



**Mark this date on
your Calendar!**

September 14, 2011
**Managing the Strategic Planning
Process**

October 5-7, 2011
NHRMA Annual Conference
<http://www.nhrmaconference.org/>

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

December 14, 2011
Holiday Luncheon

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

Reminder: For all WSHRMA meet-
ings, "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

September Newsletter

Managing the Strategic Planning Process Presented by: Lani Powell, SPHR

Luncheon Presentation

Title: Managing the Strategic Planning Process

HR professionals today are expected to be strategic contributors to their organiza-
tions. You must therefore be able to speak the language of business and have the skills
to back it up. In this interactive presentation you will learn how to manage and partici-
pate in business-level strategic planning and implementation to increase your credibility
and ensure your organization's success.

Lani will present:

1. The value of strategic planning
2. Learning to think strategically
3. The phases of strategic planning
4. The products of strategic planning
5. Steps to ensure implementation
6. Avoiding errors in strategic planning

Presenter: Lani Powell, SPHR

Lani Powell is President of Powell Human Resources Consulting. Lani possesses ex-
tensive experience in public and private sector organizations of all sizes, in manage-
ment, executive, and consulting roles. She has held leadership positions in human re-
source departments at AT&T, Ogden Allied International, Tacoma School District, and
more. Lani holds both bachelor and master's degrees in the field. She is a certified
mediator and a certified Senior Professional in Human Resources (SPHR). She is a
member of the Society for Human Resource Management (SHRM) and serves on the
Board of the South Puget Sound chapter. She has taught human resources classes at
Chapman University and the University of Washington, Tacoma.

Powell HRC is a human resources consulting firm serving Puget Sound area business
and public employers. Powell HRC helps businesses build workforce loyalty, increase
productivity, reduce conflict, and control liability.

"This program has been approved for 1.25 (Strategic) 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 certifica-
tion or recertification, please visit the HR Certification Institute website at www.hrci.org."

Date: September 14th, 2011

Time: 12 noon to 1:30 p.m. Registration begins @ 11:45

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

Price: WSHRMA members \$25
non-members \$35

To register email: wshrma@artanderson.com

Last Day to Register
September 11, 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 mlamarche@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.

How is your Work Life Balance?

Is your life in balance? If your career is going strong and your income is soaring but you don't have time to enjoy it, you're probably out of balance. If your hobbies and activities are taking you away from your friends and family, maybe you're life is out of balance. If you are so busy with other things that you're ignoring your health, you probably need a balance adjustment. If you have the house, the car, the boat and the lakeside cabin but no one to enjoy it with, your balance is out of kilter.

Have you ever felt like your life was out-of-control? If you have, you probably have a problem with balancing life's priorities. Balance is the type of thing that sounds good in theory but is hard to apply in "real" life.

With the constant demands from our work and families, it may be difficult to imagine a life that allows for all the things you would like to do. Many people make the mistake of putting other's needs ahead of their own. However, this may be a costly mistake in the long run. Burnout, depression, and loss of health are often the price we pay for not making balance a priority in our lives.

Perhaps intuitively, great leaders and successful individuals throughout time have known the importance of having balance in their lives. Instead of living to work, they worked to live. In the process, they became much more well-rounded and balanced in their lives. characteristics which correlate to Success.

At this point, you may be wondering how you, too, could achieve more balance in your life and reap the benefits that come with it. The first step is to determine which areas of your life are out of balance. During our FEI session, we did a very nice Balance Wheel exercise to assess where we are and where we want to begin changing focus.

If you navigate to this website <http://www.new-oceans.co.uk/new/wheel2.htm>, you too can see where your balance is.





November 1/2 Day Conference

November 9, 2011

Presented By: Jim Kindred

When: Wednesday, November 9th **Time:** 8:00 a.m. to 12:00 p.m.

Where: Silverdale Beach Hotel **Register By:** November 6, 2011
3073 NW Bucklin Hill Road
Silverdale, WA 98383

Mark your calendar for our fall 1/2 day conference.
More information to come.

NHRMA Conference

October 5th –7th

Location: Bellevue Washington

For more information go to <http://www.nhrmaconference.org/2011/>.

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.



Workforce Readiness

Workforce readiness can be defined as having new workplace entrants prepared to enter the workforce with the requisite knowledge, skills, abilities and attributes in order to engage in endeavors that will be required in their respective occupations. Partnerships and alliances between educational institutions, governmental entities and employers can assist in ensuring that these new workforce entrants are sufficiently prepared to meet the challenges and opportunities they will face in the workplace.

HR professionals are uniquely suited to address many of the challenges raised by workforce readiness issues. HR professionals can play a strategic role in helping employers formulate exacting standards for workforce skills, capabilities and attributes that the employer community needs. Additionally, the HR community can take the lead in coalition building to articulate the need for developing rigorous standards, which can be shared throughout the business community and serve as a basis for advocacy of workforce readiness efforts. HR professionals can bring their quantitative skills to help develop programs to improve workforce readiness and to evaluate models and pilot programs to ensure their effectiveness and adaptability in meeting current needs and their ability to anticipate future needs.

SHRM's 2011 Workforce Readiness Best Practices

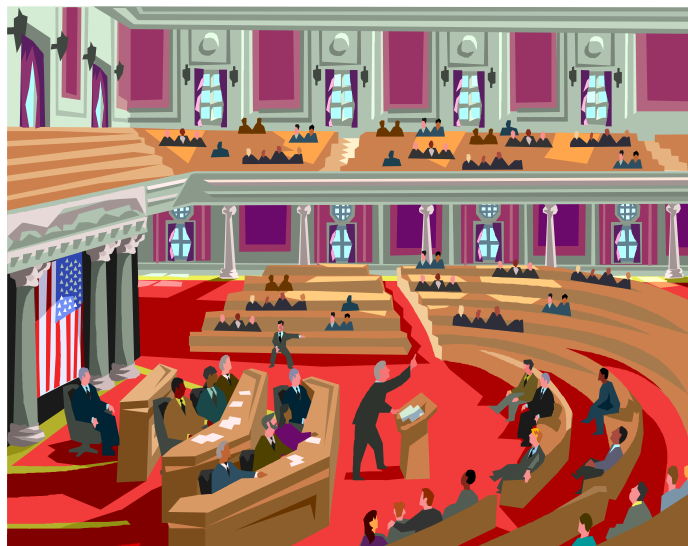
- Create communication and education plans for chapter and hold at least one chapter program to promote awareness and knowledge of the value and importance of workforce readiness programs.
 - Partner with the regional Workforce Investment Board or similar agency to place new or re-entering workers into the workforce.
 - Engage and partner with local, state or national workforce readiness organization, such as Junior Achievement, America's Promise, etc., to complement and support the workforce readiness efforts in the community. Local support may include sponsoring or participating in community workforce readiness activities (e.g., job shadowing, mock interviews, speakers for schools, career counseling, etc.).
 - Engage a local higher education institution, such as community college, technical school, college or university, to build/strengthen relationships between the business and education communities.
 - Participate in a national or statewide workforce readiness initiative, such as Job Shadow Day, workforce readiness certification (e.g., WorkKeys) or Jobs for America's Graduates. You will be asked to provide the name of the program in your description and your level of involvement.
- Coordinate a resume service or job bank for local members and employers.

Please [click here](#) to visit SHRM's Workforce Readiness Toolkit. Please [click here](#) to visit SHRM's Workforce Readiness Advocacy Page.

Legislative Update

Good news for employers who are required to file a **VET's 100/100A** report, the deadline has been extended to November 30, 2011. The VET's 100/100A reports are typically required for employers who are eligible for government contracts. The Department of Labor announced the change in deadline from September 30th to November 30th due to technical problems with its online registration and filing system. The system was scheduled to start accepting reports on August 1st; however, employers were not able to complete their submissions. The system will now be available for submissions on October 1, 2011.

In other legislation news, two news bills (**HR2501 and S1471**) were introduced into Congress that would prevent employers from discriminating against unemployed applicants. The Fair Employment Opportunity Act of 2011 would make it illegal for employers to refuse to consider an applicant or offer employment to an applicant who is unemployed. Employers also may not advertise (in print or via the internet) for a position that requires the applicant to be currently employed. Employers who violate this act would be liable for any wages, salary or benefits denied to the affected applicant. Even if the Fair Employment Opportunity Act of 2011 does not pass, employers are being advised to not exclude unemployed applicants. This act was introduced on August 2, 2011 and has been referred to the Health, Education, Labor and Pension Committee for review. It will be interesting to see if this act passes.





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WSHRMA's Chapter #: 0229

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



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