

Connections

Volume 3 No. 8 August, 2008



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER



LIVINGSTON AREA HUMAN RESOURCES ASSOCIATION

2nd Annual LAHRA-PALOOZA!

Tuesday August 19th
5:30 pm – 7:30 pm

Give-A-Ways
Music
Networking
Food & Drinks

Come join us to celebrate another great year! There will be many exciting things such as LAHRA giveaways, great food, fun beach music, fun pictures, and always great networking with great HR professionals and friends!

T.W. & Friends
4433 Grand River, Howell, MI
www.twandfriends.com

Cost: \$10.00 per person
Includes appetizers and non-alcoholic beverages
Cash Bar

Let's Celebrate!

Please go to www.livinastonhr.org and register by **August 12th**.

Save the Dates!



TODAY!

If you haven't already done so, please **renew your membership**. Our new program year started July 1st. We are on a mission to increase LAHRA membership, so please phone a friend and encourage them to join as well. To register, go to <http://www.livingstonhr.org/MA.htm>.

Tuesday August 19 **LAHRAPALOOZA!**

Tuesday September 15
LAHRA program meeting – 7:30/
breakfast – Genoa Woods
“Topic”, Speaker (to be announced).
Register by September 10.

Tuesday, October 7th
Cleary University Career Fair
Livingston Campus 4-7pm

October 15-17
MISHRM State Conference in Dearborn
“BACK to the FUTURE of HR”
For details and to register, go to <http://www.mishrm.org> and click on the Conference tab.

Member News

Tracie Maisonville has a last name change. She now goes by Tracie Wolfe.

Welcome to new members:

- Randy Rumley, Lifesecure Insurance Company

- Matthew Breda, Action Associates
- Kelly Fielding, Edward Jones Investments
- Nicole Hawk, Transtar Autobody Technologies

Have any other updates (i.e., promotions, certifications, moves)? Email them to stutzkl@kellyservices.com

'Don't Touch My Perks'

Companies that Eliminate Them Risk Employee Backlash

Published: July 23, 2008 in Knowledge@Wharton

Earlier this summer, when employees first learned of a Google plan to upgrade and dramatically raise the price of its day care program, they wept, according to an article in the *New York Times*. And Google, which has enjoyed a largely charmed reputation in the press, was chided in the *Times* headline for making a "rare fumble" with the changes to its program.

Wharton faculty and compensation experts say the flap over Google's decision illustrates the difficulty in eliminating any employee perk. "Once you have the perk, to take it away is seen as a violation of a psychological contract you have with your employee," says Wharton management professor Nancy Rothbard.

Employee perks can range from traditional offerings – such as a company car, use of the corporate jet and extended retirement benefits – to highly personalized perks, such as personal trainers, laundry service, and pet-friendly offices. Employee perks have been scaled back after outrage over lavish employee perks led to tougher SEC disclosure rules in 2006. The new SEC rules require companies to disclose perks and personal benefits with an aggregate value of more than \$10,000. Perks valued at more than \$25,000 (or 10% of the total value disclosed) must be quantified in footnotes. The SEC also helped clarify the definition of a perquisite or personal benefit as anything that "confers a direct or indirect benefit" that is personal, even if it is provided as a business-related expense.

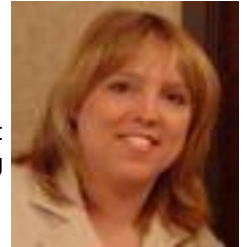
The current economic slump could trigger another round of 'de-perking'. "Boards were pushing back on some of these perks because they thought they didn't look good," says Wharton management professor Peter Cappelli. "But I think that passed, and now the issue is whether these practices are important in recruiting and retaining people. Cappelli suggests that inexpensive, or no-cost, perks – such as casual-dress days, free coffee and food discounts – may not add much to employee morale or productivity, but

President's Message:

By Tracie Wolfe

Taking over the helm – Charting new territory

I am very excited to serve as President of LAHRA for the upcoming membership year of 2008-2009. I look forward to a year of growth and other exciting endeavors. We have a great Board of Directors and committed volunteers, so it should be another exciting year for our chapter! Our two past Presidents, Cheryl Rogers and Tim Cornelius, did outstanding jobs in leading our chapter. I am privileged to follow in their footsteps and work with an amazing group of HR leaders. We have some exciting things that we are working on this year. We are focusing on a community project involving high school students in Livingston County - a multi-week program where we will teach students resume writing and interviewing skills in an interactive format. Students will then apply for a "job" to win a scholarship. We also have an exciting lineup of fall programs and are working to get a key note speaker for winter/spring of 2009. Member retention and recruiting is a high priority. And of course, LAHRAPALOOZA 2008 is right around the corner!



Tracie Wolfe



Brenda Ochodnicky of CCS Consultants LLC

On July 16, 2008, we held our first strategic planning session event. I am thrilled at the results we had from the interactive meeting. I must extend a huge thank you to Steve Williams, President-Elect, for facilitating and organizing the meeting. I must also thank Brenda Ochodnicky of CCS Consultants LLC and past President of the Brighton Rotary Club for co-facilitating the meeting with Steve. Thanks also go out to those in attendance who shared wonderful and innovative ideas to help move our chapter forward: Mike Kestly, Mary Nye, Christy Conn, Lyn Hewitt, Susan Roberts, Amy Bayerl, Joe Kyle and Kristi Stutz. We focused on the areas of Vision Planning, Member Benefits,



Brainstorming

Continued on page 4

they don't hurt the bottom line much either. And companies should be careful about how they go about reducing or eliminating them. "If you are taking anything away from employees, it's important to explain the need for doing it," he says.

Meanwhile, some companies are extending perk packages that their employees can choose to accept or ignore, according to Chris Hill, CEO of perkspot.com. Cell phone companies, local restaurants, 1-800-FLOWERS and other businesses are eager to offer discounts to employers who, in turn, pass along the discounts to their employees. As the costs of health care and traditional benefits are rising, employers are looking to provide – at no cost to them- something that's perceived as valuable to the employee.

Cool Tools

People planning for retirement got a new tool in July: a fast and easy online estimator for their Social Security benefits.



The Social Security Administration unveiled its new retirement estimator on its Web site. It takes just a few points and clicks and some personal information to produce benefit estimates within a few minutes. The online Social Security estimator can be found at <http://ssa.gov/estimator/>

June Program Meeting Recap



Carrie Van Daele

How is knowledge captured and moved around at your company and what is your responsibility for retaining that Intellectual Capital?

These thought provoking questions were posed to attendees of our June meeting by Carrie Van Daele, from Van Daele & Associates, Inc. She laid the groundwork for her interactive presentation by citing U.S. Bureau of Labor Statistics indicating that the county faces a serious worker and skills shortage over the next three decades due to the retirement of more than 61 million workers. Specifically, the work force may potentially be short 5 million workers by 2011 and 36 million workers by 2031. In addition, a workforce gap of 20 million college-educated workers may exist in 2031.

So, if your company isn't already feeling the pains of knowledge loss due to retirement of employees, it's something you should give serious consideration to and dedicate resources to now.

Deductive learning was encouraged throughout Carrie's presentation and the audience was divided into groups to brainstorm on what their respective employers are doing now, and could do better, to ensure that knowledge is shared and preserved within their companies. Differences between how various generation groups obtain and retain information were communicated and factored into the mission and goals of the group discussions. Some of the ways the groups came up with, and Carrie validated, on protecting Intellectual Capital included non-compete & non-disclosure agreements, information asset protection policies, cross functional team sharing, easy to follow procedures, training programs, retention and constant education.

Various methods for moving knowledge around the company included mentoring, shadowing, videotaping, standard operating procedures (SOP's), email, staff meetings, intranet, written procedures and teleconferences.

Carrie emphasized the importance of knowing your workforce and where the knowledge resides to protect your company's legacy. If you are looking at developing a strategic plan for knowledge preservation, you need to keep the upcoming talent crunch projections in mind. The responsibility for this often lies within the Human Resource Department, as it is often responsible for 70% of the workforce. Some suggestions on how to make sure you are optimizing your talent within your organization are to implement training the trainer programs, provide cross training opportunities, and make succession planning a priority.



Jan Camden and Kristi Mahler



Nikki Hawk and Jon Porta



Jamie Holdcraft, Laurie Black and Mary Nye



Jennifer Hetheron, Marlene Hardesty and Renae Behr



Carrie Van Daele and Bob Jenkins



Tim Cornelius and Karen Jackson



Mindy Swarthout and Donna Anderson



Christy Conn and Carol Stone



Sue Smith and Tracie Wolfe

President's Message, continued from page 2



Steve Williams, President Elect

Member Attributes, Membership Size, Programs, Community Service, Leadership Development and SHRM Foundation. Our mission was to jump forward to the year 2013. We wrote a letter to the President of SHRM with all the reasons why we deserved the "Best of the Best" Chapter Award. We had to come up with ideas and initiatives that the chapter had "done" in the 5 years prior in order to win the award. The results were outstanding and will be sent out in a formal manner to all members soon. The Board will work with these ideas to create a 5 year plan to use as a foundation to build on to ensure continued chapter growth. We look forward to your involvement to help turn these ideas into reality.

Enjoy the rest of your summer. I hope to see everyone at LAHRAPALOOZA!

Survey: Corporations Don't Provide Enough Coaching For New Leaders

Employees who rise up the ranks into leadership positions often don't receive the coaching they need to realize their full potential, according to a recent Right Management survey. Only 23 percent of new leaders receive the needed coaching after assuming positions that require supervision or management of others, according to the Philadelphia-based human capital consulting services firm.

Based on the survey of 656 human resource professionals, Right Management found that:

- Twenty-nine percent of developing leaders (e.g. vice presidents, directors, and managers) receive coaching.
- Thirty-five percent of executive/strategic leaders (chief executive officers, department heads, and senior vice presidents) receive coaching.
- Twenty-three percent of new leaders (supervisors and high-potential employees) receive coaching.

Written by Jenny Cromie, certified human resources specialist (CHRS) - the daily DASH WWJ Newsradio 950

Thanks!

- Much appreciation to Cheryl Rogers for hosting our Volunteer Recognition Event on June 24. A great time was had by all in attendance.
- Warm regards to Amy Bayerl and American Mitsuba for hosting our July Strategic Planning & Vision meeting.
- Thank You & Welcome to Nicole Thomas from NLT Designs who has joined the LAHRA team to provide graphic design & layout expertise for our newsletter.
- And, a High Five out to Cathy Tallman at CST intech for maintaining our website.



Livingston Area Human Resources Association

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.

2008-2009 BOARD OF DIRECTORS

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