

HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

January 2008

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Our sponsor this month:



PS Awards has all of your promotional needs!

Are You Prepared for Disaster=Emergency and Contingency Planning

Including new pandemic specifics by local authority

Tim Dimoff



This presentation will review the process for providing a proactive approach to conducting an objective physical security review that will focus on:

- ***the assessment process***
- ***identifying vulnerabilities/risks***
- ***recommendations for a total integration with existing company security measures***
- ***the importance and development of the Company contingency plan.***
- ***business needs concerning the range of emergency issues that could take place and how you prepare for all of them. and the fact that pandemic is a growing concern and preparedness specifics***

All participants will realize the need for a total game plan and steps to take to be prepared.

Timothy A. Dimoff is Founder and President of SACS Consulting & Investigative Services, Inc., and one of the nation's leading authorities in high-risk workplace and human resource issues, security, vulnerability assessments, terrorism and crime. Tim is a recognized speaker, trainer, and investigator, an author of six books, and an Akron SHRM Member. For more information, visit <http://www.timothydimoff.com>

Don't miss out! Register today!

Registration Information on Pg. 2

Accreditation: 1.0 Hr. General Credit approved



AASHRM January Meeting Registration Information

When: Wednesday, January 9, 2008

Location: Sheraton Suites
Cuyahoga Falls
1989 Front Street
OH, 44221

Time: 11am-1pm

Cost: \$20 members / \$25 non-members /
\$10 Students

Reservations may be made online at:

www.akronshrm.org or pauber@comdocinc.com

Questions? Call Patti Auber at 330.899.8087

Registration Deadline is Monday, January 7, 2008

Meeting/event cancellations may be made by contacting Patti Auber at 330.899.8087 or pauber@comdocinc.com.

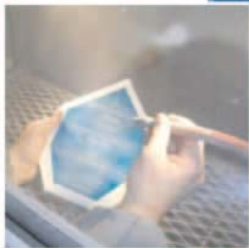
If you are unable to attend a meeting or event, reservations must be cancelled 24 hours prior to the meeting time in order to avoid being billed for the event.



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to Production



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Looking Ahead...

AASHRM February Meeting Wednesday, February 13, 2008

Meeting: Wednesday, February 13, 2008
Time: 11:00am-1:00pm
Location: Guy's Party Centre
 500 East Waterloo Rd.
 Akron, OH 44319
Speaker: Scott Warrick
Sponsor: TBA
Cost: \$20 AASHRM Members, \$25 Guests, \$10 Students



December Meeting Highlights

Our December "Member Appreciation" meeting was held at the Portage Country Club, as was last year's, with 85 in attendance. Leslie Yerkes, did a presentation to discuss information about her newest book on human motivation, "Beyond Kicks and Carrots – Motivation in the 21st Century" for the first time to an audience.

Everyone attending was greeted by Patti Auber and Members of our Hospitality Committee and presented with a complimentary AASHRM stick-on memo note cube for their desks (great idea – thanks to Sandy Manjura). And at the end of the meeting, multiple door prizes donated by the Sponsor and other Member Companies were raffled off, including a plush Santa bear. Proceeds from these "50/50" raffles as always are donated by our Chapter to the national SHRM Foundation, and this year we contributed almost \$900.

Cindy Terry, our Chapter's Networking Expert, lead things off with another great ice-breaker for the tables to work on with trivia related to Christmas movies. Sandy Manjura then introduced first-time guests, thanked everyone for attending, and presented Susan Joseph with a floral arrangement with appreciation for the many years of volunteer service on our Board, most recently as Chair of the Certification Committee and former Chapter President.

Steve Ash, College Relations Chair presented one of our two annual AASHRM Scholarship Awards to Tyler Craig for the amount of \$1,250 toward his future education. Cindy Terry was also presented the Pamela Bichum Jennings Award as the AASHRM Member of the Year for her involvement and creative activities that make our meetings fun and productive in building new relationships.

Leslie Yerkes, an organizational change consultant and President of the Catalyst Consulting Group, took center stage and began with explaining the background to her research on human motivation, including a history of the various theories going back to the Industrial Revolution. With an emphasis at that time on extrinsic motivation, she mentioned that mules will move to receive a carrot or to avoid a kick, but will not be motivated. She focused on motivation being intrinsic and different for each person, that it is varied, and can be changeable. Leslie also discussed how motivation cannot be taught, but can be sustained and supported by knowing each individual. Against current HR challenges to include diversity and generational differences, she suggested that this can be one of the greatest roles we can play in the workplace, understanding individual motivation and in turn teaching this to managers.

Our thanks go to our Sponsor and fellow Chapter Member, Kip Tobin from Express Personnel Services and his Staff, and to Theresa and her Staff at the Portage Country Club for making this a truly special event! We appreciate your support and look forward to seeing you at our next meeting on January 9th at Sheraton Suites in Cuyahoga Falls with information on disaster preparedness and pandemic situations.

Program Committee: Jill McCauslin, Becky Perez, Diane Marzec and Bob Rakoci

Governmental Affairs Committee

Terri Bednar, PHR, Governmental Affairs Committee Chair

Updates:

New Minimum Wage/Ohio: will be going to \$7.00/hour effective 1/1/08. you can access the link below: <http://www.com.state.oh.us/laws/pub/MinimumWagePoster2008.pdf>

Pregnancy Leave/Mandatory Light Duty: on hold per the JCARR

FMLA: SHRM is looking for HR Professionals who will be willing to offer comments to the media surrounding their difficulties with FMLA administration. Interested parties can contact Lisa Horn at 800-283-SHRM.

Welcome Jim Krosky - Governmental Affairs Committee Chair

It has been a wonderful 4 years for me as Governmental Affairs Committee Chair for your chapter. As I move into my new role as Vice President and Programming Chair, Jim Krosky will be Akron SHRM's new Governmental Affairs Committee Chair beginning in 2008.

Jim Krosky, SPHR, of Brockman, Coates, Gedalian & Co. is the manager for the firm's human resources consulting practice under the firm's affiliate, BCG Resources, Inc. He has 13 plus years of handling HR compliance as well as workforce planning, compensation and benefits, employee relations, recruiting and staffing, employee training, development and performance. He is a graduate from the University of Akron bringing a BS in administration. He has been an active member of the national and local chapters of SHRM.

A GREAT OPPORTUNITY-Newsletter/Publicity Chair

Looking for a way to enhance your relationship with the AASHRM? Consider serving on the board as the Newsletter/Publicity Chair. This is a tremendous opportunity to work with the AASHRM Board of Directors and have a contributing role on one of the AASHRM committees.

Responsibilities:

- Prepare the monthly AASHRM newsletter, the *HR Leader*
- Work with sponsors and other advertisers to ensure placement of their ads, according to specifications
- Promote advertising of the monthly meetings through the newspaper and other media
- Coordinate with the Web Administrator for timely uploading of the newsletter

Qualifications:

- Extensive knowledge of MS Word, including use of clipart, formatting/editing capabilities
- Knowledge of Desktop Publisher, PrintShop and other forms of publishing software a plus
- Ability to convert documents to .pdf format for use on the website

If you are interested in this opportunity, please contact Sandy Manjura, President, at smanjura@gotocasnet.com or 330.848.8800

Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

1/8 page—\$50

1/2 page—\$125

1/4 page—\$75

Full page—\$200

Classified ads (help wanted or positions sought) are \$50 for 250 words. Chapter member companies can list one free classified ad for help wanted or positions sought per organization/per month. Additional ads can be listed for \$50 for 50 words.

For more information, please visit our website at www.akronshrm.org.

2008 AKRON SHRM BOARD OF DIRECTORS

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Governmental Affairs Chair: Jim Krosky, SPHR

Akron Area SHRM would like to take this opportunity wish all members a happy and safe New Year.

We look forward to a great year in 2008!

