



ISC-SHRM Board Briefings



A word from the 2009 ISC-SHRM Director

Dear HR Colleague,

Welcome to the inaugural edition of the Illinois State Council of SHRM newsletter!

We are launching this as part of our effort to create a greater awareness of ISC among SHRM members and the general HR population in the state of Illinois.

In Illinois, there is tremendous opportunity for SHRM and our chapters for growth. There are approximately 67,000 HR professionals in Illinois, of which only 18% are SHRM members. Of those 11,500 SHRM members, only 1600 belong to SHRM affiliated chapters. The Illinois State Council will be undertaking the challenge to educate those non-members on the value of belonging to SHRM and those at-large members the value of belonging to a local chapter.

The year has started out on a very positive note. ISC has earned the 2008 SHRM Superior Honor Council designation. Congratulations to the 2008 State Board to their efforts in earning this honor.

We have also received a grant from Blue Cross/Blue Shield of Illinois to continue our efforts in workplace wellness. Last year, the web site, Wellness in our Workplace (<http://wellness.illinoisshrm.org/>) was created to foster the idea of wellness as a benefit and a program that will not only help employees, but will also help to lower costs in the area of benefit coverage. This year's effort will include provided webinars on wellness as well as other ideas to promote workplace wellness.

Another undertaking is the increased use of social networking to promote SHRM to its members and non-members alike. In the last few weeks, we have created a group on LinkedIn that is available to those who are registered on that network. We have also created a "fan" page on Facebook for anyone to join and keep up on ISC-SHRM on that network. Feel free to check that at <http://companies.to/isshrm/>. That link should work for non-Facebook users as well.

Finally, I would like to encourage everyone to take advantage of the

SHRM conferences available this summer. Most notably is the national Annual SHRM Conference taking place in New Orleans the last week of June. Please check out that conference at the SHRM website (www.shrm.org). It should be an outstanding event as usual.

A little closer to home is the 10th Annual Illinois State SHRM Conference. It is being held July 23 -24 at NIU in DeKalb. I can promise you national-quality educational opportunities at a slightly less expense. Check out the conference on our website, www.illinoisshrm.org.

Let us know what you think of this newsletter which is planned to become a regular publication. We welcome your feedback on ways to improve not only this communication piece but all of the efforts of ISC-SHRM.

Have a great summer!

John Jorgensen, SPHR
ISC-SHRM Director

ISC-SHRM earns "Superior Honor" and "Champion" designations



The Illinois State Council of SHRM (ISC-SHRM) has recently been recognized as a 2008 SHRM Superior Honor State Council.

This designation distinguishes the Illinois Council as a national leader dedicated to the professional advancement of its members and the human resource management profession.

Selection as a Superior Honor State Council indicates that the Illinois State Council has achieved excellence in fulfilling its mission of: serving as a conduit for communication between SHRM members and chapters, coordinating chapter efforts at the state level, and facilitating services and programs for the collective interests of Illinois state membership and chapter leaders and all SHRM members in the state.

ISC-SHRM has also earned the 2008 chapter Champion State Council designation from the SHRM Foundation. Selection for this designation resulted because our Council: has a SHRM Foundation

Director position-Director-Elect responsibility, increased our donation last year which put us in the top 10 states across the U.S., donated a Lincoln Bust and accessories to the Foundation's national auction, encouraged local chapters to participate in fundraising, held at least one fundraising event (e.g. the state conference), and participated in SHRM Foundation CLA Conference Calls.

We would like to spotlight individual chapters awarded the Chapter Champion recognition from SHRM Foundation. *Chapter Presidents: contact Donna Rogers at donna@rogersshr.com if your chapter earned this recognition.*

Special points of interest:

- A Message from ISC-SHRM Director John Jorgensen
- Highlights & previews of the 10th Annual ISC-SHRM Annual Conference
- SHRM Resources
- A Look at Illinois SHRM Chapter Activities
- ...And so much more!

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**SHRM Illinois State Council
10th Annual Conference and Exposition**

July 23-24, 2009
Northern Illinois University
DeKalb campus

For full conference details visit
www.illinoisshrm.org

* Early bird rates through June 30, 2009.



Don't Forget!

Submission Deadline for ISC-SHRM Fall Newsletter- September 1, 2009.

Registration still open for 10th annual State Conference

Human Resource professionals from throughout the State of Illinois and surrounding states are looking forward to attending the 10th Annual SHRM Illinois State Conference at Northern Illinois University, in DeKalb, Illinois, for the opportunity to enhance their professional knowledge, network with others, connect with HR sponsors and exhibitors, interact with session speakers, and earn up to ten (10) HR Certification Institute recertification credits.

The Conference attracts decision-makers and HR practitioners with all levels of experience. This year, in addition to featuring nationally recognized keynote speakers and concurrent sessions hosted by industry experts, there will be special events to highlight our 10th year.

Along with excellent and informative concurrent sessions, our keynote speakers include **Steve C. Lundin, Ph.D.**, the author of the "Fish" series of books. This year, he's adopted a new animal "CATS: The Nine Lives of Innovation."

Liz Ryan, Business Week columnist, NPR commentator and former Fortune 500 HR leader, will share her ideas for creating a cultural engine in your organization to build loyalty, productivity and profitability while establishing a higher level of trust, even during difficult times.

Then, **Rich Horwath**, a leader in strategic thinking, and key presenter at the SHRM National Strategy Conference, will lead us in a dynamic and interactive session. HR leaders will leave the session

with strategic thinking tools they will be able to transfer to their key managers for maximum benefit.

Full conference details can be found on the web at <http://www.illinoisshrm.org>.

A note on sponsorship...

If your organization or someone you know may be interested in being a sponsor or exhibitor at the Conference, complete details are available on the website at www.illinoisshrm.org.

Please encourage them to act soon, as sponsorships and exhibit space are limited and will be granted on a first-come, first-served basis.

SHRM resources for dealing with the economic downturn



A Message from SHRM Field Services Director, North Central Region
Martha Ramirez, PHR

SHRM wants to be your career partner, and you can lean on us for assistance during this stressful time. Below are some resources from SHRM that you may find useful in the coming months. To find others, simply search on the word "economy."

In the HR Disciplines area under Compensation:

- 2009 Compensation Plans Hit Hard by Economic Downturn
- Americans to See Lowest Pay Raises in Three Decades
- Incentive Plans Hit Hard by Economy; Retention Efforts Increase
- Many Will See Lower-than-Expected Salary Increases, Bonuses in 2009

In the HR Disciplines area under Benefits:

- Motivating Employees in an Uncertain Economy
- Troubled Economy Gives Open Enrollment New Significance

- The Status of 'Special Perks' In a Tight Economy

In the HR Disciplines area under Organizational & Employee Development:

- Organizations Dig In for Grim Days Ahead
- In Trying Times, HR Must 'Step Up to the Plate'
- Layoffs Pack Punch to 'Surviving' Employees
- Look at Alternatives to Layoffs

In the HR Disciplines area under Consulting:

- Hard HR Skills Can Pay Off Big In a Soft Economy
- Starting a Consulting Firm After a Layoff
- Weak Economy Provides Opportunities

In the HR Disciplines area under Employee Relations:

- Communication Can Help Motivate During Troubled Times
- Layoffs Herald a Heyday for Employee Lawsuits
- As Economic Fears Rise, Families on Verge of Unraveling
- Surviving a Layoff Can Hurt Too

In the HR Disciplines area under Staffing Management:

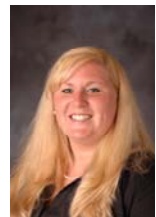
- Despite Recession, Some Workers Seek New Jobs in 2009
- Where the Jobs Are
- Health Care Employers Plan to Increase Headcount in 2009, Survey Says

Webcast Archives:

- Developing Leaders During an Economic Downturn
- Discussing Career Security with Employees
- Financial Stress in the Workplace
- Recruiting in a Down Economy

Need help with other SHRM resources? Contact Martha Ramirez, SHRM Field Services Director at martha.ramirez@shrm.org or (800) 283-7476, option 1, then 6290 (Toll Free).

You may also wish to contact the SHRM Regional Administrator, North Central Region, Kristine Hofmann at Kristine.hofmann@shrm.org or (800) 283-7476 ext.6082.



A spotlight on 2009 diversity goals

With each newsletter, we will focus on the State and Chapter goals for one specific Core Leadership Area (CLA). For 2009, we will first explore the CLA of Diversity. For this particular area, the State and Chapter goals are one in the same.

Please remember that we are already nearing the halfway point of 2009. Therefore, it is important that both the Council and the local chapters revisit these goals and work toward achievement.

Diversity Core Leadership Area

State Council and Chapter Goals:

- Ensure that all leadership councils and committees have visible and



invisible diversity representation (age, ethnicity, disability, sexual orientation, education, geographic location, background, etc.) and effectively mirror the diversity that exists in your state/location.

- Complete at least 2-3 activities outlined in the Chapter Achievement Plan or State Council Achievement plan (located in the VLRC under *Diversity*).

- Document your diversity efforts (successes, lessons learned, new knowledge, best practices) and send to SHRM's Manager of

Diversity & Inclusion by November 1, 2009.

- Participate in diversity CLA conference calls hosted by SHRM's Director of Diversity currently planned for January 14, April 22, August 6, and December 3, all at 4:00 ET.

- Participate in at least 2 webcasts hosted by SHRM's Diversity office, currently scheduled for February 12, March 19, and July 16, all at 4:00 ET.

For more information about the Diversity Core Leadership Area, contact Robert Hotes, PhD, SPHR, CEAP, LMHC, Diversity CLA Director for the Illinois State Council, at (217) 786-3010 ext. 249 or via e-mail at rhotes@ioes.org.

IL-ATP efforts

You may have heard about the six year commitment ISC-SHRM has made to advancing the HR profession in Illinois. Future issues will designate a space to communicate what efforts Illinois chapters are making toward that goal. To showcase your efforts for other chapters to glean ideas from, we are seeking an overview of any publicity such as public speaking engagements, advertising programs (radio, TV, and print), charity giving, etc. Our three primary targets are CEO/Business Owners/Management, Legislators, and College Professors/Deans/Administrators. Contact Donna Rogers at donna@rogersshr.com with your chapter ATP projects.

Chapter notes: A look at activities throughout Illinois

District 1:

The Human Resource Association of Greater Oak Brook had record attendance for its professional development programs for the first half of 2009! Topics included a 2009 Legislative Update: A Brave New World, The New FMLA (presented by the DOL), Creating and Maintaining a Legal Workforce (presented by US Immigration and Customs Enforcement), and Talent The Fall season will kick off in September with a Member Appreciation Evening of Networking. In addition, the chapter's June meeting will feature a drawing for a pair of Chicago White Sox tickets, courtesy of US Cellular. All proceeds from the drawing will benefit the SHRM Foundation. Also of note is the resounding success of the ongoing partnership with Poised for Success, a non-profit organization whose mission is to provide at no charge interview and business appropriate clothing to women entering the job market. The April meeting featured a clothing drive which netted more clothing and accessories than would fit on the clothing rack!

The Staffing Management Association of Greater Chicago has planned a summer of networking, professional development, and volunteering and will be volunteering at Chicago Cares Serv-a-thon on June 13 to improve the learning environment of more than 30,000 Chicago students by painting, planting, cleaning, building and organizing! SMA of Greater Chicago has formed a group to volunteer at one of these schools. The much anticipated FREE Members Only Networking Breakfast is on June 18, an opportunity for members to connect with one another as they continue to expand their professional networks. One of the most popular events of the year is the July 16 Boat Cruise, an excellent way to get together with Chicagoland's best-

networked HR Professionals and enjoy fun the Professional Development Social Networking Webinars is August 20. This educational series is a great opportunity to keep up with ever-evolving Social Networking tools without even leaving your desk! It's not too early to purchase your company's table at the October 15 Annual Dinner featuring Keynote Speaker Brian Kurth, President of VacationVacations.

District 2:

Northwest HR Council has saved over \$3,000 in postage by e-mailing general meeting announcements, round table announcements and the newsletter and \$1,450 in printing costs! The chapter also recently held its 4th annual all day NHRC Forum "Riding the Waves of Change" which was a huge success.

District 3:

The Grundy Will HR Association held a clothing drive to help the Will County Workforce Investment Board's "Clothes4Work" initiative. Chapter members donated a "vanload" (literally, an entire full-size van full of 350 articles of clothes) of business and business-casual attire to the Clothes4Work program, which provides "interview-ready" clothes to individuals looking for jobs in Will County. The chapter is giving away 2 Scholarships (paid admission) to this year's State SHRM Conference. Chapter members receive entries to the June 24th meeting by attending Chapter meetings and donating to the clothing drive.

Fox Valley SHRM was one of 14 sponsors for Elgin Community College's & The Elgin Area Chamber's Business & Industry Conference on May 7- "Adapting to Existing Circumstances—A Conference on Resources and

Strategies!" held in the Fox Valley University and Business Center with 129 attendees. It began with a Keynote address followed by 12 breakout sessions. HRCI certified attendees earned 3.5 HRCI hours. Topics included: Great Service Begins with a Lean Process, Maximize Your Internal Talent, Leading the Four Generations for Positive Results, Leading in Turbulent Times, Navigating Web 2.0 for the Workplace and Overcoming Negativity in the Workplace.

District 4:

Bloomington Normal HR Council is co-sponsoring the Employment Law Certificate Series with the Employers Association, and several other chapters, presented in conjunction with the law firm of David & Campbell, LLC Peoria. The 12 session series runs mid-June 2009 to May 2010.

Central Illinois HR Group, Champaign, is holding a free "HR 101" seminar on June 10 designed for experienced and/or new Human Resources Generalists, Supervisors, Managers, and Small Business Owners. This will be used as a community outreach and the chapter will receive media recognition.

HRA of East Central IL, Mattoon, is holding a Golf Outing June 26 before breaking for the summer months.

District 5:

The Quincy SHRM Chapter has had some great speakers covering relevant topics such as recent COBRA changes and is also teaming up with the local chamber of commerce for a job fair.

Decatur Area SHRM has partnered with the Macon and DeWitt County Workforce Investment Board to hire a youth helper through the federal ARRA economic stimulus grant and have also partnered with local agencies to offer free resume screening and interview training, held a membership drive, and held a "design our logo" contest. Offered to the graphic arts students at the local colleges.



Planning to attend the Leadership Conference?

Interested in visiting the White House?

After Sept 11, 2001, impromptu White House tours were ceased. Visitors must give advanced notice and be approved for a visit. Donna Rogers is taking names of chapter or Council board members who would like to visit the White House when they go to the SHRM Annual Leadership Conference in November. If you are interested, please email donna@rogersshr.com by June 30, 2009!

We're on the Web!

www.illinoisshrm.org

About Us...

The Illinois State Council for the Society for Human Resource Management (ISC-SHRM) is dedicated to serving the needs of SHRM chapters in Illinois by representation to the National Society of SHRM and assistance in achieving each SHRM Illinois Chapter's highest potential. The ISC-SHRM promotes professionalism in human resources and adds value to the SHRM membership. The ISC-SHRM Board is made up of volunteer representatives across Illinois who serve to advance the human resources profession.

Our purpose is to support over 12,800 human resources professionals in Illinois who are either members of SHRM Illinois chapters or members of the National Society of SHRM by providing timely and relevant information, on-going professional development opportunities and intra-state communication regarding issues of interest in the field of human resources.

*"Advancing the Profession,
Serving the Professional"*

For more information on ISC-SHRM, visit us on the web at www.illinoisshrm.org
phone: (815) 729-9269
E-mail: info@illinoisshrm.org

SHRM Foundation Director available for chapter presentations



Do you need a speaker for Member meetings in 2009 or 2010? The Director-Elect

Donna Rogers is available to speak at all chapters and businesses throughout the state using the SHRM Foundation DVD's & Materials.

An extra donation to the SHRM Foundation via the Illinois State Council is encouraged but not required. The 'extra' means above and beyond the chapter's typical annual giving. Quincy, DuPage, Bloomington and Springfield have already scheduled dates in 2009.

If you are interested, please contact donna@rogershr.com. The following topics are chosen by the chapter at time of scheduling:

a. Seeing Forward: Succession Planning at 3M. 2008. 3M is

consistently recognized as one of the world's most innovative and admired companies and one of the best companies for leaders and aspiring leaders. This DVD explores 3M's outstanding succession planning and leadership development process.

b. Trust Travels: The Starbucks Story. 2007. Organizations today struggle to build a workplace based on trust and values such as honesty, integrity and respect. Starbucks is a company that has succeeded because it has stayed true to its core values. With 137,000 employees in 40 countries, Starbucks clearly demonstrates that trust and values can travel to different cultures. This DVD explores how Starbucks achieves financial success by treating employees well.

c. Ethics: The Fabric of Business: A Case Study of Lockheed Martin Inc. 2006. In this age of accounting scandals and corporate wrongdoing, progressive organizations are seeking ways to foster a more ethical corporate culture. This new DVD profiles Lockheed Martin, Inc. and explores their work in promoting ethics in the workplace.

d. Fueling the Talent Engine: Finding

and Keeping High Performers: A Case Study of Yahoo!. 2005. This DVD demonstrates strategic HR in action. Through a series of interviews with senior Yahoo executives, the video explains how Yahoo's talent management strategy builds competitive advantage for the organization. An ideal resource for professional development, chapter programming and academic settings.

e. HR in Alignment: The Link to Business Results. 2004. Narrated by Dr. Wayne Cascio, this DVD presents a real-world case study of Sysco Food Services Company, North America's largest food-service distributor. It examines how HR strategy is aligned with the overall competitive strategy to drive business results.

f. HR Role Models: What it Means to be a Strategic HR Leader in the 21st Century. 2003. This DVD shares the insights and experiences of CEO's and chief HR officers in progressive companies where HR is a strategic business leader. Hosted by Wayne Cascio, Ph.D., HR Role Models includes four video segments plus a discussion guide.

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