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Amp Your Team . . . Rock Your Business

Rock your way into the holidays at the December General Meeting on Thursday, December 3, 2009 at Hotel Derek. **Jeff Carlisi**, one of the founding members of the rock band 38 special, will provide the luncheon keynote, "Amp Your Team . . . Rock Your Business."

Jeff will talk about his career as a successful musician and songwriter. He'll share how he has applied his experiences to create a method of helping people communicate, collaborate and work together as a team.

Find out how Jeff has helped individuals who work for some of the world's largest corporations become more productive and confident. Plus, enjoy humorous anecdotes from the rock 'n roll arena.

Jeff Carlisi was a founding member, guitarist and songwriter for the rock band 38 Special. He wrote or co-wrote many of the band's biggest hits, including "Second Chance," "Caught Up in You," and "Hold on Loosely." The band sold over 14 million records



Jeff Carlisi,
Founding Member,
38 Special

and enjoyed worldwide popularity and critical acclaim.

After leaving the band in 1997, Carlisi co-founded Camp Jam, Inc. Here he trains young musicians and conducts team-building workshops for corporations. Earlier this year, Carlisi released his book, *Jam! Amp Your Team, Rock Your Business!* The book and his blog, Rockstarceos.com, are lessons from a musician's career that anyone can learn and apply to what they do professionally and in life.

Attend the morning program sessions to earn up to 2 hours of HRCI-approved recertification credit. Turn to page 3 of the newsletter for more information.

HR HOUSTON IS ON THE MOVE

THURSDAY, DECEMBER 3, 2009

Hotel Derek

2525 West Loop South - Houston, TX 77027

Enhance Your Skills and Expand Your Influence at Two New Metrics Workshops

Support your organization and learn to use data to drive decisions. HR Houston in partnership with IHRIM is bringing two new metrics workshops to Houston in December.

On December 9, attend "HR Metrics and Workforce Analytics Basics." This workshop is for anyone who is new to HR metrics and data analytics. You'll receive training in fundamental data analytic techniques, data interpretation, and the fundamentals of reporting data to decision makers. Hear about key metrics that can be used to evaluate staffing levels and staffing and development effectiveness. Understand which data reporting techniques effectively communicate messages.

"HR Metrics for Business Partners" will be held on December 10. You'll explore why HR professionals need to take ownership of HR metrics. Discover

how business partners who understand HR metrics can move their organizations to increased effectiveness and avoid wasting time and resources developing and distributing metrics data that has little strategic value. This second day is intended for those with responsibility for developing and communicating information about the effectiveness of human capital management systems in organizations as well as HR professionals who are interested in career advancement.

The workshops have been approved by HRCI for up to 14 hours of recertification credit. Day 2 has been approved for 7 hours of Strategic recertification credit towards SPHR recertification requirements. Attend one or both days and save with a two-day package price. For more information and to register, visit www.hrhouston.org.



President's Message

By Vangie Ziegler, PHR



HR HOUSTON

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Houston, TX 77210-4240

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Chapter Manager

Kristin Thibodeaux

HR eSource is a monthly publication.

HR eSource provides information, resources and networking opportunities to the membership of HR Houston and the community.

Material is offered for informational purposes only, not to provide legal advice. Always consult an attorney before acting in a legal situation.

Comments or submissions can be made to the Chapter Manager at 713.426.2646.

Establish Professional Relationships Through HR Houston Membership

The ability to connect with your HR colleagues and establish relationships throughout the Houston business community is one of the primary benefits of your HR Houston membership. The association offers a number of events and opportunities to help you facilitate relationships for information exchange.

But in today's fast-paced and highly electronic world, the organization recognizes the need to do more. HR Houston members will now be able to take advantage of virtual networking through a new members-only resource - the HR Houston Member Forum. If you have ever been in a situation when you needed advice from another HR professional, the Member Forum will provide a convenient way to connect with your colleagues to get best practices on solving HR problems.

What You'll Find on the HR Houston Member Forum

As an HR Houston member, you'll be able to pose your questions and engage in discussions about current and pressing human resource matters. Perhaps you want to discuss the unique issues facing a small HR department or you need information on flexible workplace options or you have a unique international HR challenge. Without leaving your computer, you'll have access to more than 1,600 professionals in the Greater Houston business community when you submit on the Forum.

You'll find the Forums very user-friendly. Features include the ability to post your questions and responses anonymously. You can also specify if and how you want to receive emails when new messages are posted. Only HR Houston members will be able to access the Forum.

Critical HR Information at December Metrics Workshops

There's another new resource for HR Houston members in December. Attendees will have an opportunity to receive comprehensive information on the emerging field of HR metrics. Space is limited so I encourage you to register soon.

If you're new to data analysis or HR metrics, register for "HR Metrics and Workforce Analytics Basics." At the end of this first day, you'll have a better appreciation of how to develop HR metrics and analytics systems that improve decision making. "HR Metrics for Business Partners" examines the importance of taking ownership of human performance and HR related metrics in your organization.

These are only a couple of the new benefits HR Houston offers its members and we continue to look for ways to make your membership valuable.

Happy Holidays,

Vangie Ziegler, PHR

HR Houston Chapter President

2010 Gulf Coast Symposium

Early Bird Registration Opens on December 7th

Take advantage of significant savings with early bird registration for the 2010 Gulf Coast Symposium on Human Resource Issues. The 2010 Symposium will be held on Wednesday, May 12 and Thursday, May 13 at Reliant Center. With the theme of "HR Lifeline - Vital Education for Today's Professional," the Gulf Coast Symposium is dedicated to bringing the HR community the most up to date programs and education - your HR Lifeline!

Visit www.hrhouston.org for more information and to register beginning on Monday, December 7. Thanks to Gallagher Benefit Services, Inc., major corporate sponsor for the 2010 Gulf Coast Symposium on Human Resource Issues.

December 3, 2009
Program Sessions 1 & 2

SESSION 1

9:15 AM - 10:15 AM

**The Future Frontier:
How HR is Leading the Way**

Presented by Olive Gatling, G-Squared Business Management Services

Is change happening as a series of crises for your organization or as a systematic, anticipatory response to external events that manage and influence the future? The appropriate response to change can be summed up in one word: strategy.

Stepping into the current of change without getting swept away is what strategic management is about. Environmental conditions have produced a unique opportunity for HR to step out of its former administrative support role. Instead, HR can evolve into a new function that emphasizes strategic leadership of the organization's most important asset: its people.

Come explore how positioning HR as a "human strategist" requires redefining the HR Core so that HR can lead the way into the future frontier.

*This session has been submitted to HRCI
for 1 hour of Strategic recertification credit.*

SESSION 2

10:30 AM - 11:30 AM

Lessons in Leadership

Presented by Gerry Gibson, Director of Corporate Human Resources, Transocean; and Gerald Sargent, Corporate Vice President, Challenger, Gray & Christmas, Inc.

Join this candid discussion on the impact and challenges for HR professionals and their organizations in times of economic change. Learn how organizations can help employees focus on development and career growth during recession.

Understand what talents managers are looking for in today's work place and how organizations can help employees develop these skills. Find out how HR leaders can support employees to move up as we face new challenges. Determine how the role of human resources is changing in response to globalization.

*This session has been submitted to HRCI
for 1 hour of recertification credit.*

**HR Houston Members Invited
to HCA's Annual Holiday Party**

Houston Compensation Association invites HR Houston members to attend its annual holiday party. Event details are as follows:

Date: Tuesday, December 1, 2009
Time: 5:30-8:30 pm
Place: House of Blues
Register: www.houstoncompensation.org/cde.cfm?event=280291

New Survey to Provide Localized HR Data

You spoke and we listened—

Introducing the Human Resource Strategies Survey 2010

The HR Houston HR Strategies Survey is designed to deliver information that improves your ability to support the business objectives of your organization. With topics identified by area HR professionals, this survey will provide benchmarks relevant to the current economic climate and relevant to business with locations in the greater Houston area. The survey is co-sponsored by Gallagher Benefit Services, Inc.

The 2010 survey includes information about the following topics—and more...

- Wellness initiatives
- Types of leave provided and how leave is administered
- Employee recognition
- Workforce management in a down economy
- Employee communications
- Disaster recovery planning
- Pandemic policy

...All from the perspective of Houston-area employers.

The survey will open for data collection in late January - early February. Results will be presented at a Special Evening Session during the 2010 Gulf Coast Symposium on Human Resource Issues May 12-13, 2010, sponsored by BlueCross and BlueShield of Texas. Survey participants will receive a free copy of the survey results.

Watch your email and www.hrhouston.org for more information coming soon. We would like the most senior person in the organization to respond to the survey to increase its scope. If that individual is not a member of HR Houston, please forward his/her name and email address to hrhouston@associationserviceteam.com to ensure he/she receives a copy of the survey.

HR Houston Extends Our Sympathy

HR Houston extends our sympathy to the family of **George Phares**. George passed away unexpectedly November 6, 2009 following surgery.

As President and Owner of Strategic Direction Resources, a consulting firm specializing in affirmative action program development for federal contractors, George served as a resource to human resource professionals for many years. He joined HR Houston in 1994 and served on the Board in 1998-99. He willingly shared his expertise as a returning speaker for the annual Gulf Coast Symposium, as well as, the Texas Employment Law Council, Energy 27, the Greater Houston Industrial Liaison Group, and the Houston Society of Healthcare Human Resources Management Association. George also served as Executive Vice-President of the Bay Area Human Resources Management Association and President of the Houston Chapter of the Institute of Management Consultants. George was a great friend to the profession and to HR Houston; he will be missed.

The Houston Chapter of the Institute of Management Consultants is in the process of establishing the Smith-Phares Memorial Scholarship Fund. For more information, contact Susan Ashley at siaconsulting@comcast.net.

DAY 1: HR Metrics & Workforce Analytics Basics

This course is designed for individuals that are new to data analysis, HR metrics or both. This full day program begins with an overview of the field of HR Metrics and Workforce Analytics and provides training in fundamental data analytic techniques, data interpretation, and the fundamentals of reporting data to decision makers.

What You Will Learn

- The purpose for conducting HR Metrics and Analytics in organizations is to improve decision making and how to develop HR metrics and analytics systems with that purpose in mind
- How to conduct basic statistical analyses to report the current conditions and trends in your organization.
- Key metrics that can be used to evaluate the staffing levels (e.g., head count versus plan, bench strength, turnover), staffing and development effectiveness (e.g., quality of applicants attracted, offer acceptance, regret turnover, employee performance, training effectiveness).
- Data reporting techniques that allow you to communicate intended messages to target audiences most effectively.

Who Gains the Most from Attending

- Anyone in your organization that is new to the area of HR Metrics and Workforce Analytics or simply wants to strengthen their foundations
- Individuals that have primary responsibility for the development and deployment of new HR metrics in your organization
- Those individual that are responsible for the ongoing reporting of HR metrics to organization decision makers

About the Instructor

Dr. Kevin Carlson is an Associate Professor of Management in the Pamplin College of Business at Virginia Tech and teaches courses in Human Resource Management, Productivity and Quality Improvement and Applied Human Resource Information Systems. His research interests include knowledge and its role in decision-making, the evaluation of staffing effectiveness, and the use of human resource information systems to improve organization function. His work has been published in the *Journal of Applied Psychology*, *Personnel Psychology*, *Journal of Management*, *Personnel Review* and the *IHRIM Journal*.

Dates: December 9-10, 2009

Time: 8:30 am - 4:45 pm

Location: The Briar Club - 2603 Timmons Ln - Houston, TX 77027-5397

Fee: **Day 1 Only** - December 9 Member - \$325; Non-Member - \$375
Day 2 Only - December 10 Member - \$425; Non-Member - \$475
Full Program - December 9 & 10 Member - \$700; Non-Member - \$750 (Register for both days and SAVE \$\$\$)

Day 1 program has been submitted for 7 General credit hours; Day 2 program had been submitted for 7 hours Strategic credit hours towards PHR and SPHR recertification through the Human Resource Certification Institute (HRCI).

DAY 2: HR Metrics for Business Partners

It is not uncommon to hear HR and HRIS professionals complain that senior executives either cannot or will not tell them what metrics to assess. The more critical question, though, is why are we asking? Experts in other fields don't ask; they understand their business and develop metrics appropriate for their purposes. HR and HRIS professionals need to follow this lead and take ownership of HR metrics.

This seminar will help attendees understand the importance of taking ownership of human performance and HR related metrics in their organizations. As experts in the functional areas of HR management, business partners who understand HR metrics can move their organizations toward increased organizational effectiveness. At a minimum, individuals that understand HR metrics can help organizations avoid wasting time and resources developing and distributing metrics data that will have little strategic value.

What You Will Learn

- Why an understanding of metrics is critical to being a business partner,
- What you need to know about HR practices in organizations and their influence on outcomes in order to identify appropriate metrics
- What assessment approaches and metrics can be used (or developed) to direct improvement efforts, and
- How HRIS is redefining where and how organizations can use metrics.

Who Gains the Most from Attending

- Any HR or HRIS leader with responsibility for developing and communicating information about the effectiveness of human capital management systems in organizations

Job Search University

Are you job hunting? Do you know someone who recently joined the ranks of Houston's unemployed? Are you an HR professional who's had to cut jobs at your company? If you answered "yes," consider Job Search University. This new one-day program offered by HR Houston in partnership with University of St. Thomas offers low-cost, quality training on the latest techniques to help you reduce your period of unemployment.

- Create a more effective resume that will make you stand out from the crowd
- Feel more motivated and more directed toward taking the right steps
- Learn how to make the most of your opportunity in the interview
- Understand how to use social media to accelerate your search

Date: **January 12, 2010**
Time: Tuesday, 8:30 am – 4:30 pm
Location: University of St. Thomas
Fee: Members, \$49 • Non-Members, \$79

Add \$30 to your registration and receive a Special Resource Tool Kit – 2 books and a CD by our speakers; 25% savings only available at registration. Visit www.hrhouston.org to register.

Human Resources 101

This two-day course will provide you with practical applied employment law and effective HR practice education that quickly provides the tools you need in a format you can relate to. Attend the first day for a layperson's short course on applied employment law. Ideal for managers, supervisors, and anyone new to the HR profession. The second day is perfect for anyone new to the HR profession or anyone needing an overview of HR core competencies. Some of the topics covered include relationship development, compensation and benefits, training and development, and risk management.

Date: **January 20-21, 2010**
Time: Wednesday and/or Thursday
 9:00am-4:30pm
Location: Houston Baptist University
Fee: **Full Seminar** Member - \$445
 Jan 20-21 Non-Member - \$495
Day 1 Only Member - \$245
 Jan 20 Non-Member - \$295
Day 2 Only Member - \$245
 Jan 21 Non-Member - \$295

Visit www.hrhouston.org to register for this course.

This program offers 6 hours of CPE credit per day for a total of 12 hours for Texas CPAs. HR Houston is registered with the Texas State Board of Public Accountancy as a CPE sponsor. This registration does not constitute an endorsement by the board as to the quality of our CPE program

Emotional Intelligence: Useful Tools for the HR Practitioner

This is the course that provides real-world tools to help you read, manage, and use the hidden information communicated by emotions. Emotional intelligence is the ability to recognize, manage, and use the information provided by emotions to further goals and agendas.

Unfortunately, most popular work on the subject fails to provide tools that can improve your skill. This seminar fills the gap. In one enjoyable day, you can shore up your current knowledge, and gain important information few people have, all in a practical format you can use right away.

Date: **January 22, 2010**
Time: Friday 9:00 am-4:30 pm
Location: Houston Baptist University
Fee: Members, \$275 • Non-Members, \$295

Visit www.hrhouston.org to register for this course.

This program has been approved for 6 recertification credit hours toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI).

This program offers 6 hours of CPE credit for Texas CPAs. HR Houston is registered with the Texas State Board of Public Accountancy as a CPE sponsor. This registration does not constitute an endorsement by the board as to the quality of our CPE program.

HR Houston Bylaws Amendments Approved

By majority vote, the proposed changes to the chapter bylaws have been approved by HR Houston's membership. The amendments will help clarify the application process for prospective members, improve the chapter's ability to respond under time pressures, correct timing inconsistencies and ensure the chapter governance is aligned with the mission of serving the human resource profession and Houston's business community.

As a result of the approval, as of January 1, 2010, membership in the chapter will be classified as:

- **Professional Members:** Individuals engaged in human resource management at the exempt level; or any individual certified by the HR Certification Institute; or any faculty member holding assistant, associate or full professional rank in HR; or full-time attorneys who counsel and advise clients on matters relating to the human resource profession.
- **General Members:** Individuals who are engaged in human resource management who do not meet the requirements for Professional Membership.
- **Associate Members:** Individuals who do not meet the requirements for Professional or General Member but have a bona fide interest in human resources.
- **Student Members:** Individuals currently enrolled on a full time basis at an established university program pursuing an HR-related degree and who do not meet the criteria for Professional, General, or Associate Membership.

2010 Health Plans Compliance Issues

Presented by Luke Prettol, CMS, GBA, PHR,
Employee Benefit Solutions, Inc, Legislative Action Committee

A new year is right around the corner and there are several compliance requirements for your group health plans that have either just become effective or will become effective on January 1, 2010. Below are some highlights of a few of the new federal regulations. You will want to review the legal landscape with your consultant or legal counsel to discuss these in more detail or determine if there may be other laws that affect you.

Excise Tax Reporting

The Department of Labor has made it exceedingly clear that they will be aggressive in their enforcement of the law. Effective January 1, 2010, employers will be required to report and pay excise taxes for non-compliance with the applicable mandates such as COBRA, HIPAA, GINA and others. The excise tax is typically \$100 per individual per each day of noncompliance so the fees can add up quickly.

HIPAA Breach

The Health Information Technology and Clinical Health (HITECH) Act broadened HIPAA and more specifically expanded communications of a breach of unsecured Personal Health Information (PHI). If a breach occurs with the health plan or any business associates (such as a broker or third party administrator), the affected individual and the Secretary of Health and Human Services must be notified without "reasonable delay." In some cases, the media must also be contacted. This law became effective on September 23, 2009.

Mental Health Parity

For health plan years starting after October 3, 2009 – which is January 1, 2010 for health plans on a calendar year, the Mental Health Parity and Addiction Equity Act removes all limits on the mental health and substance abuse coverage of medical plans. Make sure your plan reflects this change and also review your employee communications.

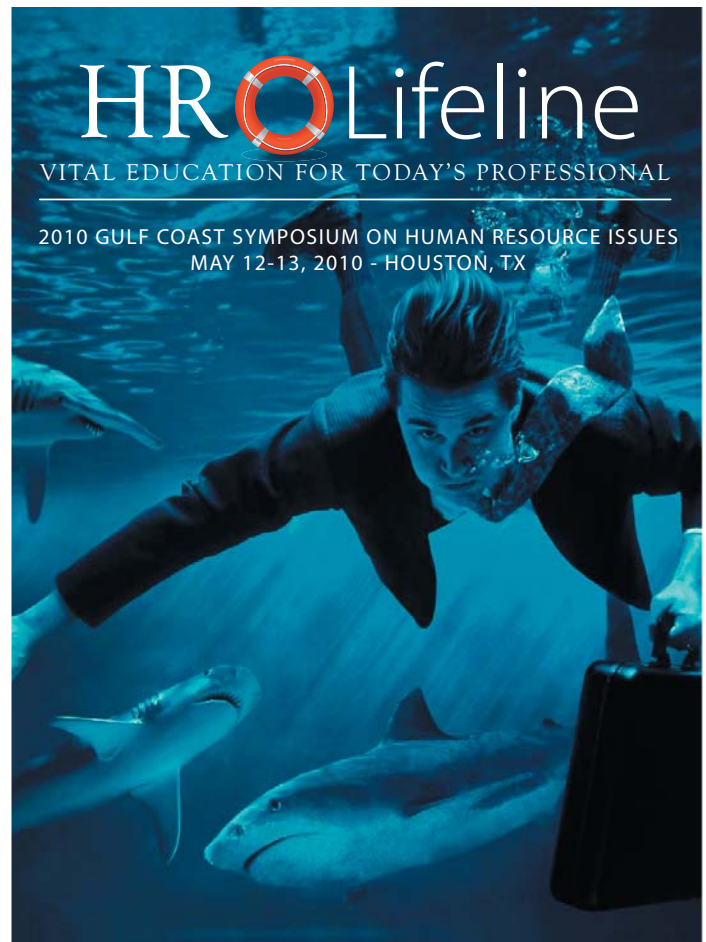
Michelle's Law

Michelle's Law only affects health plans that require dependents over a certain age to be full-time students. This law, effective January 1, 2010 for calendar year plans, mandates an exemption for those dependents who lose full-time status because of a medical leave of absence. You will need to update your plan documents to reflect this change and additional communications may also be necessary.

GINA

The Genetic Information Nondiscrimination Act (GINA) was put into place to allay fears that employers would use genetic information to discriminate against employees. One of the unintended consequences of this impacts Health Assessments (HAs), which are great tools for identifying your population's most prevalent health risks. However, HAs usually include questions regarding an employee's family health history, which GINA considers genetic information.

As such, if you incent your employees to take an HA with lower premiums, a lower deductible, or funds in a Health Reimbursement Arrangement, you may be in violation of GINA as of January 1, 2010. There are certainly ways to address this issue. You will want to review all your options with your HA provider, consultant, or counsel.



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Early Bird Pricing *

	HR HOUSTON	SHRM	NON-MEMBER	STUDENT
Full Conference	\$395	\$480	\$565	\$160
Wednesday Only	\$265	\$300	\$385	
Thursday Only	\$235	\$260	\$335	
Reception & Evening Session	\$50	\$60	\$60	\$60

* Available Until March 1, 2010

Regular Pricing

	HR HOUSTON	SHRM	NON-MEMBER	STUDENT
Full Conference	\$475	\$590	\$615	\$175
Wednesday Only	\$320	\$375	\$410	
Thursday Only	\$290	\$335	\$360	
Reception & Evening Session	\$50	\$60	\$60	\$60

ATTENDEE REGISTRATION OPENS DEC. 7

For more information, visit www.hrhouston.org

Connect with 1,600 HR Colleagues from Your Computer

Looking for answers to a sticky HR issue? Have a problem for which you'd like input from other HR professionals? Recently overcome a common HR challenge? Share your HR concerns and best practices on the new HR Houston Member Forum. Now right from your desktop, you'll be able to reach out to 1,600 HR Houston members to ask your questions, discuss hot HR issues, and offer solutions. This new and powerful discussion forum is available only to current HR Houston members as a benefit of membership.

Based on member feedback, the following discussion topics are currently available through the forums:

- Diversity
- Flexible Workplace
- International HR
- Small Company HR

To access the forums:

- Visit www.hrhouston.org and click on the rotating "Forums" banner in the center of the page
- If not already logged-in, you will be asked to enter your HR Houston user name and password. Usage is restricted to current HR Houston members

Once on the Forum, you can:

- Read the posts by clicking on either a topic or post
- Reply to a post
- Start a new discussion within one of the forum topics
- When adding a post, you'll be able to select whether you want to post anonymously (select "Do not display name" under the pull down "Name display type" menu)
- Select whether you want to receive automatic email notifications when a new message is posted – click on "Preferences."

HR Houston Accepting Applications for the Shelby P. Morton Scholarship

To provide annual higher education scholarships for qualified members of collegiate SHRM chapters in the Greater Houston area, HR Houston established the Shelby P. Morton Scholarship. The Spring 2010 scholarship award of \$2,500 will be given to an outstanding student pursuing a degree in HR or a related field at a local Houston area university.

Selection of scholarship recipients will be based on:

- Membership in a student chapter of the Society for Human Resource Management. Applicants attending Houston Area Universities without a student chapter of SHRM may apply but must be a student members of SHRM
- Completion of at least 45 semester hours of college credit.
- Currently enrolled for at least nine (9) hours and planning to take at least nine (9) hours next semester (or equivalent, if not on semester system).

Applications must be received no later than November 25, 2009. For more information on eligibility requirements and to print the application, visit the University Liaison page at www.hrhouston.org.

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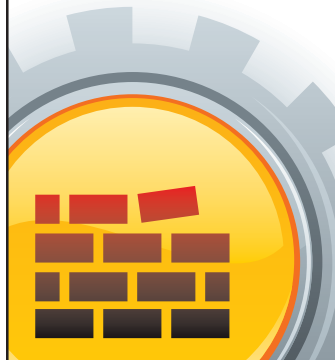
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**CLASSES BEGIN
January 30, 2010**

For course details and registration,
call 713-348-6101 or visit
gscs.rice.edu/leadership



RICE

Susanne M. Glasscock
School of Continuing Studies
Professional Development Programs

Monthly Meetings, Updates & Notices

Mark your calendar for Special Interest Group (SIG) Meetings in January.

- Save travel time by attending a meeting in your area – Southwest, Downtown, Greenway, Far West, Galleria, and North Belt
- Establish relationships with your local colleagues
- Take advantage of affordable opportunities to earn HRCI-approved recertification credit
- Enjoy presentations on specific topic areas within the HR field – employee relations, benefits and staffing management

Watch the Calendar of Events and the January issue of *HRResource* for more information. Remember, attendance at SIG Meetings is limited to those who pre-pay and pre-register by 9:00 am the day before the meeting. To expedite onsite SIG Meeting registration, we are unable to accommodate walk-ins or payment at the door.

The next General Meeting and Morning Program will be held on Thursday, February 11 and is the annual diversity focus meeting. Stay tuned for more information.

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Professional Development Programs

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www.uhcl.edu/hrm

University of Houston  Clear Lake

Welcome New Members

December 2009

Sonya Atkins-Cloyd	Ron Carter Autoland	HR Assistant
Barbara Burke	Resource Data, Inc.	HR Professional
Anna Cecere	Loomis	HR Representative-Corporate
Michael Chin	Ryland Homes	HR Coordinator
Stacey Chovanec, CCP	Cameron	Director, HR
Racquel Cleveland	HRI	HR Advisor
Emmanuelle Cudennec		
Maureen De Jongh, PHR	Blue Chip Benefits	Benefits Specialist
Claudia Escalante, PHR	NetIQ	HR Business Partner
Susan Gallivan, PHR		
Jeanna Gonzalez	Compressor Products International	HR Representative
Rani Jones	Pacific Drilling Services, Inc.	HR Generalist
Kristin Karmasin, SPHR		
Len Klufft	Electronic Arts	Director of HR
Jennifer Kocian, PHR	Employee Benefit Solutions	HR Coordinator
Lisha Lacy		
Donald McKnight, SPHR	Anadarko Petroleum Corporation	Corporate HR Manager
Alison Munro, MCIPD	Expro Americas	Region HR Manager
Sarah Podorsky	Adesa	District HR Administrator
Silvia Ramos	Bluware Inc	Accountant/HR Rep
Casey Rice, SPHR	Chevron	HR Strategy/Planning Analyst
Pamela Rodgers	Right Management	Project Staff
Carrie Schultz	Dashiell LLC	HR Generalist
Montrel Shakur	INVISTA	HR Manager
Sara Simons		
Joanna Singletary	Weatherford	HR Assistant
Pranika Sinha	Memorial Hermann	HR/OD Consultant
Andrea Stidham	St. Francis Episcopal Day School	Director of HR
Lauren Stockard	Advancial	Business Relations Officer
Mark Sweet	Boundless Network	Managing Director
Holly Turk		

Calendar of Events

NOVEMBER

- 23 Application Deadline for Spring 2010 Shelby P. Morton Scholarship

DECEMBER

- 3 **General Meeting & Morning Program***
 7 2010 Symposium Early Bird Registration Opens
 9 HR Metrics & Workforce Analytics Basics*
 10 HR Metrics for Business Partners*

JANUARY

- 12 Job Search University
 12 Southwest SIG Meeting*
 13 Employee Relations SIG Meeting*
 14 Benefits SIG Meeting*
 20-21 Human Resources 101
 22 Emotional Intelligence: Useful Tools for the HR Practitioner*
 26 Far West SIG Meeting*
 27 Staffing Management SIG Meeting*
 28 North Belt SIG Meeting*

* indicates HRCI recertification hours provided by HR Houston



Kim Baker accepted a position with Deepwater Specialist as HR Manager
 ♦ **Kelly Beavers, SPHR** was promoted to Regional HR Director for G&K Services ♦ **Laura Naumann, SPHR** is the new Director, HR for Waste Management Inc ♦ **Shirley Sanders** was promoted to So Central Regional Director, HR for Arthur J Gallagher & Co ♦ **Kathy Staudt** is the new Regional Manager, HR for Intertek ♦ **Angee Streeter, PHR** was promoted to HR Generalist for Cenikor ♦ **Kristin Wiggs, PHR, CPP** accepted a position with Handy Hardware as Director, HR.



**HOUSTON HUMAN RESOURCE
 MANAGEMENT ASSOCIATION**

P.O. Box 4240
 Houston, Texas 77210-4240

www.hrhouston.org

GENERAL MEETING • THURSDAY • DECEMBER 3, 2009

December Meeting Agenda:

- 8:30 AM Morning Check-in & Networking
- 9:15 AM **MORNING PROGRAM 1: The Future Frontier: How HR is Leading the Way ***
Presented by Olive Gatling, G-Squared Business Management Services
- 10:30 AM **MORNING PROGRAM 2: Lessons in Leadership ***
Presented by Gerry Gibson, Director of Corporate Human Resources, Transocean; and Gerald Sargent, Corporate Vice President, Challenger, Gray & Christmas, Inc.
- 11:30 AM Afternoon Check-in and Networking
- 12:00 PM **LUNCH PROGRAM: Amp Your Team . . . Rock Your Business**
Presented by Jeff Carlisi, Founding Member, 38 Special

* Recertification hours from HRCl are available for the morning sessions on an hour-for-hour basis.

MEMBER RESERVATIONS (for additional member reservations, please make copies of this form)

Name: _____ Company: _____

Phone: _____ E-mail: _____

Check all that Apply

HR HOUSTON MEMBER Morn. Program Only \$25 Morn. & Lunch Program \$50 Lunch Only \$35 REG. MEAL VEG. MEAL
STUDENT Morn. Program Only \$10 Morn. & Lunch Program \$10 Lunch Only \$10 REG. MEAL VEG. MEAL

Check if Applicable This is the first HR Houston Meeting I have attended since being approved for membership.

GUEST RESERVATIONS (for additional guest reservations, please make copies of this form)

Name: _____ Company: _____

Company Address _____ City _____ State _____ Zip _____

Phone: _____ E-mail: _____

Check all that Apply Morn. Program Only \$35 Morn. & Lunch Program \$60 Lunch Only \$45 REG. MEAL VEG. MEAL

PAYMENTS and TERMS

Please note that due to the increase in costs for meeting facilities, HR Houston has been forced to institute a charge for professional development sessions. In addition, HR Houston has been forced to implement a slight increase to registration rates in order to offset rising prices. The chapter has been designated as a provider of HRCl-approved recertification credit. All sessions so identified may be used to meet HRCl recertification requirements.

Reservations and Cancellations must be made by 12 noon on the Monday prior to the meeting. Members and non-members with reservations who do not attend will be billed \$35. Payment may be made by cash or check at the door -- no on-site payment with credit card. There is a \$25 service charge for returned checks.

ONLINE RESERVATIONS

Secure online registration is available at ww.hrhouston.org.

CREDIT CARD PAYMENT (accepted by fax or internet - no on-site payment with credit card)

CHARGE MY VISA MASTERCARD DISCOVER AMERICAN EXPRESS

I AUTHORIZE HR HOUSTON TO CHARGE MY CREDIT CARD \$ _____ FOR THE MEETING FEES INDICATED ABOVE. (Guests who will pay their own fees should complete a copy of this form with their payment information specified.)

CREDIT CARD # _____ EXP. DATE _____ 3-DIGIT SECURITY CODE _____

NAME (AS IT APPEARS ON CARD) _____ SIGNATURE _____

BILLING ADDRESS _____ CITY _____ STATE _____ ZIP _____

October Meeting Location: Hotel Derek
2525 West Loop South
Houston, TX 77027