

*Join us for the February LAHRA Program Meeting!*

## HR's Role in Developing Leaders

Presented by Sonya Jacobs

Organizations today require leaders at all levels of the organization. How can your organization recognize and develop potential leaders? Please join us for our February program meeting where our speaker will describe one local organization's journey to establish their own leadership development program.

The program is now an integral part of the organization's business strategy, and has improved their competitive advantage on talent. Hear about the challenges they faced and the methods they used to evaluate the program's success, and more importantly, learn practical steps on how you can do the same in your organization.

**Date:** Wednesday, February 21, 2007

**Time:** 7:30 a.m. – 9:00 a.m. (*registration begins at 7:15 a.m.*)

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

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

**Reservations:** Complete the registration form on the last page of this newsletter and either fax it or email it to Tracie Maisonville: (810) 900-6341, [tracie@roofcon.com](mailto:tracie@roofcon.com)

*Reservations must be received by Monday, February 19th*

## About Our Speaker

**Sonya Jacobs**

Sonya Jacobs is currently the lead Organizational Effectiveness Consultant for leadership development at the University of Michigan Health System. In that role she has responsibility for designing and implementing the leadership development efforts for the organization's leaders.

Ms. Jacobs has fourteen years of experience specializing in Human Resource Management, and has worked as a consultant in the areas of Training, Process Re-engineering, Project Management and Information Systems for a variety of clients, including the City of Detroit, Detroit Public Schools, Wayne State University, IBM and UAW/GM Delphi.



## Save the Dates

**Wednesday, March 21<sup>st</sup>:** LAHRA monthly meeting. Karen Bedford from Meritor Automotive Systems will speak on **Coaching Strategies for Tough Conversations**. This will be a lunch meeting from 11:30am-1:00pm

**Thursday March 29<sup>th</sup>:** **Sue Meisinger**, President and CEO of SHRM will hold her North Central Region Town Hall meeting in Ann Arbor. Mark your calendars, and plan on a lively and engaging discussion. More details will follow as they are available.

Thursday April 12<sup>th</sup>: **Johnny Taylor**, former Chair of the SHRM Board of Directors, will be speaking to the Lansing affiliate chapter of SHRM (HRMAMM). We're invited to join HRMAMM for this dynamic speaker.

**Wednesday April 18<sup>th</sup>:** The Livingston Regional Job Fair will take place from 11:00am-4:00pm at Crystal Gardens in Brighton. For more information, contact Pam McConeghy at the Greater Brighton Area Chamber of Commerce at 810-227-5086 or at [pamm@brightoncoc.org](mailto:pamm@brightoncoc.org).

## President's Message

### HR can lead community support

Cheryl Tompson, SPHR - LAHRA President



I recently returned from a week in Mexico. No, I wasn't sipping margaritas poolside! I was part of a group from my church building houses for three families whose mode of living would be greatly improved by the meager 16' x 20' concrete structures we provided for them. It was a very fulfilling trip, and I was grateful to have the opportunity to go.

Most of our group was made up of retirees, understandably. Others of us gave up valued vacation time to participate.

I had a little help from my company, though. At the Livingston County Daily Press & Argus, we provide full-time employees with one **Volunteer Day** per year. With advance supervisory approval, an employee can take a paid day off to participate in a volunteer opportunity that would otherwise conflict with their regular work day. We've had employees participate in the United Way's Day of Caring, help coordinate community golf outings, help with the Salvation Army Adopt-a-Family program, facilitate special programs in high schools and assist with Girl Scout special events, for example.

Many local companies do an impressive job of supporting the community. They encourage employees to participate on non-profit boards and committees. They form teams for the United Way Day of Caring, a truly special community event. They contribute financial support to local organizations, and make donations to charity auctions. This is critical support that our area non-profits rely upon, especially in these challenging economic times.

How does your company contribute to the community? What can you, as an HR person, do to influence it? Many efforts don't require a cash outlay--like establishing a Volunteer Day benefit, or holding a suit drive (as Citizen's did recently, in support of LAHRA's initiative to benefit the Women's Resource Center Career Boutique), or collecting school supplies for LESA's annual effort. I'd love to hear about your efforts, and share them with other members. Email me at [ctompson@gannett.com](mailto:ctompson@gannett.com).



## January meeting recap:

### HR must bring flexibility and leadership to compensation practices

Attendees of the January meeting left energized and enthused after Jay Edwards' presentation on HR's role in leading the compensation development of an organization. Jay used practical applications to show how the compensation needs of employees change during economic conditions like those currently experienced in Southeastern Michigan.

Based on his 30 years experience in Human Resources, Jay stressed HR's role as the only function that must understand and communicate the needs of the business and the needs of the employees. He also encouraged attendees to:

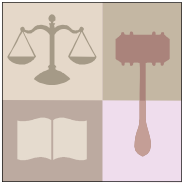
- Review the organization's short and long-term plans.
- Consider important factors other than financial compensation, such as benefits, growth opportunity, and increased schedule flexibility.
- Be as flexible as possible.
- Enjoy the challenge of leading the company and the people.

## The National SHRM Annual Conference - A Worthwhile Investment

The annual SHRM conference and exposition is a great opportunity to network, challenge your mind, and get practical tips, tools and ideas. In addition to the high-quality Concurrent Session selections, the General Sessions, the Masters Series and Certificate Programs that have long been available, this year's conference features some new offerings:

- Innovation Track - New sessions focused on creative thinking.
- Sustaining a Competitive Advantage Through a Culture of Excellence Certificate Program - New program presented in partnership with the Disney Corporation.
- Talent and the Top Performing Organization Certificate Program - New certificate offered in partnership with Harvard Business School Publishing.
- Enhanced On-Site Registration - Bags, badges and tickets can now be picked up in one convenient location.

Get more information on registration at [www.shrm.org](http://www.shrm.org)



## Legal Corner

# How will the Recent Mid Term Elections Impact the HR Profession?

Tim Cornelius, LAHRA Legal Chair & President-Elect

### State of Michigan

In December, 2006 Governor Granholm signed legislation creating the Michigan Promise scholarship, one of the long-term objectives of her economic plan for Michigan. Every student in the state will be eligible for this \$4000 scholarship beginning with this year's senior class.

According to the Governor, the Michigan Promise scholarship "opens the doors of education to every student in Michigan. One goal of this legislation is to "create an expectation that students will achieve a post-secondary degree or credential coupled with a guarantee from the state of financial support linked to the achievement of that goal."

Essentially, every student who attends college or technical school can earn a \$4000 scholarship. Students can attend any two- or four-year school in Michigan, public or private, or a wide array of technical training programs. Students who score well on the high school assessment will receive \$1,000 in their freshmen and sophomore years and earn the remaining \$2,000 after successfully completing two years of post-secondary education. Students must maintain a 2.5 GPA in their post-secondary institution when they reach that two-year point.

### Federal

President Bush's State of the Union speech addressed his plan for reforming health care and immigration in 2007.

**Health Care:** The goal of this plan is to level the playing field for those who buy their own health insurance with those who receive or purchase health insurance through employers. The President's plan would provide all American families receiving employer-provided health care with a \$15,000 standard deduction for health care (\$7,500 for individuals) but, in turn, would also consider the cost of employer provided health care above the standard deduction as taxable income. Americans who purchase their own health care would also claim the full amount of the deduction regardless of the cost of their individual or family policy.

**Immigration:** President Bush called for comprehensive changes in immigration that include employment verification, a guest-worker program, stronger enforcement and a path to citizenship for some illegal aliens. Bush implied that the current employment verification system is not perfect, he said, "We will enforce our immigration laws at the work site and give employers the tools to verify the legal status of their workers-so there is no excuse for violating the law."

Following the President's speech, SHRM President and CEO Sue Meisinger confirmed that belief, saying "Any comprehensive immigration reform must include an employment verification system that works. The current system is both inefficient and inadequate at preventing fraud."

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## EMU Offers SHRM Learning System Course

Is one of your New Year's resolutions to get your PHR or SPHR certification? One good step toward that goal is to take the SHRM Learning System Prep Course. The course will be offered in **Lansing** starting February 15 at Miller, Canfield, Paddock and Stone, One Michigan Avenue, Suite 900 in Lansing; and in **Ypsilanti**, starting February 5 at the Eagle Crest Conference Center.

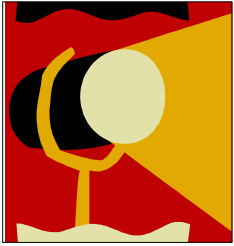
Taking this course is the best thing you can do to be successful on the PHR or SPHR exam.

The registration fee for the SHRM Learning System course is \$895 for national SHRM members and \$935 for non-SHRM members. The fee includes your copy of the SHRM Learning System that includes materials covering the six modules (Strategic Management, Workforce Planning & Employment, HR Development, Total Rewards, Employee & Labor Relations, and Risk Management) covered by the HRCI Body of Knowledge. You also receive a CD-ROM with additional practice questions and access to the online Resource Center. The

classes are facilitated by SPHR certified HR professionals.

The registration brochure is available online at [www.ce.emich.edu/noncredit](http://www.ce.emich.edu/noncredit).

For further information about registration contact Pat Breilein: [pbreilein@emich.edu](mailto:pbreilein@emich.edu), (734) 487-9158 For questions regarding course content contact Dr. Fraya Wagner-Marsh, SPHR, [fwagner@emich.edu](mailto:fwagner@emich.edu), (734) 487-3240.



## Member Spotlight: Roxanne Kania

**Roxanne Kania** is a charter member of LAHRA and a long-time Livingston County resident, having been in our community for 35 years. She serves on our membership committee, and you may have met her at one of our monthly programs.

She took an unusual career path to get to human resources. Roxanne's Bachelor's degree from Eastern Michigan University is in chemistry. She commuted for 14 years from her Pinckney home to a Detroit job as a chemist in a quality department. After so many years, the commuting took a toll, so she left that position. Next, she answered an employment ad in the local paper for a professional recruiter. This was a good match for her, as the role was to recruit chemists, scientists and other professionals, so she could apply her prior career knowledge to her new career.

Roxanne recalls that even in college when she was studying chemistry, she knew she wanted to work with people, particularly those with special needs and those who face barriers in their lives. As it turned out, the staffing service she joined, Action Associates, is part of an organization called Work Skills Corporation that provides training and employment services to individuals with disabilities and other barriers.

She has been with her current employer for the past nine years. Roxanne is now an account supervisor, and in this role she handles recruiting, customer service and placements. A noteworthy human resources project she has for 2007 is a major revision of her firm's employee handbook.

Roxanne's advice for those who are just launching their human resources careers is simple, but powerful: "Remember, you are not alone." She explained that when you are new to the field, you sometimes may be overwhelmed by all the employment laws and nuances of HR, but "you have colleagues and organizations you can call upon, such as LAHRA, SHRM and GAASHRM. If you have a question, there are so many resources to assist you."

Outside of work, Roxanne enjoys many activities. She likes skiing, snowmobiling, golfing and boating. She also is a writer of fiction.

### New LAHRA Members

**Laura Fryer, Work Skills Corporation**

**Emily Sternberg, PHR, Carcoustics USA**

**Julie Hogland**

**Jeanne Johnston**



## By the numbers



Michigan Unemployment Rate  
(seasonally adjusted)

December 2006 **7.1%**  
Change over month +0.2  
Change over year +0.4

National Unemployment Rate  
**4.5%**

## LAHRA Board of Directors

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**Cheryl Tompson, SPHR**

Livingston County Daily Press & Argus  
ctompson@gannett.com  
517-552-2822

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Transtar Autobody Technologies  
tcornelius@tat-co.com  
810-220-3017

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mvorasebisk@hanover.com  
517-540-4436

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Amerisure  
kolds@amerisure.com  
248-615-8551

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Cheryl@leaderslearning.com  
810-225-0490

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TG Fluid Systems USA  
Marlene.hardesty@tggroupna.com  
810-534-1103

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hbidol@gesonline.com  
800-368-0337

## LAHRA Member Meeting Registration Form

### *HR's Role in Developing Leaders*

Presented by **Sonya Jacobs**

7:30 am - 9:00 am on Wednesday, February 21st (*registration begins at 7:15*)  
 Email or fax this registration form to Tracie Maisonville no later than Monday February 19th.

[tracie@roofcon.com](mailto:tracie@roofcon.com)

Fax: **810-222-0358**

<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](http://www.paypal.com) and register or sign in. Select "Send Money."
2. The recipient email is [LivingstonHR@charter.net](mailto:LivingstonHR@charter.net). In the subject line, note "February 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.*

