributors: **Amy Bayerl, Steve Williams, Cheryl Tompson and Tim Cornelius** for their excellent work.

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## Sue Meisinger Addresses North Central Region SHRM Members



On Thursday, April 26 Susan R. Meisinger, President and CEO of SHRM, led an interesting and informative Town Hall Meeting at the Ypsilanti, Marriot for over 200 participants. This was a great opportunity for informal, peer-to-peer networking, and it was a lot of fun seeing old friends in our HR community. LAHRA President Cheryl Tompson and President Elect Tim Cornelius attended this event.

Sue Meisinger reviewed a variety of HR issues, including SHRM's position on FMLA labor law and stressed the need for clarity and fair administration. She also discussed concerns regarding global HR and the new GPHR designation. Sue reviewed the many benefits of belonging to SHRM and stressed that SHRM strives to provide solutions and information for current business issues. Regarding immigration, Sue said SHRM is leading efforts to ensure that any immigration reform legislation includes an effective employment verification system.

Attendees were asked to identify HR issues they believe are most significant in their workplace. Second, they were asked how SHRM could help them effectively address these issues. This part of the meeting was very interesting because Sue Meisinger was able to comment on the issues and provide many suggestions and examples of how SHRM resources were available to help us with these issues.

On a lighter note, Ms. Meisinger addressed the issue of addressing the organization. For years, SHRM stressed that its name was properly pronounced by saying each initial of the name: "Ess Ache Are Em." As part of SHRM's branding initiative, they've listened to members and responded accordingly. No more "Ess Ache Are Em"...going forward, the organization will be known (phonetically) as "sherm." Complimentary cocktails and appetizers were provided, and the Michigan State Council generously gave attendees professional folders embossed with the MISHRM logo.



## Save the Dates

**THURSDAY, MAY 17th, 2007**

### **LAHRA Committee/Volunteer Recognition Party**

LAHRA volunteers and committee members are a vital party of the organization; their hard work and creativity have made it possible for us to accomplish so much in such a short period of time. More to come on this gathering to thank and honor LAHRA's many volunteers

**THURSDAY, MAY 24th, 2007**

### **LAHRA May Program Meeting**

The May program meeting will be a special joint breakfast meeting, hosted by the HR Association of Greater Detroit at the Embassy Suites in Southfield, MI. The meeting will cover the topic of *Strategic HR*, presented by Steve Miranda, SHRM's Chief Human Resources and Strategic Planning Officer. For more information on this meeting, go to [hragd.org](http://hragd.org). LAHRA will be providing free transportation to anyone who is interested. For information on the free car pool please contact Tracie Maisonville at [tracie@roofcon.com](mailto:tracie@roofcon.com).

**WEDNESDAY, JUNE 20th, 2007**

### **LAHRA June Program Meeting**

We are excited to have Howard Weyers, CEO of Weyco as our guest speaker for the June program meeting. Mr. Weyers made recent national news with his firm stance on wellness and smoking. Wellness is an issue of growing importance, and we encourage you to register your CEO for this meeting, as well!

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## LAHRA's March Program Meeting Focused on Coaching for Results

Our March presentation, lead by Karen Bedford, VP of Human Resources for the Light Vehicle division of ArvinMeritor, provided members with tangible information and insight into Coaching For Results. Karen clearly defined coaching as opposed to managing and stressed the importance of listening during a coaching opportunity. Karen shared coaching scenarios ranging from working with a new team member to CEO of her company.

While Coaching opportunities can arise from informal conversations, Karen defined a functional process, the SBI method, for providing feedback to a coachee. The SBI method refers to a coach describing the **Situation** where a behavior occurred, helping the individual understand the **Behavior** the coach observed, and finally, sharing the **Impact** of the behavior on others.

In order to put our coaching skills to work, Karen had LAHRA members break into groups to practice using open ended questions, actively listening to the coachee, and summarizing the response or feelings of the coachee to ensure that both parties are on the same page.

A great speaker combined with LAHRA members' energetic desire to soak up knowledge made the March program meeting was true success.

Welcome!

## New LAHRA Members

- **Bob Crisan** - The Hylant Group
- **Laurelyn Hewitt** - Transitions Training
- **Patrice Sutton** - Chem-

## LAHRA Board of Directors

### **President**

**Cheryl Tompson, SPHR**

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