

"Comp from the Cube"

Overcoming Day-to-Day Compensation Challenges!

Dinner Meeting
August 18th, 5:30 - 8 p.m. at the
Centre Club Tampa 123
S. Westshore Blvd.,
Eighth Floor.



Bio Presenter

Barry L. Brown, SPHR, CCP

Barry started his own consulting practice in 1992 following 20 years of corporate HR experience. The firm, Effective Resources, Inc. offers expertise in a variety of HR functions with special focus on compensation, salary surveys, Affirmative Action compliance, and performance management.



The firm's clients are large, small, high-tech, and no-tech in a variety of industrial environments including aerospace, health care, food service, defense, manufacturing, and information services.

Active in community and professional associations, Barry is the past President of HR Tampa, an active SHRMA member, and holds both the SPHR and CCP certifications. He's also the HR Florida State Council District Director for the Tampa Bay Area. He is a frequent speaker and author. He graduated from the University of Tennessee with major studies in Economics and Finance.



26th Annual HR Florida Conference & Expo

October 6-8, 2004, at the Broward County Convention Center, Ft. Lauderdale

We are proud to introduce two new pre-conference sessions: an employment law session and a business school for HR professionals. And, back by popular demand is our Certification Prep Course.



Be sure to see our story tellers:

- Nationally syndicated, Pulitzer Prize winning columnist Dave Barry
- Clyde Fessler, former vice president of business development for Harley Davidson
- Liz Murray, subject of the Lifetime special "Homeless to Harvard"

Some of this year's programs include:

- **Panel Discussion:** Racial Bias in the Media
Recruiting Top Talent in the Next Economic Wave
Creating a Compelling Place to Work
- **Learning Organizations:** What They Are & How to Build One
- **FLSA:** Beware of the 2004 Litigation of Choice against Employers and Everything You Need to Know About the New Regulations
The Changing Tempo of Health Care –the transition to consumer-driven products and services
- **Leadership:** Paradoxes and Predictions
Whistle blowing: Post-Enron Developments
Appraising the Value of Human Resources
Managing Offshore Human Resources
Succession Planning the GE Way

Visit our website at www.hrflorida.org to view complete program descriptions. See you in October at the conference!



Our very special thanks to Service America, sponsors of July's meeting and our Speakers: Kristen Allman and William D. Mitchell.

And our thanks to Boca Benefits Consulting Group, Inc. for sponsoring August's meeting.

Boca Benefits Consulting Group, Inc.



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Underwriter

President's Corner

Happy August! Another busy month which probably includes getting the kids ready to go back to school or taking those last-minute or long-awaited summer vacations. If you're like me you probably needed a vacation from your vacation. The first part of my vacation this summer was spent at the SHRM conference in New Orleans. Those of us that I know attended from HR Tampa all had a great time and were able to squeeze in a few educational moments, despite the fact that toward the end I think we were choosing our sessions based on location rather than content. The convention center was quite large and rumored to be a mile from one end to the other. Hopefully this won't be the case next year in San Diego.

I can guarantee you a lot less walking while still providing quality educational opportunities at our conference in September! Carol McDaniel (programs) and I were able to meet Simon Bailey and



attend his presentation and can report that he's quite excited to be our keynote speaker. Registration is now open on our website, so those of you that are not yet members of HR Tampa should register early for our best pricing.

As announced at our meeting in July, we are looking for a new programs director for 2005. If you are interested, please contact Carol McDaniel directly for more information. Also, don't forget that SalarySurveyOnline.com will be open for data input between August 1-31. You can find the link to their website on the HR Tampa home page or by clicking www.salarysurveyonline.com.

Looking forward to seeing you on August 18.

Sherry Moore



Left to Right - Sherry Moore, Kristin Gwinner, Carol McDaniels, Jeremy Dixon at the Doobie Brother's concert at **SHRM New Orleans**.

Left to Right, Jeremy Dixon, Carolyn Dixon, Todd York, Sherry Moore, Carol McDaniels at the **SHRM conference**.



Bill Mitchell, right, and Kristen Allman, left, speaking at the **July HR Tampa meeting**.



SALARY SURVEY

by Angela Rao-Brown SPHR



Some of you may recall that the HR Florida State Council partnered with Salary-SurveyOnline.com several years ago to bring the Florida chapters the opportunity to

have their members participate in an annual salary, wage and benefit survey. The survey is open for online participation throughout the month of August each year with results published online each September.

This month, July, chapters should be providing their members with information on participation via their newsletters, emails, meetings and whatever other means of chapter-member communications you use. We have developed a Media Center that contains promotional materials for this purpose: www.SalarySurveyOnline.com/MediaCenter (password: chapter2004).

Visit the Media Center now for articles, a timeline, and chapter specific information ready for immediate distribution. Please let us know if there is something more you would like us to provide to you. These are suggested articles and you are free to write your own (being careful to keep the process correct of course). Briefly, there is no charge to the chapter to offer participation to their members, there is no charge to your members for participation, participants get their online local results at no charge and, once the results are published, the chapter can use the sale of surveys to generate revenue. We will be sending out an email to Florida chapter members later this month with participation information as well with a follow up email in August.



We are available to answer any questions and/or explain the program in detail. Just give us a call and we'll be happy to help. Thanks in advance for your support of this annual program.

PHR/ SPHR CERTIFICATION

By Lori S. Barndollar, SPHR



Is PHR/ SPHR certification in your future? *Now is the time* to show your commitment to maintaining high standards in the ever-changing human resource profession.

The study group provides an informal, participatory setting to review and discuss study material, and practice test taking. It is open to HRTampa and student members at no charge. Non-members will be charged \$300.00. This fee is non-refundable and must be paid in advance.

The next study group for the winter testing window, November 15, 2004 – January 15, 2005 begins:

Date: Wednesday, Aug. 25, 2004–Nov 10, 2004

Time: 6 P.M. –8:00 P.M.

Location: National Louis University
4950 W Kennedy Blvd, Suite 300

Study Group Schedule

- Week 1 Introduction & Pretest
- Week 2 Strategic Management I
- Week 3 Strategic Management II
- Week 4 Workforce Planning & Employment I
- Week 5 Workforce Planning & Employment II
- Week 6 Human Resource Development
- Week 7 Compensation & Benefits I
- Week 8 Compensation & Benefits II
- Week 9 Employment & Labor Relations I
- Week 10 Employment & Labor Relations II
- Week 11 Occupational Health & Safety
- Week 12 Final Exam

For registration form or more info, contact:

Lori S. Barndollar, SPHR

813-626-4895

email: Lsbarndollar@omlinstaffing.com



MENTOR PROGRAM



Never underestimate the power of a mentor. Soon to be college graduates seek your knowledge and guidance to the start of a rewarding career in Human Resources.

This year the HR Tampa College Relations Committee has developed a mentor program as one way of formalizing the relationship between individuals in a professional SHRM chapter and students in college. The mentor program offers a structured setting in which to develop beneficial one-on-one relationships between students and professionals. Acting as a friend, a teacher, and a guide to the real world, mentors have the opportunity to encourage and advise students by sharing their own experiences and knowledge of the HR profession.

Below is a summary of the program, which can also be found on the HR Tampa Web Site. If you are interested in becoming a mentor please contact Dana Chatelain or Paulette Beaudoin. Their contact information can be found on the Web Site.

Goal: To assist college students entering or soon to be entering the Human Resource profession by pairing them with a seasoned HR professional, who will mentor, coach and guide students to the start of a rewarding career in Human Resources.

By definition, a mentor is a "trusted counselor or guide".

The mentor relationship will last for one semester at a time.

Students and professionals will be teamed together based on information provided on the Mentor Program Enrollment Form. Factors, such as mutual areas of professional interest, schedules, geographic proximity, etc. will be considered.

A mentor program benefits students by providing opportunities to:

- ⇒ Explore the world of work through interaction with professionals in the HR career of their choice.
- ⇒ Gain an experienced HR practitioner's perspective on applying textbook concepts to real-life situations.
- ⇒ Familiarize themselves with corporate protocol.
- ⇒ Identify long-term professional development needs.
- ⇒ Realize the value of networking.

- ⇒ Develop meaningful professional relationships over the course of a full semester.

A mentor program benefits professionals by:

- ⇒ Contributing to the professional development of the future HR workforce.
- ⇒ Identify potential interns and new hires for your organization.
- ⇒ Assist students in beginning successful careers.
- ⇒ Give something back to the profession.

Requirements:

⇒ Students:

- ☐ Must be an active chapter and national member.
- ☐ Must actively participate and support chapter events.
- ☐ Must be a full-time or part-time student in good standing.
- ☐ Must complete a mentor application.

⇒ Mentors:

- ☐ Must be an active chapter and national member.
- ☐ Must actively participate and support chapter events.
- ☐ Must be a current HR practitioner.

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- ☐ Must be willing to commit to the mentor program for one full semester.

Required Activities and Guidelines:

- ⇒ Mentors must make initial contact with the student within one week of assignment.
- ⇒ Mentors must communicate with students at least once every two weeks.
- ⇒ Mentors and students must complete at least two of the suggested activities.
- ⇒ Students must attend 75% of student group meetings.
- ⇒ Students must keep a mentor program journal.

Suggested Guidelines for Mentor/Student Meetings:

⇒ Phone Contact

- ☐ Mentor calls student to arrange initial meeting and discuss scheduling.
- ☐ Student calls mentor to arrange joint attendance at chapter meetings.
- ☐ Student calls mentor as needed for advise on HR-related course work and career direction.

⇒ 1st Meeting

☐ Student:

- ☐ Explain why you are interested in the HR profession.
- ☐ Discuss your perceptions and expectations of the mentor relationship.
- ☐ Ask questions.
- ☐ Plan future meetings and contacts.

☐ Mentor:

- ☐ Discuss your current job responsibilities.
- ☐ Explain how you got into the HR profession.
- ☐ Discuss the necessary academic and personal preparation needed for your career.
- ☐ Share your feelings on the importance of networking and continued professional development.



⇒ 2nd Meeting

- ☐ Student spends a day "shadowing" the mentor during a typical working day.

⇒ 3rd Meeting

- ☐ Discussion of shadowing experience. Completion of suggested mentor/student activity. (See list below.)

⇒ 4th Meeting

- ☐ Discussion of the mentor experience.
- ☐ Discussion of the value of additional meetings or contacts.
- ☐ Completion of suggested mentor/student activity. (See list below.)



Suggested Mentor/Student Activities:

- ⇒ Lunch with mentor, student, and several other HR professionals to discuss everyday challenges practitioners encounter in their work.
- ⇒ Student attends a company training program with mentor.
- ⇒ Mentor and student discuss proper business and telephone etiquette and corporate protocol.
- ⇒ Student attends a safety committee meeting with mentor.
- ⇒ Student attends a company staff meeting.
- ⇒ Mentor and student attend a professional HR Tampa chapter meeting together. Mentor introduces student to other HR professionals.
- ⇒ Student accompanies mentor to other professional meetings attended.
- ⇒ Mentor discusses common employee grievances and issues such as sexual harassment and substance abuse. Explains how they are handled.
- ⇒ Student observes the development of a special project such as wellness program or health fair.
- ⇒ Mentor reviews student's resume and offer suggestions for improvement.
 - ⇒ Students observe a day of recruiting.

“Changing Seasons, Changing Times”

HR Tampa's Fall Expo 2004, September 15th
At the A La Carte Pavilion in Tampa



Simon T. Bailey, Keynote Speaker

Smon T. Bailey is an internationally known speaker, author and consultant and a leading authority in helping individuals and organizations release their brilliance. He is the founder of the Imagination Institute, Inc., an organization dedicated to building the world's most valuable

resource - its people.

Bailey has impacted the lives of over 100,000 people from around the world through his keynote addresses, workshops/ programs and Internet presence. His mission is to help people find their passion, take action, and make their lives, their organizations, and ultimately their societies, better and more productive. Smon consistently receives high marks for his candid and practical approach to communicating key principles with a human touch. It is his unique ability to transform people's lives in a short period of time that has made Smon a highly sought after speaker and facilitator.

Smon's clients range from Fortune 500 companies and national associations to government agencies and educational institutions both in the U.S. and abroad. Notables include organizations such as McDonald's, Washington Mutual, Wyndham Hotels, and Walt Disney Swan & Dolphin Resort and national associations such as Meeting Professionals International, Professional Convention Management Association, Society for Human Resource Management, and the American Institute of Certified Public Accountants. He was also the youngest speaker to ever deliver a commencement address at Florida A&M University, where he inspired more than 10,000 people.



Jon Gordon, Afternoon Speaker, How to Become a Chief Energy Officer

Jon Gordon, is the author of *Become an Energy Addict* (Longstreet Press, Sept. 2003). He's been called "America's Premiere Energy Coach" by various

media and organizations throughout the country. His mission is to help you fuel your life, energize your career and get addicted to positive energy.

Jon's personal coaching has increased the mental and physical energy of people from all walks of life.

Jon's simple, practical tips have produced life changing results. As a professional speaker, Jon has infused energy into organizations such as The PGA Tour, The Jacksonville Jaguars, New York Life, State Farm Insurance, The United Way, The Children's Home Society, Cingular Wireless and The Ponte Vedra Inn and Club.

Jon is also the founder of PEP (Positive Energy Program) a non-profit 501C3 initiative whose mission is to fund programs that:

- Teach children how to build mental, physical and emotional muscle.
- Teach children how to overcome negative emotions such as anger, fear, hate and jealousy so they can become positive adults who share positive energy instead of negative energy, love instead of hate, kindness instead of apathy and compassion instead of violence.

Energize Your Meetings

When office meetings put your employees to sleep faster than sleeping pills an energy infusion from the Energy Addict is required. Office meetings are not the problem so don't cancel your meetings anytime soon. The problem with meetings is the way they are conducted. Unfortunately they create and promote conditions that lead to decreased productivity, decreased energy, decreased involvement and ultimately; failure. Thankfully there is another way. Jon Gordon, has a program backed by the latest scientific research to infuse energy into your meetings, your people and your organization.

During this presentation Jon will discuss the following:

- Why meetings fail and what you can do about it.
- Strategies backed by the latest research in neuro-science that will ensure peak performance.
- Techniques to eliminate the after meeting hangover which leads to decreased productivity, burn out and fatigue.
- The best foods and drinks, that increase energy and brain function, to serve at your meetings.
- Mental exercises to stimulate and enhance creativity, energy, and meeting flow.
- How to tap your creative genius
- Maximize focus, time and energy.

For more information on Jon Gordon, The Energy Addict, please visit www.energyaddict.com.

Fall Festival 2004

A La Carte Pavillion • Tampa, Florida • September 15, 2004
Registration starts at 7:30am; Program begins at 8:30am.

Changing Seasons Changing Times

Join your colleagues for a day of
networking, learning and embracing the
Changing Times in today's workplace.

Keynote Speakers:

Simon Bailey

former VP of Walt Disney World Resort
and author *Live a Passionate Life*

Jon Gordon

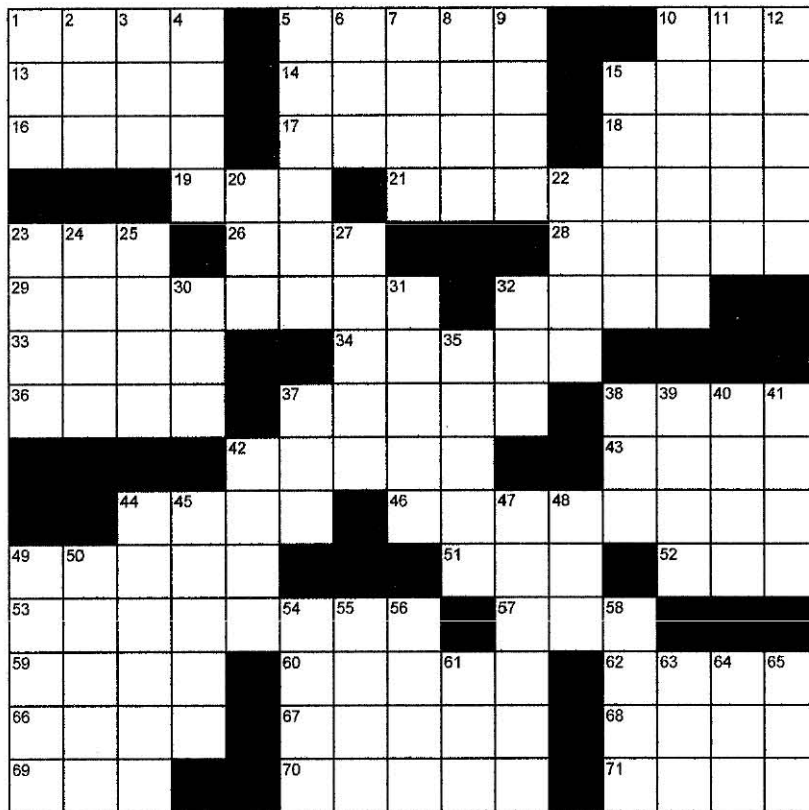
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- Recruitment and Staffing
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- And many more...

Mark your calander now for this exciting event!

Join us at the HR Florida Conference



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ACROSS

- 1 Bound composition
5 Extra
10 Held
13 Bend
14 Sum
15 Any
16 Advise
17 Uproars
18 Decorative case
19 Time period
21 Mild state
23 Pooch
26 And so forth
28 Tiny island
29 Airport sign
32 Beers
33 Blood carrier
34 Desire
36 Sports channel
37 Fender mishap (2 wds)
38 CHECK OUT THE LATEST HR PRODUCTS AND SERVICES IN THE EXHIBIT ____
42 System of beliefs
43 Water (sp.)
44 Highest point

- 46 Militia, i.e.
49 Reside
51 Soak
52 Lay
53 Bird's spread wing
57 Chicago zone
59 Tap in lightly
60 Playing field
62 Athlete Korbout
66 Canal
67 Shanty
68 Musician Vannelli
69 Concord e.g.
70 Mix
71 Blue (Sp.)

DOWN

- 1 Heat unit
2 Possessive pronoun
3 HR FLORIDA IS THE ____ HOSTING THE CONFERENCE (ABBR.)
4 Joint
5 Layer
6 Luau dish
7 Speck
8 Valuation

- 9 Otherwise
10 HYATT REGENCY PIER 66 AND FT. LAUDERDALE MARRIOTT MARINA ARE HOSTING ____
11 Entertain
12 Thomas Paine, i.e.
15 Feel
20 Clergyman (abbr.)
22 Potter's oven
23 KEYNOTE SPEAKER ____ BARRY IS A NATIONALLY SYNDICATED PULITZER PRIZE WINNING COLUMNIST
24 Mines metal
25 Hold
27 KEYNOTE SPEAKER ____ FESSLER IS THE FORMER VICE PRESIDENT OF BUSINESS DEVELOPMENT FOR HARLEY DAVIDSON
30 Lodge
31 Plant beginnings
32 CONFERENCE THEME IS "THE ____ OF HUMAN RESOURCES"
35 Buffalo-like animals
37 Noah's transport
38 Panama or fedora
39 Gets older
40 Fishing decoy
41 Hold out
42 Cow's offspring
44 Sanction
45 Vegas vow?
47 BROWARD COUNTY CONVENTION CENTER IN FT. LAUDERDALE IS THE ____
48 Downs' opposite
49 OCTOBER 6-8, 2004 ARE THE CONFERENCE ____
50 Puts on clothing
54 Tropical island
55 Cast metal
56 Jacob's son
58 Roman garments
61 REGISTER FOR THE CONFERENCE OVER THE ____ AT WWW.HRFLORIDA.ORG
63 KEYNOTE SPEAKER ____ MURRAY IS THE SUBJECT OF THE LIFETIME SPECIAL "HOMELESS TO HARVARD"
64 African antelope
65 Internet service provider

Crossword Solution on Page 9

Welcome New Members

<i>First Name</i>	<i>Last Name</i>	<i>Certification/ Designation</i>	<i>Company Name</i>	<i>Title</i>
Denise	Mitchum	PHR	Tampa Armature Works	Benefits Administrator
Debra	Nosse	PHR	Wade-Trim, Inc.	People Services Coordinator
Barbara	Johnson		Custom Cable Industries	
Michael	Levy	PHR	Career Designers Inc., LLC	HR Manager
Kelley	Rexroad	SPHR	Krexconsulting	Founder and Principal Consultant
Sean	Gordy	PHR	Sykes Enterprises Incorporated	Global Comp. & Employment Mgr.
Richelle	Nodine	PHR	Progressive Insurance	Recruiter II
Deborah	Hetzel	PHR		

For Member information, please log onto our website at www.hrtampa.org.

Join us at the HR Florida Conference



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