



January 2008

Message from the President

This is my very first newsletter as President of SHRMTA. I want to take a moment to thank Judy Drake for her wonderful leadership over the past two years. She will be a hard act to follow. I am very glad she has agreed to continue as a Board member as I know she will be of great assistance to me and the Board.

We have a wonderful lineup for the 2008 calendar year and your board is already thinking about 2009, so please let us know if you have any ideas for future programs.

Certification Corner:

An important note to those who are in the process of re-certification: Please make sure that you sign in to each event and pick up your certificate of completion. In order to comply with HRCI policies, pre-approved SHRMTA events since January 2006 will have program ID numbers that we can only release to those who have attended the event. If you were unable to pick up your certificate, please contact Caroline Stull at cstull@mbmbilling.com. After your attendance is verified, you will receive the program ID for the event. *HRCI reserves the right to conduct audits of those applying for re-certification; please make sure you maintain accurate files of certificates of completion for each event that has received re-certification credits.*

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.*

2008:

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

This program has been pre-approved for 1 re-certification credit towards PHR, SPHR, or GPHR.

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.

Primary Learning Objectives: Learn why employee recognition is essential in the workplace. Review the eight keys for developing an effective recognition program and understand how to put them into practice in your organization.

Presentation Outline

Building a Recognition Culture for the Fast Lane

- The case for recognition in today's business environment
 - Recognitions role in human interactions
 - Maslows Theory applied to the workplace
 - Current trends in workplace culture
 - Potential pitfalls
 - The results of a recognition culture
 - HR survey: outcomes of recognition
 - Motivate employees
 - Improve retention
 - Case study
 - HR report
 - Improve profits
 - Support PR
- Methodical approach for developing a recognition culture
 - Getting management team onboard
 - Recognition program goals
 - Recognition criteria
 - Types of programs
 - Recognition budget
 - Presentation format
 - Awards criteria
 - Implementation plan
 - Communication plan
 - Program evaluation strategy
 - Conclusion

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.

February 12: Workers' Compensation Law Amendments and their Impact on HR -- Ms. Burdick Bowe, Esq., Hancock and Estabrook

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March 18: Long Term Care Insurance: The Emerging Employee Benefit -- Kathleen Schubach, LTC Solutions

This program has been pre-approved for 1 re-certification credit towards PHR, SPHR, or GPHR.

April 10: Reviewing Compensation Survey Results – Michael F. Maciekowich

This program has been pre-approved for 1 re-certification credit towards PHR, SPHR, or GPHR.

A review of a recent survey conducted among SHRMTTC member organizations will be included in the presentation.

May 21: Annual SHRMTTC Conference at Ithaca College – mark your calendars now! The Keynote speaker will be Johnny Taylor, Past President of SHRM. If anyone would like to help with the conference, please contact Barbara Policay at 266-3210 or bpolicay@claritas.com

June 19: Preventing and Investigating Employee Misconduct – Jeffrey M. Klink
This program has been pre-approved for 1 re-certification credit towards PHR, SPHR, or GPHR.

July/August Break – No meetings

September 17: Strategic Recruitment - 8:30 – 11:00 – Constance Thompson
Special two hour session

October: (Date TBD) Diversity – Trevenna Byrd

November 18: Legal Update & Election of Officers – Peter A. Jones, Bond, Schoeneck & King

December 4: Silent Auction, SHRM Foundation

Upcoming Events of Interest to SHRM TC Members:

SHRM State Conference, July 13 – 15, Saratoga Springs, New York

Best Regards on behalf of the SHRMTTC Board of Directors,

Deb Shigley, PHR

President, SHRMTTC Board