



2014 Board of Directors

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OPEN
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2013 SHRM Silver Excel Award
2013 SHRM Membership Star



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."

2014 Leadership Committee

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Carol Auner, SPHR
Director of Professional Development
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Open
Diversity Director
centralwisconsinshrm@gmail.com

Bring a non-perishable food item to the December event for an extra raffle ticket. All food collect will be donated to Peyton's Promise.

Passion about People!

Thursday, Dec. 11, 2014
11:15 a.m. – 1:30 p.m.
Jefferson Street Inn

Join us for lunch where experienced panel members discuss their careers in the ever-changing world of HR.

The luncheon will include food, prizes and a fun, candidate discussion and Q & A with local, experienced HR professionals to include:

Robin Hegg, SPHR - HR Manager at Greenheck Fan Corp.
Dick Huseby - Sr. VP of HR at Church Mutual
Kathy Jonas, SPHR - Associate Vice President of HR at Liberty Mutual
Curt Schmidt, SPHR - Vice President of HR at Wausau Paper

Sign up Today for this interactive session!

Do you have specific questions you would like to ask the panel? Send your questions before Dec. 10th to centralwisconsinshrm@gmail.com.

All attendees will receive one raffle ticket for door prizes.
****Receive one additional raffle ticket for bringing a non-perishable food item!****

FREE for CWSHRM Members/\$10 for Full-time Students/\$30 for Guests

Thank You!

CWSHRM Volunteers

Huge "THANK YOU" out to our CWSHRM members that volunteered their time to help the DC Everest 7th graders practice and prepare their interview skills.

"Thank You" to:

Susan Hadaway
Andrea Harsh
Darlene Keller
Debra Pagel
Jenna Rennie



CWSHRM Website – HR JOBS!

Check out the CWSHRM website for up to date job opportunities, review the monthly Board meeting minutes, newsletters and much more! Don't miss out on all the HR jobs being posted!

<http://centralwisconsin.shrm.org>

Check website weekly!

Interested in Obtaining Certification?

CWSHRM wants your input!

If you are planning on sitting for either the SHRM Certification (SHRM-CP™ or SHRM-SCP™) or the HR Certification exams (PHR / SPHR / GPHR) in 2015 and would like to participate in a study group, please let us know.

CWSHRM wants to be sure to help support the professional needs of our members. Your input is important to our success of meeting those educational requests.

Contact Kim Hall at khall@dce.k12.wi.us to express interest in a 2015 study group.

2015 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2015, please contact Krissy Rodewald at krissy.rodewald@aspirus.org

Marathon County Council of Safety Meeting Wednesday Nov 19th, 2014



"Breathe Easy" Understanding OSHA's Respirator Protection Standard
Presenter: Kay Rowntree, CIH / Industrial Hygiene Services, LLC

The OSHA Respiratory Protection Standard is one of the most cited OSHA standards and there are many misunderstandings about its requirements. This presentation will cover the major provisions of the standard focusing on common program deficiencies, OSHA interpretations and directives and lesser known requirements of the standard.

Kay Rowntree is the owner of the industrial hygiene consulting firm Industrial Hygiene Sciences, LLC. She has over 35 years of experience in the field of industrial hygiene conducting air and noise surveys, training employees and management, investigating occupational disease claims, preparing Material Safety Data Sheets and assessing the risks associated with chemical, noise and biological exposures to workers. Kay has also worked as an industrial hygienist for the State of Wisconsin and was the Industrial Hygiene Manager for a workers compensation insurance carrier for many years. She is certified by the American Board of Industrial Hygiene in comprehensive practice and holds a B.S. degree in Bacteriology from the UW-Madison and a M.S. degree in Environmental Health-Industrial Hygiene specialty from the University of Minnesota.

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.

Creating Sustainable Continuous Improvement Culture

Lambeau Field Atrium, Green Bay, December 10, 2014

Kickoff by Cathy Dworak

Director of Community Outreach & Player/Alumni Relations
Green Bay Packers

Introduction by Rod Bolhaus

Chief Operating Officer, Ariens

Featuring: Mike Hoseus,

Co-Author of "Toyota Culture: The Heart and Soul of the Toyota Way"

- "A Great Day of Team Building and Learning about Winning Culture"**
- Learn how to build and nurture sustainable continuous improvement culture-
 - Senior leadership, front line leadership, engaged team members-
 - Providing the breakthrough for sustainable daily continuous improvement-

Creating Sustainable Continuous Improvement Culture

Most companies embarking on a continuous improvement journey become frustrated with kaizen events and isolated improvement projects that yield great short-term results but are not sustained. They are searching for something more: the culture of continuous improvement with its philosophy, processes, and people aligned to cultivate problem solving.

In this program we explore the unique culture of Toyota:

- What is it
- How to get it
- How to keep it

The program demonstrates how connecting and simultaneously developing the "Product" and the "People" Value Streams helps accelerate your continuous improvement implementation by setting a foundation for a sustainable continuous improvement culture.

Learning Objectives:

- Learn why "delegating lean" to others doesn't work, and may actually hurt your bottom line
- Understand key components of establishing a lean culture of mutual trust, respect and problem solving
- Understand how to attract, select, develop and engage competent, able and committed team members
- Understand how to develop leaders who sustain and improve the systems of Continuous Improvement
- Understand how to implement processes and systems to sustain your improvement activity

Who Should Attend:

CEO's, Presidents, Vice Presidents, Executive Leaders, General Managers, Lean Leaders, and anyone facilitating change within your organization. Also, those who understand the importance of going beyond tools to create effective management systems and processes.

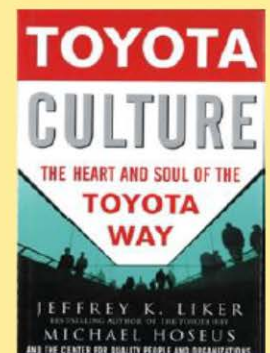
About the Presenter:



Mike Hoseus is Executive Director for the Center for Quality People & Organizations (CQPO), bringing both manufacturing operations and specialization in Human Resource experience to CQPO. The organization was developed in 1999 as a vision of Toyota Motor Manufacturing to share Lean Quality philosophy and human resource practices with education, business, and community organizations.

Prior to CQPO, Mike was a corporate leader for 13 years at Toyota Motor Manufacturing's Georgetown, Kentucky plant, in both HR and Manufacturing.

Mike is co-author with Dr. Jeffrey Liker of "Toyota Culture: The Heart and Soul of the Toyota Way."



Great job, Mike. You engaged the audience, great examples. Really like the hand-outs, ice breaker was perfect kick-off.

Terry Jacks
Thermo King

Excellent/highly energetic and inspiring!

Rona Rossier Abel
Erco Worldwide

Great learnings from Mike's knowledge and real world experience.

I picked up a lot of ideas and I am excited to try them out.

Dale Godbout
Hormel Foods Corp.

Great real world examples that hit home with the issues we are having.

Rick Wynveen
Andersen Corporation

Creating Sustainable Continuous Improvement Culture – Event Details

DATE: December 10, 2014

TIME: 8 a.m. Continental Breakfast
9 a.m. to 4 p.m. - Speakers - lunch provided

LOCATION: Lambeau Field Atrium
Legends Club Room – 4th Floor
1265 Lombardi Avenue
Green Bay, WI 54304

COST:** \$750/person
\$625/person (AME Members and Leaders Roundtable Members)
\$500/person (Consortia Members) Call 920-425-1005 for executive team/group discounts

****The first 70 registered attendees will also receive a free Lambeau Field tour!**

All attendees will be registered for door prizes featuring two Ariens snow blowers.

All attendees registered by December 1, 2014 will also receive a copy of the book

“Toyota Culture: The Heart and Soul of the Toyota Way,”

Registration Information

Call Nancy Rosatti @ 920.425.1005 or e-mail to nancy.rosatti@optimanow.com

Credit Card payments will be accepted – please call with information – a receipt will be sent to you.
For payment by check – an invoice will be sent to you.

CANCELLATION POLICY:

1 week or more - full refund / Less than 1 week - \$100 Cancellation Fee
Substitutions are allowed. To cancel send email to nancy.rosatti@optimanow.com or call 920.425.1005

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