

The Quick and the Dead: HR Strategies for the New Millennium

Presented by **Steve Miranda**



Join us for this breakfast meeting hosted jointly with the Human Resource Association of Greater Detroit (HRAGD), and presented by Steve Miranda, Chief Human Resource and Strategic Planning Officer Society for Human Resource Management (SHRM). Steve will address how HR professionals can navigate their growing strategic role. His presentation will also show why it is important for global HR strategists to know a little bit about music and understand the key role communication plays in thinking and acting strategically to avoid disasters.

Date: Thursday, May 24th

Agenda: 7:30 – 8:30 a.m. Registration, Networking and Breakfast Buffet
8:00 – 8:30 a.m. Annual Meeting (HRAGD)
8:30 – 10:00 a.m. Program – Q & A – **Extended Program**

Place: Embassy Suites, Southfield, Michigan

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

There are two options for registration (registration for both the event and transportation must be received by Friday, May 18th):

- Contact the HRAGD office at 248-478-6498 and if you are a member of LAHRA be sure to mention it so you can secure the discounted membership meeting fee of \$25. **This is preferred registration option.**
- - OR - Register online at www.hragd.org. You'll complete a short on-line form, and will then be prompted to pay. If you are a member of LAHRA be sure to check the member box to secure the discounted meeting fee of \$25, and note that you are a member of LAHRA in the comments section.

Please note that this meeting is held at a different venue, and on a different day of the week than LAHRA program meetings are normally held. We look forward to a strong turn out and therefore **LAHRA is providing free transportation to and from the event on a first-comes-first-served basis. If you are interested in group transportation, please contact Tracie Maisonville at tracie@roofcon.com, or by phone at 810.229.8490.**



About Our Speaker

Steve Miranda, Chief Human Resource Officer, SHRM

Native Detroit Steve Miranda is the Chief Human Resource Officer for the Society for Human Resource Management (SHRM). Miranda's responsibilities include all aspects of HR for the Society as well as the establishment of both long and short-term business and strategic goals.

Miranda has extensive experience in the areas of executive coaching, global team building and organization effectiveness. Having spent the majority of his career in the business units before moving into human resources, Miranda is very familiar with the opportunities and associated challenges faced by today's executive leaders. He has worked with a wide variety of senior-level executives, helping them solve issues ranging from personal leadership behaviors to the globalization of their businesses.

Miranda holds an undergraduate degree in Liberal Arts and a Masters degree in Computer Science (both Summa Cum Laude) from the University of Detroit. In addition, he is a widely recognized national speaker and his work has been published in several business publications.

New LAHRA Member



Please offer a warm welcome to our newest member!

- **Michelle Reppen** - Citizens Insurance



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. Join us for this celebratory event!

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, so we encourage you to register your CEO for this meeting, as well!

MONDAY, SEPTEMBER 24th WEDNESDAY THE 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 con-

April Program Meeting Focused on *Creating a World-Class Recruiting Strategy*

Our April Meeting led by David Szary, President of the Recruiter Academy, motivated members by sharing "in-the-trenches" methodologies, tools, and techniques that each participant could walk away and implement. David detailed the following five **Success Attributes**, which he considers the signs of a truly "World-Class" Recruiting/Placement Organizations.

1. They run recruiting like a business and can quantify their ROI to their organization!
2. They execute day-to-day recruitment processes better than their competition.
3. They have the ability to develop innovative sourcing strategies to find the highest quality candidates within 100% of the labor market.
4. They are creative, resourceful, and have the discipline to try new things and create a plan of action to get them accomplished.
5. They embrace continuous improvement, life-long learning and have a methodology for "change"!

David concluded the meeting by challenging attendees to think of some specific ways they could take action with the steps and tips he offered, and offered a Resource Planning Tool, Recruiter Metrics Template, and Recruiter Team Metrics Template for our use.

LAHRA Newsworthy Notices



Available now : Livingston HR Association Website!

The board has been hard at work on the upcoming LAHRA website that they hope will be truly useful to members. It will include among other things, the capability to register and pay for meetings online in one easy step. In addition, the site will provide committee progress updates, photos of past LAHRA events and an HR job board, to name just a few. **The address is www.livingstonhr.org**

It is also our intention to provide a password-protected member directory. While our non-solicitation / privacy statement are prominently displayed on the directory's home page, we want to hear from you if you are concerned about the directory, or would prefer not to list your contact information. Please contact Marlene Hardesty at marlene.hardesty@tggroupna.com with any such concerns or requests.

Watch for the Upcoming Member Survey

With June coming just around the corner, our charter membership year is coming to a close and we want to hear from you. What do you appreciate about LAHRA, and what do you think we can improve upon? Your feedback is important to us so please be sure to complete the survey!

Don't forget the HR Job Openings and Resume space available at all LAHRA monthly program meetings. Are you recruiting for an HR professional? Are you yourself looking for an HR opportunity? Come to our next meeting prepared with your job posting or resume. Table space will be clearly signed and available for members and attendees to take advantage of.



President's Message HR's Role in Avoiding Workplace Violence

Cheryl Tompson, SPHR - LAHRA President

Recently I heard the Gannett Midwest Group President speak about her workplace immediately after 9/11. She said she felt employees looking to her for assurance that everything was going to be okay—and she did her best to portray that, while also working to convince herself that it was true.

I'm sure many of you have modeled similar assurances to your employees, especially following the workplace shooting in Troy and the horrible events at Virginia Tech. But how sure are you, really?

Here are a few basic things HR can do to avoid workplace violence.

- Screen new employees carefully. Do reference checks. Within LAHRA membership, let's commit to help each other with frank, confidential sharing.
- Manage problem employees. Don't let situations escalate beyond your ability to affect.
- Make good use of your Employee Assistance Plan. Mandatory referrals may be an appropriate option at times.
- Communicate your open door policy. How many times have you heard outrageous stories after an employee leaves? Make sure employees know they can safely share concerns early on.
- Establish a zero-tolerance policy for violence and weapons in the workplace, then adhere to it. Sample policies are available from SHRM.

Want more on this topic? Let us know if you'd like it to be addressed at an upcoming program meeting.

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, Ann Mettatal and Kari Olds for their excellent work.**

LAHRA Members Attend this year's MISHRM Leadership Conference

LAHRA Chapter was well represented at the 2007 day-long Leadership Conference. This Conference is typically attended by Board members (or soon-to-be-Board members) from the local SHRM chapters. The LAHRA contingent was comprised of our President-Elect Tim Cornelius, outgoing Treasurer and upcoming President-Elect Tracie Maissonville and Secretary Kari Olds.

The program started with a warm welcome and introductions of State Council Executive Committee members and all MISHRM District Directors. Attendees became well acquainted with all of the resources available to local chapters through MISHRM and national SHRM. LAHRA was welcomed and identified as a new chapter this past year, and we were also congratulated for receiving the Superior Merit Award within our first year!

There were three morning breakout sessions to choose from: Diversity, College Relations and SHRM Affiliate Website and Newsfeed. Your board members chose the "divide and conquer" method and each attended a different breakout session. All three sessions provided some great information and ideas.

The afternoon consisted of a presentation by State Director Toni Knechtges on Ethics and a full room discussion of Best Practices. In particular, The Valley Society for Human Resource Management (VSHRM) gave a best-practice presentation on developing a 5-year plan for your local chapter. Rest assured, your LAHRA Board will be very busy making enhancements that will add even more value to your membership for the coming year!

Your LAHRA 2007/2008 BOARD OF DIRECTORS



Tim Cornelius - President

Tim has worked in HR for twenty years and enjoys managing all aspects of the HR function. He is particularly interested in recruiting and organizational development to improve organizational effectiveness. With one year of experience as LAHRA President-elect he is looking forward to his new role as President, and to networking with other members and in helping the chapter grow during the 2007-2008 member year.



Tracie Maisonville – President-Elect

Tracie is currently the Operations Manager for Roofcon, Inc., a commercial roofing contractor in Brighton. Her primary responsibilities include financial management, HR, project/contract administration, safety and office management. Selected accomplishments from Tracie's 13-year professional career include instituting new accounting and HR programs for nine companies, developing an in-depth orientation and company training program that resulted in a 98% turnover reduction and leading various company-wide process improvement initiatives. Prior to joining Roofcon, Inc., Tracie held Accounting/HR roles in industries such as banking, public record research, competitive intelligence, landscape, mechanical, and construction. Tracie's BBA in Human Resource Management is from Cleary University.



Helen Bidol, SPHR - Membership Chair

Helen will be serving her second year on the LAHRA board, and has been an enthusiastic member of the Society for Human Resource Management since 1999. She works in Brighton as HR manager for the global consulting firm Groundwater & Environmental Services. Helen has ten years of HR experience, including seven years with a Fortune 500 newspaper publisher in Miami. She has an M.A. in Communication from Michigan State University, and a B.A. in Communication from the University of Michigan. Helen transitioned to an HR career after ten years in the communication field.



Jan Camden - Treasurer

Jan worked been in the field of Accounting for her entire career, but has recently grown interested in the field of Human Resources, and is even considering pursuing a degree in HR. Jan has lived and worked in Livingston County for sixteen years, and is currently in charge of the accounting area at Armor Protective Packaging. Jan served on the Programs Committee during LAHRA'S charter year.



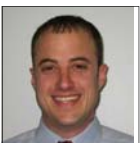
Kari Olds, PHR – Secretary

Kari has over 15 years experience in Human Resources. She has been the Director and Vice President of HR for a non-profit organization in Southeastern Michigan, a Director for an advertising agency in Ann Arbor and is currently the Senior HR Consultant at Amerisure Mutual Insurance Company in Farmington Hills. Prior to her HR career, Kari was a Legal Assistant for 10 years. She has a Bachelor of Business Administration from Eastern Michigan University and a Master of Art in Industrial Relations from Wayne State University. Nominee for Secretary.



Cheryl Rogers, SPHR. - Past President

Cheryl has more than 20 years of HR experience in the retail, restaurant, automotive and newspaper industries; her professional career has included assignments in Dallas, Chicago, Dallas again, and now Michigan. Her BBA is from The University of Iowa and her MBA is from The University of North Texas. She is currently Human Resources Manager and Operating Committee member for the Livingston County Daily Press & Argus. She was founding president of the Livingston Area Human Resources Association.



Steve Williams - Communications Chair

Steve has worked in the HR arena for the past 8 years, since graduating from the University of Michigan with a B.A. in Economics. He has worked for a payroll service provider, as well as an HR management and scheduling software firm. Steve held the position of Director of Customer Service for three years for a national professional employment organization headquartered in Troy, MI, prior to starting EctoHR, LLC, a human resource outsourcing firm, in December of 2005.



Michelle Vorase-Biskner, PHR - Member at Large: Legislation and Diversity

Michelle has worked in the HR field for ten years in the hospitality, staffing, data management and financial services industries. Prior to her current role as HR Business Partner with Citizens Insurance in Howell, she gained experience as a generalist, in training and development, and in staffing and management. She holds a BA in Human Resource Management from Concordia University, has earned a PHR certification and is working on her MBA at Cleary University. She has been a member of the Society for Human Resource Management since 2001, and was a founding member and board member for LAHRA during its charter year.