

AFFILIATE OF



May 2005

Established 2000

*Special points of interest:*

- SHRM Foundation will award two \$3,000 scholarships
- There are changes to payments and credits for monthly luncheons
- This month's Diversity Workshop counts toward re-certification
- SWHRMA's newsletter offers advertising for HR Related Products and Services

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Southwest Washington Human Resource  
**SWHRMA**  
 Management Association

## May Luncheon

### ***“Recognizing and Rewarding Employees: A Generational Perspective”***

**TUESDAY, May 10th, 2005**

**11:30 AM - 1:00 PM**

**Hostess House, 10017 NE 6th, Vancouver**

**11:30 AM - REGISTER/NETWORK**

**12:00 PM - PROGRAM**

**CASH OR CHECK ONLY**

**\$18.00 PRE-PAID \$23.00 PAID AT THE DOOR**

***REGISTRATION DEADLINE: 5/3/05***

Larry Hellie's topic will discuss how organizations today are discovering the "cookie cutter" approach or "one-size fits all" method of recognizing and rewarding employees no longer attracts and retains the best and brightest. Each generation views rewards and recognition differently.

Larry Hellie has more than 35 years experience in human resources management and consulting, an MBA and is certified as an SPHR, CCP, CBP, and GRP. He has been active in SHRM, NHRMA, PHRMA, ACA, CWCG, IRRRA and has helped many area non-profits.

### **DON'T MISS THE DIVERSITY WORKSHOP!!!**

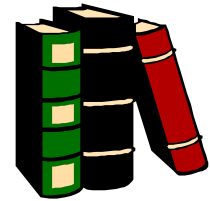
SWHRMA presents Larry Hellie discussing the topic of "Diversity – Generational Issues in the Work Place and Globalization, Outsourcing and Immigration".

The workshop is just before our May Luncheon on May 10th, 2005 from 8:00 AM until 11:15 AM. Registration begins at 7:30 AM. We look forward

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## 2005 SHRM FOUNDATION REGIONAL SCHOLARSHIP APPLICATION DEADLINE MAY 15TH, 2005

The SHRM Foundation is accepting applications for their 2005 Regional Scholarship. A \$3000 scholarship is awarded to members pursuing graduate or undergraduate degrees in HRM. A scholarship of \$3000 will also be awarded to members pursuing SPHR, GPHR or PHR certification.



For further information, please visit the following website:

[http://www.shrm.org/foundation/2002\\_scholguidelines.asp](http://www.shrm.org/foundation/2002_scholguidelines.asp).

### Payment and Credit Changes for Luncheons

Please note the following changes to payments and credits for our luncheons.

Thank you for your cooperation!

#### Payments

- Reservations are required whether you pre-pay or pay at the door..
- You must have made a reservation either by phone, fax or e-mail to receive the pre-paid luncheon price of \$18.00.
- If you call and make a reservation the same day as the luncheon or you are a last minute show at the luncheon the fee is \$23.00 per attendee.

#### Credits

- If you must cancel please call Katrena Lathim at the number listed on the Luncheon Reservation Form.
- No shows will not receive credit if you do not call and cancel before the luncheon.
- If you do call and cancel for any reason and you have already sent your payment you will have CREDIT with SWHRMA for up to 2 months.
- If you do not use your credit within the 2 month grace period

*“If you must cancel, please call Katrena Lathim at the number listed on the Luncheon Reservation Form“*



# SWHRMA Luncheon Reservation Form

***“Recognizing and Rewarding Employees: A Generational Perspective”***

**TUESDAY, May 10th, 2005**

**11:30 AM – 1:00 PM**

**Hostess House, 10017 NE 6th, Vancouver**

***\$18.00 Pre-paid \$23.00 Paid at the door Cash or Check Only***

*Federal ID#91-2052754*

**Complete and return this page before 5/3/05 to: Katrena Lathim**

C-TECH INDUSTRIES, INC.  
4275 NW PACIFIC RIM BLVD.  
Camas, WA 98607

PHONE: (360) 833-1600 EXT. 117  
FAX: (360) 817-9077  
kat.lathim@c-techind.com

- Reservations are required whether you pre-pay or pay at the door.
- We must receive your check before the luncheon in order for you to receive the pre-paid price. We accept cash or a check at the door, but not credit cards.
- Call Katrena (see above) if you must cancel.
- No-shows will be billed.

YOUR NAME: \_\_\_\_\_ SPHR PHR OTHER \_\_\_\_\_

EMPLOYER: \_\_\_\_\_

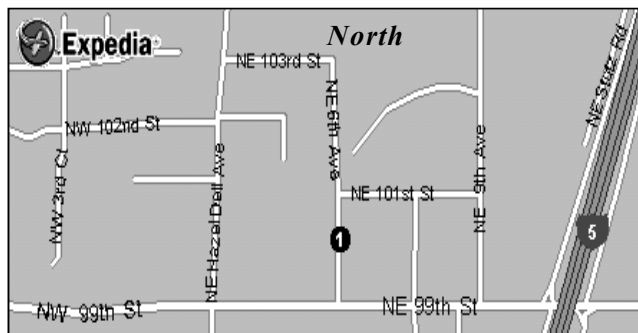
ADDRESS: \_\_\_\_\_

PHONE: \_\_\_\_\_ FAX: \_\_\_\_\_

E-MAIL: \_\_\_\_\_ GUEST: \_\_\_\_\_

**Check all that apply:**

- My check for \$\_\_\_\_\_ made out to SWHRMA is enclosed (\$18 per attendee.)
- I will pay \$23 for each attendee at the door, cash or check.
- Vegetarian lunch requested.
- Send membership information to my address.
- My contact information above (employer, address, e-mail, phone) has changed.**
- This is the first SWHRMA meeting I've attended.***



**DIRECTIONS TO LUNCHEON**  
From I-5 take Exit 5 to access 99<sup>th</sup> Street. After exiting from I-5, turn west onto 99<sup>th</sup> Street. Continue to 6<sup>th</sup> Avenue (there is a bank on the corner of 6<sup>th</sup> and 99<sup>th</sup>) and turn North (right). The Hostess House is on the right side of 6<sup>th</sup> Avenue. For more information, call the Hostess House, (360) 574-3284.

# Diversity Workshop – Generational Issues in the Work Place and Globalization, Outsourcing and Immigration

Today's workplace generally consists of four generations working side-by-side: Traditional, Boomer, GenXer and Millennial. Sometime in the next two decades the workplace will expand to five generations which will increase the diversity of the work force and increase the need for generational awareness and understanding. Changes in life expectancy, increasing medical costs, poor planning for retirement including the questionable future of Social Security will act to keep the Traditional and the Boomer Generations in the workforce beyond age 70. The newest generations, **GenWhy and ??** will be entering the labor market at earlier ages as post-secondary education becomes less affordable. The "Electronic Age" is creating a global community, particularly in the software and information sectors, leading to increased globalization and outsourcing of current service sector jobs. And then we continue to be the nation immigrants aspire to reach, which means the very young and very old from foreign nations will become an increasing portion of our diverse workforce.

Globalization, Outsourcing and Immigration – Unknowns: How will you manage diversity in an off-shore customer service centers? If outsourcing occurs do you become an expatriate, a "distance manager", or unemployed? Where will the next wave of legal (and illegal) immigrants originate and what generation will arrive?"

Larry Hellie, of HHRC2 , will discuss the generational values and perceptions which lead to conflicts, misunderstandings, lowered morale and diminished productivity in the work place. "I don't promise to provide **the answer** to generational work place issues but I will **help you understand** why employees respond to announcements, policies or changes in

**Featured Speaker:**  
**Larry Hellie**



## Workshop Registration

Sign up for:	Price
<input type="checkbox"/> SWHRMA Member	\$35.00
<input type="checkbox"/> Non-Member	\$45.00
<input type="checkbox"/> Student	\$15.00

Subtotal: \_\_\_\_\_

Tax: \_\_\_\_\_

Total: \_\_\_\_\_

Payment by check must be enclosed with this registration.

Registration deadline is May 3, 2005.

If you are unable to attend you may send someone in your place. In order to receive a refund,

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Phone \_\_\_\_\_

SWHRMA  
Attn: Angie Sperandio-Hart  
P.O. Box 871285  
Vancouver, WA 98687

If you have any questions or would like more information, please contact:

Angie Sperandio-Hart  
asperandiohart@idexcorp.com

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## Job Bank

If you are searching for employment opportunities, or your company needs to fill a Human Resource position, go to the SWHRMA web site ([www.swhrma.org](http://www.swhrma.org)), and click on “Job Bank”. This links directly into the Portland Human Resource Management Association Job Bank. While there is no charge to an individual posting their resume, there is a small charge to businesses posting openings.



## HR Job Openings

Does your company have a job opening for an individual in Human Resources? If so, forward the information to Mollie Hubler at [m.hubler@comcast.net](mailto:m.hubler@comcast.net). She will post the information at the monthly Chapter luncheon meetings.

*“Does your company have a job opening for an individual in Human Resources?”*

## Luncheon Sponsors

If you know of a business that might be interested in sponsoring an upcoming SWHRMA luncheon, please contact Leah Cox at:

417 NE 136<sup>th</sup> Street  
Vancouver, WA 98685  
(360) 576-4223

[Leah.Cox@adaliscorp.com](mailto:Leah.Cox@adaliscorp.com)

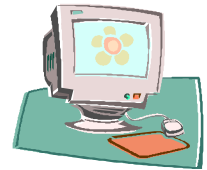


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## HR Learning Opportunities

As we become aware of local Human Resource training and education opportunities for our members, we will add them to the Calendar location on our website, along with registration links when possible.

If you are aware of such opportunities, please forward that information to Becky Whitten via the SWHRMA website (Contact Us) at [www.swhrma.org](http://www.swhrma.org).



## Advertising

You can advertise your HR-related product or service on Southwest Washington's leading website for Human Resource professionals. Visit [www.swhrma.org](http://www.swhrma.org) for more information.





SWHRMA  
P.O. Box 871285  
Vancouver, WA 98687

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**We're on the Web!**  
**www.swhrma.org**

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