

AFFILIATE OF



April 2006

A Message from our President

We are very excited to release to the membership the brochure for our first ever all day SHRM of Tompkins County conference **Business Success Through Strategic HR** at the Emerson Suites at Ithaca College on **May 18, 2006**. The brochure can be accessed on our website at www.shrmtc.org. The registration is now open, so register before the May 4th deadline for a discount. The conference theme, "**Business Success Through Strategic HR**," will be explored by the many excellent presenters we have engaged. This conference will also be a wonderful networking opportunity for business and human resources colleagues throughout the Ithaca and surrounding area communities.

We are always open to comments regarding the programming or ideas for community involvement. Any questions about the chapter can be directed to me at president@shrmtc.org.

RECAPS:

March 22th Wellness Presentation at Cornell -- Dr. Martin Collis, "Weight Loss for the Mind"

Martin Collis used the acronym "MELLOW" as the outline for his talk on managing stress. Reminding us that the word "stress" can be thought of as an acronym, Staying Tense Relentlessly Every Single Second, the Wellness speaker and former university professor used humor, song, and inspiring video to motivate a standing-room only audience to use Magic of the Mind, Exercise, Laughter, Love, Optimal Nutrition, and Wonder to manage stress, improve our physical health as well as workplace morale and outlook on life. Those interested in receiving his free Wellness newsletter may visit www.speakwell.com and subscribe.

Reminder to attendees: This program was approved for 1.0 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). If you did not see Laurel at the presentation to sign in and pick up your certificate, please contact her at lkp5@cornell.edu. Board Members Cynthia Santos and Judy Drake attended HR in Albany Day this April. The event was sponsored by the Albany SHRM chapter and the Business Council. The day began with a learning session presented by Tom Minnick, Business Council, on the bills that the State Legislature is considering. The first was on the Paid Family Medical Leave and the second was on Workers' Compensation Reform. In the afternoon Cynthia and Judy along with 4 representatives from the Twin Tiers SHRM Chapter met with Senator George Winner to discuss the bills. The group was happy to hear that Senator Winner is on board with the view of the Business Council in that Paid Family Medical Leave bill is not a good bill and that workers' compensation reform is greatly needed and supports the Governor's proposal.

HR in Albany Day is already planned for April 17, 2007. Mark your calendars now and plan to attend!

April 6, 2006 SHRMTTC Membership Meeting and Presentation: Clint Sidle, author, “The Leadership Wheel”.

Clint took the group through a summary of the Leadership Wheel, which he also referred to as the Learning Wheel. The wheel is split into 5 different archetypes; the Teacher, the Nurturer, the Visionary, the Warrior and The Sage. After learning the different aspects of each, the group had to choose which one represented themselves the most. The groups assembled and discussed what they liked about being that archetype, what they didn't like and what others need to know about how to work with them. The wheel not only provided a way of understanding self, but also an integrated path to knowledge and spiritual awakening. Clint's book is available through Amazon.

Recertification Note: Please Pick Up Certificates of Completion

A correction to information we provided in our February newsletter: HRCI, the governing body that approves our programs for PHR/SPHR credit, has informed us that the program ID numbers cannot be listed in our newsletters and on our website. I apologize for this misunderstanding. Please make sure you sign in at each membership meeting and pick up a certificate of completion at the end of each program you attend to show HRCI that you've earned the credit. If you attended a meeting but did not pick up a certificate, please contact Laurel Parker at lkp5@cornell.edu -- she will verify your attendance and arrange to provide you with your certificate. Also, please remember that programs not pre-approved for credit may still be listed on your application for PHR or SPHR re-certification – they simply are not pre-approved. If you have any questions, please contact Laurel Parker at lkp5@cornell.edu.

Upcoming SHRM TC Events and Membership Meetings

Please mark your calendars now for these upcoming events!

Time and Location unless otherwise noted: 8:30 – 10:30 a.m., Clarion Conference Center, Sheraton Drive, Ithaca (Registration, networking and continental breakfast begin at 8:30 a.m.)

May 18 2006 – *Be there!* SHRM of Tompkins County will be hosting its first all-day conference, "Business Success Through Strategic HR", on Thursday, May 18, 2006 from 7:30 am - 4:30 pm.

The conference will be held at Ithaca College in the Emerson Suites. Speakers include motivational speaker Chip Madera, Cornell ILR Professor Sam Bacharach, Ithaca College VP for Finance and Administration Carl Sgrecci, and local business speaker Bob Blenn. Sponsors and exhibitors include Graystone Group Advertising, Excellus Blue Cross Blue Shield, Hancock and Estabrook, and Haylor, Freyor and Coon, Inc. Registration form and brochure is available at www.shrmttc.org -- once there, click on “Upcoming Meetings and Conferences”, then “SHRMTTC Conference Brochure.” Questions can be directed to president@shrmttc.org

June 8, 2006: SHRMTTC Membership Meeting and Seminar, Ellen Bravo, Assistant Professor, University of Wisconsin-Milwaukee, Women's Studies

Hold the morning of Thursday, June 8, 2006 on your calendars when Ellen Bravo will speak to our membership on work/life challenges for employers and employees in the current business climate. A leading spokeswoman on working women's issues, Ellen is best known for her 11 years as Director of 9to5, National Association of Working Women. She now teaches classes at the University of Wisconsin-Milwaukee and serves as a consultant to 9to5. Ellen has written two books, *The 9to5 Guide to Combating Sexual Harassment* and *The Job/Family Challenge: A 9to5 Guide (Not For Women Only)*.

She has served on several state and federal commissions, including the bi-partisan Commission on Leave which studied the impact of the Family and Medical Leave Act. Our chapter is pleased to be partnering with Cornell's Office of Workforce Diversity, Equity and Life Quality which will be hosting Ellen in the afternoon of June 8 as she provides the keynote address for their annual Life Quality conference. We are very excited to have Ellen attend our June membership meeting.

September 19, 2006: Joanne Conley, Conley Consulting, "Communicating in the Multigenerational Workplace"

Do you have more than one generation in the workplace? Many businesses have up to **FOUR** different generations in the workplace today. If you have long-term employees as well as new hires then you definitely have different generations in your workplace. While this diversity is wonderful, it can also present clashes because of the difference that each generation brings to the table, particularly concerning communication. This informative presentation will help you learn how to manage these communication clashes among the generations.

Joanne Conley established Conley Consulting after working for more than 20 years with numerous companies, both private and public sector. Conley Consulting provides business solutions in the area of employment law, human resource policy, organizational change, leadership development, strategic planning and human resource development. Joanne's real world experience combined with her education certifications has given Joanne a well-rounded understanding of today's workplace. In addition to her consulting business, Joanne teaches college certification classes in Human Resource Management, is the Legislative Representative and President Elect for the Twin Tiers SHRM chapter, writes a Human Resources column in the Twin Tier Business Quarterly, is an Adjunct Professor for Keuka College and Elmira College, and a frequent conference speaker..

Ms. Conley has a BS in Psychology, MS in Education, and Advanced Certifications in Training and Human Resource Development.

This program is approved for 1.0 recertification credit hour toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). Please be sure to sign in at the door in order to receive a certificate of completion.

October 2006 TBD: Membership Meeting and Seminar

November 2006 TBD: Membership Meeting and Seminar

December 14, 2006: Membership Networking Meeting and SHRM Foundation Silent Auction

Other events of HR Interest for SHRMTTC Members:

April 14, 2006: Local Organization Development Meeting, Kendal at Ithaca

You are cordially invited to a meeting of local organization development professionals to be held Friday, April 14 from 2:30 to 4:30 pm at Kendal at Ithaca. Refreshments will be served. The idea for this meeting grew from a meeting of the Organization Development Network of Western New York held in Buffalo on January 13, attended by Robert Rich of Cornell and myself. Minutes from that meeting are attached. You are receiving this invitation because you are a member of the ODN or know one of us. If you are interested in meeting colleagues, learning more about OD activities in the Ithaca area, or sharing your work or other resources, please RSVP to me by Monday, April 10. You are welcome to share this

message to others who might be interested. Consultants, coaches, human resource professionals and others from the for-profit, non-profit, education and government sectors are all welcome.

Directions to Kendal: Take Route 13 to the Triphammer Road exit. Turn in the opposite direction from the mall. Take a right into Kendal (Savage Farm Drive), then a left. You will follow the circle around to visitors' parking. Signs will direct you to Conference Room A.

April 27, 2006 World of Skills XI Job Fair 9:00 a.m. - Noon, at the Holiday Inn, Ithaca.

For information please call Larry Roberts at the Finger Lakes Independence Center, 272-2433(TTY). To request an accommodation for a disability to attend the fair please call by Monday, April 24. This year some of the region's largest employers are attending. Representation includes recruiters from high tech and engineering firms, national and local retailers, healthcare, temporary employment agencies, local colleges, city and county government, a local school, human service agencies, and lodging.

"Job seekers, including individuals experiencing employment barriers, people with disabilities and those who are underemployed, should take advantage of this event," said Jan Lynch, Director of Employment Services, Challenge, Inc.

"We are pleased this year that The daVinci Project has signed on as a supporting sponsor of this event. Their support will provide an 'Internet Café' that allows job fair attendees to apply for jobs online. In addition, The daVinci Project employer representatives will participate in the Job Fair, connecting highly skilled job seekers to some of this region's largest employers," said Roberts.

May 22-24 2006: Diversity 2006 Conference, "The Case for Diversity, It's Everybody's Business". The conference will be held in Rochester, NY at the Rochester Riverside Convention Center⁴. Visit www.workforcediversitynetwork.com for more details.

New!

June 1, 2006: Diversity Consortium Roundtable, Hilton Garden Inn, Ithaca, NY. *New!*

The Diversity Consortium is hosting a Community Diversity Roundtable Discussion on Thursday, June 1, 2006, at the Hilton Garden Inn in Ithaca, New York. The theme is "***Promoting Inclusion through Education, Leadership, Media and Business.***" The Roundtable is the brainchild of Consortium Co-chair and Roundtable Chair, Lynette Chappell-Williams. The focus of this daylong event is on creating an action plan for an inclusive community based upon the information shared during the day's breakout sessions and panel discussions.

Highlights of the Roundtable include diversity issues impacting small communities, a panel discussion with community leaders who are currently leading successful diversity efforts, promoting diversity within our schools and the media's impact on inclusion in the community. Our intent is to effect positive change on a local level and would love the opportunity to share our successes with the readers of the Ithaca Journal as well.

Leaders in the field of Diversity and Inclusion slated to appear include:

- Keynote speaker Ayanna Epps, a Community Relations Service Conciliation Specialist with the United States Department of Justice.
- Chris Metzler, Cornell University ILR Professor, creator of both the Diversity Think Tank and the nation's first Certification Program in Diversity and Inclusion.

– Local Diversity Inclusion trailblazers Marcia Fort; City of Ithaca Mayor, Carolyn Peterson; Tompkins County Administrator, Stephen Whicher and many others.

While this is a regional event, it is open to anyone with an interest in furthering inclusion and we hope to serve as an example to other communities who would like to find creative ways to spark a dialogue on the topic of Diversity and Inclusion.

For more information contact Consortium Member Judy Drake at Jdrake@town.ithaca.ny.us or 273-1721 x115.

June 25-28, 2006: SHRM's Annual Conference and Exposition, Washington, DC. Presentations by Colin Powell, David Gerstner, David McCullough, Liz Murray and others. For more information and to register, go to <http://www.shrm.org/conferences/annual/>

July 23-26, 2006: NYSSHRM Conference, "Unleashing the Potential", Turning Stone Resort and Casino. Presentations by Francis Battisti, Scott Cawood, Rita Bailey, Chris Novak, Jeff Chambers and more! For information and to register, go to <http://www.nysshrm.org/> and click on "State Conference."

Best Regards on behalf of the SHRMTC Board of Directors,

Judy Drake, PHR

President, SHRMTC Board