

WHRMA

WESTCHESTER HUMAN RESOURCE
MANAGEMENT ASSOCIATION



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

November 2011

A Message From Our President, Danielle Martin

Inside this issue:

2011 Holiday Social	2
Board Contacts	3
September Meeting Recap	4
Wellness & Diabetes	4
New Members	5
SHRM	5
WHRMA Programs	6
Chuckles...	6
Our Advertisers	7

LET'S GIVE THANKS...

As we approach the holiday season I would like to take this opportunity to thank all of you for your support and membership in WHRMA. As I look back on this year I am so proud of what we have accomplished:

Workforce Readiness-
Interview and resume writing workshops for returning soldiers

Networking Event-
Tremendous response to our networking events and great feedback

Transition Program-
Reaching out to our members in transition with support and networking

And most especially—

Millennial Management in a Baby Boomer World- First Ever Joint Conference with Westchester Business Council. A huge Thanks to Theresa Delgado for going above and beyond to make this conference happen.

On that note, I am thankful to my Board of Directors. You all contribute to make us a great team and I look forward to working with you in 2012 to continue to advance WHRMA

and the programs we bring to our members so that we are able to advance the HR profession.

As you look back on this year I hope that you too have lots be thankful for. Please remember our troops overseas as they continue to protect our great nation.

Happy, Healthy and Safe Holiday season to all.

See you on November 15th for our Millennial Management in a Baby Boomer World Conference.

HR JOBS:

Visit our website 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 Maria Boccardi: mboccardi@theosborn.org.

For those interested, we now have the local Whine 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

Jackson Lewis offers 4 programs per year on timely HR topics. Look for our 2012 schedule in our January issue.

Programs are free and offered to members only.

WHRMA; PO Box 1131, White Plains, NY 10602

Tis The Season To Network!



Please join us at our Holiday Social for networking and good cheer! The Holiday Social is a great way to meet, socialize and network with your fellow WHRMA members!

Our event will be held at **The Pleasantville Country Club** on **Tuesday, December 6, 2011** from **5:30pm to 8:00pm**. The cost is \$40.00 per person and includes Joyful Hors d'oeuvres such as: mini cheeseburger sliders, vegetable dumplings, Portobello Pizza Triangles, Pasta Bar, Holiday Desserts and more!

You must register by **November 30, 2011!!** Details regarding registration and payment can be found on our website at www.whrma.org - Upcoming Events. Be sure to bring you're your business cards and feel free to spread the word to your HR colleagues! The more the merrier!

Hope to see you there!

For general inquires concerning this event, please contact Maria Boccardi at Mariaboccardi@aol.com Job Bank/Networking Chair. Happy Networking!

SHRM's A-Team Needs You!!!

From now until the end of the year, the SHRM NY State Council is seeking volunteers to serve as Advocacy Captains for SHRM's Advocacy Team effort.

This Advocacy program was developed to ensure that when Congress or State legislatures are developing workplace policy, HR's voice is heard. In brief, Advocacy captains serve as the point person for the respective congressional district in which they live. They, along with fellow HR Advocates, will be "the face" of the HR profession with the legislator (and their staff) who represents that district in Washington.

SHRM's NY State Council is looking for volunteers who are practicing HR professionals, willing to conduct a bi-annual face-to-face meeting with their legislator, and be a leader within their community. To learn more, go to SHRM National's website (www.shrm.org) and look for The SHRM A-Team.



Your Board—Your WHRMA Resource

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Just a Reminder...

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



September Meeting ReCap

Our September program, Keeping Your Best Employees From Leaving Once the Economy Turns Around, was presented by Abby Kohutt, President & Consultant, Staffing Symphony, LLC. Overall, Abby focused on the area of employee engagement, gave us things to look for, and ideas for the future.

As any HR professional knows, it is important to keep employees engaged so that they do not go to the competitor. That being said, we sometimes forget this during difficult times. Some things to look for: clock watchers, absenteeism/lateness, negativity & gossiping, unusual laziness, unproductiveness, social withdrawal, and missing meetings, to give you a brief list. These are your employees who are "checking out". The way to gain them back? Through various types of recognition/retention efforts. Remember, employees who are and feel appreciated are more likely to be more productive. So, if you need to work on your recognition/retention programs, here is a very brief list of things you may want to consider. Things like: pet insurance, travel perks, gym memberships, career paths, training, discounts at local providers, recognition of employees amongst peers (intranet, bulletin boards, employee newsletter), establish a "fun committee", celebrate different holidays, and company sponsored teams just to name a few.

What else can you do? Ask your employees how you are doing via a survey; be sure managers are being managers; have your managers get to know their staff; work on your "on-boarding" to ensure all new hires have a great take-off. There is so much that can be done—just remember: you can't do it all at once. Be sure to do things you can complete; focus on all of your employees, not just your high performers; only do a survey if you are willing to listen and make changes; and don't always assume that money is the answer. So many things can be resolved with a little bit of recognition, listening to your employees, and ensuring they know you hear them.

Employee Wellness & Diabetes submitted by Elizabeth Rossi, PHR

As an HR professional, I regularly look at global statistics from our health care provider related to our group. I realize that when implementing wellness initiatives we must make an effort to our employees' needs. In an attempt to get further education, I attended a program offered by the Rye YMCA on their Diabetes Prevention Program. Some of the statistics shared are as follows:

- Each year, \$174 Billion is spent on medical and related costs for diabetes and pre-diabetes.
- 25.8 Million people have diabetes
- 79 Million people have pre-diabetes in the US
- Diabetes is the 7th leading cause of death in the US & in Westchester County
- People with pre-diabetes are:
 - 5—15 times more likely to develop diabetes
 - If these individuals lose 5% to 7% of their body weight AND get at least 150 minutes of activity per week, their risk decreases by 58%

These statistics shocked me! People with diabetes have severe health consequences in the long run: (1) they have 2 to 4 times greater risk for heart disease and stroke; (2) hypertension; (3) kidney damage; (4) neuropathy; and (5) blindness/vision issues. There is also a strong link between obesity and diabetes. I'm sure some of these risks are very prevalent in your groups as well. As HR professionals, part of our job is to get the message out: "nutrition is essential to losing weight; physical activity/exercise is the key to maintaining weight loss"

So, what are we doing different with our wellness program? Everything and we'll be implementing some best practices!

1. We have senior management support; we are just reinforcing that
2. We will amend our corporate Vision/Mission Statement to include wellness
3. We will put together a wellness committee that comprises all levels of the organization
4. We will survey our staff to see what they might be interested in participating in
5. We will communicate, communicate, communicate!

November is National Diabetes Month. We've shared the statistics, have speakers coming in, and will be sponsoring lunch walks to try to get the message across. If our work helps one - I've done a great job!

Welcome to Our New Members!!!!

Joseph DiCarlo	WestMed
Steve Caccavao	Constructive Business Solutions
Maura Kane	The Leukemia and Lymphoma Society
Celia Block	Block Marketing
Cheryl Dallos	Leucadia National
Janice Reid	Interactive Data
Karen Dallesandro	The Leukemia and Lymphoma Society
Christine Terlecky	Citco
Gabriella Ramundo	Maximum Management



Pleasantville High School Senior Internship Experience

Pleasantville High School is offering seniors the opportunity to gain real life work experiences by interning in various businesses in the NYC metro area. Students, along with teacher mentors, would find and select appropriate job sites based on interest and/or future fields of study. Throughout the internship experience, interns will meet with mentors, complete journals, and be evaluated by their employers. Please note that interns will not receive monetary compensation during the internship experience.

The internship experience will take place during the last five weeks of school and students will spend approximately 20 hours per week working at their intern locations. Days and times are flexible.

A pilot program of approximately 15-20 students is proposed for the 2011-12 school year. If your business is interested in hosting interns, or would like more information, please contact Gregg Fonde, assistant principal of Pleasantville High School, at (914) 741-1420 or fondeg@pville.k12.ny.us.

Career Transition Forum submitted by Maria Boccardi

The WHRMA Career Transition Forum provides professional guidance and support during the course of the job search process. The forum is a great opportunity to network by exchanging and sharing career transition leads, ideas, and resources, in addition to providing support to fellow chapter members.

Information regarding dates and time will be available via WHRMA website- Job/Resume Bank-Career Transition tab shortly. The Career Transition Forum will be led by Karen Tressa, who brings experience in career coaching, recruiting and HR consulting. Please RSVP for the Forum directly with Karen: 914-948-9292 or email: ktressa@optonline.net

Whenever coworkers disagree with you, it's a smart move to focus on understanding how and why they feel the way they do. Don't rush to convince them you're right—yet. Here's why: most disagreements are driven by a difference in unexpressed assumptions, and you can't know what these assumptions are unless you listen intently and ask good follow-up questions. This winning tactic helps cut through emotional barriers and builds trust. The longer you're able to listen without arguing, the easier it is to find compromise. (Source: Work*Life*Excel, Care Plus Solutions, Inc., November 2011)

Some Quotes:

To handle yourself, use your head; to handle others, use your heart. Donald Laird

To give yourself the best possible chance of playing to your potential, you must prepare for every eventuality. That means practice. Steve Ballesteros

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.

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

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