



Our Mission: Enhance Professional Development

With a vision to be the premier resource for leadership and development for Human Resource Professionals and organizations within Southwest Washington.

June 2011

Message from the President

Please join me in welcoming our newest SWHRMA Members **Katie Reddout** and **Merlinda Sain**. Welcome! We're glad you've joined us.

SHRM Members: Understand Your SHRM Membership Benefits

As busy professionals, many SHRM members are not fully aware of the many benefits available to them – and it can be time consuming "surfing" the SHRM website at www.shrm.org. To help you, there is information available reviewing many of your national member benefits at: <http://www.shrm.org/memberkit>.



Joining the SWHRMA Chapter – Advantages

The SWHRMA chapter membership is separate from national SHRM membership. SWHRMA offers many exciting networking, educational, and volunteer opportunities at the local level in Southwest Washington. We meet often and host our events schedule on our website www.SWHRMA.org. If you are PHR, SPHR, CA-PHR, CA-SPHR or GPHR certified, many of luncheons and conferences are pre-approved for HR Certification Institute recertification credits, and provide an easy way for you to meet your recertification requirements! As a member, you receive email updates regarding our events, newsletters and volunteer opportunities to get involved in the local business community!

You can also receive and post discussions and networking through the social network LinkedIn!

<http://www.linkedin.com/e/vgh/1860424/> Simply request to join the SWHRMA group and you will then be able to network with your local colleagues and gain valued information and read other postings, comments, and news at your leisure. (continued on the next page).



Visit Us at www.SWHRMA.org

Please note: you do not need to be a SHRM member and a SWHRMA member to be able to attend SWHRMA's events, programs and conferences. We welcome non-members to attend SWHRMA's programs. The non-member rate for programs is higher than the member rate. To designate SWHRMA as your primary chapter, complete and submit the form on page 3.

Volunteer Opportunities—Get Involved!

To get the most out of your membership, we encourage you to become an active member in SWHRMA by volunteering. It is a great way to network and meet new HR professionals! Contact one of our board members to learn how!

Contact Us!

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website.

<http://swhrma.org/index.php/board>



Sincerely,

Sheryl Johnson, SPHR
SWHRMA 2011 President

SWHRMA After-Hours Networking Event

Thursday, June 9, 2011

**Unitus Credit Union | 800 SE 192nd | Vancouver,
WA 98683**

**Thank you to June sponsors--Unitus Community Credit
Union and Panda Express!**

5:30 PM - 7:30 PM

Please RSVP by Noon on Wednesday, 6-8-11 to **Tracy Peterkin**
at Tracy@TJandassociates.com so we may provide appropriate
arrangements.

**All Human Resources, Business Professionals and Job Seekers are
encouraged to attend. SWHRMA membership is not required; all are
welcome!**

**This month, food and beverages will be provided by our sponsors-no
cost to participate.**





Primary Chapter Designation

Chapter Name: SW WA Human Resource Management Association (SWHRMA)
Chapter #: 0585

You must be a current national member of SHRM to complete this form.

I hereby designate the above named chapter as my primary chapter for SHRM membership coding purposes. I understand that:

- This in no way precludes membership in other chapters
- This allows SHRM to list my membership to this chapter for statistical reporting and financial support for program purposes only

Name: _____ Membership I.D# _____

SPHR: _____ PHR: _____ OTHER: _____

Student: Yes _____ School: _____

TITLE: _____

COMPANY: _____

ADDRESS: _____

CITY/ STATE/ ZIP _____

PHONE: _____ FAX: _____

EMAIL: _____

HOME ADDRESS: _____

HOME/ CELL PHONE: _____

HOME EMAIL: _____

DATE: _____ MEMBER SIGNATURE: _____

This information is strictly used for SWHRMA chapter information and will not be given out.

Return to: Cerise Jolliver, PHR, Regional Director of Human Resources OR Fax: (360) 750-4915
Red Lion Hotel at the Quay
100 Columbia St.
Vancouver, WA 98660

Upcoming SWHRMA Programs

To register or to obtain more upcoming event information, visit www.SWHRMA.org

Training Fundamentals for HR Professionals

Sue Edwards, CPLP, Advanced Performance Associates

June 14, 2011

7:45-8:15 Registration and Breakfast

8:15-9:30 Program

Royal Oaks Country Club,
8917 NE Fourth Plain Blvd., Vancouver, WA 98662

This program will provide a solid grounding for HR professionals on how to evaluate training needs, select and design programs, and assess program performance, especially against organizational strategic and operational needs. Learners will leave the program with answers to the following questions:

- Is training appropriate to my problem/need?
- How do I align training to my need and strategy?
- How do I evaluate my training options, providers, etc?
- How do I assess training, its impact, and its ROI?



Train the Trainer: Bullying in the Workplace

Paula Barran, Barran Liebman

June 15, 2011

11:15-11:45 Registration and Lunch

11:45-1:00 Program

Cowlitz County Expo Center,
1900 7th Avenue Longview, WA 98632

In this training, you will learn:

- How to train our employees about expectations of proper workplace conduct
- How to address concerns
- How to train supervisors to supervise properly, address employee concerns correctly
- How to differentiate bullying from other kinds of behaviors

Both programs have been approved for 1.00 (Specified -Strategic Business) recertification credit hour toward PHR, SPHR and GPHR recertification through the HR Certification Institute. For more information about certification or recertification, please visit the HR Certification Institute website at www.hrci.org. *The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit*

SWHRMA's Diversity Conference - Recap

SWHRMA Takes a Broader Approach to Diversity: Annual D & I Conference a Success

On May 17th, SWHRMA hosted its annual Diversity & Inclusion Conference in Vancouver, WA, at Royal Oaks Country Club. Taking a broader approach to diversity this year, the program offered a wide array of diversity topics and speakers, which provided multiple D & I perspectives and strategies from leading practitioners in our community.

Meridith Green, SWHRMA's Diversity Director, started the morning off by discussing SHRM's Office of Diversity & Inclusion's hot topics and 2011 national initiatives, and was followed by three outstanding presenters.

Rekah Strong, Diversity Coordinator for Clark County, discussed the business case for diversity & inclusion, and shared her experience in developing a strategic diversity plan for the County.

Michael Benko, from the Veteran's Outreach Program of the WA State Employment Security Department, discussed opportunities to diversify organizations by reintegrating Veterans into the civilian workforce.

Deena Pierott, President of Mosaic Blueprint, closed the program by sharing a synopsis of her well regarded "Managing while Other" series.

SWHRMA would like to thank all of the speakers, and recognize the Conference Sponsor, Mercer, for their contributions to the program. Thanks to their partnership, the event was highly successful.

For more information about SHRM's national diversity topics and initiatives, visit shrm.org/diversity.



2011 Volunteer Communication

Volunteer website, system and administration sponsored by:



Dear Member,

As many of you know, Las Vegas is the host city for the SHRM 2011 Conference and Exposition. We are excited to once again welcome this amazing conference to Nevada.

We would like to give you one of the first opportunities to join us as a Volunteer at the Conference. Volunteers who are assigned and work at the Las Vegas SHRM Conference will earn 1 complimentary conference day for each scheduled and completed shift. Volunteers are encouraged to sign-up for 3 shifts in exchange for a FREE FULL CONFERENCE REGISTRATION!

In exchange for your volunteer service:

- 1 Volunteer Shift Worked = 1 Free Conference Day
- 2 Volunteer Shifts Worked = 2 Free Conference Days
- 3 Volunteer Shifts Worked = Free Full Conference!

Thank you for being a supporter of our chapter, and for considering this amazing volunteer opportunity. **IF YOU ARE INTERESTED IN BECOMING A VOLUNTEER, PLEASE VISIT**

<http://www.snhra.org/2011volunteers>

OR CONTACT

volunteers@snhra.org

Once again, we thank you for your help and look forward to working with all of you to make SHRM 2011 a great experience for everyone!

To view this email in full color (.pdf format) and to learn more about our sponsor, click [here](#)

**Helping your employees get
the benefit of saving for college.**

529benefit.com | 775.851.4357



Partner Events

PHRMA – Portland Human Resources Management Association

June Luncheon: *Intangibles of International Business: What Separates Success from Failure*

Location: DoubleTree Hotel, Lloyd Center, Portland

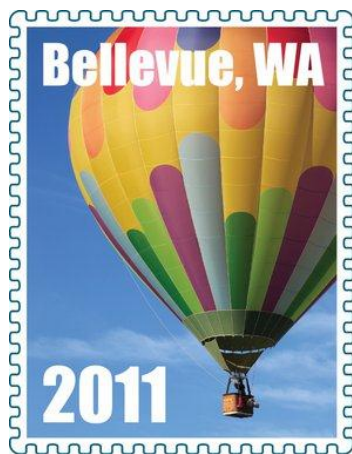
Date: Wednesday, June 15 / **Time:** 11:30-1pm

Cost: \$25 for members of [PHRMA](#) and Affiliated Organizations, \$40 for guests.

HRCI: 1 International Credit Approved

Please join national speaker Valérie Berset-Price for an engaging, globally focused session that will provide HR professionals with how to become strategic partners in taking a company international by selecting and hiring the right people. In this challenging economic climate, many companies feel the need to find new markets and are in some way considering how to export their products. This global focused session will cover the essentials for HR professionals to understand when companies are considering breaking into international markets.

NHRMA - Northwest Human Resources Management Association



**Reaching
New Heights
in HR Management**

**NHRMA Annual
Conference
& Tradeshow**

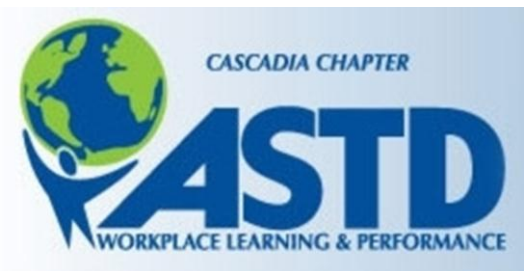
73rd Annual Conference
October 5-October 7, 2011
Meydenbauer Center,
Bellevue, WA

www.nhrmaconference.org

ASTD – CASCADIA

The Cascadia Chapter of the American Society for Training and Development (ASTD) has been supporting workplace learning and performance professionals (WLP) in Oregon and SW Washington since 1947. We take pride in providing cutting edge programs and services to support those in our field, whether they are new or seasoned professionals. As one of the largest ASTD Chapters in the nation, our 540+ members make ASTD-Cascadia the place for workplace learning professionals to learn, connect and grow.

To view upcoming ASTD-Cascadia events and to take advantage of this partnership, go to <http://www.astdcascadia.org/>





SWHRMA Board & Committee Members

2011 SWHRMA Board Members

If you have any questions regarding your SHRM and/or SWHRMA membership feel free to contact any one of our board members or volunteers for more information! Our contact information is on the SWHRMA website.

<http://swhrma.org/index.php/board>

Sheryl L. Johnson, SPHR	President
Earl Meininger, PHR	President Elect
Wendy Henderson, PHR	Past President & Interim Foundation Director
Matthew Warner, MBA, SPHR	Vice President
Tracy Peterkin, PHR	Secretary
David Konz, PHR	College Relations Director
Brenda Wallace, SPHR	Programs Co Chair & Registrar
Kelly Kidd, SPHR	Communications Director
Stephanie Leach, PHR	Workforce Readiness Director
Meridith Green, SPHR	Diversity Director
Tami Harmon, PHR	Professional Development & Certification Co -Chair
Tracy Whitmore, PHR	Professional Development & Certification Co-Chair
Elizabeth Stork	Legislative Director
Steve Weinberg, Ph.D.	Membership Director
Foundation Director	Position Open

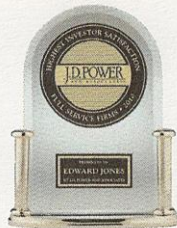
2011 SWHRMA Committee Members

Amy Ferdinando	Sponsorship & Advertising Committee Chair
Skye Mercer, MBA, SPHR	Communications Committee Chair; Foundation Committee
Susanne Cox	Foundation Committee
Cerise Jolliver, PHR	Membership Committee Chair
Mitzi Ang	College Relations Committee Chair
Tamara Russell, PHR	Membership Job Postings
Krista Holland	Website Coordinator
Carol Zaharko, SPHR	Longview Committee Chair
Julie Nelson, PHR	Longview Committee Member
Debbie Troyer, PHR	Longview Committee Member
Debbie Luchau, SPHR	Longview Committee Member
Lisa Straughan, PHR	Longview Committee Member



Visit Us at www.SWHRMA.org

Thank you to our June sponsors!



Edward Jones ranked “Highest in Investor Satisfaction with Full Service Brokerage Firms, Two Years in a Row”

Visit jdpower.com

Matthew J Stack
Financial Advisor

700 SE Chkalov Drive Suite 15
Vancouver, WA 98683
360-253-2611

www.edwardjones.com Member SIPC

Edward Jones
MAKING SENSE OF INVESTING



Visit Us at www.SWHRMA.org

MERCER



Our clients come in all shapes and sizes

Different-sized clients have different-sized needs. That's why Mercer does not take a "one size fits all" approach when we offer advice, services and solutions that address the health care issues employers face.

From strategic consulting on new health reform legislation to advising on total health management and the full outsourcing of benefits administration, we help our clients create and implement cost-effective benefit programs that promote the health, security and well-being of their employees.

Why not see if Mercer can help you – no matter your shape or size.

For more information,
please visit our website at:

www.mercer.com

Consulting. Outsourcing. Investments.

03748-AD-100910

Sponsorship

Interested in becoming a SWHRMA sponsor?

Depending on the level of sponsorship you commit to, benefits of becoming a sponsor include:

- Your Logo in the newsletter and e-invite
- Your Website link in newsletter and e-vite
- Up to 5 minutes in front of group before the main speaker
- A free meal for the sponsor meeting attendee (additional meals are \$30 each).
- Ability to collect business cards for follow up by offering a giveaway with a minimum value of \$25
- 3x5 Business card ad on the e-newsletter
- After the event, a thank-you email to the group again including your logo and website
- 6 foot table display near registration table at event

**For more information about
SPONSORSHIP contact Amy
Ferdinando at
360-713-6908 or
aferdinando@unitusccu.com**