



January 2015 Newsletter

# Butler/Warren County SHRM Newsletter



## Inside this issue:

President's Message	1
January Meeting Information	2
Certification Information	3-6
In the Spotlight	7
Volunteer Information	8
Advertisements	9-10
2015 Board of Directors	11

## President's Message

Greetings and Welcome to Butler/Warren SHRM.

We are glad you stopped by. Let's get connected.

My name is Sherrie Acheson and it is a pleasure to serve as the 2015 President of BWSHRM. I would like to welcome our returning members and new members for what looks like an exciting year for our chapter.

A little about us, Butler/Warren SHRM is an affiliate of the Society for Human Resource Management. We are the nation's 3<sup>rd</sup> oldest SHRM Chapter. We have a rich history of advancing the Human Resource Profession. Whether you are new to the industry or have worn many HR hats over the years we are a resource of professional development, networking and continued HR support. We are considered a small chapter and take pride in being a part of the Butler and Warren County communities.

Our Board of Directors diligently volunteer to bring you information on current legislative events, best practices and relevant HR topics that matter to you.

We encourage you to make the most of your experience with BWSHRM by:

- Getting to know (or reconnecting with) each other – Join us for a chapter meeting to connect with your local HR support system.
- Consider volunteering – Your time and talents are important to our community! We welcome you to participate in one of our events or serve on one of our committees. You are important to us!
- Invite a friend or colleague to join us – Bring a familiar face with you to one of our meetings. We enjoy meeting new people and learning more about each of you.

Invest in your professional development – Make it a priority to invest in your professional development. We know it is difficult to get away from the day-to-day demands. But only you can be responsible for your development. Got a topic suggestion for us? Don't hesitate to let us know.

We encourage your feedback. Your feedback is important to us, if you have any suggestions for topics, events or speakers, etc. Please don't hesitate to email me at [SLAcheson@metalcoaters.com](mailto:SLAcheson@metalcoaters.com). I have enjoyed and have found value in BWSHRM. I hope you can too.

*Sherrie Acheson, PHR*

Sherrie Acheson  
President





Butler/Warren Society for Human Resource Management Council Presents

### **Resonant Leadership through Emotional Intelligence**

Join Butler/Warren SHRM and Lisa Kappesser in our presentation about Emotional Intelligence. Research has showed that Emotional Intelligence is the strongest predictor of career success. Learn how understanding and utilizing Emotional Intelligence can assist you with developing leadership and work effectively with your direct reports, teams, and customers.

The Resonant Leadership through Emotional Intelligence presentation will help you gain a better understanding of Emotional Intelligence and how it can play a critical role in your leadership and career development.

**Learning Objectives Include**

- Take an Emotional Intelligence exercise to understand what it entails
- Review research of how Emotional Intelligence is crucial to leadership and employee engagement
- Explore coaching as a way of building leadership capacity, and as a style leaders can use in working with their teams

**About the Speaker:**

Lisa Kappesser has over 25 years of experience partnering with individuals and businesses to achieve their goals. Lisa coaches professionals, executives, directors, and C Suite, in leadership development, emotional intelligence, and more. She is a Senior Consultant with LEI consulting and her expertise is emotional intelligence. In her role she consults with organizations to increase employee engagement, improve productivity, and retain talents. Lisa is also an Adjunct Professor at the Carl H. Lindner College of Business at UC, where she teaches courses in Organization Behavior and Business professionalism.

**We hope you can join us on Thursday January 15th, 2015 at Wetherington Country Club.**

**Directions:**

Take I-75 to the Tylersville Rd. exit and turn west. Go to the entrance of Wetherington Homes, which is just past Shell & Meijer, turn right and follow to the stop at corner of Country Club Lane. Turn right at stop sign and follow road to left. It takes you into Country Club parking lot.

**Cost is \$15.00 for members and \$20.00 for non-members.**

7:30 AM – Registration and Networking

7:45 AM – Breakfast

8:00-9:00 AM – Presentation

This meeting is pending approval for HRCI credits.

**Please reserve your seat by Tuesday January 13th by emailing Amy Therien amy@bwshrm.org by calling 513-362-4512.**

**Check us out on the Web!**  
**<http://www.ohioshrm.org/shrmChapters/butler>**

## Certification in 2015

BWSHRM plans to continue to provide you with valuable, informative and cost effective programming in 2015 and beyond. While we cannot speculate what future years hold, we will now apply for SHRM CP/SCP credit and HRCI credit for all programs presented in 2015.

Being an affiliate of SHRM, BWSHRM wants provide all members with information relevant to the new SHRM competency-based certification. The information below was provided by SHRM if you are interested in becoming newly certified in 2015 or if you are interested in obtaining your SHRM CP or SCP (at no cost) and are currently certified through HRCI.

\*\*\*\*\*  
The SHRM competency-based certification answers a critical need in our global marketplace. Employers expect more today, and we need to meet their expectations. This certification will demonstrate for HR professionals who we are, what we do, and why it matters. Simply put -- it's our value proposition. How we do our jobs, the skill sets required, and the way we measure success will continue to change -- it has to if we are to successfully meet the needs of a rapidly changing marketplace. And that's why HR certifications need to reflect those changes as well. This is an exciting opportunity because SHRM Certification will provide a full representation of who we are as a profession, and what we have to offer our employers.

### **What will the new certification be called?**

There will be two levels to the new certification: SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SCP).

### **What is the difference between the "online tutorial" and the "exam"?**

If you are an HR professional who is currently certified with a recognized HR generalist certification that is in good standing, you can take a brief online tutorial focusing on HR competencies.

If you are not currently certified, you can take the new SHRM Certification exam scheduled for May 1 - July 15, 2015. Registration for the first exam opens January 5, 2015. We anticipate that the exam will be up to 4 hours for the SHRM-CP and SHRM-SCP.

Certification 2015– cont'd

**What's the rollout timeline for this new certification?**

SHRM will begin accepting applications for those seeking certification, beginning January 5, 2015. The first exam window of the new SHRM Certification is scheduled for May 1 - July 15, 2015.

**Who is eligible for the new SHRM Certification?**

HR professionals with existing HR generalist certifications in good standing will be eligible for the new SHRM Certification on January 5, 2015 by taking an online tutorial.

All HR professionals seeking certification for the first time (that is, who do not currently hold an HR generalist certification in good standing) can apply for the exam beginning January 5, 2015. The first exam window of the new SHRM Certification is scheduled for May 1 - July 15, 2015.

**How will SHRM's new competency-based certification impact the cost of getting certified?**

The new certification will be a cost-effective program for both our individuals and chapters, with reasonable fees for certification and recertification. Learn more about the [Exam Fees](#) and [Recertification Fees](#).

We understand that seeking certification requires an investment. But we believe that the value of certification for an HR professional's career cannot be overstated, which is why we've always encouraged HR professionals to seek certification. In fact, SHRM has invested significant funds in research and development of our new competency-based certification – an investment that is leading to the development of a more valuable certification for our profession.

**What prep materials will SHRM offer for the new certification?**

The prep materials for the new SHRM Certification will be at the same caliber of the current SHRM Learning System but will be updated with universal content and competencies. Learn more about the [SHRM Learning System for SHRM-CP/SHRM-SCP](#).

For further information, you may contact your BWSHRM Certification Director, Angela Sherrick at 513-605-81185 or [Angela.Sherrick@usa.gknaerospace.com](mailto:Angela.Sherrick@usa.gknaerospace.com).

## BENEFITS TO YOUR ORGANIZATION

## Top 5 Ways Your Organization Will Benefit From Your SHRM-CP® or SHRM-SCP® Certification

There are many reasons why you should pursue SHRM-CP or SHRM-SCP certification. Once you set your certification or professional development goal, it's time to talk to your manager. Help your manager understand the value of certification and build a business case for certification and training as a worthwhile investment. Schedule a meeting with your manager and come prepared with the powerful talking points provided below. They demonstrate why your organization should support your efforts to prepare for and achieve SHRM-CP or SHRM-SCP certification.

### 1 MY KNOWLEDGE WILL BE CURRENT AND RELEVANT

Now, more than ever, HR teams are required to assume a greater leadership role, contributing to and advancing their organizations' strategic direction. The new SHRM-CP and SHRM-SCP credentials recognize this trend and take a fresh and current look at what HR professionals need to know and how to put that knowledge to work. The certification program covers behavioral competencies and functional knowledge areas within the themes of HR Competencies, People, Organization, Workplace, and Strategy. Achieving and maintaining my credential means I'll be ready to take on new roles and responsibilities.

### 2 I WILL LEARN PRACTICAL SKILLS WITH AN IMPACT ON MY JOB IMMEDIATELY

SHRM certification will become the new standard for HR professionals around the globe, as it is among the first to focus on practical, real-life HR information, teaching and testing competencies and knowledge. When I prepare for the certification exam with the SHRM Learning System®, I won't be simply memorizing a textbook, I'll be applying concepts, using behavioral judgment, and understanding best practices for handling day-to-day business as well as unexpected scenarios. I'll be learning from the experiences of other HR professionals, sharpening my skills and boosting my productivity and effectiveness to drive our organization's success.

### 3 THESE CERTIFICATIONS WERE DEVELOPED WITH EMPLOYERS IN MIND

SHRM conducted global research including outreach to major corporations, universities, and over 35,000 members of the profession worldwide. Based on their research findings, SHRM determined that in addition to technical knowledge, a successful HR career will also be determined by behavioral competencies—and the resulting certifications include both of these essential elements. This credential will therefore reflect what I need to know and how to apply it to be a leader in our organization. Growing the influence of HR leaders through certification is a worthwhile investment that also improves our reputation as an organization that takes HR seriously.

### 4 MY KNOWLEDGE AND SKILLS WILL BE GLOBALLY APPLICABLE AND UNIVERSALLY RECOGNIZED

We live and work in a global economy and my skills need to be globally applicable and accepted. Based on one singular SHRM Body of Competency and Knowledge (SHRM BoCK™), the SHRM-CP and SHRM-SCP credentials are relevant and applicable worldwide. Earning this credential will give me the recognition and flexibility to use my knowledge, skills and competencies anywhere our organization operates, now and in the future.

### 5 MY CERTIFICATION AND TRAINING IS PROVIDED BY THE LEADING ADVOCATE FOR HR PROFESSIONALS

SHRM has represented the HR community for more than 66 years, and has more than 275,000 members in 160 countries. It is a well-respected organization at the forefront of HR trends and emerging professional knowledge. The SHRM BoCK, the credential and my recertification will be supported by SHRM and kept current and relevant, representing lifelong learning as our profession continues to evolve with the world around us. Training of this high quality and reliability cannot be replicated, and provides an opportunity for our entire HR team, from which our whole organization can benefit—ultimately saving our organization time and money on training and professional development.

# 2015 SHRM CERTIFICATION

Apply for SHRM certification exams today!  
 To submit an application for the SHRM Certified Professional (SHRM-CP<sup>SM</sup>) or SHRM Senior Certified Professional (SHRM-SCP<sup>SM</sup>) exam, visit [shrmcertification.org](http://shrmcertification.org).



## 2015 SHRM-CP AND SHRM-SCP EXAM SCHEDULE

	SPRING WINDOW	WINTER WINDOW
<b>EXAM DATES</b>	May 1–July 15	December 1, 2015–February 15, 2016
<b>APPLICATIONS ACCEPTED</b>	January 5	May 1
<b>APPLICATION DEADLINE</b>	March 13	October 16
<b>LATE APPLICATION DEADLINE*</b>	April 17	November 13

\*Additional \$75 USD non-refundable late application fee.

## 2015 SHRM-CP AND SHRM-SCP EXAM AND APPLICATION FEES\*\*

<b>SHRM MEMBER</b>	\$300 USD
<b>NONMEMBER</b>	\$400 USD

\*\*Includes \$50 USD non-refundable application processing fee.

To find an exam location near you, visit [prometric.com/shrm](http://prometric.com/shrm).

## CORPORATE APPLICATION FEE

Please contact SHRM at [CorporateCertifications@shrm.org](mailto:CorporateCertifications@shrm.org) for discounted corporate pricing options.

## THE SHRM CERTIFICATION HANDBOOK

Download today at [SHRMCertification.org](http://SHRMCertification.org) to learn more about:

- » Exam pricing, testing windows, eligibility requirements and the application process.
- » Preparing for the SHRM certification exam.
- » What to expect on exam day.
- » And more!





**SHERRIE ACHESON, PHR – PRESIDENT BWSHRM**



Sherrie Acheson is a Continuous Improvement Systems Manager, at Metal Coaters located in Middletown, Ohio, where she manages the continuous improvement and training efforts for the manufacturing division. Sherrie began her HR career with Kings Island, recruiting and retaining the thousands of employees needed each operating season. Prior to joining Metal Coaters, Sherrie worked in a variety of HR capacities with BAE Systems. BAE Systems was a manufacturer of up-armored vehicles. Through these roles Sherrie had the opportunity to recruit, administer HR functions to over 200+ employees as an HR facility liaison and deployed training and development initiatives.

Sherrie complements her professional experience with a Master's degree Human Resource Development from Xavier University, holds a bachelor degree in Human Resource Management from the University of Cincinnati, and is a Certified Professional in Human Resources. In addition, she recently obtained her Lean Certification.

Sherrie has volunteered with BWSHRM since 2011 and has served as Member, HRCI Director, Vice President and President Elect. She has also been a SHRM Member since November 2000. Sherrie can be reached at [slacheson@metalcoaters.com](mailto:slacheson@metalcoaters.com).



## **CALL FOR VOLUNTEERS!**

- Do you like to be creative?**
- Do you like welcoming and meeting people?**
- Are you a social media guru?**
- Are you a master at planning?**
- Are you a wiz with the written word?**
- Do you love to lend a helping hand?**
- Do you seek out a better way of doing things?**

**If your answer was YES to any of these questions,  
then we are looking for YOU!**

The BWSHRM Board has Openings for the 2015 Volunteer Year. If you have an interest in developing your knowledge, skills and abilities as a professional in a small, laid-back, focused and friendly environment, where the benefits out weigh the time you spend involved, then we are the Chapter for you.

Contact Sherrie Acheson at 937.584.3305 or email at [SLAcheson@metalcoaters.com](mailto:SLAcheson@metalcoaters.com) to get details on these interesting opportunities.



# Leadership Excelleration, Inc.

Consulting Services



*Are your leaders prepared to succeed in your organization today and ready for the challenges ahead? LEI Consulting is an excellent choice as a partner to develop the full capacity of your leadership talent.*

## Executive Coaching



LEI Executive Coaches have the expertise to guide executives to significantly enhance leadership effectiveness. As a **Preferred Coaching Partner** in organizations, LEI coaches have created outstanding results. We offer your organization a strategic coaching partnership and will invest the time to learn about your business, organization, vision and culture to add value, quickly.

## Leadership Development

LEI Consultants have a passion for developing leaders and have considerable expertise in leadership development that includes: leadership development program facilitation, team and executive coaching, speaking engagements, and presentations.



## Organizational Effectiveness



LEI Consulting has an outstanding track record of supporting leaders to dramatically improve performance. **Organizational improvement projects** include organization-wide, division and department initiatives. This assessment typically includes priorities for leadership, structure, culture, patient experience, staff satisfaction and improved performance. LEI Consulting has a **90+% success rate in current client companies.**

*LEI Consulting, where every leader matters*

# LEI

## Overview:



### Our Focus

- Healthcare
- Financial Services
- Fortune 500 Companies

### Our Mission

Our mission is to serve the best interest of our clients by leveraging our leadership expertise to create innovative partnerships, service offerings, and programs all focused to maximize talent capacity.

### Our Team

#### Diane Egbers

- Xavier University, MS Executive Human Resources Development
- President and Founder, LEI (18 years)
- Human Resources Vice President

#### Karen Schenck

- Northwestern University, MBA
- 21 years Consulting and 14 years with LEI
- Executive in Marketing

#### Brandon Allen

- Xavier University, M Ed. Human Resources Development
- 15 years Consulting

#### Lisa Kappesser

- University of Notre Dame, MA Counseling Psychology
- 15 years Consulting



<http://lei-consulting.com>



(513) 677 - 0995

## 2015 Board of Directors



*“The goal of our organization is to provide the Human Resources professional a resource to confidently navigate the issues of the day, and to assist you in making your business the most effective under the circumstances.”*  
 -Angela Sherrick,  
 past President

### **President**

Sherrie Acheson, PHR – Continuous Improvement Systems Manager  
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### **Secretary**

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### **Membership Director**

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### **College Relations Director**

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### **SHRM Foundation Director**

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### **Past President**

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