



## 2013 Board of Directors

**Kristi Toner, SPHR**  
President  
[ktoner@midwisc.com](mailto:ktoner@midwisc.com)

**Krissy Rodewald, PHR**  
President Elect  
[krissy.rodewald@aspirus.org](mailto:krissy.rodewald@aspirus.org)

**Bob Heyman, SPHR**  
Treasurer  
[BobH@aquafinance.com](mailto:BobH@aquafinance.com)

**DeAnn Kmosena, SPHR**  
Secretary  
[deann.kmosena@cool-drinks.com](mailto:deann.kmosena@cool-drinks.com)

**Jacki Gessler, PHR**  
Membership Director  
[jacki@hrsourcenet.net](mailto:jacki@hrsourcenet.net)

**OPEN**  
Marketing/Communications Director

**Sara Ackermann**  
Legal Counsel  
[Sackermann@ruderware.com](mailto:Sackermann@ruderware.com)

**Justin Rueb, SPHR**  
Senior Liaison  
[justin.rueb@uwsp.edu](mailto:justin.rueb@uwsp.edu)

**Jane Maule, SPHR**  
Past President  
[jmaule@park-vue.com](mailto:jmaule@park-vue.com)

## 2011 SHRM Silver Excel Award



# CWSHRM

## Central Wisconsin Chapter

Society for Human Resource Management  
*"Providing information, education, leadership, and networking opportunities to promote excellence and professionalism in Human Resource Management."*

# April 2013

## 2013 Leadership Committee

PaHnia Thao  
College Relations Director  
[thaop@ntc.edu](mailto:thaop@ntc.edu)

Linda Huss  
Hospitality Director  
[lhuss@ruderware.com](mailto:lhuss@ruderware.com)

Carol Howard  
Conference Chair  
[choward@abrjobs.com](mailto:choward@abrjobs.com)

Carol Auner, SPHR  
Director of Professional Development  
[cauner@mcheese.com](mailto:cauner@mcheese.com)

Michelle Hauer, SPHR  
Workforce Readiness Advocate  
[Michelle@HRSource.net](mailto:Michelle@HRSource.net)

Susan Mathias  
Diversity Director  
[mathias@ntc.edu](mailto:mathias@ntc.edu)

## April

## CWSHRM & Ruder Ware HR & Law Conference

Thursday, April 11, 2013

Holiday Inn Conference Center • Rothschild, WI

Registration 7:30am to 8:00am

Conference 8:00am to 3:45pm

Exciting topics and speakers include:

**Opening Keynote Presentation:** Leadership Through Developing, Empowering, and Delegating  
*Andy Masters*

**Legal Workshop:** Surviving the Perfect Storm/What to do when ADA, FMLA, and Workers' Compensation Collide  
*Ruder Ware Attorneys Sara Ackermann and Kevin Terry*

**Legal Workshop:** Why an employment Professional needs to Worry About Employee Benefits Now  
*Ruder Ware Attorneys Dean Dietrich and Mary Ellen Schill*

**Closing Presentation:** The Risk of Strategic Succession  
*Steven Riege - President of Ovation Leadership*

**Registration Deadline - April 5, 2013**

For more information and to register, go to the following link:  
<http://centralwisconsin.shrm.org/events/2013/04/spring-and-labor-law-conference>



## April Newsletter Highlights

- P.1: CWSHRM & Ruder Ware HR & Law Conference
- P.2: 2013 Open Board Position
- P.2: Voucher Winners
- P.2.: Upcoming Events
- P.3: CWSHRM Member Facts
- P.3: Workforce Readiness Committee
- P.3: YWCA Board of Directors Position
- P.4: May Membership Meeting
- P.4: Meeting Sponsorship
- P.4: Round Table Series
- P.4: Marathon County Council of Safety Meeting
- P.5: Refresh Leadership Live Simulcast
- P.6: 2012 SHRM Foundation Champion
- P.7: Engage and Inspire your Workforce Seminar

## 2013 Open Board Position

**Board: Marketing/Communications Director**

**Position Summary:** Manage the chapter's overall marketing and communications efforts to both internal members and the external community. Coordinate all print and web-based communications to ensure appropriate, accurate and consistent publicity of chapter.

Please contact **Kristi Toner** at [ktoner@midwis.com](mailto:ktoner@midwis.com) to express your interest.

## Congratulations to the lucky winners of the conference vouchers!

Winners were announced at the March meeting.

### Spring Conference – April 11

Jennifer Brown, Homme Home of Wittenberg  
 Becky Weiland, Merrill Iron & Steel, Inc.  
 Lois Mueller, Aspirus Memorial Health Center

### WI State SHRM Conference – October 9-11 LaCrosse

Jamie Allar, Northcentral Technical College  
 Michelle Theiss, D.C. Everest

### Ruder Ware Fall Conference – November 7

Bob Heyman, Aqua Finance, Inc.  
 Linda Voelz, Church Mutual Insurance Company  
 Jacki Gessler

### National SHRM Membership

Allen Larsen, Norlen Inc.  
 Paula Erickson, Ministry Health Care  
 Kim Hall, D.C. Everest

**Winners** – please register for your event/membership following the standard procedures for that event. Then send proof of registration/payment to CWSHRM Treasurer, Bob Heyman at [bobh@aquafinance.com](mailto:bobh@aquafinance.com). Bob will send a reimbursement check once documentation is received.

## Save the Date

- **April 11, 2013**, 8am-4:00pm  
Spring HR & Labor Law Conf.
- **April 18, 2013**, 7:30am – 9:00am  
Round Table Discussion
- **May 9, 2013**, 7:15am-9:00am  
BEST Communication
- **May 30, 2013**, 7:30am – 9:00am  
Round Table Discussion
- **June 3, 2013**, 7:30am – 9:00am  
What Draws People of Diverse Backgrounds to Employment in Central Wisconsin?

## Reminder

**Review the monthly Board meeting minutes, newsletters and much more, on our website! Visit often to view up to date job opportunities!**

<http://centralwisconsin.shrm.org>

## CWSHRM Member Facts

Some fun facts about your CWSHRM members. Did you know?

1. CWSHRM currently has 168 Members
2. Members work in over 15 different cities including Antigo, Tomahawk, Lac du Flambeau, Wittenberg, Merrill, Wisconsin Rapids, Marshfield, Stevens Point and Wausau, just to name a few.
3. CWSHRM Members hold many different positions from President/Owner, Branch Manager, Director/VP, Financial Advisors, Recruiting and Benefits Specialists/Coordinators, and many other valuable positions.
4. You can find the most current list of members on the CWSHRM website, Members Only Section. Be sure to sign up for an account! <http://centralwisconsin.shrm.org/members-only>
5. Members can be a great networking tool and resource!

Last month we spotlighted one of our CWSHRM Members. The goal is to do this every month, however when schedules don't work out, we will try and highlight some general member information. If you wouldn't mind sharing some information about yourself and having your picture in the newsletter, please contact DeAnn Kmosena at 715/843-8114 or [deann.kmosena@cool-drinks.com](mailto:deann.kmosena@cool-drinks.com).

### Workforce Readiness Committee

Workforce Readiness Committee is forming and looking for members.

The telling strength of our community's business competitiveness is directly tied to the quality and skills of the current and incoming workforce. According to a survey by Corporate Voices, "97% of surveyed business leaders agree that their organization considers workforce readiness a critical business imperative." CWSHRM is forming a Workforce Readiness Committee and is looking for interested members to get involved.

**Committee Goal:** Identify, promote and support partnership opportunities between education, business and government entities so as to foster and develop a skilled local and regional workforce.

**Driving Force:** Ensure the economic competitiveness of Central Wisconsin, recognizing that a vital component is highly dependent on a strong, diverse and skilled workforce.

*Interested members may contact Michelle Hauer, SPHR, CWSHRM Workforce Readiness Advocate at 715.846.3557 or [michelle@hrsource.net](mailto:michelle@hrsource.net).*

*Get Involved!*

### YWCA Wausau Board of Directors Opening!

New Directors are elected to the Board of the YWCA Wausau annually in May, and we are **currently seeking candidates, at least one of whom has HR expertise**, to provide support and guidance to the Personnel Committee as well as the board and staff. The board meets the 2<sup>nd</sup> Tuesday of each month, 4-5pm, excluding July.

Since 1920, the YWCA Wausau has been a robust, locally-based non-profit organization supporting *all* women, regardless of race or economic status, with the tools they need to transform their lives. From more reliable child care to better job skills and wellness programs, YWCA programs increase personal confidence and empower women to make greater contributions to their workplaces, families and community.

If you are interested in giving your time and expertise toward the mission of eliminating racism and empowering women, please contact the Exec. Director, Ann Saris, at [asaris.ywca@frontier.com](mailto:asaris.ywca@frontier.com) or 715-842-3381, ext 103, for details.

## 2013 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2013, please contact Kristi Toner at [ktoner@midwis.com](mailto:ktoner@midwis.com).

## May Membership Meeting Thursday, May 9, 2013 \*\*\* Jefferson Street Inn \*\*\*

7:15am – 9:00am

**Dr. Robin Wilde of Premier Consulting of Wisconsin will share insight into four common communication styles and how to take advantage of each in your business.**

Register at: <http://maycwshrmmeeting.eventbrite.com>

**FREE for CWSHRM Members / \$30 for Guests**

## Marathon County Council of Safety Meeting

Wednesday, April 17<sup>th</sup>, 2013

*NTC will be presenting on safety services and courses they offer for compliance solutions. Course overviews, compliance requirements, and available grants will be discussed.*



**Presenter: Ali Wolf**

Registration: 7am

Meeting: 7:30am – 9:00am (Full Breakfast Buffet)

Best Western – Wausau

\$15 for Safety Council Members / \$25 for Non-Members. *For more information please contact Janice at 715/355-7711 or [jking@abrjobs.com](mailto:jking@abrjobs.com).*

## Roundtable Series!

CWSHRM conducted the first roundtable discussion in February. CWSHRM is providing members the opportunity to participate in monthly HR Roundtable discussions facilitated by your own CWSHRM Board. These roundtables provide an open forum, best practice sharing, honest communication, and confidential peer discussion. Save the date for future discussions!



April 18, 2013 – Performance Improvement Plans/Performance Management  
May 30, 2013 – Networking

Session is from 7:30am – 9:00am  
Dudley Tower – 500 1<sup>st</sup> St, Wausau WI  
Dudley Tower Conference Room

Registration for this engaging opportunity *limited to the first 20 members*. Don't wait to sign up!  
RSVP: <http://roundtableapril.eventbrite.com/>

*If you have any questions, please contact Krissy Rodewald at [Krissy.Rodewald@aspirus.org](mailto:Krissy.Rodewald@aspirus.org)*

# Refresh Leadership Live Simulcast

Wednesday, April 17, 2013



Express Employment Professionals is proud to present an exciting opportunity to join business leaders from throughout our community for a special event featuring speakers who have proven they not only understand the principles of great leadership – they live them.



## **ENCHANTMENT: THE ART OF CHANGING HEARTS, MINDS, AND ACTIONS**

Presented by **Guy Kawasaki**

Founder of Alltop.com, best-selling author, and former chief evangelist of Apple

In this presentation Kawasaki discusses how to influence people's hearts, minds, and actions. The goal is not to get your own way, but to bring about voluntary, enduring, and delightful change. The power of enchantment enables you to maneuver through difficult decisions, break entrenched habits, defy the wisdom of crowds, and get colleagues to work for long-term, mutually beneficial goals.



## **LEGENDARY LEADERSHIP**

Presented by **Terry Bradshaw**

Former Pittsburgh Steelers quarterback, Pro Football Hall of Fame member, and co-host of Fox NFL Sunday

Bradshaw will share his strategy of success through persistent self-improvement by challenging you to think in new ways about sacrifice, pain, competition, and adversity, while giving specific examples of how to focus the power of dreaming, thinking, and strategizing toward success.



## **WAKE UP TO THE SPIRIT OF LEADERSHIP: HOW TO ENGAGE PEOPLE IN A HEARTBEAT**

Presented by **Amanda Gore**

Professional speaker, author, and workplace communication and performance expert

If you want to change an organization, you have to lead with a change of heart - a change of spirit. The spirit in which we do anything determines the outcome, whether positive or negative. People are no longer a company's most important asset; the spirit in which they do things is!

**Join us for a networking and learning event you won't want to miss!**

### **WHEN:**

Wednesday, April 17, 2012  
8:00 a.m. - 12:00 p.m

### **WHERE:**

Rasmussen Business College  
Wausau, WI

Breakfast/ will be provided.

No cost to attend, but registration is required and limited to first 50 people.

Registration required, visit:

**[www.refreshleadership.com/live](http://www.refreshleadership.com/live)**

**Refresh** **LIVE**  
**Leadership**

#refreshleadership

## **Congratulations are in order!**

As a result of your fundraising efforts in 2012, your chapter has been designated as a 2012 SHRM Foundation Champion. The support provided by our chapters and councils allows the Foundation the ability to provide opportunities available to your fellow HR professionals that they may not have had otherwise, including:

- Research grants for cutting-edge academic studies
- More than 140 education and certification scholarships to HR professionals and students
- Educational resources including Effective Practice Guidelines reports, DVDs and Executive Briefings

These resources are making a big difference in the professional lives of your fellow SHRM members!

“I am a big advocate of SHRM for HR newbies especially while pursuing HR degrees, the white pages are very helpful with thinking outside the box! I will continue to be a SHRM member as the organization continues to communicate HR trends that empower me and keep me up to date on best practices. I would encourage HR professionals to become a member and get their certification, it will be the best validation of their career.”

- Arnita Walls

“I am extremely grateful to the Society for Human Resource Management and the opportunities the Foundation has afforded me, and my students. My affiliation with SHRM has enabled me to further my education by awarding me the educational scholarship for two consecutive years. Also, as a student chapter advisor, I have witnessed my students benefiting from the scholarship opportunities available to them through the SHRM Foundation. Students who may not otherwise be able to afford to continue their education are able to, thanks to the resources available from SHRM.”

- Caroline Black MBA, SPHR

We hope you will take great pride in your achievement with plans to post the attached 2012 Champion logo to your website, tweet your new Champion status (including #shrmfoundation), post it to your Facebook walls and announce it to your members.

From all of us at the SHRM Foundation, we thank you for your commitment and support with which we were able to celebrate a successful 2012. Keep up the great work and let's make 2013 another great year!

Sincerely,

Michael Ressegue, Development Coordinator



# Engage and Inspire Your Workforce

Join us to learn why it is so important to have an engaged workforce today, especially during challenging economic times. Discover how to transform your organization's culture with inspired and engaged employees, motivated to do their best work through implementing an effective engagement strategy – for immediate application the next day at work!

## Learn powerful and practical skills to help you:

- ♦ Realize how an effective engagement strategy can greatly enhance the culture, productivity and overall revenue growth of an organization.
- ♦ Learn how to effectively measure the strength of your organization so that you can determine your current level of engagement and aim to enhance it.
- ♦ Learn ten key components of a solid engagement strategy that can be applied across your organization, leveraging your talents and cultivating an even greater place to work.

**Presented by:** *Tracy Butz, Owner of Think Impact Solutions, is an inspirational speaker, captivating author and successful entrepreneur. She is known for engaging individuals and organizations, empowering them with innovative concepts and tools to become architects of their own lives.*



Tracy Butz, Owner  
Think Impact Solutions



Wednesday, April 24, 2013

8:00 am to 10:00 am (Check in and refreshments at 7:45 am)

Jefferson Street Inn, Wausau

\$30 Chamber member (\$40 starting April 13)

\$50 Prospective member

Register now at [www.wausauchamber.com](http://www.wausauchamber.com)  
or call 715-845-6231.

Sponsored by:

