

Join your colleagues at the next LAHRA meeting on August 23:

Share Best Practices in a lively, interactive setting!

Every HR professional gets challenged with questions and problems that another has faced....but how to tap into that expertise?

Join us for this energizing meeting designed to help you find those connections.

We will get to know each other's HR strengths, share resources, and learn some immediately-applicable HR tips to take back to work. Bring plenty of business cards and any of your HR questions or problems.

This program will be facilitated by Cheryl Cunningham and Pat McGraw.

This breakfast program will be held at the Citizens Insurance building at 808 N. Highlander Way (Highlander Way and M-59) in Howell. Registration begins at 7:15. Cost is \$25 for members and \$35 for non-members. Please register by August 18 by submitting the registration form on p3.

SAVE THE DATES!

Wednesday September 20:

Join us for a breakfast meeting featuring Joan E. Moore, J.D., SPHR, President and Founder of the Arbor Consulting Group. More information on topic and location will follow.

September 20-22: Michigan Council of SHRM State Conference in Grand Rapids: "Raising the Bar in HR." If you plan to attend, please note that you're a LAHRA member on your registration form. The chapter gets a rebate on your registration fee. Register through the Michigan Council web site: www.mishrm.org.

Workplace Demographics: Leveraging Change

By Helen Bidol, SPHR, Communications Committee

The topic of LAHRA's third monthly program meeting July 26th was workforce demographics. Presenter Toni Knechteges, SPHR, of Eastern Michigan University, MI-SHRM, and A.S.K. Consulting Group, LLC, spoke to 32 attendees. The program overviewed trends and statistics related to demographics of age, generation, and other aspects of diversity, and how companies are adapting to these changes.

Key learnings from the seminar were on the areas of older workers, generational differences, disabilities, work/life, and minority groups in the workplace. Here are just some of the highlights:

- Only 20% of current workers see themselves as stopping work entirely when they retire.
- Companies will need to retain older workers because there are not enough younger workers to replace them all.
- Accommodating older workers with flexible schedules such as six weeks on/six weeks off is one way to attract and retain them. Many are not interested in "traditional" retirement, and may prefer a type of part-time retirement arrangement.
- Generation Y, born from 1977-on, contrasts with Baby Boomers in that they don't want to work excessive hours in the office, whereas many Boomers view long hours at the desk as an essential work ethic.
- Gen Y is technically savvy, and can be tapped to share their IT skills with workers of other generations. An example of this is a program GE has called "Mentoring Up," where the younger worker is the mentor.
- Gen Y craves real-time feedback, which is in conflict with many companies' performance management systems that are based on annual or twice-yearly employee review sessions.
- With four generations currently in the workplace, misunderstandings based on generational differences can create tension.

Toni did an incredible job opening our eyes to changing workplace demographics. The audience participation and dynamism cannot be captured here in our newsletter, so we hope to see you in person for our August program meeting!

A Working Vacation? That Works for Me!

Survey results announced July 20 by Steelcase revealed that many U.S. workers may need a vacation from their vacation! This survey of about 700 office workers showed that 43% do some work while on vacation. A decade ago, only 23% worked while on vacation.

Why are they working on vacation?

- 25% say it is because they are committed to their job
- 22% say a pressing assignment needs completion
- 12% say they do not want to leave it all for when they get back
- 11% say it is because technology makes it easy
- 10% say they are unable to relax until things are taken care of

The survey was conducted for Steelcase by Opinion Research Corporation, as the first of a three-part Workplace Index Survey on the Nature of Work in 2006.

Livingston County United Way produces Human Resource Tool Kit

The Mission of the Livingston County United Way is to represent and serve the overall interests of the citizens of Livingston County in matters concerning individual and community health and well being.

Toward that goal, the United Way created a Human Resource Tool Kit, to help HR departments and business owners stay on top of meeting their employees' needs.

Contents include "breakroom" posters with handy tear-off helpline numbers, so that employees can locate local human service agencies for assistance.

It also shares information on the Born Learning early childhood educational materials, regional call center information and Volunteer Livingston program materials.

It promotes the United Way Day of Caring (coming soon, on August 23) and the campaign video which shares personal stories of accomplishment through United Way agency support.

Any employer will find this useful, and employers without Employee Assistance Plans may find it invaluable. For more information, contact the United Way at 810-494-3000.

The HR Tool Kit is available through the Livingston County United Way



Welcome new LAHRA members!

Congratulations on your commitment to this new group. You will be charter members when LAHRA affiliates with SHRM later this year.

Amy Bayerl, American Mitsuba

Ray Blush, Hugh Anderson Associates/OI Partners

Helen Garcia, HealthPlus of Michigan

Mike Kestly, Kestly Development

Patricia McGraw, McGraw Consulting & Coaching, Inc.

Teri Quimby, Michigan House of Representatives

Cathy Terbush, L&S Associates, Inc.

Steve Williams, Ecto HR

Our Member Count: 35

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LAHRA Meeting Registration Form

HR Best Practices Sharing

facilitated by Cheryl Cunningham & Pat McGraw

Please email or fax this registration form to Mary Nye no later than August 18th:

marynye@lcunitedway.org

Fax: (810) 494-3004

<input type="checkbox"/> I will attend	<input type="checkbox"/> I am a LAHRA Member, meeting fee \$25
First Name	Last Name
Email Address	Phone Number
Pay option <input type="checkbox"/> PayPal (preferred option) <input type="checkbox"/> Cash or check at meeting	
<i>If you register for this meeting and do not attend, you will be billed for your meeting fee.</i>	

To pay using PayPal:

1. Go to www.paypal.com and register or sign in. Select "Send Money."
2. The recipient email is LivingstonHR@charter.net. In the subject line, note "July meeting," and that you are paying for "Goods." Follow the prompts to complete the transaction. You will receive a confirmation email from paypal when your transaction is complete.

PayPal users are occasionally fraud targets. Please heed these warnings from PayPal:

Be aware of email greetings.

Emails from PayPal will always address you by your first and last name or the business name associated with your account. Fraudulent emails often begin with a generic salutation, such as, "Dear PayPal User."

Don't download attachments.

PayPal emails will never ask you to download attachments or software. Attachments often contain viruses that harm your computer or may compromise your account.

Never reply to an email with personal information.

If we require information from you, we will always request that you securely log in to your PayPal account first.

Map of Citizens locations. The LAHRA meeting will be at this location.

