



AFFILIATE OF



Points of Interest

President's Message

SHRM Leadership Conference

September WIP Announcement

SPHR & PHR New Certifications

September Chapter Meeting

GMA SHRM Office

525 Junction Road,
Suite 8200
Madison, WI 53717
(608) 664-1077-phone
(608) 664-1050 – fax
chapteradmin
@gmashrm.org

GREATER MADISON AREA SOCIETY FOR
HUMAN RESOURCE MANAGEMENT, INC.

Volume 5, Issue 8

August 2003

HR LINK



President's Message, *Tim Seifriz SPHR*

GMA SHRM Board Announces Annual Dues Increase -effective September 1, 2003

Each month in this space, we try to provide you, our members, with an overview of our strategic direction, highlight new initiatives, and share information about activities within our Chapter. An on-going focus of the strategic planning efforts of the Board, has been sustaining and enhancing the value of GMA SHRM membership.

Based on feedback from our members, we have continued to add programming events, many of which, such as PEGS and Wednesdays -in-the-Park are offered at no charge to our members. We have expanded the depth and variety of our programs and services, targeting the specialized needs of our diverse membership.

We are able to offer all of these services, because of the dedicated efforts of a large number of volunteers, not just those on the Board, but Committee Chairs and other volunteer leaders. However, even with the efforts of a large group of volunteers, it is becoming more

expensive to provide the resources necessary to support such a broad range of programs and services. As such, the **GMA SHRM Board has adopted an increase in the local annual dues to \$65.**

It's never easy to have to make or communicate a decision to raise membership fees. However when we looked at the variety and quality of programs and services that GMA SHRM provides and compared it to the fees and services offered by other similar professional associations, we feel that even at \$65 GMA SHRM membership offers a strong value proposition. Of course, as before, members of National SHRM have their local dues waived.

We certainly hope you do too. New initiatives planned for 2004 include targeted programs and services for our more experienced professional members, offering new and different kinds of support to our student chapters, and more frequent topical updates on legislative issues. These are just some of the ways that the Board is striving to make your GMA SHRM membership a "wow" experience.

As always, I/we welcome your feedback.

2003 WI State SHRM Leadership Conference, *Tracey Meek SPHR*

The 2003 Wisconsin State SHRM Leadership Conference was held in La Crosse, Wisconsin this year and Tracey Meek, President-Elect attended for our chapter. This year's theme was "Learn It. Use It. Share It," where over 40 attendees came together to learn leadership skills for guiding a volunteer organization, using these basic principles in implementing the new changes from National SHRM that will affect local

chapters and then sharing best practices among the attending chapters

One group of HR professionals that are not always visible at the local level is the Wisconsin State Council. The council is made up of 18 representative and 15 local chapter presidents. The Wisconsin council sponsors the state conference, leadership conference, legislative conference,

state and chapter website and local programming support, membership growth assistance, leadership support and financial support and management and representation at the national level. Currently in Wisconsin, there are 3,346 chapter members, 1,806 SHRM At-Large members (indicated member of national SHRM only, not part of a

Continued on pg. 4

Connections Meeting for the GMA SHRM Mentorship Program Thursday, September 25 4:00 p.m. to 5:15 p.m.

The Connections Meeting is an orientation and social for the Mentorship Program and an opportunity to get to know other Program participants who are seeking a mentor or protégé. This meeting is for folks who are new to the program, folks who are considering joining the program, and for folks who are current participants but have not been matched with a protégé mentor yet.

Currently, the Mentorship Program is seeking a mentor with four or more years of experience in labor relations. If this fits your background and you are interested in mentoring, please contact Michelle.

The Connections Meeting will be held at Herzing

College located in the American Center business park on the East side. To RSVP for the Connections Meeting or to inquire about the Mentorship Program, contact Michelle Hauser-Wallace at 608-663-0808 or careers@msn.herzing.edu.



We are proud to have joined
the ranks of
Corporate Partner
of
GMA SHRM



2003 Compensation Survey — Order Now to Receive First Shipment!

Pre-order your copy now of the 2003 Compensation Survey! This year's survey will have over 96 participating organizations. [Click here to order online via the chapter website.](#)

Participant \$75

Member Non-Participant \$150

Plus Sales Tax & Shipping



Register Now for the 2003 State SHRM Conference!!! Jeff Hackel SPHR

The annual WI State SHRM Conference is quickly approaching. The conference is being hosted by the WI Council—SHRM and the GMA SHRM Chapter at the beautiful Monona Terrace Convention Center. The Conference will be held from October 15-17. Take advantage of the early registration fee prior to September 15th. Complete conference details can be viewed at www.wishrm.org as well as online registration. Don't miss the premier human resource event of the year right in your backyard.

If you are interested in, exhibitor, sponsorship and advertising information are on the Wisconsin Council SHRM's web site at www.wishrm.org

Visit the State SHRM Council web site for details. [Http://www.wishrm.org/state_conf/info.html](http://www.wishrm.org/state_conf/info.html).

If you have questions email Cindy Cerro at wishrm@charter.net.

REGISTER NOW **HERE**

Use this link!

Monona Terrace, Madison, Wisconsin, October 15-17, 2003. Mark your calendars!

Conference Keynote Speakers include:



Joseph L. Mancusi, Ph.D.

“Men & Women at Work: Strategies for the Total Team” **Joseph L. Mancusi, Ph.D**



Laurie Shakur

“Coaching: Bringing Out The Best In Others” **Laurie Shakur**: coach, trainer, consultant



Peg C. Neuhauser

“Tribal Warfare in Organizations” **Peg C. Neuhauser**: speaker, author, consultant

What Are You Doing to Celebrate EAP Awareness Month?

Maryann Gorski

Governor Jim Doyle's office will officially proclaim October to be EAP/Drug Free Workplace Awareness Month in the State of Wisconsin. The sixth consecutive proclamation, first issued by Gov. Tommy Thompson in 1998, urges all organizations to establish Employee Assistance Programs to assist employees in resolving personal problems that may interfere with job performance. Companies are encouraged to educate and support managers, supervisors and union representatives in their efforts to identify and refer troubled employees to programs where they will receive the confidential help they need.

The proclamation also encourages each employer to take effective steps to provide a safe and drug free workplace through policies that prohibit illicit drug use as well as alcohol use on the job.

The state is interested in conveying to the governor your company's plans to promote your EAP/drug free workplace, especially during the month of October. You may be sponsoring a brown bag session for employees, for example, sending out a special mailing, or arranging a health fair that includes literature from your EAP and other community resources. Please e-mail information about your plans to Vince Ritacca, Bureau of Mental Health and Substance Abuse Services, at ritacvj@dhfs.state.wi.us, or call him at 608-266-2754.

(Incidentally, if you were one of the 3200 Wisconsin companies who recently received surveys from the Bureau about your EAP, you may be interested in knowing that as of this writing, 1,467 or 45% of the surveyed sample of employers have responded. Preliminary results are expected in October.)

(Crites & Associates Employee Assistance Services – 800-742-2858)

Wednesdays in the Park * September 10, 2003

Selection Testing - Sponsored by Manpower and Boardman Law Firm

The September 10th Wednesday in the Park will focus on Selection and Testing Tools.

Join us for a presentation by Manpower's Cheryl Atkins along with Mike Zmuda and Michael Walsh from TeckChek as we gain an overview of Technical Assessments and about how to effectively use Assessments for your organization.

The presentation will cover why to use assessments, types of assess-

ments, what to look for in assessments, and validity information. There will also be information on what to look for in assessments, and validity information. There will also be information on what to look for in assessments and return on investment, with a time for questions.

Hope to see you there.

Wednesday in the Park is sponsored by **Boardman Lawfirm and Manpower.**

Wednesday in the Park **Registration Requested.**

Space is limited to 50 participants. Email Chapteradmin@gmashrm.org. This is a free event.

Location: University Research Park, Park West II Office Building, Lower Level Meeting Room, 440 Science Drive, Madison, WI

2003 WI State SHRM Leadership Conference (continued)

local affiliate), and 1,422 certified professionals for a rank of 17th out of 53 states!

Overall the conference was very informative and reaffirmed my enthusiasm for representing the Greater Madison chapter! Many of the chapters in our region look forward to working together and combining efforts for sponsoring national speakers and member exchanges with their chapter activities in 2003-2004.

2003 Corporate GMA SHRM Partners

American Family, Gold Partner
Dewitt Ross & Stevens, Gold Partner
Lee Hecht Harrison, Silver Partner
Mortenson, Matzelle and Meldrum, Silver Partner
ABR Employment Services, Bronze Partner
Career Momentum, Bronze Partner
Davis & Kuelthau SC, Bronze Partner
General Casualty, Bronze Partner
Life Style Staffing, Bronze Partner
Russell Consulting Inc. Bronze Partner
Scott Savage, Bronze Partner
Stark Company Realtors, Bronze Partner
Training Infinity, LLC, Bronze Partner



2003 Program Schedule

<u>DATE</u>	<u>TIME</u>	<u>EVENT/TOPIC</u>	
09/10/03	8:30 a.m. - Noon	Wednesday in the Park Selection Testing	
09/23/03	Chapter Meeting with ASTD - Managing Emotional Intelligence		
	7:00 - 8:00am	Registration and Breakfast	
	8:00 - 9:00	Keynote Presentation - Kathryn Jeffers	
	9:00 - 9:30	Break and Continued Registration	
	9:30 - 11:30	Workshop - Sally Anders	
10/15/03 to 10/17/03		WI State SHRM Conference-Madison	
11/12/03	8:30 a.m. - Noon	Wednesday in the Park Leveraging the Compensation Survey and 401(k): Best Practices for Communicating with Employees	
11/18/03	Morning Lunch	Workshop Speaker/Meeting	HR Budget Skills: A Primer Harnessing the Discretionary Effort in the Workforce



Thanks to the August Wednesday in the Park speakers **Julie Jaksa**, Smart Employment Solutions, LLC, **Gladys Benavides**, Benavides Enerterprises, and **Mau-reen Shea**, Shea Services. Thanks to our sponsors Boardman Lawfirm and Manpower.

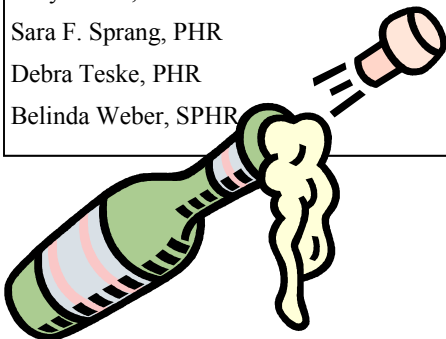
SHRM Student Chapter Looking for Interviewers!

On November 7th, the University of Wisconsin at Whitewater is hosting a mock interview session for the human resources students from 12 noon to 2 pm. If you are interested in participating in the mock interviews, please e-mail or call Tracey Meek at (608) 265-9667 or tmeek@cowso.org.

Congratulations - New SPHR & PHR

Congratulations to the following for earning their SPHR or PHR certification! Certification is the hallmark of the human resource management profession, and by earning this credential, they have distinguished themselves as part of an elite group of professionals! KUDOS to the May graduates!!!!

Laurie A. Barchus, PHR
 Brenda M. Benisch, PHR
 Jim H. Blakeslee, SPHR
 Kathleen A. Buechel, PHR
 Tammy Conom, PHR
 Laura S. DePoorter, PHR
 Linda J. Eby, PHR
 Roger Eddingsaas, SPHR
 Jennifer Emmons, PHR
 Ashley Everson, PHR
 Tricia R. Hall, PHR
 Jennifer J. Henrichs-Caskey, PHR
 Susan Johanns, PHR
 Kari L. Knox, PHR
 Nicki A. McCurdy, PHR
 Tom Mosgaller, SPHR
 Linda S. Nedelcoff, PHR, SPHR
 Jayne K. Petruska, SPHR
 Valerie Quinn, PHR
 John M. Raymond, PHR
 Stephen J. Regan, SPHR
 Eric P. Shupert, PHR, SPHR
 Cory Soden, PHR
 Sara F. Sprang, PHR
 Debra Teske, PHR
 Belinda Weber, SPHR



National SHRM Fall 2003 Seminars-

Listed below are the Fall 2003 Professional Development Seminars being offered through SHRM:

The HR Scorecard: Linking People, Strategy and Performance

October 20-22, 2003 - New York, NY

October 27-29, 2003 - Chicago, IL

The HR Generalist Certificate Program

October 20-22, 2003 - Chicago, IL

October 27-29, 2003 - Atlanta, GA

November 3-5, 2003 - Las Vegas, NV

November 10-12, 2003 - Dallas, TX

November 17-19, 2003 - Washington, DC

December 1-3, 2003 - Tampa, FL

The Certification Preparation Course

October 15-17, 2003 - Washington, DC

October 20-22, 2003 - San Diego, CA

November 3-5, 2003 - Atlanta, GA

November 10-12, 2003 - New York, NY

November 17-19, 2003 - Miami, FL

The Advanced HR Generalist Certificate Program

November 3-5, 2003

Compensation Basics

November 10, 2003

Variable Compensation

November 11, 2003

Introduction to Employee Benefits (U.S.)

November 12, 2003

The Fundamentals of Human Resource Management

October 23-24, 2003

October 30-31, 2003

November 6-7, 2003

Conflict Management at Work: Collaboration Skills for Human Resources Practitioners

November 17-19, 2003 - Dallas, TX

**Annual Joint Meeting with
ASTD of South Central Wisconsin and Greater Madison Area SHRM
Tuesday, September 23, 2003
Sheraton Madison, 706 John Nolen Drive**

Breakfast Keynote: *Emotional Intelligence for HR and Development Professionals*

Keynote Presenter: Kathryn Jeffers

Schedule: 7:00am - 8:00am Registration and Breakfast

8:00am - 9:00am Keynote Presentation

Kathryn Jeffers is a writer and trainer at the University of Wisconsin School of Business in Executive Education. She brings practical ideas, techniques that work, and her funny bone to thousands of people each year in business and industry.

Kathryn will cover four areas of Emotional Intelligence in this keynote:

- **An assessment of Emotional Intelligence**, that Kathryn designed, measures two scales: 1) Your **ability** to practice emotional intelligence, and 2) Your **willingness** to practice emotional intelligence.
- **Impulse control and triggers** – what sets us off – why – what to do about it in order to remain effective.
- **Handling the difficult conversation** – in a way that you tell someone something they may **not** want to hear, in a way they can **take** it, so that a **break through** or **change** can happen. *Dr. David Antonioni*
- **Reality testing** – the ability to distinguish between reality and the imagined.

We will facilitate table discussions at the breakfast about where attendees need emotional intelligence techniques within their own organizations. This will be designed to help participants identify situations or challenges within their organizations that can be addressed by better counseling and coaching skills that we will discuss further in the workshop.

Workshop Title: *Using Emotional Intelligence to Generate Results*

Workshop Facilitator: Sally Anders

Schedule: 9:00 - 9:30 Continued Registration

9:30 - 11:30 Workshop

Sally Anders has worked in performance improvement for 14 years, providing **People Solutions That Work!** Her company, RealSolutions, works with organizations that want to create a rich and rewarding environment that attracts and keeps top performers and brings out the best in everyone. Her passion is helping people succeed by discovering and sharing the best in each other!

In the workshop we will focus on using Emotional Intelligence Competencies within organizations to address participants' workplace challenges. We will identify the most pressing competencies and discuss how to educate their workforce on the benefits of building skills in these areas.

Registration Form

Managing Emotional Intelligence & Using Emotional Intelligence to Generate Results

Tuesday, September 23, 2003
Sheraton Madison, 706 John Nolen Drive

Registration Details

Advanced registration requested before September 18, 2003. Advance payment is preferred. Refunds not available for cancellations after September 18.

1. Name: _____
Company: _____
Title: _____
Address: _____

Phone: _____
Email: _____

Please Complete the Following

Registration Fees: \$20 ASTD or GMA SHRM Member
\$30 Non-Member \$10 Student

***Flat Registration fee covers entire meeting!**

2. Please indicate membership: ___ASTD Member ___GMA SHRM Member ___Joint Member
3. ___I will attend the Breakfast and the Workshop.
___I will attend the Breakfast only. 7:30-9:00 - *Managing Emotional Intelligence*
___I will attend the Workshop only. 9:30-11:30 - *Using Emotional Intelligence to Generate Results*
4. Registration Fees: \$_____ Total enclosed or to be charged.
5. Please include payment information: Check, Visa or MasterCard Accepted.
Name on Account: _____ Amount to be charged: _____
Card #: _____ Exp. Date: _____
Credit Card Billing Street address: _____
Credit Card Billing Zip Code _____
Authorized Signature: _____

Mail, Fax or Email Registration and Payment to:

GMA SHRM, 525 Junction Road, Suite 8200, Madison, WI 53717.
chapteradmin@gmashrm.org or fax (608) 664-1050.