



President's Message

Mike Leibundgut, SPHR



Hello GMA SHRM Members,

This month I would like to focus my message on volunteering. When I research the statistics of our organization (the total number of members verses the number of members who volunteer), I notice we have about 12% participation. In a larger organization like ours this percent is pretty good, however, if you look at in another light and had 12% of your employees at your company doing all the work for the other 88%, you might not think that number is very good.

In order for us to keep this in perspective, we need to remember that our organization doesn't pay members, in fact we pay to be a part of the chapter. For our money we receive knowledge, opportunity, professional relationships, access to information, and satisfaction of belonging to a group of HR professionals.

We have a wonderful group of professionals who donate significant time to the chapter; committee members, committee chairs, board members, mock interviewers, presenters, event planners, etc. As the President of this chapter, I want to personally thank each and every one of these people.

Although we have great volunteers, I know that we could always use more. Some committees need lots of help, others not as much. This time of year the board of directors starts to focus on Succession Planning. When I look at our current state of committee members, committee chairs and board members, we are doing pretty well...we have very few holes. I feel we have a wonderful board of directors who are extremely smart, energetic, dedicated and focused.

Each year we lose a board member as the past president moves off the board, thus creating an opportunity for someone in our membership. This year we happen to have a couple openings due to a relocation and another board member agreeing to take on the President Elect role. We will most likely fill these opportunities through one of our many committee volunteers. As the cycle continues each year, I repeatedly ask myself, how do we get more of our members involved in the various committees and possibly a board position.

One way is to tap them on the shoulder and ask them; consider this my virtual "Tap on your shoulder". When I was first asked to volunteer for a committee I was nervous, feeling I wasn't smart enough and wouldn't have the time to help. I discovered my apprehensions were unfounded. I had a

GMA SHRM 2012 Corporate Partners

Gold Level

- Boardman Law Firm
- Career Momentum
- Celerity Staffing Solutions
- Dean Health Plan
- First Choice Dental Group
- The Payroll Company
- Remedy Intelligent Staffing

Silver Level

- Adecco
- Cottingham & Butler Employee Benefits
- Smart Solutions

Bronze Level

- AMPT Physical Therapy
- The Alliance
- Delta Dental
- Edgewood College
- Hausmann-Johnson Insurance Group
- Hemb Insurance Group
- Higgins Insurance Group
- JobsinMadison.com
- Ultimate Software Group
- Unity Health Insurance
- UW Credit Union
- The QTI Group
- Wegner CPA's & Consultants
- Wisconsin Rx

Thank you!

lot to offer and the time commitment was about an hour or two a month. Nine years later I'm writing this message attempting to convince others to share in my experience and all that I have gained by volunteering.

So now I challenge all of you out there in cyberland...can you spare your knowledge? Can you share you time? Are you willing to help our great chapter move into the future as one of the best chapters in the nation? I think yes.

Thanks again to all our volunteers and members in making us one of the best chapters in the nation.

Go inspire someone today!

Mike Leibundgut, SPHR
President

GMA SHRM Board of Directors



Mike Leibundgut,
SPHR
President



Melissa Wieland
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Development



Michelle Thoren
Director Workforce
Readiness & Diversity



Tammy Barden
Director, Government
Affairs

Government Affairs Update

Recess Appointments to the NLRB
Contributed by Jason Gault, PHR

President Obama has made a recess appointment to place two Democrats and one Republican on the National Labor Relations Board. The appointees include Democratic union lawyer Richard Griffin, Democratic Labor Department official Sharon Block, and Republican NLRB lawyer Terence Flynn. The Board lost its quorum and much of its decision-making ability when the term of Democrat Craig Becker—an earlier recess appointee—expired.

These recess appointments allow the NLRB to fully function again, and returns the Board to its full slate of five members, creating a quorum for the first time since August 2010. Without a quorum, the Board cannot rule on cases or create new regulations.

A key role of the Board is to supervise union elections and referee disputes between the nation's private-sector employers and employees, in part by deciding cases brought to the agency. Last year, the Board passed rules that would make it more difficult for employers to stall union-organizing elections, and drafted regulations that would require employers to post a notice informing workers about their right to join a union.

Some labor lawyers who represent employers suggested that lawmakers might legally challenge Mr. Obama's appointments as un-constitutional; arguing that Congress was never fully out of session, and therefore recess appointments cannot be made. More news of pending court challenges will undoubtedly surface as labor lawyers further evaluate the situation. In their respective terms, President Bill Clinton made 139 recess appointments, President George W. Bush made 171, and President Obama has made 32.

Mr. Griffin is the general counsel for International Union of Operating Engineers and serves on the board of the lawyers coordinating committee for the AFL-CIO labor federation. In the early 1980s, he served as a counsel to NLRB board members.

Ms. Block is the Labor Department's deputy assistant secretary for congressional affairs. She was previously the senior labor and employment counsel for the Senate Committee on Health Education Labor and Pensions.

Mr. Flynn, who was nominated by Mr. Obama in January 2011, is chief counsel to the NLRB's lone Republican member, Brian Hayes.

(Adapted from 'Obama makes recess appointments to NLRB' by Melanie Trottman: <http://online.wsj.com/article/SB10001424052970203513604577141411919152318.html>)

Compensation and Benefits

Quiet Compensation

Contributed by John F. Macek LCSW

"Rules is rules." Right? Yes, but don't let this mentality interfere with how you manage personnel in your exempt categories. If you wish to keep these high performing individuals, you must occasionally break the rules.

Exempt personnel are paid to get a job done. Sometimes that means working many additional hours to meet project deadlines. They know to expect that to meet deadlines or special needs. The risk is that when fatigue sets in, proficiency can dramatically drop. It takes more effort to get less done. It's wise to watch for excess fatigue and offer breaks when respite is needed.

Early in my career, I learned that occasional "rule breaking" pays big dividends. What I mean by this is that most exempt personnel do not work for bread alone. They want psychic rewards such as job satisfaction. It's most effective to offer psychic reward in real time. If recognition is delayed until the annual evaluation, the opportunity for effective positive reinforcement is greatly diminished.

In order to provide rewards for outstanding performance closer to real-time, it can be done in a number of ways, some of which may slightly bend the rules. Think of it as "quiet compensation." Here are some methods that provide appropriate recognition without violating a company's policy of "fairness."

Click here for the full article.

Diversity

Employee Relations

Talent Management

Time is of the essence in winning the talent game

Contributed by Joyce Russell, EVP & President, Adecco Staffing US

In any job market — but perhaps never more than in today's workforce — top talent can come and go in the blink of an eye. It could be assumed that most companies are nimble and poised to react quickly and efficiently in order to ensure they get available top talent, but this isn't always the case. Some organizations believe that a longer hiring process is a good thing because it ensures that a company has adequate time to compare candidates and be absolutely sure that they are hiring the very best person for the position. While there is some merit to this idea, it overlooks an important fact — hiring must be equally viewed as both a people decision and a business decision.

Quite simply, hiring happens when a person is needed to fill a business requirement or gap. When hiring an employee makes sense for the business, then it will happen. If not, then it won't — a concept clearly illustrated by the job market of 2009. When examining the make-up of a company, it's not only important to examine all the components that make a business successful and profitable, but to understand how top talent is an integral part of that equation — a core part of its DNA.

Click here for the full article.

Technology in HR

Professional Development

Community Events

GMA SHRM Social Media

'Like' us on Facebook!

Have you liked us on Facebook yet? Visit <http://www.facebook.com/#!/GMASHRM>. Another great way to stay connected to GMA SHRM and your HR 'friends'.

Please note - By "liking" the Greater Madison Area SHRM page you will not be sharing your personal Facebook page with the other users that "like" GMA SHRM. If you have your settings set to friends only, only those you "friend" will see your page.

Follow us on Twitter!

Do you tweet? Maybe you are a Twewbie (Twitter newbie) and are looking for organizations to follow. Whatever your tweeting experience, you can now follow GMA SHRM on Twitter too!

Twitter = <http://twitter.com/#!/gmashrm>

GMA SHRM is LinkedIn

Are you on LinkedIn? Come join our GMA SHRM Chapter group on [LinkedIn!](#) What is LinkedIn? It's a business-oriented social networking site that can be used to connect with friends (old and new), find or post jobs and get information. In order to join, sign in at www.linkedin.com and keyword search GMA SHRM Chapter.

Forward HR

Want to know what's going on in HR for the other areas of Wisconsin? WI SHRM has a new blog, Forward HR. Click here to take a look.

GMA SHRM Upcoming Events

Thursday, February 1, 2012, GMA SHRM Roundtable

Topic: Gender & Sexual Diversity in the Workplace

Location: M3

When was the last time you took the temperature of your corporate culture? Does your organization really support Gender and Sexual Diversity in the Workplace? Join GMASHRM and Out Professionals and Executive Network (OPEN) as we explore timely topics that affect our GLBT workforce. Topics will include:

- Creating a culture that reaches the whole employee population.
- What organizational size can support a LGBT culture?
- Domestic Partner benefits – affidavit vs. marriage certificate.
- Common mistakes that employers make.

For more information and to register for this event click here:

Thursday, February 9, 2012, GMA SHRM Networking Event

Location: The Coliseum Bar

Back by popular demand, Ellen Bartkowiak from UW Madison's Evening and Executive MBA Career Management Center will lead our program in **SPEED NETWORKING!**

What a great way to meet other HR professionals and have fun too! There will be a structured networking session followed by some time to network informally. The event will be held from 4:30-6:30. The program begins at 5:00pm. Registration is free but we do request an RSVP to better plan for the event. Appetizers provided. Cash bar.

For more information and to register for this event click here:

Thursday, February 23, 2012, GMA SHRM Toolbox

Topic: What Price is Right? Performance Management and the Business Link to Compensation Programs

Location: City Center West



Rena Somersan, Director, Compensation Advisory Services at Verisight Inc. will be our guest speaker discussing the trends and pain points of compensation and benefits that many employers are grappling with in an uncertain economy of 2012. Performance management imperatives, 360 reviews, pay-for-performance myths and pitfalls, PIPs and important salary and budget and compensation trends will be reviewed in this interactive session. Using trends research and case-study examples Rena will frame up the employer-employee value proposition of the Total Rewards program in light of employee performance and examine how this relationship has and will continue to change in the coming years.

For more information and to register for this event click here:

Tuesday, march 20, 2012, GMA SHRM Strategic Summit

Topic: Creating a Coaching Culture

Location: Alliant Energy Center

As HR professionals, we influence corporate culture in many ways. Culture consists of the unwritten rules we live by, the traditions we uphold, the beliefs, values and assumptions that shape the way we live and work together. It is reinforced through various HR systems we implement (e.g., talent management, incentives/rewards, team development, and performance management).

Your organization feels it would be a competitive advantage to build more of a “coaching culture.” Talent development is considered a strategic imperative and coaching from the C-Suite to the frontline is an important part of that. It is on your plate to champion the effort; but, you have a sense that there is a wide gulf between the current culture and the ideal “coaching culture.”

This highly interactive session examines the importance of organizational culture and its effect on the achievement of organizational strategies and goals. We’ll define what a “coaching culture” looks like and examine the important role coaching plays in talent development and high performance. We will provide specific ideas for developing a coaching culture and challenge participants to model the skills and behaviors essential for success.



Diane Hamilton, PCC, SPHR, is the owner and founder of Calibra, a coaching and consulting firm focused on maximizing leadership potential. Diane’s passion is to build better workplaces and improve work lives.

Diane has worked with organizations large and small, across a variety of industries throughout the United States and across the globe. She brings 25 years of practical leadership, management, and business experience to her coaching, training and consulting.

For more information and to register for this event click here:

One Day Conference Update

Please save the date for our 2012 Human Capital Conference on May 15th, 2012. Back by popular demand, Paul Wesselmann - The Ripples Guy, will be one of our keynotes! We have also secured national speaker loved by many from the SHRM National Leadership Conference, Bob Kelleher. More information will be provided soon on our website!

GMA SHRM Announcements

GMASHRM Social Media Contest – WINNERS

The winners for our social media contest are..... **Carla Anderson**, Sr. HR Business Partner at the TDS Corporate office, and **Mandy Basham**, Human Resources Generalist at Smart Solutions, Inc. Both will receive \$50 gas cards.

Thank you to all who participated!

SHRM Foundation News: Educational DVDs

The SHRM Foundation has created a series of educational DVDs that feature real-world case studies of successful companies that align HR strategy with corporate business objectives. The DVDs are distributed free of charge to SHRM chapters, educators and businesses. The SHRM Foundation also offers a discussion guide and PowerPoint presentation for use in SHRM chapter programming, staff trainings, or executive education sessions. The HR Certification Institute has approved many of the DVDs for one hour of credit, when used with the companion materials as part of a 1-hour educational session (see the Foundation website for details).

The Foundation's newest DVD, *Doing Well by Doing Good: Global Sustainability at Aditya Birla Group* describes the Aditya Birla Group's ongoing investment in social and economic development in the communities in which they operate.

Other DVDs include *Once the Deal is Done: Making Mergers Work*, an inside look at the successful merger of Bupa Australia, now the nation's largest privately managed health care health insurance group. World Economic Forum: *Creating Global Leaders, Seeing Forward*, which focuses on succession planning at 3M; *Trust Travels: The Starbucks Story*; *Ethics: The Fabric of Business* (profiling Lockheed Martin); *Fueling the Talent Engine: Finding and Keeping High Performers* (profiling Yahoo!); and *HR In Alignment: The Link to Business Results* (profiling Sysco Food Services Company). The DVDs are available for [viewing online](#).

For more information about the DVDs, visit the "[SHRM Foundation Products](#)" section of the SHRM Foundation's website at www.shrm.org/foundation. The DVD series is made possible by your tax-deductible contributions to the SHRM Foundation.

GMA SHRM Member News

GMA SHRM Member Spotlight

Andrea Whitcomb

Where do you currently work?

I currently work at TASC. I have been there since April 2010.

How long have you been in the Human Resource field?

In my current position, my focus is on operational support of the Customer Care department. This involves supporting our Director of Customer Care and all the leadership staff, reporting all phone system information, hiring for seasonal positions (66 this year in 3 locations!), travel arrangements, event planning, and a multitude of other things.

What is the focus of your position?

I have been in the Human Resources field, mainly recruiting for about 1 ½ years. I have a BBA in Human Resources and Marketing from UW-Milwaukee.

Which of your career accomplishments makes you proudest?

The accomplishment that makes me the proudest is my involvement with United Way. Over the past year, I have helped plan two large fundraisers for United Way which were two of the top fund raising events in our company's history. This year I am the co-chair of our United Way Committee at TASC and am hoping to make this year's events bigger and better than ever!

What is the best advice you've ever received?

The best advice I ever received was to never limit yourself from the opportunities that arise. You never know where they may lead you.

Why did you decide to join GMA SHRM?

I decided to join GMA SHRM because I wanted to be more involved in our business community. It gives you a chance to network and find out what other companies are involved with. Everyone has great knowledge and experience and that allows us to keep growing and learning in our field.

Welcome New Members!

GMA SHRM welcomes the following members who joined our chapter in December 2011.

Emily	Allen		The Douglas Stewart.Co
Cheryl	Butler		Fiscal Assistance of Dane County, Inc.
Abby	Coyle	Talent Acquisition Coordinator	QBE the Americas
Becky	Haker	Operational Support Specialist	TASC
Ashley	Langley	Talent Acquisition Consultant	QBE the Americas
Daniel	McAlvanah	Attorney	Axley Law Firm
Sheila	Schultz	Employment Coordinator	Attic Angel Community

Movin' Up

Have you started with a new company? Has your organization recently promoted you to a new position? Or do you want to recognize a new person or promotion within your department? If so, we want to hear about it. [Send us an e-mail](#), and we'll publish your good news in the next HR InTouch!

In Transition

If you are a member who is in between jobs, or who is currently employed but seeking new positions or career paths, write us a brief description of your skill set, areas of expertise, what you're looking for, etc. [Send us an e-mail](#). We'll publish your information in the next HR InTouch.

GMA SHRM Member Poll

Do you have a burning HR question that you'd like to see featured on our GMA SHRM Member Poll? If so, please submit your questions to Tara Conger at tconger@firstchoicedental.com

HR InTouch Guidelines

Article Writing:

Do you have an interest in writing for the HR InTouch? We have an interest in learning more about your area of expertise!

Why should you volunteer? Top three reasons: 1) to share your knowledge and experiences to educate others; 2) to become more connected in the HR and Dane County communities; and 3) to contribute towards the advancement of GMA SHRM and the HR profession.

The first step is for you to choose a submission option: you can pre-submit an article to GMA SHRM at any time for us to use in any of the upcoming newsletters, you can sign up to write for a particular month, or we can put you on a list of people to contact in future months whenever we need articles.

Article length:

Because the HR InTouch is now in an online format, the size is flexible. The article should be engaging and hold readers' attention. Include the core information in your article, and we will advise if it is too lengthy.

Solicitation:

GMA SHRM is conscious not to allow solicitation through the articles, in an effort to protect the interests of our partners and members. The nature of the article should be educational (i.e., what are the business advantages of having a product like yours) or informational. Otherwise, if you truly are interested in advertising through the HR InTouch, you can work with our Marketing Committee. As a rule of thumb for article writing, if the submission relates to a **for-profit** event, or specifically markets your company (vs. your industry), it is an advertisement, and should be purchased. If it is a **not-for-profit** event that your company is hosting, or an announcement (i.e., a SHRM member recently joined your company), it is an acceptable addition to the HR InTouch content. If you have any questions related to the appropriateness of your submission, please contact us.

If you have questions, or to submit an article, contact GMA SHRM at chapteradmin@gmashrm.org.