

September 2013

# 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."*

## 2013 Board of Directors

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[ktoner@nicolebank.com](mailto:ktoner@nicolebank.com)

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[Sackermann@ruderware.com](mailto:Sackermann@ruderware.com)

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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)

## 2012 SHRM Silver Excel Award



## 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)

## September Membership Meeting

Thursday, September 12, 2013

\*\*\* Jefferson Street Inn \*\*\*

7:15am – 10:30am

## Hurry Up and Wait....Health Care Reform Compliance Updates 2013 and Beyond

The employer mandate portion of the Affordable Care Act is delayed until 2015. Now what? What planning steps should you take now to prepare for 2015 and what steps can you postpone? How will the Supreme Court decision to invalidate the Defense of Marriage Act impact your benefit offering going forward? What do you need to know about the Exchange? This session will provide you up to the session details regarding all the compliance you will need to have on your radar screen before the end of the year and moving forward in 2014.

Join us for this informative session presented by  
**Sue Sieger, ACFCI, CAS.**

**RSVP:** <http://cwshrmseptembermeeting-eorg.eventbrite.com/>

**\*\* Pre-Approved for 2.5 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 CWSHRM Members / \$30 for Guests

## Have you thought of sitting for your PHR or SPHR Certification?

Obtaining your PHR or SPHR certification sets you apart as a highly regarded subject matter expert in the field of HR!

Joining the CWSHRM Fall Study Group is a great way to thoroughly prepare yourself for the exam as well as network with other HR professionals using current examples from the field. Eligible CWSHRM members also receive a significant discount on the SHRM Learning System!

The deadline to join the Fall Study Group is **Tuesday, September 10**. See the attached flyer for more information and contact Certification Director, Carol Auner, at [cauner@mcheese.com](mailto:cauner@mcheese.com).

### 2014 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2014, please contact Kristi Toner at [ktoner@nicoletbank.com](mailto:ktoner@nicoletbank.com).

### 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>

## Save the Date

- **Sept 12, 2013:** 7:15am – 10:30am  
Health Care Reform Update
- **Sept 19, 2013:** 7:30am – 9:00am  
Round Table Discussion
- **Oct. 9-11, 2013**  
Wisconsin State SHRM Conference – LaCrosse, WI
- **October 15, 2013:** 7:30am – 9:00am  
Round Table Discussion
- **October 17, 2013** 4:00pm  
Ignite the Leader Within
- **Nov 7, 2013**  
Ruder Ware Fall Labor Law Conference
- **Nov 13, 2013:** 7:30am – 9:00am  
Round Table Discussion
- **Dec 12, 2013**  
CWSHRM Expert Panel and Holiday

### Congratulations!

Jeremy Viegut is the winner of the \$50 gift card for completing a Membership Needs Survey!

## Roundtable Series!

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



### Sept 19, 2013 – Leadership Development

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

October 15, 2013 – Effective Employee Training Programs/7:30am  
November 13, 2013 – Employee Engagement/7:30am

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

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

## CWSHRM Online Forum

Join the CWSHRM Online Forum! This is a place to post HR related questions to other CWSHRM members and discuss HR related topics. To register:

- Go to: <http://cwshrm.freeforums.net/index.cgi>
- In the top box, click on the link to **register**.
- Create a username and password, and enter other required information, and click "create account".
- You will receive an automatic email with an activation key (please remember to check your junk/spam mail in case it is filtered). Follow the instructions in the email to activate your account. You will then need to enter your username and password.
- You will receive a message that your account is awaiting approval. It will need to be approved by an Administrator (CWSHRM Board Member) to confirm you are a CWSHRM member before you are able to use the features of the forum.
- Once approved, you will receive an automated email that your account has been approved.

### National SHRM September Promotion

#### New! September Membership Tote Bag Promotion!

SHRM's September membership special gives all first-time members joining through the online membership application a free SHRM tote bag and \$10 savings. However, chapter members can still receive their special first-year price of \$165 by using promotion code 0118.

We are still seeking talent and accepting applications for an open position in 2014 on the **CWSHRM Board of Directors!** By volunteering as a board member, you can take advantage of the following benefits:

- Build lasting relationships and expand your professional network
- Sharpen your leadership skills
- Build your resume
- Become more involved in the HR community
- Attend leadership conferences
- Make your voice heard
- Plus many more!
- 

The open position for 2014:

Marketing/Communications Director - 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 the chapter.

Interested members can email a letter of interest to Krissy Rodewald, President Elect, to [krissy.rodewald@aspirus.org](mailto:krissy.rodewald@aspirus.org). Please include the following information in your letter:

- Why you are interested
- Summary of your background
- Why you would be a good fit
- Your employer's support for your interest

*Thank you for your support of CWSHRM!*

**Register Now for 2013 WISHRM Conference!**  
**Registration is now open for the 2013 WI SHRM Conference!**  
**Details and Registration can be found at [www.wishrm.org](http://www.wishrm.org).**



**2013 WISCONSIN STATE CONFERENCE • LA CROSSE**

Register and pay between August 1st and September 14th:

National SHRM Member \$310

Non- SHRM Member \$360

Student \$50

Register and pay after September 14th and Onsite:

National SHRM Member \$390

Non- SHRM Member \$440

Student \$50

**Keynotes:**

**Eric Chester**

**"Reviving Work Ethic: How Leaders Can End Entitlement & Restore Pride in the Workforce"**

**Thursday, October 10, 2013**

**8:15 -9:45 a.m.**

**Dr. Lawana Gladney**

**"Keeping Your Leaders Motivated and Balanced in the Unpredictable Times and how they can Motivate Unpredictable Employees (Management –to Senior Level)"**

**Friday, October 11, 2013**

**8:30 -9:45 a.m.**

**There will be many great learning sessions, fun activities, and networking opportunities.**  
***We hope to see everyone there!***

**Marathon County Council of Safety Meeting**

Wednesday Sept 18th, 2013

**"Confined Space Entry"**



***Presenter: Doug Jennings***

Doug Jennings, the Director of Fire and EMS Education at Northcentral Technical College, will be presenting on Confined Space Entry. This presentation will help you determine if you need a Confined Space Entry program at your facility and if so, what a good Confined Space Entry program includes. A small portion of the presentation will also include some new requirements regarding Haz Mat and if they apply to your facility.

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).

**Celebrating our young professionals!**

Now's your chance to recognize the contributions that young professionals make to the Wausau region. Nominate someone you know in Daily Herald Media's 20 Under Forty program, which will recognize the top 20 people under 40 years old who are making significant contributions in their business and in the community. A group of five judges from local business and non-profit sectors will select the top 20 nominees, who will be honored at a Nov. 15 luncheon and celebration at the Grand.

Supporters of the program to retain and attract younger include: premier sponsor People's State Bank; event partner Wausau Area Chamber of Commerce; and nomination partners Wipfli, WPS, Rasmussen College, Ruder Ware, Northcentral Technical College and Greenheck.

For nomination, award criteria and other program information, go to [www.wausaudailyherald.com/20under40](http://www.wausaudailyherald.com/20under40).

**Nominations will be accepted through Oct. 11.**



*invite you to attend...*

# Ignite the Leader Within

*Seeding and leading change through storytelling*

**Thursday, October 17**  
**Grand Theater**

**4:00 - 5:15 p.m.**

**Jesse Roesler from Bolster**



Wausau native Jesse Roesler is an Emmy-award winning filmmaker and visual storyteller. He is also a co-founder at Bolster where he has helped a wide range of Fortune 500 and non-profit clients create visual, story-driven campaigns that make deep and powerful emotional connections with their customers and supporters.

Reception to follow featuring music by **Brad Emanuel**, hors d'oeuvres and cash bar

**Presentation highlights include HOW...**

- successful leaders seed change
- stories become the ripples that carry change forward
- storytelling engages team members, employees and customers
- making positive change in our community is similar to making change in a business setting
- stories illuminate shared values that unite people across generations

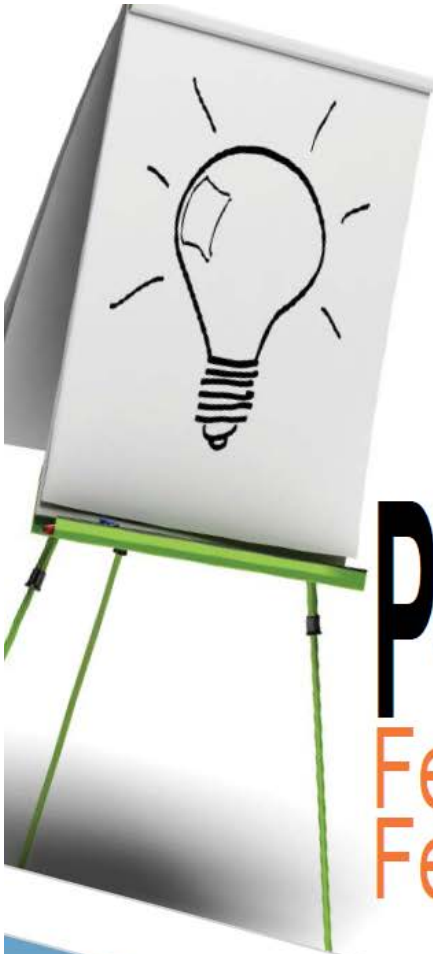
**Register NOW at [UnitedWayMC.org](http://UnitedWayMC.org)**

**Tickets: \$8 per person until October 4 - \$10 after**

Attendees are entered to **WIN TWO PACKER TICKETS** thanks to Frontier Communications!

**THANK YOU to our Event Sponsors:**





# POWER UP

Feed your mind  
Feed your soul



Everyone is stretched to the limit trying to find the rhythm of life. We take the time to feed our bodies, but rarely take the time to enrich our soul.

## RESTORE Life & Balance

Whether you are looking to grow to be the best you can be at work, home or play, this **PERSONAL DEVELOPMENT SERIES** is designed to motivate, inspire, enlighten, empower and inform.

## INVEST IN YOU

If you are a business owner or manager looking for ways to "POWER UP" your staff for personal and professional improvement, consider investing in yourself and your staff with these sessions. These "working lunch" sessions will enhance interpersonal skills, soft skills, and emotional intelligence. The ability to build relationships is non-negotiable for a successful outcome in any business environment.

In a short 90 minutes you will notice a marked difference in focus, motivation and shared ownership.

**REGISTER TODAY!**

**eliminating racism  
empowering women  
ywca**

*Funded in part by B.A. & Esther Greenheck Foundation, the Philips Foundation and the Caroline S. Mark Legacy Fund of the Community Foundation of North Central Wisconsin.*



Course Number	Course Title	Date
PD0001	<b>RUNNING ON EMPTY</b>	9/17/13
<p>Facilitated by: Barb Burclaff, YWCA Women's Empowerment Program Director</p> <p>These 5 factors are what we must draw on to be the best we can be in all we do, especially when our fuel tank is running low. These "fuels" propel us to stretch our growing edges and become full again at work, play and home and are essential for the long haul!</p> <p><i>Take Aways:</i></p> <ul style="list-style-type: none"> <li>- Learn what these 5 factors are and why they are the fuel for personal and professional success</li> <li>- Identify what each of these factors looks like for you personally</li> <li>- Strategize how to keep each of these tanks fueled</li> </ul>		
PD00002	<b>THE "F" WORDS-THE MOST POWERFUL MOTIVATORS TO THE HUMAN SPECIES</b>	10/1/13
<p>Facilitated by: Barb Burclaff, YWCA Women's Empowerment Program Director</p> <p>Feelings are the determining factor of the quality of the inner world we experience. Our inner world is what will determine our responses to the world around us as well as what can call out our best self in all circumstances. FEAR is the tough stuff we face to move to authenticity of self. Whether we are aware of it or not these two "F's" impact all we are and all we do especially in our life work.</p> <p><i>Take Aways:</i></p> <ul style="list-style-type: none"> <li>- Learn the differences between motivation and inspiration</li> <li>- What are your core feelings, how they help or hinder your goals</li> <li>- Identify what in going on in your inner world that is not congruent with how it is you most want to be for the world</li> <li>- Face the third "F" – dare we say it??? Failure.</li> </ul>		
PD0003	<b>STAYING CONNECTED WHILE HONORING DIFFERENCES</b>	10/15/13
<p>Facilitated by: Judy A. Meyer, Carnegie Training</p> <p>Disagreements, from time to time, are not only inevitable, but are a natural dynamic that develops between people. Left unresolved, however, these disagreements and conflicts can waste enormous amounts of your time and energy and can affect the bottom line in lost productivity. This session provides insights into your own personality and into how you react when you must deal with differences of opinion surrounding your "hot buttons." You will learn to control your emotions, give others the benefit of the doubt, and to express your opinions in ways that allow for acceptance, agreeable outcomes, and improved productivity.</p> <p><i>Take Aways:</i></p> <ul style="list-style-type: none"> <li>- Demonstrate a process to organize our thoughts in impromptu situations</li> <li>- Communicate our ideas effectively, even when we disagree</li> <li>- Strengthen our personal opinions with evidence</li> <li>- Identify personal hot buttons and our role in disagreements</li> </ul>		
PD0004	<b>FROM THE INSIDE OUT</b>	10/29/13
<p>Facilitated by: Barb Burclaff, YWCA Women's Empowerment Program Director</p> <p>Examine how you show up in the world; draw your identity from the inside out utilizing the three "P's" – Passion, Power and Purpose. The way we experience the world around us is a direct reflection of the world within us. If our thoughts, energy and inner language are not supporting our outer goals we will not be able to accomplish what we most desire.</p> <p><i>Take Aways:</i></p> <ul style="list-style-type: none"> <li>- Learn how to hear you own story to identify your passion and purpose so as to claim your full power</li> <li>- Know your influences and look for patterns within them</li> <li>- Learn why this approach is essential to live a life of abundance</li> </ul>		
PD0005	<b>A COMPANY OF ONE- FACING FORWARD</b>	11/12/13
<p>Facilitated by: Barb Burclaff, YWCA Women's Empowerment Program Director</p> <p>Work and live as if you own the company because you do! You are the company and investing in your #1 asset is crucial! Face the burning questions, declare our own superpowers and explore "just start now".</p> <p><i>Take Aways:</i></p> <ul style="list-style-type: none"> <li>- Why we need to invest as much in our, "Company of One" as we invest in others.</li> <li>-Name the image and company you want to be</li> <li>- What "Branding " is and what it is that brands with integrity and true character know for sure</li> <li>- Learn about intentions and goals as tools for freedom and growth not weapons of ego destruction.</li> <li>- Why your foundation has to be built on your passion for the rest to succeed</li> </ul>		

**DETAILS:**

WHEN: 11:30 am-1:00 pm

COST PER SESSION: \$25.00 members or \$30.00 non-members

REGISTRATION: Call 715.842.3381 ext. 101 or online at [www.ywca.org/wausau](http://www.ywca.org/wausau)