

# CHAPTER

CONNECTION *May 2012*



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Congratulations on receiving the 2011 Silver Excel Award!!

Dear Chapter President:

On behalf of the Society for Human Resource Management, I am pleased to confirm that your chapter has been awarded the 2011 Silver Excel Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to your members.

By achieving this award, your chapter distinguishes itself as an outstanding organization dedicated to serving the needs of your members and to the advancement of the human resource management profession. Throughout the year, we will continue to recognize your chapter's achievement as a Silver Excel award winner.

Congratulations on your achievement, and we look forward to working with you in 2012.

Sincerely,

Pamela J. Green, SPHR  
Vice President, US Membership





The Evansville-Area Human Resource Association (EHRA) held its annual Spring Seminar on April 19, 2012 at the Southern Indiana Career & Technical Center. Feedback from attendees indicates that the event was a success!

After opening comments from Past President, Michelle Choate, PHR, GPHR, the day was kicked off with Power Up Networking facilitated by EHRA Workforce Readiness Chair, Abby Keeping. During this exciting speed networking event, attendees interacted with one another for 2 minutes at a time before moving on to interact with another attendee. What a great way to start the day!

Ron Hagy, SVP of Talent Acquisition & Transition Services at Old National Bank, kept the focus on networking as he shared his insights into the power of networking from job seeker and employer points of view. His presentation, I Know You're Out There! Why Can't I Find You? provided suggestions for crossing through the "black hole" of Human Resources, offered tips on determining brand, and touched on the importance of using appropriate messages when job seekers and employers connect.

During the morning break, participants had the opportunity to visit vendor booths and interact with the Spring Seminar primary sponsors, Clark Security and Clippinger Financial Group and the secondary sponsor, Reference Services.

Kathy Herndon, GPHR, Senior Systems Analyst with Kimball International, shared her expertise with the attendees as she presented Everything HRIS - Never fear, Dilbert is NOT here! Kathy educated participants about the ever-changing world of HR Technology and provided invaluable resources to be used when researching and planning for an HR technology change or implementation. Dilbert did in fact make an appearance at the Spring Seminar- Kathy utilized the humor of Dilbert throughout her presentation and made a challenging topic fun.

Next, Fred Cox, Director of Compensation and Benefits at Vectren Corporation, presented Finance for the HR Professional. Fred's discussion featured basic accounting and finance concepts along with tools and tips to better equip HR professionals for today's business environment. He also discussed HR's contributions to a company's bottom line and ways to use financial information to make smart business decisions.

After lunch, Ondra Berry, co-founder and partner of Guardian Quest, delivered a high-spirited presentation about diversity and inclusion leadership which focused on his new book Ayoba: Spirit of Awesomeness. Ondra's book was available for purchase at the event, and Ondra signed books during the afternoon break.

Rounding out a great day was Jake Fulcher, Partner with Kahn, Dees, Donovan & Kahn, LLP presenting What Right to Work Means to You and a National Labor Relations Board Update. Jake's presentation included an update on the current state of the NLRB, the NLRB's attack on social media policies, and right to work legislation and what it means to the HR professional.

The 2012 Spring Seminar concluded with prize drawings and closing comments by Angela Noble, President Elect.

Many thanks to the Spring Seminar planning team: Cynthia Griffith, Pat Kerstiens, Mary Thompson, and Gene Weisheit. We very much appreciate the 2012 sponsors, vendors, EHRA board members, and others who helped with or attended this event.

Tela M. Erdell, SPHR, GPHR  
EHRA Director of Professional Development





# Monthly Member Meeting Wednesday, May 23

If you don't know where you are going, any road will take you there. - Chinese Proverb

## ~“Strategically Plan Training for Measurable Results”~

Presented by: Carrie A. Van Daele

11:00 AM - 1:00 PM

Southern Indiana Career and Technical Center

1901 Lynch Road

Evansville, IN 47711

<http://www.evscschools.com/sictc>

More information available on the following pages.

Main Sponsor:



In-Kind Sponsor:



more information the following

# Save the Date!

## Monthly Member Meeting

### Thursday, June 21st

### Save the date! More information forthcoming!

INDIANA STATE COUNCIL OF SHRM PRESENTS

# HR Indiana

ANNUAL CONFERENCE

## Announcing our Keynote Speakers



Daniel H. Pink



Lee Woodruff



Ann Rhoades



Ken Yerkes

## Save the Date! 2012 HR Indiana Conference.

August 27-29, 2012

JW Marriott Hotel

Indianapolis, Indiana



# Monthly Member Meeting

## ~“Strategically Plan Training for Measurable Results”~

11:00 AM - 1:00 PM \* Southern Indiana Career and Technical Center

1901 Lynch Road \* Evansville, IN 47711

Register Online at: [www.ehranet.org](http://www.ehranet.org)

# MAY 23, 2012

11:00 -11:30a.m. - Registration

11:30-12:00pm - Announcements , Ice Breaker and Lunch

12:00-1:00pm—Presentation

## ~“Strategically Plan Training for Measurable Results”~

Presented by: Carrie A. Van Daele



This program has been approved for 1 hour of strategic credit towards PHR, SPHR and GPHR certifications.

If you don't know where you are going, any road will take you there. - Chinese Proverb

"Have you ever been asked by your boss to put together a training plan?"

### Your Responses

"No problem, I've done this before, I just need to look at my past program."

"Well, let's see, I think it's been awhile since our facilities' employee policies have been covered, that would be a good place to start."

"I'll go talk with a few departments and see what problems they may be having."

"What! I don't have time for that...where do I start."

At the end of this interactive presentation, you will have the tools to start your training plan. Some organizations use the "trial and error" or "sink or swim" approach to training and expect a change. Instead of change there is confusion, false starts and frustration. Don't let that happen to you!

### Four objective (benefits) steps taught in the presentation:

#### **Step 1: Company Goals**

What competencies must the current and/or future workforce possess?

What are the competency gaps?

#### **Step 2: Training Goals**

How can training address the competency gaps?

What types of training should be provided?

#### **Step 3: Integrate Training into HR strategic plans to match company goals.**

What tasks and resources are required to implement the training?

How will the training be measured?

#### **Step 4: Evaluate Training**

Were the training goals accomplished? If so, how?

Carrie A. Van Daele, Van Daele & Associates, Inc. \* 260.482.1744

#### Event Costs:

\$15.00 EHRA Member; \$20 after 12 PM May 21st \* \$30.00 Non-Member; \$35 after 12 PM May 21st \* \$10 Student; \$15 after 12 PM May 21st

Thanks to our sponsors:



EHRA: May 2012

# Speaker Bio

Carrie A. Van Daele, Van Daele & Associates, Inc. \* President/CEO and Founder  
260.482.1744 \* [WWW.VTRAIN.US](http://WWW.VTRAIN.US)

# MAY 23, 2012

Carrie has built a training & development practice from scratch into a highly successful, well-recognized business. An impressive client list that includes Fortune 500 corporations to medium and smaller size companies is a testament to Carrie's special talents and hard work.

Her company was founded in 1993 as a training & development firm in the areas of leadership, train the trainer, continuous process improvements, team building, strategic planning, sales/marketing, workforce development and general business consulting. The original mission of her company remains the same today. Actually, it is twofold, (1) to serve other companies, and (2) to take care of her family: biological members, adopted and Associates. Her company leads by its heart with profit as one of the many trailing indicators of success. Her company's discipline is customer intimacy; whereas, the company takes the time to get to know the client.

The company provides a proven Training Methodology to the client for results. This Training Methodology was developed by Carrie, and is being considered for publication.

Carrie's most successful achievement in life is being a mother to her nineteen year old daughter, Ronee Ann Van Daele. Ronee motivates Carrie to be the best President/CEO, and other roles for which Carrie has responsibilities.

Carrie is a published author of a book called The Fifty-Best Training Techniques published by Crisp Publications in Menlo Park, California. Her book can be found at (ISBN 1-56052-352-2), [www.courseilt.com/crisplearningseries/Fifty-MinuteSeries](http://www.courseilt.com/crisplearningseries/Fifty-MinuteSeries). She is featured in several publications such as Women of Achievement and Business People Magazine, along with Newspaper articles.

Carrie's real passion is her legacy of giving back to accomplish the spiritual call on her life. Her work at the Rose Home for women of substance abuse, and her volunteering at Dupont Hospital are two examples of her gift left by will.

Her degrees from Evangel Bible College (AA), Indiana University (BS) and Indiana Wesleyan University (MSM) have provided the academic requirements to consulting. However, her manufacturing experience in the automotive industry has provided the real "hands-on" bruises, bumps and wisdom to consulting.

# EHRA 2012 Goals

We are looking for volunteers to lead the taskforces. Come help shape the future of EHRA for 2012.

The three goal areas are listed below. Please contact Orvietta Shannon at [orvietta.shannon@tema.toyota.com](mailto:orvietta.shannon@tema.toyota.com), if you are interested in leading one of the Goal Taskforces.

## Membership

- A. Retention of Existing Members
  - a. Engagement of Existing Membership
  - b. SHRM Membership for Existing Members
- B. New Members
  - a. New Member On-boarding
  - b. Outreach to non-traditional Professions (i.e. Safety, etc.)
- C. Affiliations with Other Organizations
  - a. Developmental/ Educational
  - b. Recruiting
  - c. Meetings

## Marketing

- A. Meetings
  - a. Is current format still appropriate?
  - b. Program Topics—What are Members Wanting?
- B. Programs & Events
  - a. Different Formats
  - b. Webinar in August
  - c. Pilot having program recorded and offering to members
  - d. Different times—Breakfast Meeting Etc.

## Executive Level Members

- A. Career Development/Mentoring
  - a. Career Development
  - b. Members to next level
  - c. Recruiting of Peers
  - d. Programs of Executives, (i.e. Power Breakfast)

# The Workplace Diversity Journey

By Danyelle Granger

Many times you will hear individuals say, “Achieving workplace diversity is a journey” or “It takes time to reach diversity goals.” There is great truth in these types of statements. Achieving workplace diversity is truly an ongoing journey and workplace cultural changes do not occur overnight. However, on the flip side, we cannot become content with a slow progress either. We have to be sure that statements like those mentioned do not become excuses for not being more innovative or strategic around diversity planning. If we do become complacent, we run the risk that the journey leads to nowhere. Setting ambitious and attainable milestones help to ensure we stay the course and that true progress is being made.

Everyone’s journey will be different. The same types of programs won’t work in every setting. And that is ok. There isn’t a cookie-cutter template for all to use. Though it is good to benchmark with other companies and participate in knowledge sharing, don’t let another’s progress, or lack thereof, deter you or keep you from stepping out and deciding to make diversity a priority in your company.

Each month we’ll share a few resources and tips that you can use on your diversity journey, whether you are just starting or have been at it awhile. Also, if you have ideas or resources that you’d like to share, please email me at [diversity@ehranet.org](mailto:diversity@ehranet.org). Looking forward to hearing from you!

**Social Media** is a great resource for professionals. It’s not just for fun! The great thing about Twitter, Facebook and LinkedIn is that you can access newly published resources on a daily basis. Look for **hashtags** #diversity, #inclusion, #globaldiversity #LGBT, #disability #worklife, etc. A few **diversity experts to follow** on Twitter include: @joegerstandt, @CatalystInc, @theinclusionist.



## Web Resources

[www.workforcediversitynetwork.com](http://www.workforcediversitynetwork.com)  
<http://diversityinc.com>

[www.catalyst.org](http://www.catalyst.org)  
<http://www.diversityjournal.com>

## Articles/Publications/Books

[SHRM Diversity Presentation](#)

[Forbes Insights - Fostering Innovation Through a Diverse Workforce](#)

[10 Lenses: Your guide to living and working in a multicultural world](#) by Mark A. Williams

[Beyond Race and Gender: Unleashing the power of your total workforce](#) by Thomas R. Roosevelt

## May Diversity Observances

Asian Pacific American Heritage Month

Jewish American Heritage Month

National Better Hearing and Speech Month

National Mental Health Month

National Military Appreciation Month

National Older Americans Month

Women’s Health Care Month

1 - May Day

3 - National Day of Prayer (United States)

6 - Buddha Day (Buddhist)

5 - Cinco de Mayo (Mexico)

7-13 - Deaf Awareness Week

13 - Mother’s Day (United States)

17 - Ascension Day (Christian)

19 - Armed Forces Day (US)

23 - Declaration of the Bab (Baha’i)

27 - Shavuot\* (Jewish)

28 - Memorial Day (observed)

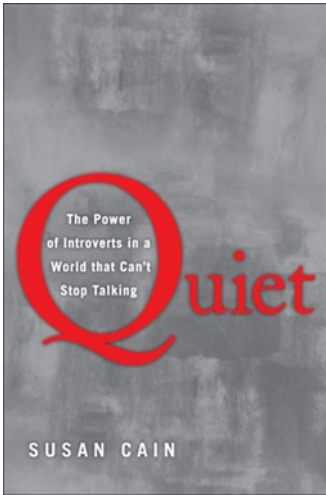
29 - Ascension of Baha’u’llah (Baha’i)



# The EHRA Book Club



Are we living in a world that worships the “extrovert ideal?” Is there anything wrong with that? Discuss that and more at our May book club meeting: 7PM on 5/18 at Barnes and Noble.



## This Month's Selection:

*Quiet: The Power of Introverts in a World That Can't Stop Talking*  
By Susan Cain

Feel free to contact Jason Fertig at the following e-mail address if you have any questions: [jfertig@usi.edu](mailto:jfertig@usi.edu) .

### Delegation Pricing for Annual Conference Extended to Chapters

For the first time, SHRM has extended corporate delegation discounts to our affiliates! Groups of 5 or more national SHRM members from the same chapter or state council are eligible for these discounts, and more information can be found [here](#). Email [Corporatediscounts@shrm.org](mailto:Corporatediscounts@shrm.org) when you are ready to register and with any questions, and please refer your employers to this program as well.

Save the Date!

SHRM Annual Conference & Exposition  
June 24-27; Atlanta, GA

SHRM Strategy Conference  
October 3-5; Palm Springs, CA

SHRM Diversity & Inclusion Conference & Exposition  
October 22-24; Chicago, IL

SHRM-FWI Workflex Conference  
(presented in partnership with Families & Work Institute)  
October 23-24; Chicago, IL

SHRM Leadership Conference  
November 15-17; Arlington , VA



# ***EHRA Membership Referral Program***

## **EHRA Membership Marathon II – Growing Our Network in 2012**



In 2011, EHRA's total membership grew by over 17%, with many new members coming to the organization through our new member referral program, the Membership Marathon. EHRA is excited to once again introduce this program for 2012. The Membership Marathon II will run from May 1, 2012 through December 7, 2012.

EHRA members will earn a point for every new member they refer that joins the organization. Members will receive an extra bonus point for any new referral that is a SHRM member.

Throughout the course of the program we'll offer additional ways to earn extra points based on types of referrals, so make sure to keep your eyes open to the monthly newsletter, e-mail blasts, and the EHRA Group's Linked In announcements.

At the end of the program, the three referrers with the most points will have the option of receiving their prize amount in the form of any retailer gift card available through [giftcardmall.com](http://giftcardmall.com), EHRA credit, or a donation in their name to the charity of their choice.

### **Prize Levels:**

- 1<sup>st</sup> Place - Gold Medal: \$100
- 2<sup>nd</sup> Place - Silver Medal: \$ 75
- 3<sup>rd</sup> Place - Bronze Medal: \$ 50

In addition, on a quarterly basis, we will conduct two drawings for \$15 in EHRA credit for all members who have made a successful referral over the course of the program.

The rules of the contest include the following:

- EHRA members should have their referral submit a new member application through the EHRA website at [www.ehranet.org](http://www.ehranet.org)
- The new member applicant must list the name(s) of their referrer in the appropriate box on their registration form
- A referral with more than one referrer will be split equally among all listed referrers
- To qualify as a referral, a new member must have not been a member of EHRA at any point during 2012.
- Referrals must be in the spirit of the program – any questionable referrals are subject to review and final determination by the EHRA Board of Directors
- Ties for prizes will be broken by a drawing at the end of the program
- EHRA Board of Directors are not eligible to participate

Questions about the program can be directed to George Lance at [membership@ehranet.org](mailto:membership@ehranet.org)

During 2012, EHRA is collecting items at every event to donate to Aurora and Evansville Christian Life Center's Career Closet. When you come to the monthly meetings, don't forget your donations!



#### Donations for Career Closet:

- Men's and Women's clothing (larger sizes needed the most)
- Shoes, purses, belts
- Socks and Stockings
- Jewelry, scarves, other accessories
- Unopened makeup

To arrange for pickup of large quantities, contact any EHRA Board Member.

#### Donations for Aurora:

- Toiletry items including soap, shampoo, lotion, disposable razors, shaving cream, etc. (hotel/travel size items or full size items)
  - Packages of children and adult socks and underwear
- Aurora also accepts donations of household items such as gently used furniture, kitchen items, and linens. Please contact Aurora directly to donate larger items.



## VOLUNTEER CORNER

featuring ways to get involved with our community, have fun, and help promote the Evansville-Area Human Resources Association.

CHECK OUT the volunteer page on the EHRA webpage.

[http://www.ehranet.org/content.php?page=Volunteer\\_Opportunities](http://www.ehranet.org/content.php?page=Volunteer_Opportunities)

There are multiple opportunities available, including Harrison College and their need for interviewers for mock interviews.

Contact Abby Keeping at [akeeping@vectren.com](mailto:akeeping@vectren.com) if you are interested in getting more involved in our community.

# MEMBER SPOTLIGHT



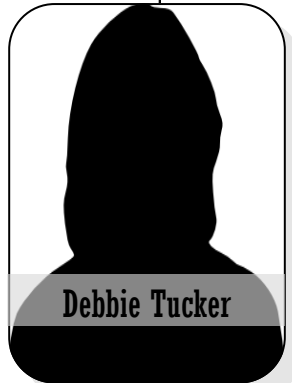
## *EHRA adds 9 members:*



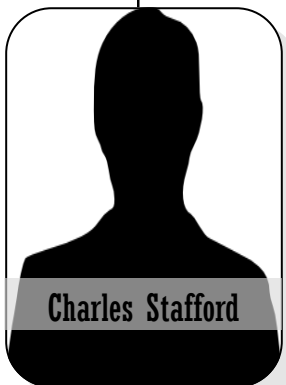
Bryce Crane

Bryce Crane is one of nine new and returning members to the EHRA. Bryce currently serves as a Recruiter at HRConnects, LLC. When asked why he joined the EHRA, he stated that it “would be a great opportunity to network with and learn from those who have extensive experience in the field.” Using connections through EHRA, he hopes to develop and broaden his experiences and knowledge of the many aspects of human resources.

Debbie Tucker, SPHR, is another new and returning member to the EHRA. Debbie currently works at Vectren as a Technical Training Analyst. She is looking forward to meeting other professionals in the field to share experiences and discuss opportunities and challenges facing industries. She plans to utilize EHRA to gain access to experts in the field, including speakers, other members and sponsors.



Debbie Tucker



Charles Stafford

Charles Stafford also joined EHRA. He is currently the VP of HR & Technical Operations at Matrix Integration, LLC. He joined EHRA to “ensure that Matrix Integration is putting its best foot forward in serving its associates by leveraging local companies’ success.” He hopes to share what his associates value and leverage with best practices throughout the industry.

Other new and returning members include:

- DiAnna Kramer (HR/Payroll Coordinator, South Western Communications, Inc.)
- Dianne Ellis (Director of Administration & Human Resources, Regency Properties)
- Amanda Bishop (Corporate Human Resources Specialist, United Companies)
- Marilyn Brenton (Assistant Director of Human Resources, Ivy Tech Community College)
- Julie Turner (HR Assistant, ProRehab, PC)
- Amber Hartley (Accounting Manager, J.E. Shekell, Inc.)

Please help us welcome our new and returning members at our next meeting.



**Did you have a recent accomplishment that you want to share?  
Let us put you in the spotlight.**

**Email our Newsletter Editor, Amy Folz at [alfolz@vectren.com](mailto:alfolz@vectren.com)**



***Newly Certified? Share your success with us!***

All newly certified PHRs, SPHRs, or GPHRs please contact Tela Erdell, SPHR, GPHR at [Tela.Erdell@oldnational.com](mailto:Tela.Erdell@oldnational.com) or call at 812-461-9743.



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(502) 253-2128 phone \* (502) 253-2179 fax \* [jon\\_beam@adp.com](mailto:jon_beam@adp.com)



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