Connections

Volume 6 No. 10 October 2010

SHRM 09 SUPERIOR MERIT AWARD CHAPTER

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

LAHRA

LIVINGSTON AREA HUMAN RESOURCES ASSOCIATION

October Program Meeting

Change Management

Change is happening at a rapid pace in our organizations. Ensuring employees stay engaged during times of change is a challenge. Whether you are implementing a new benefits program or going through total business reorganization, there are ways to get your organization to not only accept but embrace the change. Come to this session to learn specific techniques for helping your organization better cope with change. In this presentation, you will:

- Understand why people resist change
- Understand the four phases of emotional and physical response to change
- Learn techniques to reduce resistance to change

Presented By:

Steven Dion, President – Droste Group

Date: Tuesday, October 19, 2010
Time: 11:30 a.m. – 1:00 p.m. (lunch provided)

Place: Crystal Gardens, Howell

Cost: $25 members
$35 non-members

Reservations: register online at www.livingstonhr.org by 10/13/10

Steve Dion is the President of Droste Group. He brings twenty years of corporate and human resources experience to the position including holding an officer level position in a publicly traded company. His expertise is in the design and implementation of an integrated set of human resources programs and systems in large companies across multiple industries. In his role, Steve is responsible for leading the organization and expanding service delivery—from executive coaching to systemic solutions for leaders, management teams, and organizations.

Steve facilitates Detroit's Human Resources Executive Exchange, a VP Level Networking Group sponsored in conjunction with the Human Resources Association of Greater Detroit. He has a bachelor's degree in public administration from Eastern Michigan University and a master's degree in labor and industrial relations from Michigan State University.

PHR · SPHR · GPHR Approved for Credit HRCI

This program has been approved for 1 General HRCI Credit.

Save the Date!

October 4-6, 2010

MISHRM State Conference

SOLD OUT!!

November 16, 2010

Program Meeting: "Unemployment Compensation Liability"
7:30am – 9am (breakfast provided)
Crystal Gardens - Howell, MI
Presented by: Neil Mac Vicar, Michigan Hospital Association

SHRM Foundation Auction
November 16th at the program meeting.

SHRM is currently running a special on new first time memberships. Code for the discounted rate is CHNCD.

President's Message

By Kristi Stutz

Kristi Stutz

Do You Have Any Spare Change?

As I write this article, we have officially changed the seasons - according to the calendar anyway. I love fall! It's my favorite season. The changing of colors is certainly a highlight of our great state. Now that the kids are back to school, the schedules have changed for many of us. And, in my case, moving a child off to college was certainly a major life transition - one to which I'm still adjusting. Change is certainly all around us. "Change is imminent", they say. Even the TV show Grey's Anatomy focused on this theme in its season premier.

So, how do you handle change in your organization? As an HR professional, do you suggest that change should be gradual so as not to upset the personnel apple cart? If your focus is customer satisfaction, you might embrace a "Back to the Basics" philosophy. Or maybe the more things change, the more they stay the same where you work. One thing is certain, you can't avoid it. So, how do you handle it? It probably depends on the situation, right? Or maybe it varies by how much change is thrust upon you all at once. The trick is to embrace change without losing site of your core values and principles. There doesn't seem to be a magic formula, but attitude can certainly play a big part.

I'm looking forward to our Program meeting this month to hear how our speaker, Steven Dion, recommends that we handle change in our organizations. HR professionals need to wear the hat of "Change Agents" if they really want to have a strategic seat at the table. It stands to reason, then, that we should all want to learn more about how to manage the controllable and uncontrollable transitions we experience at work and at home. So, Do You Have Any Spare Change? With a tip jar on every retail counter these days, perhaps not, but I think Gandhi said it best when he proclaimed "Be the change that you want to see in the world". I hope to see you on October 19th!

September Disability Awareness Panel Recap

Those present at the September program experienced a candid panel discussion. Charlene Lizotte of All About Awareness presented an introduction to disability awareness. Her presentation was geared to dispel some of the common myths employers have about hiring individuals with disabilities. Some of the myths included are that people with disabilities have poor attendance, lower productivity rates, and show poor job retention. Another myth is that accommodations will cost the employer too much. Lizotte has statistics to dispel these myths and prove the contrary to these misconceptions.

Tom Hoatlin of the Ann Arbor Center for Assisted Living took part in the panel. The AACIL provides many services to individuals with disabilities including Assistance Accessing Community Resources, Career Services, Community Advocacy, Independent Living Coaching, Occupational Therapy Assessments, Rehabilitation Engineering and Assistive Technology, Small Business Development Assistance, and Sports, Recreation, & Arts Programs. Hoatlin discussed how once awareness is created "disabilities are really no big deal." It is often fear of the unknown that limits employers.

Donna Rickard of diversity award winning A & F Wood Products was present to represent her organization. A&F Wood Products, a family owned Howell business has successfully hired many employees with disabilities. Denise Papalexis & Anita Gibson of Work Skills were instrumental in these placements and offered insight to success in finding the right employees for the jobs. They also discussed how small changes, such as having L.E.T.S. modify their routes slightly can have a larger impact for helping employees to make it to and from their work shifts in a timely manner.

Charlene Lizotte, Tom Hoatlin, CFRM, Dona Rickard, Denise Papalexis, Anita Gibson and Mim Munzel, SPHR

MISHRM Diversity director Mim Munzel did a great job of facilitating the discussion. This group is doing great things and they were happy to share some of their success stories. Thanks to all who made this program a success! For additional information on the services mentioned above, or if you have additional questions, please contact the panelists directly.

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Visit the Member's Only Portion of the Website for additional information on the speakers and their organizations.

New Member Spotlight: Marilyn Ennis

As interviewed by Jim Krolik

Marilyn Ennis

New member Marilyn Ennis currently works as Assistant Manager for Wal-Mart in Fowlerville, MI. She enjoys the "people" aspect of this position immensely. Marilyn feels that the most significant challenge for HRM is to align business strategies with HRM strategies.

Marilyn's first job was with the IMA Sports Arena in Flint, Michigan. Even though this was an entry level position, she enjoyed the "people" aspects of her job. She remembers dealing with individuals and customers of many different backgrounds. Later, Marilyn spent 20 years working in the Airline Industry.

Marilyn is currently reading the Successful Manager's Handbook and finds this book extremely relevant to her current position.

Local flavor - Her favorite restaurant is Mexican Fiesta.

Welcome to the group Marilyn!

New Member Spotlight: Vicki VanDrus

By Christy Conn

Vicki VanDrus

Vicki joined Action Associates in June 2008 in the role of Account Supervisor. She is responsible for business development within the Oakland County area. Vicki has over 11 years of Industry experience with a proven track record of exceptional customer service. With her tenure, she is able to provide clients with innovative human resource solutions and cost saving ideas.

She is a member of the Chamber of Commerce in Livingston and Oakland County. Vicki has trained with LACASA to be an on call volunteer. Her belief is that good employees make good companies. This in turn makes good communities.

SHRM Foundation Silent Auction

We will be holding a silent auction to benefit the SHRM Foundation at our November Program Meeting. For those of you not familiar with the Foundation, it is the 501(c)(3) non-profit affiliate of SHRM. A leading funder of HR research grants, the Foundation produces publications and educational resources to advance the HR profession. Donations made from events like our Silent Auction allow for the Foundation to continue to provide grants, scholarships and learning resources to those of us in the HR profession. To have a successful fundraiser, we need to have some great items to bid on. If you are able to contribute an item to the auction, please contact Amy Bayerl at amyb1925@yahoo.com. This is a great time to show off your creative side, your baking skills or to donate a gift certificate to your favorite restaurant!

SHRM Foundation
Investing in the Future of HR

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Earn up to 13 Recertification Credits!

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SHRM has partnered with more than 200 leading institutions worldwide to offer the SHRM Essentials of HR Management course, consisting of two-day workshops, evening or weekend programs.

Why the SHRM Essentials of HR Management?

- Improve employee recruitment and selection while avoiding legal pitfalls.
- Understand the importance of effectively communicating base pay, incentive compsensation and benefits information to staff at all levels.
- Increase your knowledge of employee orientation, development and training.
- Learn the process, methods and purpose of performance appraisals.

Benefits of the SHRM Essentials of HR College/University Program

- Company/employee tuition reimbursement
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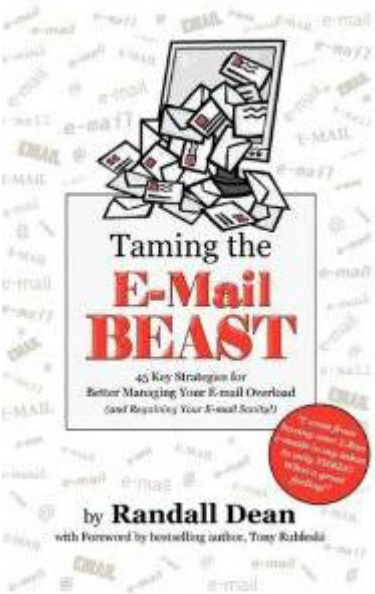
- Convenient schedule
- Real-world case studies
- Networking opportunities
- Instruction from an HR expert

Contact the institution nearest you for more information and details on how to register for the SHRM Essentials of HR Management College/University Program:

Visit www.shrm.org/essentials/colleges for a complete listing of SHRM College/University partners.

Randy Dean: Taming the E-mail and Office Clutter Beasts

By Lyn Hewitt



The Howell Area Chamber of Commerce, in conjunction with LAHRA, hosted a wonderful, marvelous, phenomenal presentation on August 24th. Am I being overenthusiastic? I don't think so! Why did I like the presentation so much? It was useful to me immediately.

Randy Dean presented practical tips on how to manage the constant stream of e-mail, documents, and other incoming information that swamps many of us during our daily activities. His focus was to "manage your e-mail, so that it does not manage you." I couldn't agree more in our world of continuous communication. Randy has a clever system for filing, prioritizing tasks, and (wow) actually getting work done. What a novel concept! Also, he has space saving ways of handling documents to help your computer run more effectively. Randy's system works great in an environment of distractions and information overload.

The tips from the presentation were useful as soon as I returned to my desk. A few weeks later; I continue to be more organized, more productive, and actually feel like I have just a little more time in the day. I look forward to bringing Randy to our office soon to help others in my organization. Also, soon to be added to my bookshelf: Randy's Book *Taming the E-Mail Beast* (ISBN 0977202550) which is available on Amazon.com. Visit www.randalldean.com for additional information on Randy's services and methods.

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October 20, 2010
9:00 a.m. - 3:30 p.m.
Sheraton Detroit Novi, Novi, MI

Created specifically with human resource leaders in mind and presented by HR executives at top local companies, this workshop will provide you with step-by-step instructions, focus on issues of peak concern to the HR industry, and supply concrete, practical advice to use immediately in your own HR department.

Sign up now for this no-cost event that has been approved for 4.5 (1.50 Strategic) HRCI and 5.5 APA recertification credits. This is the HR event you'll be talking about for weeks.

LAHRA

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.

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