

# HR LEADER



The Akron Area Chapter of the Society for Human Resource Management

June 2004

## HR's Role in Developing Leaders

Today's organizational dynamics require leadership skills of everyone. Explore current leadership approaches and practices and how these apply to your responsibilities. Learn to differentiate between leadership and management and study a variety of leadership models that respond to the question: Are leaders made or born? You will: identify the behaviors of leaders, analyze various leadership approaches and discuss leadership functions, including managing change, mentoring, coaching, conducting effective meetings and others.

This presentation will address the Who, What, Why and How's of what HR professionals need to know to support leadership development within their organizations.

Holly Bognar, Ph.D., of Synergy Solutions, has developed and facilitated professional development programs in leadership, team building and emotional intelligence for employees in private, public and nonprofit organizations including ASW Services, Medina County District Library and Heinz Frozen Foods for more than ten years. She earned her doctorate in public administration from The University of Akron.

Join us Wednesday, July 14 at the Sheraton Suites for an informative breakfast meeting.

To register, contact Maria Miller at (330) 535-7131 or e-mail [mariamiller@spherion.com](mailto:mariamiller@spherion.com).

## July 14, 2004 Chapter Meeting

### --When--

Wednesday, July 14, 2004

7:30 AM – Registration & Breakfast Begin

8:00 – 9:00 Presentation

### --Where--

Sheraton Suites, Cuyahoga Falls

### --Speaker--

Holly Bognar, PhD Synergy Solutions

### --Topic--

HR's Role in Developing Leaders

### --Registration--

\$15 Members - \$20 Guests

Please register by Friday, July 9

To register contact Maria Miller at (330) 535-7131 or email at [mariamiller@spherion.com](mailto:mariamiller@spherion.com).

If you are unable to attend, you must cancel your reservation to avoid being billed for the meeting.

**This program has been approved for 1 credit hour toward PHR and SPHR recertification through HRCI!!**



# 2004 AASHRM Board Members and Committee Chairs

President: Tina Speicher, PHR  
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tspeicher@matureservices.org

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Member at Large: Jay Taylor (and Hospitality Chair)  
President  
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Certification Chair: OPEN

College Relations Chair: Bruce Dockstader, Ph.D., SPHR  
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Compensation & Benefits Committee Chair:  
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Diversity Chair: Veronica Cook-Euell, PHR  
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Education/Workforce Readiness Chair: James Sneed  
HR Coordinator  
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Governmental Affairs/Website Chair: Terri Bednar  
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tbednar@goodwillakron.org

Newsletter Chair: Kathi Eddy, PHR  
Akron Office Administrator  
Roetzel & Andress  
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Public Relations Chair: OPEN

Sponsorship Chair: Beth Kalail  
Director, Human Resource Development  
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Student Chapter Advisors:

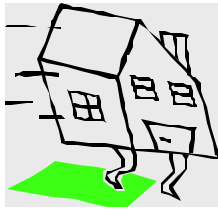
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## Members on the Move...

Are you on the move? Don't miss out on newsletters and announcements from Akron Area SHRM. Let us know if your contact information including e-mail address, mailing address or place of employment has changed.

To update your information, please e-mail Tammy Leaver at [tammyl@cicstark.org](mailto:tammyl@cicstark.org) or call (330) 452-9812 ext. 133.



## Get Prepared For 2005 Benefit Renewals!

The Compensation & Benefits Committee is hosting a Benefits Panel discussion for our September chapter meeting. Trends, plan designs, contract negotiations, cost containment, compliance - in what areas do you need more information? We need your input on the important issues your company is facing for 2005 benefits. Take a few minutes to email your "top 5" healthcare questions or issues in confidence to Bob Rakoci at [robert.rakoci@lamson-sessions.com](mailto:robert.rakoci@lamson-sessions.com). Let us hear from you!

Compensation & Benefits Committee:  
Kelly Vaughn, Michelle Pelle, Diane Augsbury,  
Jennifer Golden, Liz England, Kate Kelly, Laura Bishop, Bob Rakoci.



# 2004 Calendar of Events AASHRM Monthly Meetings

August 13, 2004  
Government Affairs Committee  
Meet Your Legislator Session



September 8, 2004  
Summer Social  
Raintree Country Club



October 13, 2004  
Sarah Pierce,  
Manager, Employment Legislation  
National Legislative Update



November 10, 2004  
David Hart  
"Who's Packing Your Parachute?"



December 8, 2004  
Bruce Boguski, The Winner's Edge  
"Achieving the Impossible"



# Excerpts from the April Board Meeting Minutes

**President's Report** – Tina thanked Veronica and Maria for all their hard work with the diversity workshop; it was very successful: 60 people for the workshop/80 for the luncheon. Bob Rakoci will be chairing the Bylaws committee, and he'll be e-mailing out the current bylaws and looking for feedback before the retreat. Retreat is scheduled for May 8<sup>th</sup>. Tina is looking to have all committee chairs put responsibilities (for committee, committee chair and members) down on paper by April 30<sup>th</sup> so that she can have packets set in time for the retreat. Also discussed that she is searching for a new Education/Certification Chair person; although she would like to continue to be involved, Chris Yuhasz does not have the work load capacity to continue. Tina is looking for volunteers for this—they need to have at least a PHR.

**Treasurer's Report** – Financial summaries presented.

**Vice President Report** – Maria thanked Veronica for all her hard work. Shared feedback—it was very positive. 30 evaluations were returned. 19 rated topic highly relevant; 11 relevant. 21 rated the speaker as excellent; 4 good. 25 would like to return to that facility; 2 said fine for today but not for future meetings. Some comments included: wonderful speaker/very energetic and easy to listen to; excellent on case studies; present more answers on how to resolve; workshop fantastic. Maria went on to talk about upcoming meetings: Vince Tersigni in May for a legislative update; All summer meetings will be breakfast meetings.

**At Large Report** - A survey is in the works for getting feedback from members on topics, meetings, locations; freeonlinesurveys.com. username: AASHRM password: Board. Kent will be heading this up.

## **Committee and Network Group Reports:**

- **Hospitality:** working on changing name badges; gifts have been picked up.
- **Diversity:** Thought the workshop went well; although very stressful.
- **Membership:** Approved 4 new members. Jill Millican-Akron Beacon Journal, Scott Slutz—Ohio Presbyterian Retirement Services; JC Fischer—Summa Health System; Janet Morrison—Lowe's Home Centers, Inc.
- **College Relations:** semester is wrapping up. New elections to be held this week.
- **Compensation and Benefits:** Not very active at the moment. Wants to put a link to the website in the newsletter about the survey. It has not been getting many hits.
- **Governmental Affairs:** Sue Linnell stepping down as chair; Terri Bednar will be taking over for her. Currently the committee is working with NEOHUA to put together a meet your legislators breakfast scheduled for August 13<sup>th</sup>. Terri will continue to do the website, however she is looking for someone to take over the PR work.

# Excerpts from the June Board Meeting Minutes

**President's Report:** Tina briefly recapped our Board Retreat. She informed the Board of her goals for the rest of her term which are to provide support for updating the By-Laws, getting the Website working optimally and helping Membership build a committee that's fully functioning. She believes that we need to start "tapping shoulders" in order to get people involved in our committees. The PR and Certification Committee Chair is an open position on the board. Tina plans to contact a recently approved AASHRM member for this position. Tina and Terri Bednar have been doing some research with regard to our Website. The board has approved the motion for obtaining a Domain at a cost of \$15.00. Terri, Tina and whoever else will shop for Hosts for best pricing and best services. This will be presented at the next board meeting. The board has approved having an IT intern work on the website. In addition, the board approved the purchase of "DreamWeaver" software for Terri Bednar to be able to update the website once it is complete. Terri will shop around for the best price.

**Secretary's Report:** Passed out minutes from the Board Retreat. Agreed that everyone would take them, review them and we will do approval of them via email.

**Treasurer's Report:** The final tally for the Diversity Workshop showed that we brought in \$1,074.07! In the future it is recommended that books be included in the price of a workshop or not sold at all unless the speaker chooses to sell them.)

**Vice President's Report:** Tina reporting for Maria. Maria asked that we discuss the possibility of purchasing monthly meetings in a bulk. The board approved selling 1 year packages (January through December) for the price of \$135.00. A member could substitute another person **within their company** to attend if they could not. We will begin advertising now and begin the actual selling for the 2005 year. New members coming in

can purchase a ½ year package at \$75.00 (June – December) if they become new members during the first half of the year. Otherwise, they can just pay for meetings as they go and purchase in bulk for the following year.

## **Committee and Network Group Reports:**

- **Newsletter:** Kathi Eddy is back with us – Yeah!!! She will resume the newsletter tasks. Everyone should begin emailing Kathi with all things for the newsletter.
- **Membership:** 12 people were presented for membership. All were approved.
- **Hospitality:** Board approved for the committee to purchase one \$20 door prize in addition to the 50/50 instead of two \$10 door prizes.
- **Compensation and Benefits:** Have begun the process of a Benefits Panel Discussion consisting of 3 panel members for the September 2004 meeting. In addition, this will be a breakfast meeting 7:30am – 9:30am.
- **Governmental Affairs:** The Legislative breakfast to be held in October 2004 is approved for 1 and ½ HRCI credits. 13 legislators will be invited to speak at the breakfast and Pat Grishgow is coordinating the speakers. There are new COBRA regulations out which Terri will email the board members on.
- **Community Involvement:** This is a new committee and James Sneed has volunteered to chair this committee. Welcome Jim!!! Jim would like to have this committee form relationships with the Akron Public School system to provide education to the students and also give some presentations on general HR topics.

\*In May, the Board participated in a retreat to generate new ideas in lieu of a formal Board meeting.

# Monthly Meeting Packages Available for 2005



For the year 2005, AASHRM members will be able to purchase the entire year's monthly meetings at one time. By purchasing as a package, members will receive two free monthly meetings for the year and will no longer need to remember to RSVP each month.

All 12 months will cost \$135.00 for members and will be available for purchase soon. Look for more information in the coming months!

## NEW COBRA NOTICE REGULATIONS!

The new COBRA Notice Regulations are out. They will be effective on July 23, 2004. The COBRA Notice Regulations dictate how and when you communicate employees' COBRA rights with regard to eligibility, election and procedures around such communication.

What does this mean to you as an employer? It means that you will need to be in compliance to avoid costly fines and penalties. If your organization out-sources its COBRA Administration, then the company who administers COBRA for you should be taking care of compliance. You are encouraged to get with them to make sure they are. If you approach them about the new COBRA regulations and they don't know what you're talking about, then you may want to shop for a new company. If your company administers COBRA in-house, you will need to familiarize yourself with the new regulations.

To find out about these new regulations, you can visit [www.dol.gov](http://www.dol.gov) and/or go to [www.shrm.org](http://www.shrm.org) to download the webcast given on Wednesday this past week.

Terri Bednar,  
AASHRM Governmental Affairs Committee Chair

## Welcome New Members!

Cathy DuBois  
Associate Professor  
Kent State University

Christina Margala  
Assistant Director, Employer Relations  
The University of Akron, Center for Career Mgmt.

Stella Tsirelis  
Human Resources Manager  
Ron Marhofer Chevrolet

Gary Miller  
Support Analyst  
SGS Tool Company

Robert Kilpatrick  
Manager human Resources  
Career Transition

Tod Wammes  
Director of Human Resources  
Summit Academy

Julie Maurer  
HR Generalist  
The Timken Company

Kelly Crosby  
Business Manager  
Ida B. Wells Community Academy

Harold Harrison  
HR Director  
Summit County Children Services

Kathleen Doody  
Human Resources Administration  
The Davey Tree Expert Company

Cindy Terry  
Assistant HR Representative  
FirstEnergy

Michael Jacobs  
Employer Services Supervisor  
Goodwill Industries of Akron



Northeast Ohio Health Underwriters Association



Cordially invite YOU To

Meet your Legislators!

BREAKFAST SESSION

APPROVED FOR 1.5 HOURS HRCI CREDIT!

FRIDAY AUGUST 13, 2004\*

The Sheraton Suites in Cuyahoga Falls, Ohio

WHEN:

7:30-9:30 a.m.

7:30 Registration, Breakfast and Networking with Legislators

8:00 Session begins

WHAT:

Spend time with YOUR legislators discussing pertinent HR topics that affect you and your places of business!

WHO:

Legislative Attendees from Summit, Medina, Portage and Cuyahoga Counties will be announced at a later date.

FORMAT:

Prearranged Q&A session w/facilitator AND an individual Q&A session.

COST:

\$15.00 payable by cash or check at the door. Make checks payable to AASHRM.

REGISTER:

By either: Calling Maria Miller at 330-535-7131, Faxing this form to 330-535-0181 or Sending an E-mail to MariaMiller@spherion.com with LEGISLATIVE BREAKFAST in the subject line by August 9, 2004. All registrations will be confirmed personally upon receipt.

\*This is an information-sharing meeting only. Solicitation of attendees for business growth is discouraged.

RESERVE YOUR SEAT NOW!! FOR MORE INFORMATION ~STAY TUNED...

Name: \_\_\_\_\_ E-mail: \_\_\_\_\_

Professional Designation: SHRM \_\_\_\_\_ NEOHUA \_\_\_\_\_ GUEST \_\_\_\_\_

Company: \_\_\_\_\_

Job Title: \_\_\_\_\_

Home Address: \_\_\_\_\_

Day-time Phone: \_\_\_\_\_ Fax: \_\_\_\_\_

## Sponsorship Opportunities

Companies have a great opportunity to share information about their business with local HR professionals through sponsorship of monthly meetings or workshops!

**Monthly Meetings - \$250 and raffle gift**  
**Workshops - \$400 and raffle gift**

### Sponsorship includes:

- ✓ Recognition in Akron SHRMS's newsletter
- ✓ Opportunity to briefly address event attendees
- ✓ Display table near entrance to room and opportunity to place promotional materials at place settings
- ✓ Lunch for one representative
- ✓ Workshop sponsors can have a special flyer distributed with the newsletter.

Please note that events are limited to one sponsor per monthly meeting and four sponsors per workshop. AASHRM Board must approve all sponsors and materials in advance.

For more information, contact Beth Kalail at (330) 375-3152.

## Advertising & Classifieds

Take advantage of Akron SHRM's monthly newsletter to advertise your job openings or business! Members in transition can spread the word that they are job seeking by placing a FREE classified ad for positions sought. Akron SHRM's newsletter is even posted on our website, giving even more individuals the chance to see your ads.

HR Leader advertisement rates:

? page \$50  
¼ page \$75  
½ page \$125  
Full page \$200

Classified ads (help wanted or positions sought) are \$25 for 50 words. Chapter members can list one classified ad for help wanted or positions sought free per issue.

For more information, please contact Kathi Eddy at [keddy@ralaw.com](mailto:keddy@ralaw.com) or (330) 762-7635.

AFFILIATE OF



SOCIETY FOR

HUMAN

RESOURCE

MANAGEMENT