



**Save The
Date**

**Mark this date on
your Calendar!**

**June 10, Luncheon
Leading a Strategic HR/
Training Department:
Turning Traditional HRT
into a Strategic Business
Partnership**

**July 8, Luncheon
InsideOut Coaching**

**August 12, 2009
No Luncheon**

**Sept. 12th Breakfast
TBD**

**October 2009
No Luncheon**

**November 2009
No Luncheon**

Please continue to check
our website at
www.wshrma.org
for updated information
on the above event.



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

West Sound Human Resource Management Association

West Sound Happenings

June 2009

June Luncheon

Leading a Strategic Human Resources/Training Department: Turning Traditional HRT into a Strategic Business Partnership

Presented by: Curt Achambault,
FMP Jack in the Box

Talent and performance management is the responsibility of everyone in the organization. HR/Training and Operations need to collaborate to create a "must have" HR/Training department to assist the organization in improving business results. In today's economic environment it is imperative that everyone in the organization is aligned with and driving performance results. That's what Jack in the Box Inc. HRT department and operators have done. They used the tools and techniques described in this session to speed service, improve guest satisfaction scores, reduce turnover, etc. Come learn the mechanics and get the real scoop on how they made the transition from HR/Training to business partner. Curt Archambault, regional training and development manager for Jack In The Box, Inc., will guide you through Jack's approach. Participants will walk away with practical models, tools and tips to take back to their organizations. This session will appeal to those leading a HR/Training department and the operators who collaborate with the HR/Training department.

Curt Archambault, FMP, Jack in the Box

A 28-year employee of the fast-food giant, Archambault began in the operations department when he was 16 and worked his way to Regional Training and Development Manager, playing a key role in developing and implementing performance-improvement projects. Most recent past President and a 12-year member of the Council of Hotel and Restaurant Trainers, Archambault has been a well received speaker at industry events including the National Restaurant Association Show, Multi-Unit Food-service Operators Conference, Washington State Hotel and Lodging Association, and the Society of Human Resources - Seattle Chapter.

Recertification Credit Hours Awarded: 1

Specified Credit Hours: Specified - Strategic

Date: June 10, 2009

Time: 11:45 a.m. to 1:30 p.m.

Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Rd
Silverdale WA 98383

Price: \$20 members/\$35 non-members

To register go to www.wshrma.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.

**Last Day to Register
June 8, 2009**



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Marie LaMache, VP of Membership with any questions: 360-792-3336 or rtaylor@kitsapsun.com



Job Bank

Please check out our website at www.wshrma.org for current job openings. If you would like to advertise an open HR position in the WSHRMA job bank, go to the WSHRMA website to upload your posting.

Where will you find tomorrow's employees?

Today's jobs require higher skill levels and the labor pool of workers is shrinking. Too many young people are unqualified for today's jobs. Research has shown that employers are most concerned about the skill level of individuals currently entering the workforce. That has led to the SHRM priority of Workforce Readiness (School to Work) at the national, state and local levels.

WSHRMA has partnered with Junior Achievement to offer you the opportunity to volunteer and help students in our community connect the dots between what they learn in school and the "business of life". Junior Achievement is the world's largest organization dedicated to educating students about work readiness, entrepreneurship and financial literacy through experiential, hands-on programs. JA's purpose is to inspire and prepare young people to succeed in a global economy.

As a volunteer, JA will work with you to ensure that you teach at the location and grade level of your choice, K-12. JA provides training so you are comfortable visiting the classroom and ready to enjoy your experience to the fullest, which includes lesson plans, student materials for delivery of the JA lessons, working with the classroom teacher, and communicating effectively with students.

If you are interested in taking advantage of this opportunity or would like additional information please contact:

Audi Ritz, SPHR
WSHRMA Workforce Readiness Director
888-282-5492 x1115

or

Melanie Hess
Senior Vice President Operations
Junior Achievement of Washington
206.296.2611
Melanie@jashington.org

The time commitment is minimal compared to the significant impact you will make in creating a stronger and more engaged workforce.

Diversity Corner

Beyond Barbie

You can't always judge a book by its cover or magazine cover models. Susan Boyle, a 47-year-old British woman, sang on the April 11, 2009 episode of "Britain's Got Talent." Ms. Boyle proved that age and appearance-related stereotypes are bunk. If you haven't had the time to browse the SHRM website, please take the time to read the article, "*YouTube Sensation Challenges Age and Appearance Stereotypes*," by Hastings, an online SHRM editor/manager. Take the time to experience this *You Tube* broadcast, and notice how the audience changes.

To read the article by Rebecca R. Hastings.

<http://shrm.org/hrdisciplines/Diversity/Articles/Pages/YouTubeSensations.aspx>

To hear Ms. Susan Boyle: <http://www.youtube.com/watch?v+9lpOIWv8QZY>

Carol L. Glenn, PHR
Diversity Director

West Sound Human Resource Management
July Luncheon

InsideOut Coaching

Presented by: Greg Pyper,
InsideOut Development Training Consultants

When: Wednesday, July 8th

Time: 11:45 a.m. to 1:30 p.m.

Where: Silverdale Beach Hotel
3073 NW Bucklin Hill Rd
Silverdale WA 98383

Cost: \$20 members/\$35 non-members

Whether your managers need to coach their top performers to maintain engagement in key goals, or help frontline knowledge workers contribute their best, the InsideOut Coaching Workshop leads the way to breakthrough conversations and unprecedented results.

When it comes to improving performance, organizations often invest significant time and effort in a broad array of training initiatives. For most organizations however, the greatest obstacle to performance isn't that people don't know what to do; it's that they don't do what they already know. Closing the gap between what we know and what we do comes from on place—the "inside-out."

About the Presenter - Greg brings twenty three years experience as a consultant, facilitator, business partner. His highly regarded expertise has earned him the trust and confidence of his clients and a seat at the table as they launch key initiatives to drive key business results.

Greg believes in the power of teaching in "real-time," meaning he teaches participants the InsideOut process by tackling challenges they're facing at the moment, or using real-world examples. Greg explains, "Rather than spelling it out for them, I help participants draw the answers they are seeking from themselves." By solving real problems, participants learn firsthand the power of the InsideOut approach to achieve breakthrough performance.

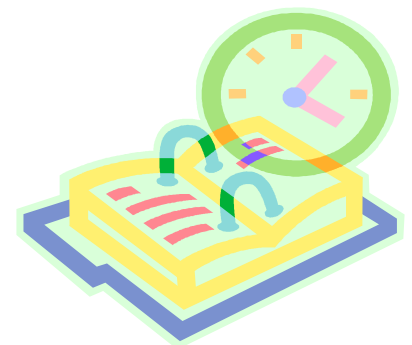
2009 Upcoming Events:

June 10th - Leading a Strategic HR/Training Department: Turning Traditional HRT into a Strategic Business Partnership

July 8th - InsideOut Coaching

August 12th - No Luncheon

September 9th - Breakfast



Struggling to keep up to date on new ways to help you company?

With today's economy many companies are tightened training budgets so now is the time to invest your time with SHRM's free webcasts. These webcast can be beneficial to both you and your company. The following are some of the upcoming webcast that are being featured by SHRM for the month of June.

Electronic Records: New Technology, Old Issues

Broadcast Date: June 3, 2009

Time: 2 p.m. ET

In this followup to SHRMS's recent webcast on recordkeeping, attorney Joe Beachboard examines issues related to electronic recordkeeping and provides tips on communicating policies to managers. This webcast is sponsored by Sage.

Does Your Candidate Screening Work?

Broadcast Date: June 5, 2009

Time: 2 p.m. ET

Despite the recession, employers are still hiring. With more candidates available than usual, it's important that your company's screening procedures are effective - both in terms of helping you identify the best candidate; and keeping you safe from legal liability. In this program, David Goldman will identify elements of successful screening programs and look at how new laws and court decisions can affect how you decide who to hire. This webcast is sponsored by HireRight.

Go online to register for this broadcast at www.shrm.org.



Legislative Update

The legislative session in Olympia has ended, and it was certainly a busy one! 2,584 bills were proposed, and nearly 600 bills were passed, setting a new record. Many of these laws will impact *any* business person with employees. And in Washington, D.C., our lawmakers continue to move forward on legislation which will also affect businesses and those of us who hire and manage employees.

The federal government determined that our state's unemployment policies are out of compliance with federal policy. A bill was introduced in Olympia which brought us into compliance, establishing clearer criteria for determining when workers who voluntarily quit their jobs are eligible for unemployment benefits. It was a wild ride for this bill, but a version eventually passed which does bring Washington State into compliance, while gradually reducing the cost to Washington businesses.

A bill was passed that restricts business's ability to have contact with medical providers on a workers compensation claim once an appeal has been filed. This bill reverses a 1992 decision by Washington's Supreme Court that said "a free flow of information is necessary for the efficient and proper resolution of industrial insurance claims." This new law requires employers' representatives to work through the claimant's attorney, introducing a new level of complication, delay and cost to an already cumbersome and expensive system.

The Domestic Partners Benefits Act was passed, but due to a possible referendum putting it on the ballot in November, its implementation may be delayed. This legislation affects employers, as well as many other entities. In the HR arena, it means providing the same benefits to same sex partners and to some heterosexual senior couples as are provided to married couples. For example, it would include such things as the right to utilize sick leave to care for an ill partner, the right to wages and benefits when a partner is injured, and insurance rights under group medical policies.

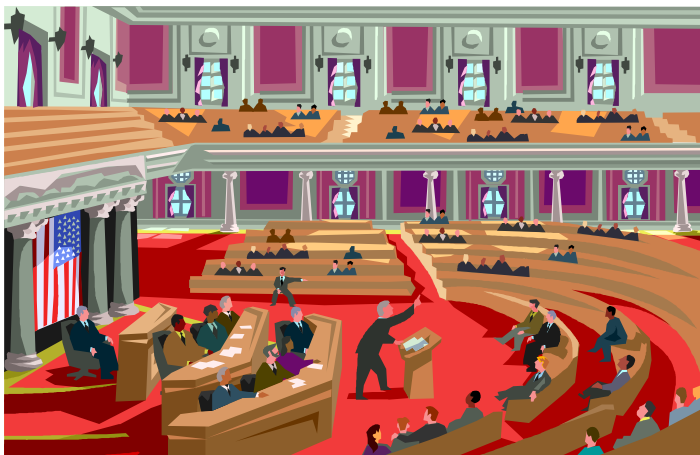
Another issue addressed this session was Paid Family Leave. Paid Family Leave—which was previously passed by our state's Legislature—was set for implementation in October 2009. However, a funding source had never been established. In light of the state's continued economic woes, a bill was passed which delays the implementation of Paid Family Leave in Washington until 2012, providing state lawmakers more time to secure funding.

On a federal level, there are many bills being introduced that require paid family leave. The breadth of these bills and the cost to business is staggering. On a positive note, SHRM, in collaboration with other interested stakeholders, has introduced the 21st Century Workplace Flexibility Policy. This voluntary policy advocates employers implement a leave policy built on five main principles, which would provide a safe harbor for employers who participate.

The five principles are:

- **1st:** A paid time off policy that meets the shared needs of employees and the employer.
- **2nd:** Guaranteed paid leave which provides employees with certainty
- **3rd:** Flexibility for both employers and employees
- **4th:** Scalability which recognizes that one-size-fits-all policies aren't reasonable
- **5th:** Changes in public policy which support flexible work options

Watch for more information from SHRM as the 21st Century Workplace Flexibility Policy moves forward in Washington, D.C.





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Check out our
website at
www.wshrma.org

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