

April 2013

Rogue Valley SHRM Newsletter

Special points of interest:

- May Legal Conference
- Legal Conference Registration
- HR Stories
- SHRM Annual Conference
- RV SHRM Board Outreach

Get Your Raffle Tickets!

Erica Baker, Foundation Director

We're excited to announce the SHRM Rogue Valley Chapter will be raffling off Roller Derby tickets at our next program on Thursday, April 18th.

The raffle will help raise funds for the SHRM Foundation, which performs valuable research in the Human Resources field, and gives scholarships to individuals seeking to enter or grow in HR.

Raffle tickets will be available for purchase for \$2.00 per ticket or three tickets for \$5.00. At the end of the program, we will draw for a winner - you must be present to win.

We look forward to seeing you on April 18th, 8:00-9:30 am at the Smullin Center!

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Thinking & Acting Strategically: New Competencies for a New World Order

Thursday, April 18, 2013

8:00 am—9:30 am

As the economy shifts and the business climate changes, leadership skills are crucial to organizational success. Yet many organizations struggle with competing priorities - growing rapidly while containing costs, striving for top not customer service without empowering customer facing roles with options.

In this interactive session, a simple and practice model will be introduced and discussed around how leaders can think and act strategically in an environment of paradoxical priorities. During this workshop participants will:

- Learn the bottom line value of Thinking & Acting Strategically
- Explore leadership behaviors needed in the economy to think in the future
- Practice agility in shift between competencies and competing priorities

Presenter: Natalie Miller, SPHR

About the Presenter:

Natalie is an accomplished business & HR professional and natural people connector with experience in recruitment, business development, Human Resources, networking and program management for both for-profit and not-for-profit industries. In 2004 Natalie joined Lee Hecht Harrison as the Portland office Job Market Consultant and is currently serving as Vice President of Business Development for the Portland office. Natalie has responsibility for overall marketing and sales strategy, most importantly partnering with organizations, large and small, to design career transition, leadership, talent management and change solutions.

Natalie holds a Bachelors Degree in Psychology from the University of Oregon as well as SPHR certification. An avid learner with a passion for the outdoors including hiking, backpacking, snowboarding with her husband, and loves playing fetch with her dog, Zeke.

Networking: 7:30 am to 8:00 am

Workshop Time: 8:00 am to 9:30 am

Meeting Location: Smullin Health Education Center
2825 E. Barnett Road
Medford, OR 97501

Cost: \$10.00 per person / No charge for first time guests and students
\$15.00 for repeat guests

HRCI Credit: Approved for **1.5 hours** of **Strategic Credit**

RSVP To: Jill Auburn at (541) 956-7895, aubornj@firemtn.com

Questions: Tabitha Carlson at (541) 789-2557, Tabitha.Carlson@asante.org



SHRM – Rogue Valley Chapter Presents: Annual May Legal

Date: **Thursday, May 16, 2013**

Time: 7:30 am to 4:00 pm

Location: **Smullin Health Education Center**
2825 E. Barnett Road, Medford, OR 97501

Cost: **\$85.00** for Chapter Members / **\$95.00** for Non-members / **\$25.00** for Students (*with valid ID*)

*Print registration form online at <http://roguevalleyhr.org>

Discounted costs if you register and pay by Thursday, May 9, 2013

\$75.00 for Chapter Members / **\$85.00** for Non-members

7:30 am Registration and Refreshments

8:00 am **Workplace Retaliation: HR Guide for Minimizing Inherent Risk of Investigations and Complaint Processes** ~ Presented by Joseph Haddad of JJH Law, P.C.

Explore the practical issues that Human Resource professionals and departments must address in facilitating anti-retaliation employment policies. From confidentiality, to full investigatory auditing, to discipline, this collaborative discussion will highlight common problems and case analyses that have either reduced exposure or created liability for businesses large and small.

Interviewing Practices and Pitfalls: Discussion on Effective & Objective Techniques for Applicant Screening ~ Presented by Joseph Haddad of JJH Law, P.C.

This look into the “dos and don’ts” of interviewing techniques will uncover the hidden traps that interviewers and hiring directors may encounter when engaging with job applicants, and will also discuss how to touch on sensitive subjects without crossing the line. An analysis of effective interviewing processes will also be examined, and invite feedback on the efficacy of group interviews, the one-and-done approach, and telephonic screening.

**Buy Your Raffle Tickets for a chance
to win the May Legal Conference
Basket Worth Over \$245!**

Contents Include:

5 Day Britt Pak, Grass Pass
1 Bottle of 2Hawk Winery, 2009 Tempranillo
Ferrero Collection Chocolates
Noni's Biscotti
Hageland Premium Belgian Chocolate
16 oz. package Smoked Salmon
Silver Pedestal Candle Holder
Picnic Throw
Fine Cheese
Locally Baked Loaf of Bread

10:30 am **The Destructive Impact of Interdepartmental Bullying on Corporate Governance and Strategic Planning** ~ Presented by Jennifer Bouman-Steagall of Employment Law Outsourcing, LLC

Interdepartmental conflict has become a part of everyday business, and somehow organizations manage to move forward, albeit a little less enthusiastically or successfully and without much consideration for whether the behavior supports the organization's stated mission, core values, and code of ethics. Whether your department is the target, a collateral participant, a witness, or even the actual bully in the conflict, your actions and inaction contribute to the organization's effectiveness, and urgency exists to address and resolve interdepartmental conflict quickly and appropriately. This informative and interactive session will explore the concept of interdepartmental bullying and its impact on corporate governance and strategic planning.

12:00 pm **Lunch Provided ~ Networking**

1:00 pm **Using Changes in Employment Law to Lead Organizational Change** ~ Presented by Jennifer Bouman-Steagall of Employment Law Outsourcing, LLC

Cupid brings love, the Easter Bunny brings colorful eggs, the Tooth Fairy brings cash, and the Employment Lawyer brings, well, news of changes to come in the employment law world! It is that time of year again when employers from all over gather to find out how employment laws have changed, what issues may await them on the employment law horizon, and, most importantly, how to use that information in the strategic planning process to affect and impact organizational change.

2:00 pm **FMLA Basics from Eligibility to Reinstatement Rights to Extensions of Leave as a Reasonable Accommodation** ~ Presented by Kathy Hindman of Bullard Law

The Family and Medical Leave Act ("FMLA") is still one of the most complicated employment laws for Human Resources professionals to administer and for managers to understand. On top of written notices, deadlines and medical certifications, employers must also contend with complicated intermittent leave issues and the overlap of the expanded ADAAA. During this workshop, we will take a "hands-on" approach and work through common scenarios using sample written notices and returned medical certifications. We will also touch on the potential impact of FMLA and the recently proposed City of Portland Ordinance requiring paid sick leave.

HRCI Credit: Pending approval for 6.5 hours

Questions: Jill Auburn at (541) 956-7895 aubornj@firemtn.com

Program Sponsor: Dagoba Organic Chocolate





SHRM – Rogue Valley Chapter May Legal Seminar Registration Form

Date: Thursday, May 16, 2013

Time: 7:30 am to 8:00 am ~ Continental Breakfast and Registration
8:00 am to 4:00 pm ~ Program with Lunch Included

Location: Smullin Health Education Center
2825 E. Barnett Road, Medford, OR 97501

Cost: \$85.00 for Chapter Members / \$95.00 for Non-members / \$25.00 for Students (with valid ID)

➤ Discounted costs if you register and pay by Thursday, May 9, 2013

➤ \$75.00 for Chapter Members / \$85.00 for Non-members

Name: _____ Are you a SHRM member? ☐ Yes ☐ No

Organization: _____ Title: _____

Email: _____ Phone: _____

Additional attendees

• Name: _____ SHRM member? ☐ Yes ☐ No

Organization: _____ Title: _____

• Name: _____ SHRM member? ☐ Yes ☐ No

Organization: _____ Title: _____

• Name: _____ SHRM member? ☐ Yes ☐ No

Organization: _____ Title: _____

Mail registration form and check to:

SHRM – Rogue Valley Chapter • P.O. Box 1501 • Medford, OR 97501

Registration forms can also be faxed in advance to (541) 956-7797

- Visit our website for more information www.roguevalleyvhr.org
- For questions, contact Jill Auburn at auborni@firemtn.com or (541) 956-7895



Any Interesting HR Stories Out There?

Patricia (Trish) Forde, SPHR, GPHR

The Spring Term at Southern Oregon University has just begun and I am the adjunct professor for the online classes BA481/BA581 Principles of Human Resource Management. This is the third year that I have been introducing students to the wacky and wonderful world of fundamentals of HR. The goal is to provide them with an overview in areas specific to HR, as well as a solid foundation in what they need to know to be able to function as workplace managers or HR professionals of the future. Topics encompass a wide range including employee relations, performance management, recruitment, benefits administration, labor negotiations, laws and regulations impacting HR, ethics, training and much more.

One of the things that students find especially enlightening and interesting is considering real-life workplace dilemmas that business managers and HR professionals are faced with on a day-to-day basis. The students have heard many of my stories (with specifics and names disguised to protect the innocent ... and the guilty J).

Do any of you, my HR colleagues, have workplace stories that would be willing to share as learning opportunities for these future leaders of America? These, of course, would be scenarios that have no company names or individual's names identified so that confidentiality is protected.

If you have such learning opportunities to share, I would very much appreciate if you would send me an email recap of the best-of-your-best scenarios. This will enable those of you who wish to do so an opportunity to contribute to the class by sharing with these workplace newcomers. The students will surely benefit from your years of experience and you might even be helping them to avoid similar horror stories of their own.

You can frame your submission in the form of a "question" for discussion by the class ... such as a "What would you do in this HR or workplace scenario? ..." or you can describe a dilemma that has no *obvious* solution and invite the class to discuss it.

Please send me either a written version of your story or feel free to record an audio clip with your story. I can upload MP3 and/or WAV files to the class online platform to share with the class, as well.

I will be happy to directly share with you the comments of the class regarding your story.

Email me at fordep@sou.edu with your contributions and indicate if you would like "credit" for the question/story, or please specify if you want it to be an *anonymous* question.

Thanks in advance for your willingness to help me teach and influence the leaders of tomorrow!



Getting a Master's in HR?

Susan R. Meisinger Fellowship for Graduate Study in HR



The Susan R. Meisinger Fellowship for Graduate Study in HR award is designed to support master's degree students who are either SHRM members or HR professionals who have been certified through the HR Certification Institute. Sponsored jointly by SHRM, the SHRM Foundation and the HR Certification Institute, the Fellowship is for those who want to leverage significant past contributions affecting the HR management field and continue contributing to the profession by earning a master's degree in HR.

We encourage volunteer SHRM leaders and academics to share this information with HR professionals who are applying now to begin studying HR at the master's level in spring or fall of 2013. Anyone who meets the eligibility requirements is encouraged to apply.

The Frequently Asked Questions (FAQs) document, available online at www.shrm.org/meisinger, details the eligibility and submission requirements. The application form is also available online.

Applications are due on Monday, August 19, 2013.

Please note: application packages will not be returned.

Questions?

Contact fellowship@shrm.org.



With an impressive keynote lineup, hundreds of sessions on the most up-to-date HR issues, the world's largest HR marketplace, and the iconic Chicago skyline as a backdrop, the SHRM 2013 Annual Conference & Exposition will give you everything you need to be more **FOCUSED, ENERGIZED** and **SUCCESSFUL**.

Featuring:



BLAKE MYCOSKIE
FOUNDER OF TOMS SHOES

DANIEL PINK
BEST SELLING AUTHOR

MARK KELLY
FEATURING GABBY GIFFORDS
U.S. ASTRONAUT AND FORMER U.S. CONGRESSWOMAN

KELLY CLARKSON
GRAMMY-WINNING ARTIST



Climb Aboard the



Southern Oregon
AMERICAN SOCIETY OF SAFETY ENGINEERS Chapter

SAFETY EXPRESS

Tuesday, May 7th, 2013 – 8:00 am -5:00 pm

Expert-led, safety-focused tours of 4 diverse worksites.

Private gourmet lunch at Bigham Knoll in Jacksonville.

*Lunch talk: John Underwood of Timber Products,
"A Leadership Model for Healthy Organizations"*

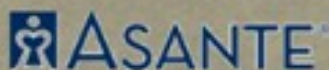
\$45-ASSE Members \$60- Non-members

**Space is VERY limited. Pre-registration is required. To pre-register,
call Mary Hoskins at 541.857.4227 or e-mail marhos@saif.com**

A one-time learning
adventure designed
to inform both
seasoned safety and
health advocates
and newcomers.



Ride in comfort with experienced occupational safety professionals and explore
4 world-class safety environments:



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Hosted by the Southern Oregon Chapter- American Society of Safety Engineers

Rogue Valley SHRM Board Outreach for 2013

<u>Date</u>	<u>Event</u>	<u>Board Member</u>
01/19/13	Workshop—Preparing for a Job Interview Half day workshop for SOU students on preparing for job interviews.	Trish Forde
01/23/13	The Chocolate-Making Industry & Education Preparation for Careers in Chocolate Presentation to Ashland Middle School about careers in the chocolate business.	
02/13/13	Careers in the Chocolate Presentation to Ashland High School Students about careers in the chocolate business.	
04/01/13	Career Opportunities at Erickson Air-Crane Ashland Middle School Students attended a presentation to learn about careers at Erickson and what the training and educational requirements are to get hired.	Michelle Robison
04/02/13	SOU-Career Preparation SOU students learn about resumes, cover letters, interviewing, and more	Trish Forde, Sarah Heinken
04/03/13	SOU-Career Preparation SOU students learn about the growth areas in the Rogue Valley, knowledge about emerging markets, hot careers, and jobs that are in demand.	Ainoura Oussenbec

What's Coming Up?

May 16th

Legal Seminar

Presented by: Joseph Haddad, Jennifer Bouman-Steagal & Kathy Hindman

June & July

No Scheduled Programs