

Newsletter

December 2007

Message from the President

I wanted to take this opportunity to wish you all Happy Holidays. The last two years as the President of SHRMTTC have been very busy and extremely rewarding. It has been a pleasure serving the profession and advancing the professional. I look forward to all the great ideas that the board still has in store for the members in the coming years.

Along with this final newsletter of the year is a one page calendar for the 2008 programming. This calendar will help members be able to plan ahead so they can be sure to attend all the great programming in store next year.

Another accomplishment the board has been diligently working on is a local salary survey. The survey is scheduled to be emailed to the members and many other organizations in Tompkins and Cortland County in early 2008. At the April meeting Astron Solutions will be presenting the results of the survey, so don't miss it.

Recap on the December Meeting

Our December Networking and SHRM Foundation Auction turned out to be successful even though the weather was not the greatest. The members and guests in attendance helped raise almost \$1,200 for the SHRM Foundation. Every year we have out done the previous year in funds raised and items to auction. Thank you to all the Board members who graciously dedicated their time and many items.

Upcoming Membership Meeting Calendar

Time and Location for our 2008 membership meetings will be 8:30 – 10:30 a.m., **Ithaca Country Club**, Pleasant Grove Road, Ithaca (Registration, networking and continental breakfast begin at 8:30 a.m. with a speaker to follow at 9 a.m.) *unless otherwise noted*. To register email: rsvp@shrmtc.org

January 23: Building a Recognition Culture in Your Organization -- Mike Byam

We have all experienced the positive impact of recognition in our lives. In athletics, a word of praise from our coach vaulted us to higher levels of performance, and the pursuit of a diploma made us bury our heads in our textbooks. But often in the workplace, recognition is overlooked as schedules become increasingly busier. Working in a culture that does not support recognition can lead to burnout, decreased performance, de-motivation and even reduced profitability. In this seminar you'll learn strategies for aligning your employee recognition initiative with corporate objectives and you'll get a step-by-step guide for implementing a strategic employee recognition program.

Mike Byam is the Executive Managing Partner of Terryberry Company, an international firm specializing in employee recognition systems. The Terryberry Company has been an innovator and leader in the recognition industry since 1918, working with clients in 20 countries and six continents. Mike has presented recognition seminars for groups worldwide, and he has consulted with hundreds of organizations from small businesses to Fortune 500 companies to develop recognition strategies for employee retention and performance improvement. When he is not busy championing the advancement of employee recognition awareness around the globe, Mike himself is an Iron man triathlete and multi-time marathoner. His experiences lend him a unique perspective on motivation and performance in the workplace.

Thank you and enjoy the holidays. Judy Drake, PHR, President, SHRMTTC