



2013 Board of Directors

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2011 SHRM Silver Excel Award



CW²SHRM

Central Wisconsin Chapter

Society for Human Resource Management

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

March 2013

2013 Leadership Committee

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Carol Auner, SPHR
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Susan Mathias
Diversity Director
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March

Next Membership Meeting
Thursday, March 14, 2013
***** Jefferson Street Inn *****

Candid Conversations that Drive Results –
Tracy Butz

Lunch Meeting 11:15 AM - 2:00 PM

Tracy Butz from *Think Impact Solutions* will deliver tools designed to increase the effectiveness of communication within your organization!

RSVP: <http://marchcwshrmmeeting.eventbrite.com>

**** Pre-Approved for 2.0 General HRCI Recertification Credits ****

Parking at the Jefferson Street Inn

Parking Lot: First two hours are free.

Ramp: Park in the meters (will be approximately \$2.00), or stop by the front desk and pick up a complimentary parking pass (you can leave your car in the cove by the front door while getting your pass).

FREE for CW²SHRM Members / \$30 for Guests



March Newsletter Highlights

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2013 Open Board Positions

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 to express your interest.

Save the Date

- March 14, 2013, 11:15am-2:00pm / Membership Meeting
- March 28, 2013 7:30am – 9:00am - Round Table Discussion
- April 11, 2013, 8am-4:00pm Spring HR & Labor Law Conf.
- April 24, 2013 7:30am – 9:00am Round Table Discussion
- May 9, 2013, 7:15am-9:00am BEST Communication

Welcome

Please join us in welcoming the following new members that joined CWSHRM for 2013!

Anne Mathson – Manpower
 Nicki Ferrin – Dream Systems
 Justin Bangtson - Express Employment Professionals
 Julie Zeps – Memorial Health Center – Aspirus
 Erin Lee – Wausau Supply Company
 Patricia Jahns – Town of Rib Mountain
 Gaylene Rhoden – Town of Rib Mountain
 Jodi Zalewski – CoVantage Credit Union
 Debra Bohn – City of Wausau
 John Schewe – Merrill Distributing, Inc.
 Michele Robinson – Graebel Companies, Inc.
 Janet Schreiber – Park City Credit Union
 Diane Goetsch – Kindhearted Home Care, LLC
 Cher Murphy – Hurd Windows & Doors
 Tina Machon – WADAL Plastics, Inc.
 Shanna Scheithauer – Enerquip LLC
 Mary Newhouse – Aspirus, Inc.
 Elysia Hoddel – Jarp Industries
 Linda Schmid – Jarp Industries

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>

Look for more information to come regarding a new member orientation breakfast on Wed. March 27, 7:30-9:00.

Member Spotlight

Each month we will try and spotlight a CWSHRM member in order to help us all get to know each other a little bit better.

Let's get to know **Pam Schindler**, who is the Human Resources Representative at Oldcastle BuildingEnvelope™

Q: What is the most rewarding part of being in the Human Resources field?

A: Helping people and solving problems. I like working with people, so it's hard to pinpoint one thing.

Q: What do you feel is the best part of being a member of CWSHRM?

A: Knowledge, learning, keeping up to date on issues and having a good network to work from. Really enjoy the legal updates and keeping informed on that information.

Q: Do you volunteer your time to any organization within Marathon County? If yes, why do you find that important?

A: Yes, I volunteer with the United Way of Marathon County, ring bells for the Salvation Army, and volunteer for the Wausau 9-11 Memorial Stair Climb. The need to help others motivates Pam to volunteer when she can.

Q: What is something unique about you, what should we know about you?

A: I'm the one who is always looking out for the underdog, taking in the stray animal that no one wants. (Unfortunately due to Wausau's 2 pet limit, she is at her max).

Q: Where are we most likely to find you on a cold Wisconsin winter Saturday?

A: Hibernating, waiting for spring. In the summer time I'm outside all the time, but not in the winter. Too cold!

Fun Fact: Pam was presented with the 2012 United Way of Marathon County Ambassador of the Year by Gary Bezucha!

Thank you for your contributions to the community in helping make the area a better place to live!



Register to Win a Free Conference or National SHRM Membership from CWSHRM!

Every year, we give back to our membership by giving away the following to our members:

- 3 vouchers to attend the CWSHRM Spring HR Conference on April 11, 2013
<https://www.surveymonkey.com/s/VouchersCWSHRMSpringconf>
- 2 registration vouchers to attend the WI State HR Conference on October 9 - 11, 2013 in LaCrosse
<https://www.surveymonkey.com/s/WIStateHRConf>
- 3 vouchers to attend the Ruder Ware Labor Law Clinic on November 7, 2013
<https://www.surveymonkey.com/s/RuderWareLaborLaw>
- 3 vouchers for national SHRM membership
<https://www.surveymonkey.com/s/NationalSHRMmembership>

Sign up Today!

To register, follow each link and enter your information for EACH item you are interested in:

Winners will be announced at the March 14, 2013 membership meeting.

CWSHRM & Ruder Ware HR & Law Conference

Don't miss this!

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

For more information and to register, go to the following link or contact Shannon Nest at Ruder Ware at 715/261-7431 or snest@ruderware.com.

<http://centralwisconsin.shrm.org/events/2013/04/spring-and-labor-law-conference>

2013 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2013, please contact Kristi Toner at ktoner@midwis.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!

March 28, 2013 - Difficult Employee Conversations

April 24, 2013 – Performance Improvement Plans/Performance Management

Session is from 7:30am – 9:00am

Dudley Tower – 500 1st 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://marchcwsshrroundtable.eventbrite.com>

If you have any questions, please contact Krissy Rodewald at Krissy.Rodewald@aspirus.org



Marathon County Council of Safety Meeting

Wednesday, March 20th, 2013

Arc Flash

Presentation will cover various arc flash items to include, Arc Flash History, what is an arc flash, compliance, and PPE

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.*

2013 Wisconsin SHRM State Legislative Conferences

Registration is now open for the 2013 Wisconsin SHRM State Legislative Conferences. These conferences will provide HR professionals with an ideal forum to learn, discuss, network and engage with representatives and our legislative partner, Boardman & Clark, LLP. You won't want to miss this great opportunity to hear about current and pending legislation and to ask your most important questions!

Two Locations! Click on the Event Below to Learn More and Register Now.

La Crosse, WI March 20, 2013 * Stoney Creek Inn
<http://www.wishrm.org/index.php?module=cms&page=159>

Madison, WI April 4, 2013 * Alliant Energy Center
<http://www.wishrm.org/index.php?module=cms&page=162>

Get Involved!

Workforce Readiness Committee

Workforce Readiness Committee is forming and looking for members.

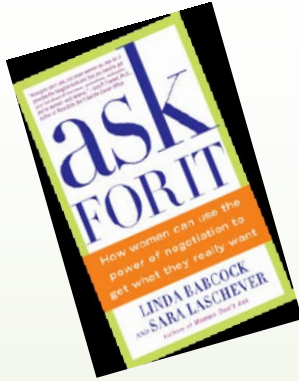
The telling strength of our community's business competitiveness is directly tied to the quality and skills of the current and incoming workforce. According to a survey by Corporate Voices, "97% of surveyed business leaders agree that their organization considers workforce readiness a critical business 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 715.803.1798 or Hauer@ntc.edu.

Sara Laschever - Ask For It: The Power of Negotiation



Date: March 8, 2013
Time: 10:00 AM - 11:30 AM



Sara Laschever is an author, editor and cultural critic who has written extensively about women's life and career obstacles. She is the co-author, with Linda Babcock, of *Women Don't Ask: The High Cost of Avoiding Negotiation and Positive Strategies for Change* and *Ask for It! How Women Can Use the Power of Negotiation to Get What They Really Want*. She lectures and teaches workshops about women and negotiation and women's challenges in the modern workforce for corporate audiences, colleges and universities, law firms, government agencies, and women's leadership conferences in the U.S. and around the world.

This event is free, but seats are limited and reservations required. If you purchase a VIP pass to the Portage County Business Council's week-long series of events in the Business & Consumer Marketplace, your pass includes a ticket for Friday's presentation by Sara Laschever.

Free tickets for this event can be reserved separately online at or call 715-346-3838. Plenty of seats are available for members of the community and UWSP students, staff and faculty:
<https://conted.uwsp.edu/getdemo.ei?id=28&s=4C40YM9LB>

This event is sponsored by UW-Stevens Point College of Professional Studies, School of Business & Economics, and Continuing Education.

Sloan Award

The Sloan Award for Excellence in Workplace Effectiveness and Flexibility is offered through When Work Works, a national workplace flexibility initiative led by SHRM and the Families and Work Institute. The Sloan Award recognizes employers making work "work" with effective and flexible workplace strategies.

Does your organization offer creative flex strategies? Sloan Award winning organizations will be featured in the 2014 Guide to Bold New Ideas for Making Work "Work" which profiles promising and innovative practices from Sloan Winners, and all applicants receive a free benchmarking report.

Please visit www.whenworkworks.org for more information and to apply. Sloan Award Application Period Opened Jan. 14 and ends April 5, 2013.

Visit www.whenworkworks.org for more information and to apply.

CWSHRM 2013 Workplace Diversity Award

The CWSHRM Workplace Diversity Award recognizes businesses or organizations that foster an inclusive work environment in which all employees are inspired to contribute their best through different perspectives, backgrounds, and experiences. This award will be presented to a business that has been a role model in their local community as a strong advocate for diversity.

Who can nominate? Any member of CWSHRM can nominate a business or organization or can self-nominate by submitting the application to the CWSHRM Diversity Director, Suzi Mathias at mathias@ntc.edu.

Who should be considered for nomination or self-nomination for this award? Businesses or organizations that:

- **Have displayed diversity activities in Central Wisconsin**

Example: Would you consider your workplace to be diverse in hiring practices and promotions?

- **Are role models for others in their advocacy of diversity**

Example: Have you provided/promoted support services for diverse groups in the community?

- **Demonstrate innovative diversity initiatives**

Examples: Have you provided diversity training, sexual harassment prevention, conflict resolution, team building, sexual orientation, etc.

- **Have created a culture of awareness and appreciation of diversity**

Examples: Have there been any celebrations, special recognitions given, or any other communicated forms of appreciation and or awareness?

- **Demonstrate support for diversity through the businesses' management practices and behaviors**

Examples: Have you developed policies of non-discrimination, zero-tolerance, and reviewing policies and company statements on diversity.

- **Is based in the Central Wisconsin region**

Example: The organization is based, at least partially, in central or northern Wisconsin

How to nominate? Submit a completed nomination form. If nominating another organization or business, please work with them to complete the necessary paper work.

Nomination forms are due by March 31, 2013 – Deadline Extended!

The organization or business chosen will be picked by the Diversity Awards Committee from the CWSHRM Board. Presentation of the award will take place at the CWSHRM Chapter's **May 2011 meeting**.

Past 2011 local and state winner:
Wisconsin Public Service Corporation