



President's Message

Dave Furlan, PHR



Greetings,

I am very pleased to announce that GMA SHRM was selected as a finalist for the SHRM Pinnacle Award this year. The annual Pinnacle Award is designed to recognize outstanding achievements in chapter/state council development and contributions to the advancement of effective human resource management. For several years, the GMA SHRM Board has seen the achievements of other chapters across the country recognized through the Pinnacle Award, and we knew our chapter was accomplishing so many

wonderful things that certainly deserved the same recognition. So, this year we took the extra effort to gain this recognition by submitting a Pinnacle Award application for our Pay It Forward program.

Developed in 2009, the Pay It Forward program pays one year of chapter dues for a member in transition. In return, the chapter member "pays it forward" by volunteering for the chapter or referring a new chapter member. The volunteer commitment includes both helping with internal chapter projects and with workforce readiness and community requests for assistance from HR professionals. Pay It Forward was initially offered to members in transition at the time of membership renewal. We have since expanded the program to HR professionals seeking employment who either have dropped their GMA SHRM membership since 2008 or are recent graduates of our supported student chapters.

On October 6, GMA SHRM was notified that we were one of 20 finalists for the 2010 Pinnacle Award. The winners of the award would be announced at an Awards Dinner during the SHRM Leadership Conference in Washington, DC, on November 19.

Although not selected as a winner this year, I am very proud of our chapter for recognition as a finalist. Pay It Forward demonstrates how the dedication and collaboration among chapter leaders and committee volunteers can provide meaningful support to HR professionals during perhaps their greatest hour of need. Furthermore, as a Pinnacle Award finalist, our program will be published among a compendium of other Pinnacle Award applications this year, so the hundreds of SHRM chapters across the country will now know about GMA SHRM's Pay It Forward program and perhaps use it as a model for their own communities. Three board members attended the SHRM Leadership Conference this year, and here are their comments about GMA SHRM's representation at the Pinnacle Awards Dinner:

GMA SHRM 2010 Corporate Partners

GOLD

- American Family Insurance
- Boardman Law Firm
- Career Momentum
- Galaxy Technologies
- The Payroll Company
- Calibra
- Right Management
- Wisconsin Rx

SILVER

- Lee Hecht Harrison
- Venturini Business Consultants, LLC
- Physicians Plus Insurance Corporation
- Cottingham & Butler Employee Benefits

BRONZE

- M3
- Melli Law, S.C.
- Bunbury & Associates
- Express Employment Professionals
- QBE The Americas
- Stark Company Realtors
- Higgins Insurance Group
- Edgewood college
- The Alliance
- Unity Health Insurance
- UW Credit Union

Thank you!

“Although we didn’t win one of the seven chapter pinnacle awards, I was still very proud that we were among the 20 finalists being considered. We had a wonderful idea which I believe the other 600+ SHRM chapters across the country will latch onto and try themselves. Because of this, I believe our Pay It Forward program will have long term impact beyond our chapter and community.” *Mike Leibundgut, President Elect*

“I was so proud to represent the GMA SHRM Chapter at the Pinnacle Awards. Although it is always a compliment to make it as a finalist for such a fantastic award, it really hit me when I walked into the conference hall the night of the awards. There was a sea of people that represented the 600 + Chapters and State Councils, and we had the honor of making it as one of only 20 finalists in the country. It became even more clear to me the caliber of the members, volunteers, and leaders of our chapter.” *Jake Siudzinski, VP of Communications & Marketing*

“Being that our Pay It Forward program made it to the list of finalists, we already received quite the compliment. To me, it was amazing to hear the programs that chapters have put in place, mainly in response to tragedies in their communities or areas where resources lack.” *Wendy Brendel, Secretary/Treasurer*

I am immensely proud of our many volunteers who have worked so hard over the years in a variety of ways to make GMA SHRM one of the most successful chapters throughout the country. As a finalist for the Pinnacle Award this year, I believe SHRM has recognized our chapter not only for the Pay It Forward program but for the cumulative results of what GMA SHRM delivers to its members and the community everyday and every year.

Best wishes for a happy holiday season,

Dave Furlan, PHR
President

GMA SHRM Board of Directors



Dave Furlan, PHR
President



Mike Leibundgut,
SPHR
President Elect



Kari Lauritsen, SPHR
Immediate Past
President



Wendy Brendel, SPHR
Secretary Treasurer



JoAnna Vanderpoel,
PHR
VP, Membership



Jake Siudzinski
VP, Marketing &
Communications



Jeff Russell
VP, Programming



Kris Schmitt
Director, Education &
Development



Melissa Wieland
Director Workforce
Readiness & Diversity



Zach Penshorn, PHR
Director, Government
Affairs

Government Affairs Update

Make Your Voice Heard!

Wisconsin State Governor – Elect, Scott Walker, recently published a new website asking for issues concerning the business community that he should focus on during his administration. Make your voice heard by going to www.transition.wi.gov and completing the form in the “Open for Business” section or “Citizen Suggestions” section.

Compensation and Benefits

2010 GMA SHRM Benefit and Compensation Survey

In this changing world of work, where hiring and retaining top talent is more important than ever, companies must understand how to gain the competitive advantage. Is your organization positioned to be the employer of choice?

Now is the time to evaluate how you compare to other local organizations. Click here to participate or purchase this valued resource.

Diversity

Employee Relations

Workplace Bullying – Part 2 of 2- Appropriate Responses to Workplace Bullying and Proposed “Healthy Workplace” Legislation (Assembly Bill 894)

Contributed by Dan Stahl

In last month’s column, I described:

- what constitutes bullying
- some reasons why people bully others
- how it affects most people and organizations
- actions to prevent bullying in the first place, and
- what bullying looks like and some warning signs

As a brief review, there is not currently any legal definition of bullying, but it is generally described as “repeated, unreasonable actions of individuals (or a group) directed towards an employee (or a group of employees) which is intended to intimidate and creates a risk to the health and safety of the employee(s).”

There are many potential reasons for one person bullying another, but triggers can include a feeling of incompetence in handling his or her own job, a feeling of being threatened by a highly competent or popular colleague, a personality clash, and personal problems that make the individual feel insecure and inadequate.

Click here for the full article.

Learned Helplessness

Contributed by John F. Macek LCSW

HR Managers are frequently approached by supervisors frustrated over passive employees who act fearfully and are resistive to trying anything new. These people are not shy, a genetic trait that can be identified in infants as young as six weeks of age. They are exhibiting “learned helplessness,” a self view of being a loser, unable to win for losing.

The most powerful influence in shaping people’s attitude about themselves and the world around them comes from their experience with caretakers and family of origin. A second powerful influence is supervisors who foster

helplessness and hopelessness among their staff. In order to be of help, HR professionals must understand the origins of staff behavior.

Click here for the full article.

Talent Management

Technology in HR

Learning and Development

Certification Orientation, Wednesday, January 19th 2011 at 6:00pm located at the Lower Level Boardroom at One Financial Place located at 8215 Greenway Boulevard, Middleton, WI 53562

Everything you wanted to know about the importance of being certified, credentials offered and how to become certified.

To RSVP contact Michelle Kern at mkern@twallproperties.com.

Greater Madison Area SHRM PHR/SPHR CERTIFICATION EXAM STUDY GROUP

Prepare for the Human Resource Certification Institute (HRCI), Professional in Human Resources (PHR), or Senior Professional in Human Resources (SPHR) certification examinations by joining the PHR/SPHR study group offered by Greater Madison Area Society for Human Resources Management Chapter.

In the study group you will interact with fellow HR professionals who are also looking to advance their career by preparing to take the PHR/SPHR Study Group.

Methods used in the study group include group discussions, answering practice questions and opportunities to discuss the test taking experience with HR Professionals that have successfully passed the examination.

The study group sessions last 10 weeks and are held in both the fall and spring.

For more information please contact Michelle Kern at mkern@twallproperties.com

Recruitment and Staffing

Community Events

Volunteer Opportunity!

The United Way of Dane County is seeking Volunteer Consultants with a Human Resources background to assist some projects at their partner agencies.

Through the Volunteer Consulting Service, agencies will be matched with a volunteer consultant to help with identified organizational needs. Projects are to be short-term (e.g. they should take no more than approximately 10-20 hours to complete) with clearly defined goals, timelines and responsibilities of the volunteer and agency outlined and agreed upon at the beginning of the project.

If you are interested in learning more, please contact Kathy Martinson, 246-4356 or kathym@uwdc.org.

SHRM News / Announcements

Membership Referral Program

GMA SHRM is proud to announce its new Membership Referral Program! It's easy to participate, simply encourage your colleagues, students, customers, vendors, and others to join GMA SHRM and enjoy the same great benefits you do!

As a GMA SHRM member you already know that our organization offers support, resources, and opportunities to network with other human resource professionals in the greater Madison area. Now is your chance to be rewarded for sharing that enthusiasm for our organization and let your colleagues see for themselves that a GMA SHRM membership is an invaluable resource for their profession.

To find out more about this program **click here**.

GMA SHRM Member Spotlight

Becky Jeglum

Where do you currently work?

UW Hospital and Clinics

What is the focus of your position?

Recruitment

How long have you been in the Human Resource field?

Just over a year

Which of your career accomplishments makes you proudest?

I passed the PHR exam a month after graduating college. Now I'm just waiting to get my two years of experience to start using the credentials. One down, one to go!

What is the best advice you've ever received?

A lot of people go into HR because they say they are a "people person," however, the HR professional is the "fun limit." You always have to be prepared to deal with conflict and will sometimes be viewed negatively by many. You will sometimes be held to higher standards by employees than other people in positions which hold similar levels of responsibility. You have to be willing to accept all of this if you are going to be a successful HR professional.

Why did you decide to join GMA SHRM?

I was very active in the UW-Oshkosh Student SHRM chapter during college, so I wanted to continue to be involved in SHRM through a professional chapter. Of course, I also want to meet and network with other HR professionals in the area and stay current/up to date in areas of HR that I may not work in on a daily basis.

If you'd like to be featured in the Member Spotlight in an upcoming issue of HR InTouch, please e-mail Dawn Koopman at dkoopman@musicnotes.com.

GMA SHRM Member Poll

Do you have a burning HR question that you'd like to see featured on our GMA SHRM Member Poll? If so, please submit your questions to Jake Siudzinski at jakes@qstaff.com.

GMA SHRM is LinkedIn

Come join our GMA SHRM Chapter group on [LinkedIn](#)! What is LinkedIn? It's a business-oriented social networking site that can be used to connect with friends (old and new), find or post jobs and get information. In order to join, sign in at www.linkedin.com and keyword search GMA SHRM Chapter.

Welcome New Members!

GMA SHRM welcomes the following members who joined our chapter in October 2010.

Tamara Bartow	HR Generalist	Walgreens
Chelsea Daley		
Amanda Day	HR Assistant	Research Products
Angela Ewing	HR Program Officer	WI Depr of Natural Resources
Amanda Harris	HR Assistant	Clasen Quality Coatings, Inc
Lauren Jessesky	HR Administrator	QBE Insurance
Kristin Kallies	Sr. HR Specialist	Wipfli LLP
		UW- Madison, Div of Info.
Jennifer Kvistad	HR Director	Technology
Marilyn Leccese		
Christine Lick	VP Employee Services	WPS Health Insurance
Brian Musser	HR Coordinator	Thermo Fisher Scientific
Leslie Neviaser		
Barbara Patterson	Sr. HR Representative	Federal Industries
Amanda Wood	Direct Hire Consultant	Adtec Services, Inc.

Movin' Up

Have you started with a new company? Has your organization recently promoted you to a new position? Or do you want to recognize a new person or promotion within your department? If so, we want to hear about it. [Send us an e-mail](#), and we'll publish your good news in the next HR InTouch!

In Transition

Marilyn Leccese is a new member of GMA SHRM. Originally from southern Wisconsin, Marilyn currently lives in Lee's Summit, Missouri (near Kansas City) and is looking for her next professional opportunity in the Madison area. As an accomplished Human Resources professional, she has specific expertise in leadership and management development, employee engagement, talent management, management coaching, and working with teams to improve their culture, climate and productivity. She has worked in a variety of industries including financial services, healthcare and contract research organizations and is looking for a position where she can contribute to improving people practices to positively impact business results.

Marilyn is also working to develop her professional network in Madison and would appreciate any opportunities to talk with other GMA SHRM members."

If you are a member who is in between jobs, or who is currently employed but seeking new positions or career paths, write us a brief description of your skill set, areas of expertise, what you're looking for, etc. [Send us an e-mail](#). We'll publish your information in the next HR InTouch.

What's Cool in HR in the Greater Madison Area?

What's going on in HR in your workplace?

Have you...

- completed a major project,
- implemented something new,
- managed a change,

Is there something...

- your company/dept does really well,
- interesting about your company culture
- that makes your company an employer of choice

We want to hear about it! Share it with your HR colleagues in HR InTouch. [Send us an e-mail.](#)

HR InTouch Guidelines

Article Writing:

Do you have an interest in writing for the HR InTouch? We have an interest in learning more about your area of expertise!

Why should you volunteer? Top three reasons: 1) to share your knowledge and experiences to educate others; 2) to become more connected in the HR and Dane County communities; and 3) to contribute towards the advancement of GMA SHRM and the HR profession.

The first step is for you to choose a submission option: you can pre-submit an article to GMA SHRM at any time for us to use in any of the upcoming newsletters, you can sign up to write for a particular month, or we can put you on a list of people to contact in future months whenever we need articles.

Article length:

Because the HR InTouch is now in an online format, the size is flexible. The article should be engaging and hold readers' attention. Include the core information in your article, and we will advise if it is too lengthy.

Solicitation:

GMA SHRM is conscious not to allow solicitation through the articles, in an effort to protect the interests of our partners and members. The nature of the article should be educational (i.e., what are the business advantages of having a product like yours) or informational. Otherwise, if you truly are interested in advertising through the HR InTouch, you can work with our Marketing Committee. As a rule of thumb for article writing, if the submission relates to a **for-profit** event, or specifically markets your company (vs. your industry), it is an advertisement, and should be purchased. If it is a **not-for-profit** event that your company is hosting, or an announcement (i.e., a SHRM member recently joined your company), it is an acceptable addition to the HR InTouch content. If you have any questions related to the appropriateness of your submission, please contact us.

If you have questions, or to submit an article, contact GMA SHRM at chapteradmin@gmashrm.org.