

STILLWATER AREA HUMAN RESOURCE ASSOCIATION



2007 SHRM **SUPERIOR MERIT AWARD**
CHAPTER

WWW.STWAHRA.COM

February 2011



Thursday, February 17th

Creative Employee Retention, Incentive, & Rewards

One key to a successful company is to locate, recruit, and maintain engaged employees. Engaged employees exhibit high morale and drive, which not only leads to reduced turnover, but also leads to employees who perform at high levels.

Employee motivation and retention programs attempt to keep employees engaged by connecting desired professional behavior to incentives, rewards, and personal achievements.

Motivation, incentive, and retention programs are numerous; however, some are more effective than others. It is important to find a program which works best for your company's culture and budget.

Staci Bejcek, VP of Operations for InterWorks, Inc. will provide some insight into the world of creative employee retention, incentives, and rewards at the February SAHRA luncheon and meeting.

Plan to join us at Joseppi's Italian Kitchen, 223 E Hall of Fame in Stillwater from 11:30 - 1:00 pm. The cost is \$12 for members and \$14 for non-

member/guests. Please RSVP to Tonisha Van Pelt at tonisha.van_pelt@okstate.edu to ensure your seat at the table!

2011 Officers (corrected):

Congratulations to the 2011 SAHRA Leadership!

President - Harlan Ross
President Elect/Programs - Tonishia Van Pelt
SHAPE/Past President - Kris Langston
Secretary - Amy Watters
Treasurer - Alice Fowler
Public Relations/Newsletter - Cheryl Garrett
Membership - Joey Keel
Webmaster - Cathey Bowyer
Certification - Cindy Christopher
Foundation - Jamie Payne
Legislative - Leonard Court/Butch Koemel
Student Chapter Liaison - Coral White
Diversity - Mallory Hovde
Workforce Readiness - Joe Payne

Dates to Remember:

Thursday, March 17

Presentation by Sherry Johnson, Field Services Director for SHRM's Southwest Central Regional Team * Joseppi's * 11:30 - 1:00 pm

Friday, March 18 & Saturday March 19

2011 Southwest Central Regional Student Conference * Oklahoma State University * Stillwater

SHRM's Regional Student Conferences provide students with the opportunity to network with HR Professionals, explore potential careers in human resources, and expand their knowledge of human

resource management (HRM). Attendees meet other students, HR professionals and student chapter advisors from their regions to share experiences and exchange ideas. Registration begins March 4. Non-member price is \$35.00/Member price is \$30. Visit www.SHRM.org for more information.

Thursday, April 21

To be announced

Wednesday–Friday, May 4–6

2011 Oklahoma State Human Resources Conference & Exposition * The Embassy Suites Hotel and Conference Center * Norman
“HR – The Profession of Champions”



For additional information or to register, go to:

<http://www.okhrconference.com>

Announcements:

Congratulations are in order! Several SAHRA members recently received Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certifications.

The certification, awarded by the HR Certification Institute, signifies that the following individuals possess the theoretical knowledge and practical experience in human resource management necessary to pass a rigorous examination demonstrating a mastery of the field.

“Certification as a human resource professional clearly demonstrates a commitment to personal excellence and to the human resource profession,” said Mary Power, CAE, Executive Director of the HR

Certification Institute.

To become certified, an applicant must pass a comprehensive examination and demonstrate a strong background of professional human resource experience.

The HR Certification Institute is the credentialing body for human resource professionals and is affiliated with the Society for Human Resource Management, the world's largest organization dedicated exclusively to the human resource

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profession. The Institute’s purpose is to promote the establishment of professional standards and to recognize professionals who meet those standards.

Below are the most recent SAHRA members to pass either the PHR or SPHR examination:

- Cindy Christopher, SPHR
- Mallory Hovde, PHR
- Cheryl Garrett, PHR
- Cathey Bowyer, PHR

Again, congratulations on your outstanding achievement!

Share It With Us

Got something to share or an announcement to make, such as an exciting professional achievement? Let SAHRA acknowledge and post it in the monthly newsletter. Please submit to Cheryl Garrett @ c_garrett@oncueexpress.com

*All submissions are subject to SAHRA Board approval and SHRM guidelines.

Top 10 Tips for Managing Down

By: Roberta Chinsky Matuson, President of Human Resource Solutions

Your words and actions have a direct impact on how others perceive you. Here are ten tips to help you become the type of manager that everyone wants to work with...

Management looks really easy, doesn't it? You're awarded a title, and, if you are lucky, an office, and away you go. You bark some orders here and there and then you sit back until it's time to give another directive. Of course, everyone does exactly what you ask of them, because you are the person in charge. If this were really the case, everyone would want to be a manager!

Here are ten tips to help you become the type of manager that everyone wants to work with.

- 1) **Be credible.** It is difficult, if not impossible to get others to follow you if you aren't perceived as being credible. Credibility is not something you earn overnight, although it is certainly something you can destroy in one day. Be mindful of how your words and actions have a direct impact on how others perceive you on a daily basis.
- 2) **Lead by example.** Behave, as you would want your employees to behave, but also understand that your role is different from that of your employees.
- 3) **Surround yourself with the right people.** Hire for fit, train for skill and if the opportunity presents itself, hire people who are better than you. Prepare for the arrival of new hires so they immediately feel connected to the organization.
- 4) **Build on strengths.** Weaknesses may be

more visible, but strengths are where you will receive a greater return. Find one or two strengths in each of your people and help them become the type of employees you know they can be.

- 5) **Cut your losses early.** Mismatches happen, no matter how good you are at interviewing. Take action quickly to avoid having the rest of the team distracted by a poor hire.
- 6) **Cultivate the success of others.** To succeed as a manager, you will need to shift your focus from "me" to "we." Going forward, your success will no longer be measured by

Regardless of the situation at hand, treat your people the way you would like to be treated.

your individual contribution. Instead, you will be evaluated on your ability to create and maintain a highly engaged team that is willing to give it their all.

- 7) **Manage performance.** People want and need feedback in order to improve their performance. Don't be the manager everyone complains about. Give your people continuous feedback and provide them with timely performance reviews.
- 8) **Be respectful.** One of the quickest ways to lose credibility and trust is by being disrespectful. Regardless of the situation at hand, treat your people the way you would like to be treated.
- 9) **Master the art of influencing.** As the boss,

many times you will be asking people to do things on your behalf. Be specific in your request and let them know why it's in their best interest to comply, and you will be well on your way to getting what you need.

- 10) **Get respect.** As human beings, we have a natural tendency to want to be loved. But what happens when your desire to be loved interferes with your ability to lead? Effective leaders recognize it is more important to be respected by their people than adored. They make the tough decisions that are needed to secure the future of those around them, including their direct reports.

Source: Free Articles from ArticlesFactory.com

Roberta Chinsky Matuson is the President of Human Resource Solutions (<http://www.yourhrexper.com>) and author of the highly acclaimed book, Suddenly in Charge: Managing Up, Managing Down, Succeeding All Around (Nicholas Brealey, January 2011.) Her firm helps organizations create exceptional workplaces that deliver extraordinary results. Sign up to receive a complimentary subscription to Roberta's monthly newsletter, HR Matters.

SAHRA/OSU HRMA Mentor Program

By: Cathey Bowyer

The SAHRA/OSU HRMA Mentor Program offers a structured setting in which to develop beneficial one-on-one relationships between students and professionals. Take advantage of the opportunity to encourage and advise students by sharing your experiences and knowledge of the HR profession.

Joining the mentor programs allows you to:

- Contribute to the professional development of the future HR workforce
- Identify potential interns and new hires for

their organization

- Assist students in beginning successful careers
- Give something back to the profession

To obtain the Mentor Program Guidelines and Application, please visit the [SAHRA website](#) and return the completed application forms to Coral White at coral.white@okstate.edu

Anticipated Increase to Health Insurance Costs

According to a recent survey, employers should anticipate an increase to their costs of providing health insurance to employees by an average of more than 10.5 percent globally during 2011. The full survey, "Towers Watson Global Medical Trends" may be downloaded from the company's website at www.towerswatson.com

The report found that medical costs are likely to continue to increase in double-digit numbers over the next 5 years, representing a challenge for companies continuing to provide health insurance for employees.

Driven by the ever-increasing costs related to health insurance, the survey noted that a growing number of companies – nearly 72 percent of the respondents – are implementing some type of wellness program.

SAHRA Workforce Readiness

February 2, 2011

	December 2010	December 2009
Payne Co	5.8%	5.7%
Noble Co	5.8%	6.9%
Pawnee Co	9.2%	9.1%
Kay Co	8.1%	7.9%
Oklahoma	6.8%	6.8%

www.ok.gov

HR Job Postings

Does your company have an opening in human resources? If so, take advantage of low advertising costs and place your ad in the Stillwater Area Human Resource Association newsletter and on the front page of the SAHRA website.

Consider the following:

1. \$75 per advertisement - one position
2. Position(s) must be related to human resource profession
3. Valid for 28 days from date of insertion
4. Advertisement may be renewed - \$40 renewal fee for 28 additional days
5. Must supply logo in .jpg or .gif format
6. Must supply advertisement as Word document, PDF format, or by e-mail
7. Do not need to be SAHRA/SHRM member

For more information, please contact Coral White, coral.white@okstate.edu, (405) 744-5379.

Job Opportunities:

Human Resources Manager – Meat Processing Plant – Ponca City

Our client is an Oklahoma-based meat processing company and ranked among the Top 25 Elite meat processors in the country. This position will manage all functions in a new poultry processing facility located in Ponca city, Oklahoma, with responsibility for 200 employees.

The ideal candidate will be an experienced Manager and Generalist with focus on Safety and Employee Relations. The position will report directly

to the Plant Manager with dotted line reporting to corporate VP of Human Resources.

Experience required in the following HR disciplines:

- Employee and Labor Relations
- Safety Training and Compliance with OSHA
- Employment Law Compliance – ADA, ADEA, EEOC, FMLA, FSLA, etc.
- Recruiting, on-boarding and training
- Implementation and Administration of company policies and procedures
- Employee performance reviews
- Workers Compensation claims administration
- Payroll processing and administration

For immediate consideration, send resume to

Stephany Haxel at SHaxel@hlp solutions.com

HLP Solutions, founded in 1999, is a Recruiting and Staffing Search Firm specializing in placing Information Technology, HR, Mortgage, Accounting, Engineering, and Professional consultants nationwide into contract, contract to hire, and direct positions. Our team is a select group of experienced, Honest, Loyal, and Professional talent acquisition specialists, ready to help find the right opportunity for you. If you or someone you know is a good fit for this position then respond with a word resume and your requirements.

WWW.HLPSolutions.com also has a great referral program.

MISSION STATEMENT

Stillwater Area Human Resources Association

To be recognized and respected as an organization, which promotes the development of Human Resource professionals into strategic business partners within their organizations by providing professional growth through development programs, networking opportunities, and community service projects.