

AFFILIATE OF



Connections

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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.



Improving the Health Status of Your Employees and Their Families

Presented by *Howard Weyers*

Please join us for our June LAHRA meeting where we are honored to have as our speaker Mr. Howard Weyers, President of Weyco. Howard is nationally recognized as a pioneer in the area of corporate health and wellness programs. He will share with us the innovative approach that Weyco has taken to help their employees change to a healthier lifestyle, which helps drive down insurance costs.

This upcoming meeting has received significant local media attention, including an interview Howard gave, and a subsequent piece and meeting announcement that ran in both the *Brighton Argus* and the *Lansing State Journal*. Several announcements have run in a variety of local papers, and LAHRA's Programs Committee Chairperson, Cheryl Cunningham, was interviewed and announcements were broadcast on WHMI. This meeting promises a dynamic speaker and exciting topic that you won't want to miss!

Date: Wednesday, June 20th

Time: 7:30 - 9:30 a.m. (registration begins at 7:15 a.m.)

Place: Genoa Woods Conference Center, Brighton

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

Register: Online at our new website at www.livingstonhr.org

(You will have the option of paying either on line, or with a check at the meeting)



About Our Speaker

Howard Weyers, President Weyco

Howard Weyers' approach to improving employee health and reducing health-related costs for business has received international attention, particularly for its innovative lifestyle and tobacco-free workforce programs.

Howard is President of Weyco, a Meritain Health Company. Meritain Health is the country's largest independent provider of services for self-funded health plans. Meritain Health serves over 1,400 self-funded clients and over a million members nationally. The company provides plan administration, innovative wellness, medical management, disease management, network management, and cost management services. Meritain Health is also a pioneer and now the leading independent provider of Consumer Directed Health Plans. Meritain Health employs over 1,350 people with headquarters in Amherst, NY, and regional offices in 28 cities across the country.

He has been featured on *20/20* with John Stossel, *60 Minutes* with Morley Safer, and virtually every major morning TV and radio talk show in the U.S. He has also been sought out for interviews and commentary by such prominent publications as the *New York Times*, *Washington Post*, *USA Today*, *Harvard Business Review*, and *The Economist*.

For 20 years prior to founding Weyco, Howard coached high school and college football. He is a graduate of Thiel College in Pennsylvania with a bachelor's degree in education.

Welcome New LAHRA Members



- **Steven Anderson** - HR Student
- **David Burkhouse** - DCOT Assessments & Coaching

Save the Dates

**SATURDAY, JUNE 24th -
WEDNESDAY JUNE 27th, 2007
SHRM Annual Conference and
Exposition**

Held this year at the Las Vegas Convention Center, the SHRM Annual Conference & Exposition offers, for the best price in the market today, the most comprehensive and relevant professional development programs. Keynote speakers this year include Lance Armstrong, Linda Alvarado and Dan Pink.

**THURSDAY, JULY 17th, 2007
3:30 - 5:15 p.m.
LAHRA Monthly Program Meeting
Arbor Awards for Excellence**

Join us for this joint meeting with Arbor Consulting where we will get a preview of this year's Arbor Awards for Excellence in employment practices winners.

**MONDAY, SEPTEMBER 24th -
WEDNESDAY SEPTEMBER 26TH
2007 Michigan SHRM State
Conference**

This year's state conference will be held in Kalamazoo, and the theme is "People-Passion-Profit: HR Delivering Value." The MISHRM conference is a great opportunity to add to your HR skill set, network with other HR professionals, and see all the latest and greatest resources in the Exhibition Hall.

Registration hasn't opened yet, so keep checking the website (www.mishrm.org) for registration information and details on the conference as they become available.

LAHRA Newsworthy Notices



LAHRA MEMBERSHIP RENEWAL TIME IS HERE!

Believe it or not, it has already been one year since LAHRA was founded and began accepting membership applications! We have had an extraordinary first year as an affiliated SHRM chapter and the outlook of growth is spectacular. We hope that you've found value in chapter membership, and renew it for the 2007/2008 membership year. Current memberships expire June 30th, and dues are now \$55.

In addition to our recent addition of an exciting website, we plan a number of new initiatives that will further our mission as an HR organization. The website makes the renewal process simple and easy. Please visit www.livingstonhr.org and go to the Membership page. Please fill out the membership form completely to insure that we have all of your current contact information. Also be sure to check the renewal box. You can either pay your dues online via Paypal once you submit the form, or mail your check. Please note that payment is due June 30th to maintain your current membership through June 30, 2008. We suggest printing out your confirmation page to keep as a receipt.

We GREATLY appreciate your support and hard work this past year, and look forward to another great year of growth and accomplishments! If you have any questions, please contact Tracie Maisonville at tracie@roofcon.com.

LAHRA Monthly Program Meetings Moved to Tuesdays

After soliciting your feedback, and considering other community activities and regularly scheduled community events, we've decided to move LAHRA's regular program meetings from Wednesdays to Tuesdays.

Complete Your Member Survey - We Want to Hear From You!

What do you appreciate about LAHRA, and what do you think we can improve on? Your feedback is important to us so please be sure to visit the URL that arrived recently in your inbox to complete this important online survey. If you are a current member and did not receive the survey link, please contact Michelle Vorase-Biskner at 517.540.4436.

Don't forget the HR Job Openings and Resume Space Available at All LAHRA Monthly Program Meetings. In addition to the great space available on our new website HR Jobs Board, table space is available at all monthly meetings held at our normal venue (Genoa Woods) for your HR resumes and HR job postings.



LAHRA Volunteer Recognition Party

A party was thrown in honor and recognition of LAHRA volunteers on Thursday, May 17th at Cheryl Cunningham's home in Brighton. Party goers had a great time socializing, and were even honored with a song by pianists Cheryl Cunningham and Cheryl Rogers!

Left to Right: Anne Mettetal, Mary Nye, Michelle Vorase-Biskner, Helen Bidol, Kari Olds, Tracie Maisonville, Cheryl Rogers, Shellie Rytlewski, Cheryl Cunningham and Jennifer Hetherton.



President's Message Thanks for a Great Year!

Cheryl Tompson, SPHR - LAHRA President

We're coming to the end of LAHRA's first program year, and I'm pleased to reflect on some of our accomplishments:

- Our membership has grown from 0 to 68!
- We met the requirements to affiliate with the Society for Human Resource Management and received our charter effective November 1, 2006.
- We earned a Superior Merit Chapter rating from SHRM.
- We offered 12 fine program meetings, most of which were pre-approved for HRCI recertification credits.
- Our monthly newsletter has delivered useful information and updates.
- We established our website: www.livingstonhr.org (Don't forget that member companies can post HR positions available at no cost through the end of the year!)

Thank you to our amazing volunteers, without whom none of this would have been possible: **Amy Bayerl, Helen Bidol, Jan Camden, Tim Cornelius, Cheryl Cunningham, Debbie Goll, Marlene Hardesty, Jennifer Hetherington, Roxanne Kania, Jim Krolik, Tracie Maisonville, Ann Mettetal, Mary Nye, Kari Olds, Susan Roberts, Shellie Rytlewski, Kristi Stutz, Michelle Vorase-Biskner and Steve Williams**. A special thank you to **Marlene Hardesty** and her employer, **TG Fluid Systems**, for hosting our monthly board meetings.

I also thank **Scott Wolfe**, who designed our logo, and Scott Wolfe and **Tom Wolfe** who donated the LAHRA banners which are displayed at program meetings. Thanks also to **Dave Withers** of the Daily Press & Argus, for technical assistance with our newsletters and other documents. And although she was not a volunteer, I would be remiss if I didn't acknowledge **Cathy Tallman's** fine work on our website.

Beginning next month, LAHRA leadership will be in the capable hands of President Tim Cornelius and his superb board of directors. We can all look forward to another great year.

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The Cornerstones of an Effective Wellness Program

Wellness programs are an innovative and effective approach with potential to drive down future health care costs for employers. According to the U.S. Bureau of Labor Statistics, from 1999 to 2005 access to employer-provided wellness programs rose from 17 percent to 23 percent. The bottom line is about people: Enhanced morale and higher employee job satisfaction. The cornerstones of an effective program should include:

Step No. 1 - Set the Goals of the Program

The first step is to define your goals. For many organizations, this equates with reducing health care costs. Perhaps absenteeism numbers are higher than desired.

Step No. 2 - Decide the Company's Level of Involvement

A small business may not have the ability to close for an entire day and host a health fair for its employees, and a large multi-state organization cannot bring all its employees together for one companywide event. Having routine wellness checkups available in the workplace makes a normally daunting task as convenient as getting a cup of coffee.

Step No. 3 - Establish the Budget and Expected ROI

A wellness program budget should be presented to your company's executive team with full disclosure that return on investment (ROI) numbers won't be realized for several years.

Step No. 4 - Choose Employee Rewards

People are driven to act by the positive consequences they expect from their action. Rewards increase the likelihood that employees will get involved in a wellness program

Step No. 5 - Write and Communicate Your Policy

Your policy should include your company's intent, level of involvement and rewards system and an acknowledgement of legal considerations.

This article was adopted from Designing an Effective Wellness Program, Step by Step, an article written by Steve Ritter, LCSW, and Allison Potempa, and posted on www.shrm.org.



Member Spotlight - Jennifer Hetherton



Jennifer Hetherton

If you have been enjoying LAHRA's monthly programs, at least some of the credit goes to Jennifer Hetherton, an active member of our Programs Committee. Jennifer is a charter member of LAHRA, a member of SHRM, and a lifelong member of the Livingston County community. Jennifer grew up in Howell and now lives and works in Brighton.

Jennifer's path into the human resources field was the result of a college internship that was not quite what she had planned. While a student in Michigan State University's hospitality business program, she lined up an internship at the Hilton in Saint Louis, Missouri, expecting to work in the sales department, with secondary duties in HR. She excelled at HR, and the hotel made that the primary focus of her internship. Upon graduation, they offered her a full-time position in human resources, which she accepted, and she hasn't looked back after 13 years in the HR field.

Jennifer's next HR position was in Memphis, Tennessee, with a division of Stryker, called Physiotherapy Associates. In that role, she participated in new clinic acquisitions in addition to payroll and policy-related activities. Her husband then took a job here in Michigan, which brought her home to Livingston County, where she works as human resources generalist III at TG Fluid Systems USA Corp. in Brighton. Her future HR goals are to specialize and to become a manager—but she wants to continue to have contact with her company's employees.

Her philosophy is: "The simplest things you do for someone can go a long way." The best part of human resources, for Jennifer, is interacting with employees. She said she enjoys "getting involved with people, seeing their satisfaction and gratification when you are able to teach them something or just able to help them to make a difference in their work environment and their personal lives."

She is the mother of two—a five year old daughter and a twenty month old son. They keep her busy, but she still finds time for her hobby of scrap-booking. She is also a big fan of country music.

Your NEW 2007/2008 Board of Directors

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Steve Miranda Shares the Seven Deadly Sins of the Business Strategist with May Program Attendees

At LAHRA's May program meeting, Steven Miranda, Chief Human Resource Officer for SHRM had one question for the audience, "How indispensable are you in your organization?" Steve shared the seven deadly sins associated with that:

1. Taking a position of advocacy without assuming accountability.
2. Forming an opinion without doing your homework.
3. Understanding the business as support organizations shouldn't just support. Sometimes, they must DRIVE the business.
4. Being a change agent...before deciding what you want to "change into."
5. Being flexible when what is needed is framework and rules.
6. Thinking strategically, when what is truly needed is context and conversation.
7. **COMMUNICATING, COMMUNICATING, COMMUNICATING.**
8. Believing that leadership is simple...when Leadership is HARD! Believing that leadership is HARD...when Leadership is SIMPLE!

Steve advised guests to embrace operations excellence, and for each individual to find his/her "benchmark." He gave the example how Southwest Airlines used the Indianapolis 500 pit crews to figure out how they could move baggage faster. He closed by pointing out that during a crisis we can each either run like heck or view it as an opportunity, and by encouraging us to continue attending seminars so we can learn!