



**Mark this date on
your Calendar!**

November 9, 2011
WSHRMA's 1/2 Day
Conference

December 14, 2011
Holiday Luncheon

January 11, 2011
TBD

June 24-27, 2012
SHRM 2012 Annual
Conference & Exposition

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

Reminder: For all WSHRMA
meetings, "no shows" will be billed
the cost of the event, without
exception, unless the cancellation is
received prior to the RSVP
deadline.

WSHRMA's chapter #0229



West Sound Human Resource Management Association
West Sound Happenings

WSHRMA's 1/2 Day Fall Conference

STRATEGY: IT IS AS MUCH ABOUT THE QUESTION AS THE ANSWERS

**Presented by: Jim Kindred, SPHR, CCP, GRP
And Malcolm K. Case**

**From
JM2 HR Consulting, LLC**

Topic Outline:

- General Strategy - Discussion of Strategy, objectives, mission, and tactics.
- Business Strategies - Applies Human Resources strategic thinking to Porter's work regarding strategic business models.
- Human Resources as the Strategic Business Partner (Model) - Asking the major Human Resources strategic questions within the context of the business objectives, philosophies, internal capabilities, and external environment.
- Environment - Developing understanding of the external world and its impact upon the business and the strategic importance of Human Resources.
- Asking the questions—Understanding your organization, understanding your competitors, developing understanding of the organizations current Human Resources strategy and practices and asking if they are truly being driven by strategic decisions or is the organization simply reacting.

Come and enjoy breakfast, learning and social networking with fellow Human Resources Personnel.

**This program has been approved for 3 (Specified -Strategic Business)
recertification credit hours toward PHR, SPHR and GPHR recertification
through the HR Certification Institute. Please be sure to note the program
ID number on your recertification application form. For more information
about certification or recertification, please visit the HR Certification
Institute website at www.hrci.org.**

Presenters information continued on page 2.

Date: November 9th, 2011

Time: 8:30 a.m. to 12:00 p.m.

Registration begins @ 7:45 a.m.

Place: Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383

Price: WSHRMA members \$60
non-members \$75

To register email: wshrma@artanderson.com

**Last Day to Register
November 6, 2011**



Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please contact Marie LaMarche, SPHR, VP of Membership with any questions: 360.415.6950 or mlamarch@harrisonmedical.org

Chapter # 0229



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.

WSHRMA's 1/2 Day Fall Conference Continued...

STRATEGY: IT IS AS MUCH ABOUT THE QUESTIONS AS THE ANSWERS

**Presented by Jim Kindred, SPHR, CCP, GRP
and Malcolm K. Case
From
JM2 HR Consulting, LLC**

Jim Kindred has 30 years experience in corporate America at the corporate, group, division, and plant levels. He is a principal at JM2 HR Consulting, LLC.

After spending 10 years with Kaiser Aluminum & Chemical Corporation Jim joined the Boeing Company. At Boeing he held several key Human Resources Executive positions including Corporate Director of Employee Compensation for multiple corporate groups as well as all international employee compensation. He was responsible for development, administration, and customer satisfaction of compensation practices, performance management, salary assessments, salary review processes, job classification and structures.

Jim holds a M.A. in Organizational Systems from Pacific Lutheran University at Tacoma, Washington and a BS degree in Safety Management from Indiana State University.

Malcolm Case is a Principle with JM2 HR Consulting, LLC. He has over 30 years of Professional Human Resources experience, including expertise in Compensation, Labor Relations, Workforce Planning and Analysis, Employee Relations/Discipline, and other related HR functions. He has developed and implemented several HR processes, including Performance Management, Skills Assessment, Redeployment/Reduction Force (RIF), and other processes that support the acquisition, retention, and redeployment of the workforce. He is a strong advocate of overall HR process integration to maintain continuity, consistency, and optimize business execution.

He is certified in Malcolm Baldrige World Class Competitive principals and has applied these principals through review and evaluation of major subcontractors to Boeing.





Holiday Luncheon

December 14, 2011



Presented by: Seattle Speaker and Author, Nancy D. Solomon

When: Wednesday, December 14th

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

Where: Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383

Register By: December 11, 2011

Cost: WSHRMA Members \$25 / Non-members \$25 (this month only) Happy Holidays!

Come and join WSHRMA for a great holiday luncheon and Silent Auction!

The holidays are approaching and WSHRMA is getting ready for their annual Holiday luncheon on December 14, 2011 and Silent Auction. All proceeds for the silent auction go to the SHRM Foundation for Scholarships. If you or your company are interested in donating to the silent Auction please contact Joy Page at joy.page@boxlight.com.

For Donations please provide the following information:

Donor/Organization Name

Mailing Address

Phone Number

E-mail

Please describe the item you are donating

(be as descriptive as possible):

Approximate Retail Value

All donations must be received no later than November 30, 2011.



This is a great way to receive advertisement for your company!

REMINDER: For all WSHRMA luncheons, "no shows" will be billed the cost of the event, without exception, unless the cancellation is received prior to the RSVP deadline. We know that life happens and sometimes members are not able to make it at the last minute. However, the Chapter is still responsible for the RSVP and is billed for the meal whether or not you are there.





WorkSource Kitsap Veterans Job Fair!

Nov. 10, 2011

At the Kitsap Conference Center
100 Washington Avenue, Bremerton



Two Sessions

Last names A - L: 9:00 a.m. to 11:30 a.m.

Last names M - Z: 11:30 a.m. to 2:00 p.m.

All employers are seeking qualified veterans for current job openings.

Admission is FREE!

This event is open to the public. Please bring your résumé and be prepared to interview. Free shuttle service is available from the Bremerton WorkSource and Port Orchard Kitsap Community Resource locations.



Let our team help you!

WorkSource is an equal-opportunity employer and provider of employment and training services. Auxiliary aids and services are available upon request to people with disabilities.

Event sponsors:



KITSAP CONFERENCE CENTER
AT BREMERTON HARBORSIDE

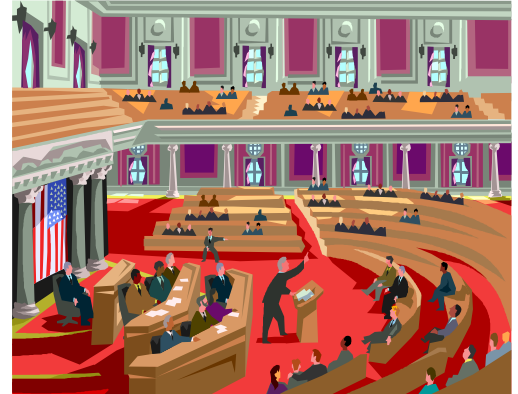


OLYMPIC WORKFORCE DEVELOPMENT COUNCIL
Serving Clallam, Jefferson and Kitsap Counties

Legislative Update

Washington court has ruled that self-employment does not automatically disqualify someone for unemployment. They deemed that while a self-employed person is typically not eligible for unemployment benefits, but someone who remains available for work and whose start-up company is only in its early growing stage is entitled to benefits.

Washington court has also ruled that employees who miss mandated breaks during their regular 40 hour workweek are not entitled to overtime for their missed breaks. They will be entitled to straight time compensation only.



The National Labor Relations Board has decided to postpone the effective date for the posting of employee rights under the Nation Labor Relations Act. The new deadline for the ruling has been pushed back to January 31, 2012.

Apply for the 2011 HR Certification Exams Today!

In today's economy, human resources professionals are expected to be proactive, strategic business partners who assist organizations to think and act strategically in a global environment. PHR, SPHR, and GPHR certification shows that the holder has demonstrated mastery of the domestic or international HR body of knowledge. SHRM Certification becomes a public recognition of professional achievement - both within and outside of the profession. For many, achieving certification becomes a personal professional goal - a way to test one's knowledge and to measure it against one's peers. Still others see certification as an aid to career advancement. Certification sets those with the credentials apart. The PHR, SPHR, and GPHR designations are a visible reminder to peers and co-workers of the holder's significant professional achievement.

So what are you waiting for? HRCI is accepting applications today through November 11th for the exam dates between December 1, 2011 through January 31, 2012. To see if you are eligible navigate to: http://www.hrci.org/2011_Exam_Eligibility/

If you need information on study materials, please feel free to contact Michele Roberts at Michele.Roberts@navy.mil the WSHRM Certification Chair.

Congratulations To The New 2012 WSHRMA Board!

President - Marilyn Hoppen, SPHR

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Vice President - Rachel Taylor, PHR

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Conference Director - Stacey Scalf

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Distinguished Member Award

Dear WSHRMA Members,

Now is the time to recognize someone for their outstanding effort in the Human Resources Profession. Please take a minute to review the attachment and nominate someone whom you identify with...someone you feel is a consummate HR professional. Someone who goes out of their way to make our profession respected by their involvement in our community, chapter, state and or national level.

Please look at www.wshrma.org for more information and the nomination form then send us the information on that person whom you feel is most deserving of this award.

Send all nominations to Schelie at wshrma@artanderson.com so the committee can review them.



West Sound Human Resource
 Management Association
 PO Box 1285
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 Your Address Line 4

WSHRMA's Chapter #: 0229

This Newsletter is sponsored by: **Kitsap Sun**



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