



2014 Board of Directors

Kristina Rodewald, PHR
President
krissy.rodewald@aspirus.org

Linda Huss
President Elect
lhuss@ruderware.com

DeAnn Kmosena, SPHR
Secretary
deann.kmosena@cool-drinks.com

Robert L. Heyman, SPHR
Treasurer
BobH@aquafinance.com

Stephanie Ferrario
Membership Director
SFerrario@wipfli.com

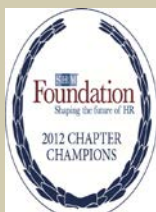
Sara Ackermann
Legal Counsel
sackermann@ruderware.com

Weng Liew
Senior Liaison
liew@ntc.edu

Kristi Toner, SPHR
Past-President
kristi.toner@gmail.com

OPEN
Marketing/Communications Director

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

Linda Huss
Hospitality Director
lhuss@ruderware.com

Kim Hall, SPHR
College Relations Director
khall@dce.k12.wi.us

Carol Howard
Conference Chair
choward@abrjobs.com

Carol Auner, SPHR
Director of Professional Development
cauner@mcheese.com

Melissa Colombo, SPHR
Workforce Readiness Advocate
melissa.colombo@lactalis.us

Open
Diversity Director
centralwisconsinshrm@gmail.com

CWSHRM Website

Check out the CWSHRM website for up to date job opportunities, review the monthly Board meeting minutes, newsletters and much more!

<http://centralwisconsin.shrm.org>

Check website weekly!

Remainder of 2014 Meetings will be at the Jefferson Street Inn!

September Membership Meeting

Thursday, September 11, 2014

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

7:15am – 10:00am

"Health Care Reform: A Strategic Perspective"

Presenter: Bret McKitrick, JD Associated Financial Group

Sign up Today!

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

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

PHR / SPHR Certification Study Group

With so many people in the “back to school” mode, maybe it’s time for you to think about going back to school. CWSHRM is once again sponsoring a study group open to all members that are planning to sit for the PHR or SPHR exam during the December 2014/January 2015 testing window. The session is tentatively scheduled to start the week of September 15th and will run for 12 weeks. By enrolling in the group, you can receive a discount on the SHRM Learning System and have the opportunity to learn with HR professionals in your own community!

Please register and/or confirm your participation, with Carol Auner, SPHR, at cauner@mcheese.com. More specific information will be sent directly to those participating in the group.



2014 Events

- **September 11, 2014**
7:15am – 10:00am
Membership Meeting
- **October 15–17, 2014**
WI State SHRM Conf
Madison, WI
- **November 6, 2014**
Fall Ruder Ware Labor
Law Conference

Roundtable Series!

CWSHRM will not be holding a Roundtable Discussion for the remainder of 2014.

More info to follow regarding these discussions for 2015!



Welcome New Member

Please join us in welcoming our new CWSHRM member!

Marnie Peterson - River Valley Bank

2015 Meeting Sponsorship

If your company is interested in sponsoring a CWSHRM meeting in 2014, please contact Krissy Rodewald at krissy.rodewald@aspirus.org

SHRM Certification Update

We realize that as members of a local SHRM chapter, you may not have received as much information as you need about the new SHRM Certification. We have held calls with your chapter presidents this summer to discuss this new Certification and its details. As a part of the meetings held at the SHRM Annual Conference, it was made clear that more information was needed to be shared with you. We would like to invite you to participate in one of the following five conference calls, where the new SHRM Certification will be discussed and your questions will be answered.

Dial in: [1-888-737-5834](tel:1-888-737-5834) / Passcode: 583408

- Tuesday, September 23, 11:00am CT/12pm ET
- Thursday, September 25, 2:00pm CT/3pm ET
- Wednesday, October 1, 3:00pm CT/4pm ET
- Monday, October 20, 12:00pm CT/1pm ET

To help ensure our time during these calls is productive, prior to joining the call of your preference, please review the resources on the SHRM Certification website at www.shrmercification.org and forward questions, comments, concerns to us in advance of the call.

SHRM’s North Central Regional Team - *Kristine, Martha, Nancy, and Sherry*

Remaining 2014 CWSHRM Membership

Know someone who may be interested in joining CWSHRM...then tell them about this deal!

From July 1st until the end of the year membership dues are half price.

Tell all your HR friends...this is a great deal!

Register [Today!](#)

Volunteer Opportunity!!

CWSHRM is partnering again with UW Marathon County. A guest speaker is needed to present to an “Introduction to Business” class on Wed. Oct 29th at 9:15 – 10:00am. The students will have studied motivating and managing human resources and would benefit greatly from CWSHRM members sharing their experiences as a Human Resources Professional.

For questions or to sign up, please contact Kim Hall at khall@dce.k12.wi.us.

SHRM National Membership

<http://www.shrm.org/about/membership/pages/default.aspx>

Key Benefits of Membership

TEMPLATES AND TOOLS

- Contact an HR Advisor by phone and email
- How-to Guides
- Sample Interview Questions
- Sample Policies
- Sample Job Descriptions
- Sample Policies & Forms
- Express Requests Tool delivering instant topical resource lists by e-mail

LEGAL ISSUES

- Local and State Resources
- Federal Resources
- Compliance Alerts
- Best Practices
- Advocacy

AND MORE...

- HR Magazine (12 issues)
- Webcasts
- Social Networks
- Timely Research
- HR Trends
- Education
- Easy access to 23+ HRCI recertification credits

SIGN UP TODAY!

Legislative Advocacy Opportunity

WI SHRM State Council is looking for volunteers from Central Wisconsin serve as "A-Team" members.

If you are interested or currently involved in legislative advocacy, this is a great opportunity. For more information or to sign up, please contact Mark Goldstein at mark@goldsteinsc.com.

Servant Leadership Certificate Program

Wausau Chamber of Commerce is offering an interactive 5 session program regarding Servant Leadership. The program is presented by Thomas A. Thibodeau from Viterbo University.

For more information and to sign up: <http://www.wausauchamber.com/sites/wausauchamber.com/files/pdf/ServentLeadershipBrochure.finaldigital.pdf>

Annual WI SHRM State Conference

Register Today!

October 15–17, 2014

Monona Terrace Convention Center



Don't miss out on the opportunity to learn, grow as a professional, network, and have fun with other HR professionals!

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

For more information and to register, check out the conference website [here](#).

Keynote Speakers:



John Izzo

"Stepping Up: Creating a Culture of Ownership"
Thursday, October 16th, 2014
8:15 – 9:45 a.m.



Kathy Dempsey

"Shed or You're Dead: How to Stay Alive & Thrive in the Midst of Change"
Friday, October 17th, 2014
12:15 – 1:30 p.m.



Marathon County Council of Safety Meeting

Wednesday Sept 17th, 2014

"Just the Facts, What the Fire Department Really Wants to Know"

Presenter: Marc D. Hill, Chief of Fire & EMS/Rothschild Fire Department

Items to be covered:

Fire pre-plans and building design layout, location of chemicals, fire hazards and life safety hazards. Basics of Fire Protection Systems. Fire Drills & Evacuation. Tornado Shelters. Knox Boxes and Key Holders. Fire Safety and Common Fire Causes in Businesses. Common Fire Code Violations. Mass Casualty Incidents. (MCI) Chemical, Fire, Explosion, Biological EMS Incident and what we want to know.

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.

20 Under 40 Program

Nominations are open for the Daily Herald Media's second 20 Under Forty program that honors young professionals in the Wausau region. The program recognizes 20 people under 40 years old who are making significant contributions in their work and in the community. A group of six area judges will select the top 20 nominees, who will be honored in print and online coverage and at a Nov. 13 luncheon and celebration at the Grand.

Supporters of the effort to retain and attract younger workers include premier sponsor People's State Bank and nomination partners Wipfli, Wisconsin Public Service, Ruder Ware, Northcentral Technical College and Greenheck Fan Corp. The United Way of Marathon County is the event partner for the luncheon and recognition celebration.

Nominations are open through October 5 at www.wausadailyherald.com/20under40.

Northeast Wisconsin Chapter Association for Talent Development Seminar Opportunity

Sept. 10, 7:45 am - 4:00 pm

Associated Bank Conference Room,
433 Main St., Green Bay, WI

Event Info and Registration:

<http://www.new.asted.org/event-852840>

"Measuring Training Outcomes Using Level 3 and Level 4 Evaluations."

To establish real credibility and demonstrate value, learning and development professionals need to measure whether or not participants actually applied what they learned once back on the job (Level 3 evaluation), and show evidence of Level 4 business results. Join us to learn what it takes to measure training outcomes using level 3 and level 4 evaluations.

SHRM Bookstore Offer

Order top HR books, DVDs, software and more online at www.shrmstore.org between August 20 and November 30 and receive FREE shipping! * Simply enter promo code WI145T at checkout to receive this special offer from the Wisconsin State SHRM Conference. ***Minimum purchase of \$25. Does not apply to purchases of the Learning System.

We are proud to announce that we will be having the [SHRMStore](http://www.shrmstore.org) at the WI SHRM State Conference again this year. The [SHRMStore](http://www.shrmstore.org) is the world's largest collection of HR books, videos, software, web subscriptions, and DVDs, the SHRMStore is an important way to compliment your conference experience and continue your learning after the show.

Browse through over 100 different new and best-selling products on a variety of topics such as state and federal legal compliance, compensation, harassment training, performance, HR metrics, and more. Plus, you'll have access to:

- Book signings by speaker/ authors including Dwane Lay and Kathy Dempsey
- Staff available to help you find the right product to fit your HR needs
- Video Viewing and Software Demos available
- I Love HR and SHRM logoed accessories

Plus, look for over 50 [books approved](#) for credit!

[Join the SHRMStore mailing list](#) and receive the SHRMStore's weekly newsletter. Plus, follow us on Twitter @shrmstore to receive special Wisconsin Conference attendee-only discounts!

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.

New Login Design and Look – Same Great Information!

SHRM Foundation

The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The SHRM Foundation is governed by a volunteer [Board of Directors](#) from the HR profession, including academics, practitioners and representatives from SHRM.
SHRM Foundation Vision

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's work includes:

- Strategic thought leadership initiative. The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years. More.
- Innovative academic research grants. The SHRM Foundation is a [leading funder](#) of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.
- Scholarships. The SHRM Foundation awards \$170,000 annually in [education and certification scholarships](#) to professional and student SHRM members, and doctoral students.
- Educational resources. The SHRM Foundation's [Effective Practice Guidelines](#) series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational [DVDs](#) for SHRM chapter programming, staff trainings, and executive education sessions.

The SHRM Foundation is grateful for the generous support of its major donors, the [HR Certification Institute](#) and the [Society for Human Resource Management](#) (SHRM).

To fund its programs, the SHRM Foundation conducts an annual fundraising campaign. The Foundation recognizes the generous support of the SHRM chapters and state councils, individuals, corporations and others who make its work possible.

Your financial support is vital to ensure that the SHRM Foundation can continue this important work. [Donate today!](#)

<http://www.shrm.org/about/foundation/pages/foundationhome.aspx>

“Create something that will make the world Awesome” – Kid President



invite you to attend...

Ignite The Leader Within

Tuesday, September 30 • 4:00-5:30pm
Jefferson Street Inn



Rich Thinking ~ Discover how to attain "Real Richness" by incorporating Rich Thinking into your culture

Ignite the Leader Within as Tim Richardson, professional speaker, author and "Rich Thinker" shows you how to produce positive thinking, generate ideas and workplace innovation, and use change strategies to move you and your organization forward. You will learn:

- Tips and techniques to increase personal brain power, while demonstrating how to encourage new thinking in times of rapid change
- Tips on how to think innovatively and creatively
- How to generate better results in your organization through collaborative thinking, innovation and a work environment that fosters on-going creativity and better thinking

Presentation 4:00-5:30 • Cocktail Hours: 5:30-7:00 (Cash Bar & Appetizers Provided)

Admission: \$15

www.secure.unitedwaymc.org/IGNITE



United Way
of Marathon County

