



West Sound Human Resource Management Association

West Sound Happenings

January 2007

Save The Date

Monthly Luncheons

Mark these dates on your Calendar

Topics and other information coming soon!

February 14, 2007
March 14, 2007
April 11, 2007

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



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



WSHRMA MONTHLY LUNCHEON WASHINGTON DISCRIMINATION LAW: SEXUAL ORIENTATION DISCRIMINATION LAW PRESENTED BY: SETH KIRBY, WASHINGTON STATE HUMAN RIGHTS COMMISSION JANUARY 10, 2007— SILVERDALE BEACH HOTEL 11:45 A.M. TO 1:30 P.M.

Join us while Seth Kirby talks about the new discrimination law and its impact on business, employees and customers. The new law included much more than sexual orientation. Seth is a Program Specialist with the Washington State Human Rights Commission. Before coming to the Commission, Seth worked in the HIV/AIDS education field. He served for several years as the Oasis Program Director at the Pierce County AIDS Foundation in Tacoma, a drop in and support center for gay, lesbian, bisexual, transgender, and questioning youth. Seth is completing his Master of Public Administration degree from The Evergreen State College. Seth's work at the Commission is focused on the implementation of Washington's new sexual orientation and gender identity non-discrimination law. In addition, he does policy research on other civil rights issues relevant to the Commission's work. Seth lives in Olympia.

RSVP by January 5, 2007

Date: January 10, 2007
Time: 11:45 a.m. to 1:30 p.m.
Place: Silverdale Beach Hotel
Price: \$20.00 Member*
\$30.00 Non-Members*
RSVP: wshrma@artanderson.com
360-479-5600 x2265

**Silverdale Beach Hotel
3073 NW Bucklin Hill Road
Silverdale, WA 98383
360-698-1000**

*Add \$10 with no reservation. Cancellations must be received at least 2 days prior to receive refund.



LEADING PEOPLE
LEADING ORGANIZATIONS

Become A Member

Are you interested in a SHRM Membership or transferring your membership to our chapter? Please give Pati Olson, VP of Membership a call with any questions: 360- or e-mail to patiolson@clearwatercasino.com

AFFILIATE OF



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, please contact Mandy Clute at 360-478-2608 or e-mail to mclute@kpshealthplans.com

MOVING FORWARD TO 2007



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Resolve to be good to yourself in 2007

By Kathy Gurchiek

A new year brings with it the idea of fresh starts and another chance to change things up at work as well as at home.

“There’s no better time to re-evaluate goals, set new ambitions and change up some work habits so that 2007 can be an outstanding year, professionally,” said Ray Roe, president of employment and HR services firm Adecco North America, in a press release.

Some simple resolutions to consider:

- Rest up. **Take your full vacation** to recharge your batteries and return to work a more productive employee.
- Aim to improve at least one of your skills. Read a book in your field, attend a lecture or seminar, **work on certification**, take advantage of your employer’s tuition reimbursement program, or find a mentor or coach.
- Reconnect with co-workers. Take time while getting your morning cup of coffee or waiting for the elevator to **say “hello” and catch up in person**. Attend employer-sponsored events.
- Rejuvenate. **Take your full lunch break**, drink more water, eat more fruit, take a 30-minute walk, **get some sleep** and take advantage of wellness programs
- Realize that you can’t always do it all and ask for help when necessary. Also, make sure your employer is aware of the situation rather than waiting to deliver a late or incomplete assignment.
- Make and retain professional connections. Join a professional organization or renew your membership, **take up golf**, or attend a conference.
- Try to **unplug from the office**, such as by **easing up on your BlackBerry**.
- Re-evaluate your career path. Think about whether you’re on target with your goals.
- Start **planning for retirement**.

“The key to succeeding in your resolution, whether it is related to career, health or personal finance, is to set specific objectives and reasonable deadlines for achieving them,” Challenger, Gray & Christmas outplacement consultancy CEO John Challenger said in a press release.

“Instead of making it your goal to find a new job, focus on the smaller steps needed to get that job. For instance, resolve to join a professional association or find other ways to meet 10 new people in your field,” he advised, noting it’s important to focus on things you can control and act on personally.

“Resolving to get a promotion requires your employer to take action. Resolving to keep your supervisor regularly updated on your accomplishments and joining a workplace committee are actions that you can take that will help position you for a promotion,” he pointed out.

Continuing their education is on the minds of some HR professionals planning their 2007 resolutions.

“My New Year’s resolution is to sit for the GMAT [graduate management admissions test] exam in March, in preparation for starting an MBA program the following year,” says Rebecca Heyman, PHR, human capital consultant at TriNet, an outsourcing firm.

Resolve to be good to yourself in 2007—Continued

Cathy Henesey, SPHR, manager of talent acquisition at Trane/American Standard—a manufacturer of residential and commercial heating and air conditioning products—is resolving to “network more across company divisions to share best practices and learn different approaches to common solutions, continue educational classes to learn about my company’s industry, [and] implement an HR Dashboard with key metrics that affect the bottom line.”

She urges other HR professionals to resolve to develop themselves through more education.

“We spend so much time on developing others, but are you really taking the time to develop yourself?” she said in an e-mail to *HR News*. All HR professionals, she noted, “should attend continuing education classes, seminars, conventions and work toward certification.”

She also suggests committing to network more with other HR professionals, “not just attend [Society for Human Resource Management] meetings and sit next to friends you know, but really reach out to new HR professionals and really share best practices and tools that make you successful.”

Organizing their offices is the most popular RH department resolution for 2007—specifically, reducing paperwork—among HR professionals responding to an online poll Halogen Software conducted Nov. 27-Dec. 15 with its customer base.

Twelve percent indicated that was their top work-related resolution, followed by 5 percent who want to improve performance appraisals and 5 percent who want to improve training for themselves and others in their organizations.

Those looking for work-related resolutions also may want to consider:

- Making [disaster planning](#) a priority.
- Making sure all required state and federal posters are up.
- Making sure that in states where the [minimum wage](#) increased, affected employees are receiving the new minimum wage.
- Widening understanding of diversity at your organization, such as by implementing [Disability Mentoring Day](#).
- Limiting the use of Social Security numbers to forms required by the government, such as income tax forms, to help [protect employees’ identities](#).
- Promoting [wellness programs](#) that are comprehensive and long term.
- Making sure annual performance evaluations are completed on time in 2007.

No matter what your resolutions, “lots of small steps result in great leaps,” Adecco’s Roe pointed out. “Taking a few minutes each day to review your goals or plans for the day can help you stay on track with your ambitions, be it getting a promotion [or] raise or finding that perfect new job or career.”

Kathy Gurchiek is associate editor for HR News. She can be reached at kgurchiek@shrm.org.



HR DAY ON THE HILL 2007

AFFILIATE OF



SOCIETY FOR
HUMAN
RESOURCE
MANAGEMENT



WASHINGTON STATE COUNCIL (affiliate of SHRM)

presents

HR Day on the Hill--2007

The Washington State Council of SHRM is pleased to co-sponsor the annual "HR Day on the Hill" with the Association for Washington Business (AWB). This day promises to give you a better understanding of how the political process works and knowledge of the key issues that will be addressed in the 2006 legislative session.

Why should you attend this event?

The annual "HR Day on the Hill" provides YOU the opportunity to meet key legislators in a panel discussion on how they view critical HR issues. Identify topics of interest to YOUR organization in the event's agenda, below.

When: Thursday, February 8, 2007, 10:00 AM – 2:00 PM

**Where: the WA Capitol Campus, Olympia, WA
(Conference Room to Be Announced)**

The 2007 "HR Day on the Hill" includes:

- An *overview of the legislative process*, key dates and the ever-popular "How a Bill Becomes a Law." This includes the information you need to feel comfortable "talking politics."
- *Discussion of key issues* to the HR/Employer Community including: healthcare, paid leave, mandatory sick leave, workplace safety, Worker's Comp and Unemployment Insurance reforms.
- *Legislative Update*: Which bills have been introduced, which "have legs" and where can you make your voice heard?
- *"Lunch with Legislators"*: Key legislators have been invited to speak to the group and will field questions about pending legislation. This is your chance to make your voice heard and issues that matter to your profession!

Optional Capitol Tours*: After 2pm you may tour the capitol, attend a public hearing or schedule a visit with your legislator.

Please RSVP by February 1 to Claudia Bradley (cbradley@ferrasvc.com) or 800-755-7638

****Register early—space limited!!**

Announcements

**“Connecting with Community”
2007 DASH AWARDS
Disability Awareness Starts Here**

The Kitsap Co. Housing Authority is sponsoring a Disability Awareness and Job Fair that will take place on February 23, 2007 at the Kitsap Pavilion. They are looking for employers that may be interested in being part of the Job Fair. They are also doing an awards breakfast at 9 a.m. and are taking nomination for individuals, businesses and organizations that have made an significant effort in addressing disability issues.

Please go to our website at www.wshrma.org for the 2007 Nomination Form.

Installation of the 2007 WSHRMA Board of Directors

At the Holiday Luncheon on Wednesday, December 13th, the 2007 Board of Directors were installed by Linda Yerger, Director of Human Resources at Olympic College. Your new Board of Directors are:

Sharon Tucker, Kitsap Credit Union, President

Debbie Laudenslager, KPS Health Plans, President-Elect

Marie LaMarche, Kitsap Sun, Past President/Foundation Chair

Pamela Townsend, Holly Ridge, Secretary

Deanne Hull, Art Anderson and Associates, Treasurer

Laura Holloway, Kitsap Mental Health and Annie Davis, Olympic College, Vice President, Programs

Pati Olson, Port Madison Enterprises, Vice President, Membership

Mandy Clute, KPS Health Plans, Job Bank/Publications Director

Jenny Hoskins, EHL Insurance, Legislative Director

Susan Chesbrough, Diversity Director

Lisa Hecker, Fred Hill Materials, School to Work Director

West Sound Human Resource
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WSHRMA
West Sound
Human
Resource
Management
Association

Check out our
website at
www.wshrma.org

**2007 WSHRMA
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