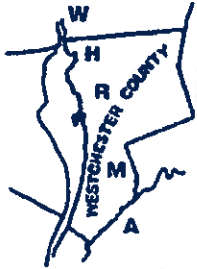


# Westchester Human Resource Management Association



WHRMA News



AFFILIATE OF  
**SHRM**<sup>TM</sup>  
 SOCIETY FOR HUMAN  
 RESOURCE MANAGEMENT

January 2011

**Inside this issue:**

<b>Career Transition</b>	<b>2</b>	<b>S</b> trive
<b>Deadline for Program Registration</b>	<b>3</b>	<b>U</b> nite
<b>Board Contacts</b>	<b>3</b>	<b>C</b> elebrate
<b>Boost Employee Involvement</b>	<b>4</b>	<b>C</b> hallenge
<b>Factoids</b>	<b>4</b>	<b>E</b> xcel
<b>New Members</b>	<b>5</b>	<b>S</b> urpass
<b>SHRM Programs</b>	<b>5</b>	<b>S</b> hine
<b>WHRMA Programs</b>	<b>6</b>	Hello and good tidings to all of our WHRMA members. As we all socialized these past few weeks in celebration of the New Year, I am sure you heard or maybe even said yourself, "wishing you happiness and success in the new year."
<b>SIGS</b>	<b>6</b>	As I started to write this
<b>Advertisers</b>	<b>7</b>	

## A Message from the President – Danielle Martin

newsletter greeting, I began to think of what success means for WHRMA.

One of our goals, as with any professional organization is to grow members and leaders. As an HR practitioner, to me, growth and leading equals a succession of people. Succession planning is a key HR responsibility and a goal of WHRMA. So as you think about your personal and professional goals for 2011, whatever they may be, I know that success will be your ultimate outcome.

I ask you to think about WHRMA and being part of our team. Speaking from experience, it will bring you a valuable experience filled with camaraderie and lively exchange of knowledge. As we prepare our succession plan we welcome you to be part of our success.

The word "succession" begins with SUCCESS. To all of you, I wish for you to

Strive, Unite, Celebrate, Challenge Excel, Surpass and Shine in 2011.

**HR JOBS:**

Visit our website [www.whrma.org](http://www.whrma.org) for HR openings in our area. We'll be happy to list any openings you may have as well! You can also post your resume on the site if you are interested. Any questions? Send an email to Angela Bellizzi: [anbellizzi@aol.com](mailto:anbellizzi@aol.com).  
*For those interested, we now have the local Wine and Dine Schedule on the Networking page of our website.*

**JACKSON LEWIS EMPLOYMENT ROUNDTABLE PROGRAMS:**

*Programs take place at the Offices of Jackson Lewis*

*And begin at 3pm*

**Wednesday, March 23, 2011—Employee Exit Strategies**

**Wednesday, May 25, 2011—Workplace Safety Considerations**

**Wednesday, July 20, 2011—Government Enforcement Initiatives**

**Wednesday, November 2, 2011—Legislative Update**

*Programs are free and offered to members only.*

**CAREER TRANSITION FORUM: Submitted by Angela Bellizzi****In Career Transition?**

The WHRMA Career Transition Forum meets monthly and provides Chapter members with professional guidance and support during the course of the job search process. Register in advance for an upcoming session:

- Dates:** Thursday, January 27, 2011  
Thursday, February 24, 2011  
Thursday, March 24, 2011  
Thursday, April 28, 2011  
Thursday, May 26, 2011
- Where:** Westchester Community College  
75 Grasslands Road, Valhalla, NY 10595  
(Use Visitors Parking Lots 1 or 8)
- Building:** Harold L Drimmer Library (2nd Floor)  
Room 235 - Foundation Board Room

**RSVP Required:**

**Karen Tressa: 914-948-9292 or email: ktressa@optonline.net**

For general inquiries about WHRMA Job/Resume Bank, contact  
Angela Bellizzi, WHRMA Job Bank/Networking Chair (anbellizzi@aol.com)

**Internal Customer Service—from Improving Communications 11/2010**

You are valuable and so are your co-workers. If you're in a rut, don't move in and decorate! It's time for a change—to move yourself and your organization forward.

1. Repeating the same behavior and expecting different results is insanity. Changing means trying something different, and being motivated to increase value.
2. Organizational progress depends on staff motivation. Managing by using fear and coercion will get only minimal compliance. To get employees to invest in the job and go the extra mile, they need to feel valued.

Some positive internal customer service practices:

- Manage staff positively—give them more autonomy and praise them for their accomplishments.
- Staff needs to feel like they are a valuable part of an important organization.
- Find ways to communicate the value that each employee brings to the organization as a whole.
- Assume that your staff has useful ideas about how to improve their jobs and the workplace.
- Elicit and listen to staff feedback. It shows you value them—and you'll get some great ideas.
- You can communicate to someone that you understand his/her position even if you don't agree with it.
- Listen without judging. It doesn't mean that you have to act. Just listen.

## Your Board—Your WHRMA Resource

### President

Danielle Martin, MBA, MS  
 Manager HR, A&E Television Networks  
 203-353-7285  
 Danielle.martin@aetn.com

### Secretary

Vicki Rowe  
 Manager of HR, Farrand Controls  
 914-287-4028  
 vrowe@ruhle.com

### Treasurer

Greg Chartier, Ph.D., SPHR  
 Principal  
 914-548-1689  
 greg@hrinfo4u.com

### Hospitality Chair

Debbie Hilden  
 914-834-2120  
 debhilden@yahoo.com

### College Relations

Debbie Callaghan, MS, PHR  
 HR Officer, Mahopac Nat'l Bank  
 845-278-1079  
 dcallaghan@mahopacnationalbank.com

### VP Programs/Certification Chair

Theresa Delgado, SPHR  
 VP Human Resources, Castle Oil  
 914-381-6541  
 tdelgado@castle.us

### VP Membership

Rhonda James, PHR  
 Dir., Human Resources, Baker Companies  
 914-747-1550  
 Rjames@thebakercompanies.com

Richard Greenwald

### President, Concorde Personnel

914-428-0700  
 rg@concordepersonnel.com

### Diversity Chair

#### Vacant

### HR Job Bank & Networking Chair

Angela Bellizzi, SPHR  
 914-325-6952  
 anbellizzi@aol.com

Maria Boccardi

Asst. Director of HR, The Osborn  
 914-925-8309  
 mboccardi@theosborn.org

### Legislative Chair

Lena Bodin  
 Principal, People Resource Strategies  
 845-362-3445  
 Lena@4prs.com

### Website e-Commerce Chair

Grant Schneider, SPHR  
 Pres. Performance Development Strat.  
 grant@pdstrategies.com  
 914-953-4458

### Communications Chair

Elizabeth Rossi, PHR  
 Director HR, The Osborn  
 914-925-8222  
 erossi@theosborn.org

### SHRM Foundation Chair

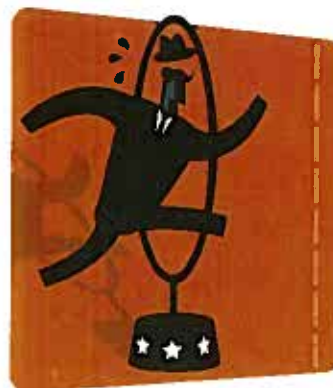
Edwin L. Bowman  
 Bowman Becker Consultancy, LLC  
 914-682-4137  
 edwin.bowman@bowmanbecker.com

### Workforce Readiness Chair


MJ Kaur  
 914-275-4567  
 Manji\_khs@yahoo.com

### Immediate Past President

Edwin L. Bowman  
 Bowman Becker Consultancy, LLC  
 914-682-4137  
 edwin.bowman@bowmanbecker.com



***Just a Reminder...***  
*The registration deadline for our Tuesday Morning Breakfast meetings is the Friday prior to the meeting.*



## 5 Ways to Boost Employee (Wellness) Involvement: Wellness Management Information 10/10

“Employee involvement is the key ingredient for a successful wellness program,” say Robert Pater, founder of Strategic Safety Associates and the MoveSMART safety and motivational program. Pater developed five key steps to heighten employee involvement, which could lead to a more successful and productive wellness program.

1. **Encourage Creativity and the Generation of Ideas** The more ideas that are proposed, the more likely some useful ones will emerge.
2. **Engage the Staff as Part of the Process of Improvement** Have staff participate from the beginning—from creative

brainstorming and planning to task completion and end results—as their involvement in the process of improvement will increase their likelihood of embracing the change.

3. **Learn How To Better Direction Attention** Help your employees learn how to focus, remain concentrated and direct their attention spans—all critical elements in enhancing performance, productivity, safety and level of development.
4. **Understand How Employees Learn** Individual involvement entails enlisting as many of a person’s senses as possible. While people accept information

in all three modes—auditory, visual and kinesthetic—each has a preferred channel.

5. **Tailor to Employees’ Learning Styles** In North America, 10% of the population is auditory, 24% is visual and 65% is kinesthetic. If this is correct, verbal communication is geared toward the smallest group of people. Maybe the best approach is to send out information in all three ways: tell them stories/anecdotes and explain why change is needed (auditory); show pictures, video or eye-candy-colored charts (visual); and strongly solicit input, ideas, mockups and demonstrations (kinesthetic).

---

## Factoids—from HR Executive—November 2010

- 5 Number of states whose public pension plans were fully funded at the beginning of 2010. The states are Florida, Idaho, NY, North Carolina and Wisconsin. In 2000, 26 states were fully funded. *Pew Center on the States*.
  - 59% of Americans who expect to receive a pension upon retirement. But only 41% can identify a pension to which they are entitled. *Consumer Reports*
  - 72% Percent of workers in small companies not covered by retirement plans. *Small Business Administration, Office of Advocacy*
  - \$28,437 Average annual pension income for retirees from American companies. Corresponding figures for Luxembourg, Britain, and Spain, respectively, are \$37,630; 22,053; \$15,505. *Organization for Economic Cooperation and Development*
  - \$400,000 The expected amount of money that the average worker in a 401(k) retirement is expected to amass, given ideal conditions, over 30 years. The actual average due to 401(k) “leaks” (withdrawals, missed contributions, hardship borrowing, etc.) over 30 years brings the total to \$60,003 for most people. *Teresa Ghilarducci, New School for Social Research*
  - 35 Factor by which the salary of the highest paid CEO of 2009 (Leslie Moonves of CBS) exceeds that of the lowest paid CEO (Vikram Pandit of Citigroup). On average, the CEOs were paid 4.7% lower in 2009 than in 2008. *Graef Crystal, Bloomberg*
  - 42% Percent of employers in 2010 who believe that the recession has increased the quantity and quality of candidates they recruit. *TalentDrive*
  - 75% Percent of candidates who have had five or more interviews per month since the beginning of their job search who have not received a single offer, based on a survey of 79,000 active job seekers. *TalentDrive*
  - 49% Percent of employers who expect workers to check in with the office while they are on vacation.
-

# Welcome to Our New Members!!!!

Eric Marks

Marks Paneth & Shron LLP

Maureen Patrillo

Convent of the Sacred Heart



If you are interested in volunteering your time and effort to WHRMA—contact one of our board members. We currently have an opening for a Diversity Chair. We are also always looking for people to succeed the current members we have. The contributions that you can offer are endless!

*“There is no "I" in Team but there is a "u" in volunteer! “  
by Debbie Weir*

*“There are many wonderful things that will never be done if you don't do them.”  
Charles D. Gill*

## SHRM National Seminar News for 2011

### Employment Law & Legislative Conference

March 14—16, 2011  
Washington, DC

### Talent & Staffing Management Conference & Exposition

April 11—13, 2011

San Diego, CA

### SHRM 2011 Annual Conference & Exposition

June 26—29, 2011

Las Vegas Convention Center  
Las Vegas, Nevada

### Strategy Conference

October 5—7, 2011

Chicago, IL

### Diversity & Inclusion Conference & Exposition

October 24—26, 2011

Washington, DC



## NYS SHRM News for 2011

### Diversity & Inclusion Leadership Conference

April 5—6, 2011

The Saratoga Hilton

Saratoga Springs, NY

### 2011 NYS Conference

July 10—12, 2011

Saratoga Hilton/City Center

534 Broadway

Saratoga Springs, NY

**2011 Chapter Meeting Dates**

**All are Breakfast Meetings**

**Tuesday, January 18, 2011**

*Preventing Harassment & Retaliation  
Claims*

**Tuesday, February 15, 2011**

*Compensation*

**Tuesday, March 15, 2011**

*Social Media*

**Tuesday, April 19, 2011**

*Networking*

**May, 2011**

*Annual Networking Event Date and  
Details TBD*

**Tuesday, June 21, 2011**

**Tuesday, September 20, 2011**

**Tuesday, October 18, 2011**

**Tuesday, November 15, 2011**

**Go online for more details:  
[www.whrma.org](http://www.whrma.org)**

*Remember that the registration deadline for  
Tuesday morning programs is the Friday  
prior to the meeting.*

**Our Purpose:**

1. To provide a forum for educational presentations and the discussion of topics relative to the HR profession.
2. To encourage and support members in their pursuit of professional certification.
3. To provide a clearing house of human resource information to the business community.
4. To cooperate with other human resource organizations in meeting the needs of the HR professional.
5. To provide information and services to serve the professional and advance the profession.

**UPCOMING MEETING DATES:**

**International SIG Dates**

Tuesday, February 8, 2011  
Tuesday, April 5, 2011

**Comp/ER SIG Dates**

Thursday, January 27, 2011

**Coaching/OD SIG Dates**

Wednesday, January 12, 2011  
Wednesday, February 9, 2011  
Wednesday, March 9, 2011

Wednesday, April 13, 2011

**To Lighten Your Day...**



# Our Advertisers

**Your Ad Could Be here...**

Our prices are:

1/4 page ad: \$100 per issue

1/2 page ad: \$150 per issue

Full Page ad: \$200 per issue

If you are interested in advertising in our newsletter, contact Elizabeth Rossi, Communications Chair at [erossi@theosborn.org](mailto:erossi@theosborn.org).

**Are you an HR service provider?** Why not consider sponsoring a meeting or advertising on WHRMA's website? Here are our rates:

## Meeting Sponsor—\$650

- Acknowledgement in meeting announcements
- Introduction at meeting and a 10 minute speaking opportunity
- Skirted display table for materials
- Contact list of attendees

## Vendor Display Table—\$150/meeting

- Exhibit literature, provide handouts, promote your services and products to meeting attendees.

## Website Advertising

- 6 months = \$300
- 12 months = \$500

## Consulting requires

the balance of data, judgement and business knowledge.

For information, call (914) 633-3335



Visit us online at [www.nadelgroup.com](http://www.nadelgroup.com)

Take our FREE organizational effectiveness quiz.

E-mail: [rsnadel@nadelgroup.com](mailto:rsnadel@nadelgroup.com)

## Our strength

is balancing HR strategies and business solutions.

For information, call (914) 633-3335



Visit us online at [www.nadelgroup.com](http://www.nadelgroup.com)

Take our FREE organizational effectiveness quiz.

E-mail: [rsnadel@nadelgroup.com](mailto:rsnadel@nadelgroup.com)