

Communicating and Dealing Effectively With Difficult And Challenging Personalities

Byron Sabol will lead an engaging discussion regarding the challenges we all face. Be prepared to learn and have fun in an interactive and dynamic session!

Every organization has individuals who present roadblocks and challenges to effective personal communications and to harmonious work environments. This presentation demonstrates how to effectively communicate and to deal with challenging and difficult individuals. Having tested the communications styles of more than 2,000 professionals in seven countries, Byron describes those skills vital for effective face-to-face communications while improving relations with pressure sensitive and time-stressed individuals—in both the working and non-working environment.

Bio

Byron G. Sabol

Byron G. Sabol is an international business development, client relationship management consultant, speaker, and author.



As one of the first senior level law firm client development executives in North America, Byron and his group pioneered marketing and business generation methodologies currently utilized by law firms in the US, the UK, and Europe. Between 1986 and 1994, Mr. Sabol directed the business development programming for one of the nation's premier international law firms.

His consulting clients range from small boutique firms to large, multi-practice international firms. His speaking includes audiences of all sizes located throughout the western world.

Mr. Sabol is author of the popular book, *Taming The Beast: Success With Difficult People*.

He has a Bachelor's Degree in Marketing and an MBA in Management with Honors. He has been a part-time faculty member in Strategic Marketing, International Business, Executive Communications, and Public Relations Management at four US universities.

August 20, 2008
5:30 p.m. 8:00 p.m.
The Centre Club
123 S West Shore Blvd



Calling all SPONSORS

We sold out EARLY Last Year! Hurry while the booths are still available!

HR Tampa Annual Expo Legal Conference
September 17th, 2008

We are now accepting Sponsors for this event. Hurry to secure your booth today!

Don't Miss Out

Contact Sharan Backus at (813) 289-6600 or email sharan.backus@floridamoves.com

August 20th

AIG Financial Advisors

*Communicating Effectively
With Challenging Personalities*

Dinner

The Centre Club



September 17th

Annual Expo Legal Conference

7:30 a.m. - 4:30 p.m.

The A La Carte Pavillion



Sponsorship Packages

2008 HR Tampa Expo and Legal Conference

A' La Carte – Pavilion, Tampa, FL

September 17, 2008

<u>(1) Platinum Sponsor - \$3000–(Early Bird 5/30/08) \$2500</u> ◆ One (1) booth in expo hall – in location of choice with banners displayed if provided ◆ Five (5) minutes of microphone time from the podium at the Main Lunch general session. ◆ Sponsor of Lunch with company Table top signage acknowledgement ◆ Four (4) full Conference Registrations including lunch ◆ Logo in Tampa Tribune Conference advertisement ◆ Logo on all major HR Tampa Conference mailings ◆ Logo displayed in on-site conference program ◆ Logo displayed on dual screen set-up at beginning of all general sessions ◆ Full page ad in HR Tampa E-Newsletter ◆ Description of company and products/services (up to 40 words) included in on-site conference program ◆ Sponsorship ribbons for four staff members ◆ Ribbon identifying sponsorship level at booth	<u>(2) Gold Sponsor - \$2500 –(Early Bird 5/30/08) \$2200</u> ◆ One (1) booth in expo hall ◆ Introductions of concurrent speakers and two minute company announcements ◆ One (1) general session announcement from HR Tampa officers thanking company ◆ Two (2) full Conference Registrations including lunch ◆ Breakfast or afternoon Break Table Top signage acknowledgement ◆ Logo in Tampa Tribune Conference advertisement ◆ Logo on all major HR Tampa Conference mailings ◆ Logo displayed in on-site conference program ◆ 1/2 page ad in HR Tampa E-Newsletter ◆ Description of company and products/services (up to 40 words) included in on-site conference program ◆ Sponsorship ribbons for two staff members ◆ Ribbon identifying sponsorship level at booth
<u>(2) Silver Sponsor - \$1500 (Early Bird 5/30/08) \$1200</u> ◆ One (1) booth in expo hall ◆ One (1) general session announcement from HR Tampa officers thanking company ◆ Logo on all major HR Tampa Conference mailings ◆ Logo displayed in on-site conference program ◆ Description of company and products/services (up to 40 words) included in on-site conference program ◆ Post conference participant and vendor lists ◆ Sponsorship ribbons for two staff members ◆ Two conference Lunches provided	<u>(20) Bronze Sponsor - \$900(Early Bird 5/30/08)\$750)</u> ◆ One (1) booth in expo hall ◆ Business Card ad in on-site program ◆ Description of company and products/services (up to 40 words) included in on-site conference program ◆ Post conference participant and vendor lists ◆ Sponsorship ribbons for all staff members ◆ Two conference Lunches provided

Deadlines

Early Bird Rates Expire after 5/30/08

All Sponsorship payments must be received by 7/15/08

Company 40 words must be submitted by 7/15/08 and must be in “Word”

Company Logo must be in Web-ready JPG (15 K max) and received by 7/15/08

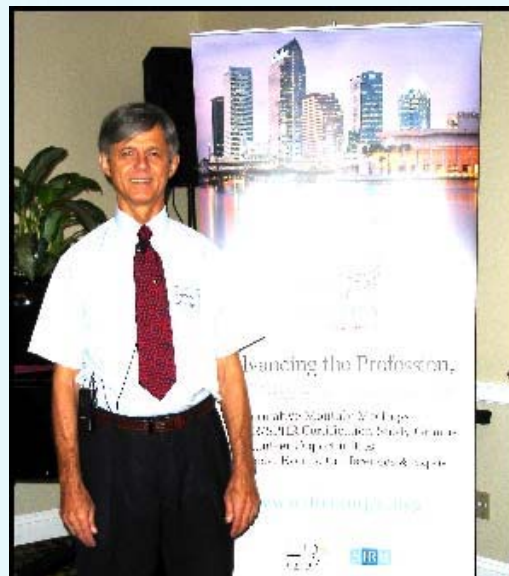
Sponsorship Information, contact Sharan Backus (Coldwell Banker) 813-289-6600 or email:
sharan.backus@florida.moves.com

July 17th

How to Hire Grade A People and Keep Them



Speaker, Larry LaBelle



Breakfast is a Hit!



July 17th

How to Hire Grade A People and Keep Them Meetings Are A Great Way to Network!



David Steffan



Would you like to be a
"Spotlight Meeting Sponsor"
in 2008?

We are now accepting sponsors, so
hurry while the months last . . .
Our most popular opportunity is our
monthly meetings. Here are our
"Spotlight Sponsor" benefits:

- Exclusivity as sponsor for the meeting
- A display table set up in the registration area that can include use of a banner, brochures, tabletop presentations, business cards, and give-aways, etc.
- Your name and contact information on the agenda
- Two free meals for you and a colleague
- A five- to seven-minute infomercial
- Presentation to the membership prior to the main speaker
- Your name and logo (+ link) on the HRTampa website for one month

Call and Reserve Today

Contact: Sharan Backus
813 289-6600

e-mail: sharan.backus@floridamoves.com

2008

January



February



March



April



May



June



July



August



September

HR Tampa Annual Expo
Sponsorship Levels
Now Available

October



November



December

HB3195

The Americans With Disabilities Restoration Act

By: **Lenore Balden, SPHR**

The House of Representatives is considering changes to the Americans with Disabilities Act (ADA) by proposing House Bill 3195. SHRM is opposed to this bill and asks each of us to examine this issue and to contact our representative to voice an opinion.

The Americans with Disabilities Act of 1990 created many rights for disabled individuals. Under this act employers with 15 or more employees cannot discriminate against a qualified individual with a disability because of the disability. This act also protects qualified individuals with disabilities from unlawful discrimination in the areas of training and career development. The ADA protects individuals who have a record of, or who are perceived as having an impairment.

Under the current law a disability is defined as a physical or mental impairment that substantially limits one or more major life activities such as (but not limited to):

- **Transferring/mobility**
- **Toileting**
- **Bathing and dressing**

Employers need to provide reasonable accommodations to modify, adjust or change the way a job is performed to enable a qualified individual with a disability to be considered for the job and to perform its essential functions.

The act does not require an employer to take actions that involve undue hardship. Identifying a reasonable accommodation is an interactive process between the employer and the employee or applicant.

In *Sutton vs United Airlines* the Supreme Court considered this issue. The court held that under the ADA's definition of a disability, the petitioner was not disabled. The court ruled that a person may not have a disability if the individual's condition is controlled or corrected

by medication or mitigating measures.

HR 3195 will change the definition of what constitutes a 'disability'. SHRM tells us that the proposed changes in this bill:

- **Overly expand the definition of the term 'disability', employers would be required to accommodate virtually the entire workforce**
- **Excludes consideration of 'reasonable mitigating measures' in determining if a person is covered under the act, which would strike the current requirement that the impairment must substantially limit performing daily activities**
- **Transfers burden of proof to the employer, thus requiring employers to justify certain decisions through litigation (i.e. - establishing qualifications for jobs)**

SHRM holds that there is not sufficient justification to drastically alter the ADA's current standard that ensures benefit to those who need them the most.

Please log on to SHRM.org and send an email to our representative stating that you stand with SHRM and request that they oppose this piece of legislation.



HR Student Chapter's Fall Activities

by Toni Mayros

College Relations and members of the student chapter have been busy this summer planning another great year for the Tampa Bay HR Student Chapter. Operating on an academic year, the student chapter has many great activities planned for 2008-2009. These activities include monthly meetings with host such as Jobing.com, Bouchard Insurance and Hinshaw and Culbertson LLP, the annual Career Workshop, Job Shadow Day and our mentor and internship programs.

As the chapter continues to plan for all of these events we look to our members to host monthly meetings, become a mentor or participate in the Career Workshop. More information for each of these areas can be found on the College Relations page of the HR Tampa website.

It is also with gratitude I thank the 2007-2008 officers, President, Ted Emerson, MBA, PHR, and President-Elect Stephanie Hippensteel for their hard work and dedication to the chapter this past year. As Ted's term comes to an end, he reflects on his experiences with the chapter:

Reflection from Outgoing Student Chapter President Ted Emerson, MBA, PHR

Writing this, I am reflecting back on my first HR Tampa Student Chapter meeting at DBM. Being clueless about the delicate intricacies that make up this complex field, it was the first step towards shaping my future in HR. With the guidance of Toni Mayros, Tonya Fletcher, M.A., SPHR and Sue Styx, PHR, I progressed from a chapter newbie to Vice President and President. The past three years have been a rewarding and educating experience. I took advantages of the chapter's various programs including monthly meetings hosted by diverse businesses throughout the bay area, annual career workshops, PHR prep classes, and mentoring with Linda Bailey. I experienced all of this while gaining leadership know-how and enough HR knowledge to gain my PHR certification. As I end my term as President, I am excited to know that we have impacted our community and profession by preparing students for real-world HR. I am confident that the chapter will continue to grow and groom a strong bench of professionals the way it did me.

New Members

First Name	Last Name	Cerification	Company	Title
Brenda	Gottschall		BVG, Inc	Risk Management Director
Marilyn	Hicks	SPHR		
Christine	Howard		Fisher & Phillips LLP	
Linda	Bothwell		Masonite	Human Resources Generalist
Megan	Dean		Coventry Mgmt Serv, Inc.	Human Resources Generalist
Eve	Perry		Progress Energy	
Robert	Givens			
Cindy	Cesani		Walter Industries, Inc.	Benefits Manager
Stephanie	Shelby			Human Resources Manager
Cynthia	Massey		Green Ribbon Health	
Hannah	Tropsha	PHR	Florida Title	Recruiter
Amy	Pressley	PHR	Bausch & Lomb Sr.	HR Representative
Kari	Henry		PricewaterhouseCoopers	Human Resources Generalist

Opportunity to Participate!!!

We are in the early development stages of the conference and are seeking the following:

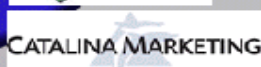
- Speakers
Executives and Diversity Experts
- Sponsors
- Volunteers
- Planning committee members

Interested parties please contact
Dennis Kennedy

Please Join us to help make this
conference a huge success!



at&t



Inaugural Florida Diversity & Leadership Conference Job Fair and Expo

February 11-13, 2009
Orlando, Florida

Conference Highlights

- | | |
|---------------------------|--|
| Job Fair | Nationally recognized Keynote Speakers |
| Mentoring Summit | A Variety of Concurrent Sessions |
| Sponsorship Opportunities | Exhibitor Opportunities |
| Exhibit Hall | Grand Prize Give Away |

For more information on how to participate, please contact
Dennis Kennedy at dennis.kennedy@nationaldiversitycouncil.org

WWW.FLORIDADIVERSITYCONFERENCE.COM



Drowning in an ocean of HR paperwork?

Policy Updates

Employee Acknowledgments

Compliance Changes

Distribution Challenges

Printing Pile-Ups

Language Barriers



Compliance Mark Can Help

See our demo at <http://www.OnlineEmploymentSystems.com>

Or call us at (813) 333-9651

Working Definitions of Diversity

1. Workplace Diversity is the collective mixture of differences and similarities that includes for example, individual and organizational characteristics, values, beliefs, experiences, backgrounds, preferences and behaviors.

Dimensions of Diversity include but are not limited to:

Age	Gender
Ethnicity	Physical abilities/qualities
Race	Sexual orientation
Geographic location	Income
Religious beliefs	Parental status
Marital status	Military experience
Work experience	Family status
Socio-economic status	Educational background
Class	Organizational Background
Group identity	Language
Organizational level	
Thinking styles	Job classification, job function
Communication styles	Relationships and group affiliations

2. **Inclusion** is the achievement of a work environment in which all individuals are treated fairly and respectfully; have equal access to opportunities and resources; and can contribute fully towards the organization's success.
3. **Diversity Management** is a comprehensive organizational and managerial process for leveraging diversity and achieving inclusion that maximizes the potential of all employees.

Changing HR Strategies

HR Tampa Expo & Legal Conference

September 17, 2008

07:30 AM 4:00 PM

The A La Carte Event Pavilion

Everything is changing for professionals in the field of Human Resources. Each day is full of new challenges, technologies and opportunities. Join us for this special event and bring your success full circle by becoming more of a resource to yourself and your organization.



Don't miss:

Opening Speaker Peter Weddle - HR Leadership in Difficult Times: an Exploration of the Personal Attributes of Leaders who Thrive and Win in Challenging Environ-

ments. An outside-the-box presentation based on his new book, Recognizing Richard Rabbit, a fable for adults, young and not so young.



Group Discussion Jennifer Shirkani - Strategic Interviewing Using Emotional Intelligence. Emotional Intelligence is a term used to describe a set of competencies demonstrating the ability one has to recognize his or her behaviors, moods and impulses and to manage them best according to the situation or person they are dealing with.



Closing Session Chip Madera - Preventing Burnout. Few seem to address the signs and symptoms before they experience its debilitating effects. In industries riddled with downsizing and

reengineering efforts, workers must constantly evaluate their roles and take proactive steps to prevent burnout from occurring.

To register, go to <http://www.hrtampa.affiniscapex.com/displayemailforms.cfm?emailformnbr=92330&event=221756>

Diversity Training Program

We are constantly looking for new ways to reach out to help our members. If you have used a Diversity Training program and/ or materials that was successful for you, please share your recommendations with other HR Tampa members that are also looking for good materials. We will list your suggestions on the HR Tampa Diversity page, along with your contact information. Members could contact you directly if they wanted to find out more information, and where to purchase the materials from. Let's all work together to encourage diversity in our workplaces!

Contact ddube@azydays.com for more information.



**INTRODUCING**

Pre-paid Badging
3 Day Guarantee!

No Software

No Printers

No Supplies

Minimal Training

1 take photo

Pre-paid Badging

2 send e-mail

3 receive badges

From Your In House Badging Specialist

Software & Printers

Installation & Training

Supplies & Accessories

ID Innovator Since 1993

1 enter data

In House Badging

2 take photo

3 print badges

eXpress badging ■■■■■
800.909.8602 www.expressbadging.com
IDentification - Time & Attendance - Door Access

Become A Sponsor In
HR TAMPA'S

2008
EXPO & Legal Conference

September 17th

A" La Carte
 Pavillion
 Tampa



CoADVANTAGE



Hurry

Hurry

Contact Our Non- Dues Revenue Director
 Sharan Backus (Coldwell Banker) 813 289- 6600, Sharan.backus@floridamoves.com



HR Tampa's Transition Table

Any member who is in a career transition or looking for a new opportunity can leave a copy of their resume for other HR Professionals to review.

This will allow our transitional members an opportunity to network after the meetings, as well as making their resumes available to colleagues and other members who may know of an available position. Recruiters may also place their business cards on this table.

We will place a list of all the current job openings at the transition table or visit our website www.hrtampa.org for **HR Tampa Job board**



Danial Bloom looks over the transition table.

BOARD of Directors

Officers

President

Dana Chatelain, SPHR
(813)258-0293
dchatelain@scicompanies.com

President-Elect

Sharan Backus, CRP, GMS
(818)289-6600
sharan.backus@floridam-
oves.com

Treasurer

Lisa Murfield, MBA, SPHR
813-639-1176
murfieldld@yahoo.com

Secretary

Ann E. Ladd, PHR
(813) 503-6798
aladd1@tampabay.rr.com

Immediate Past President/ Foundation Director

Greg Aarons
(813)259-8234
gpaarons2@mac.com

DIRECTORS

Membership

Ignacio Garcia
(813) 289-1247
lggy.Garcia@ogle-
treedeakins.com

Karen Drummond, SPHR
(727) 561-4000 x5612
kdrummond@mercuryinsur-
ance.com

Programs

Patricia Gaudin, SPHR
(813) 258-0293
pgaudin@scicompanies.com

Special Events

Carol McDaniel
(813)961-9255
cmcdaniel@ta.hodes.com

Hospitality/Registration

Jill Conklin, PHR
(813) 207-857
jconklin@advantec-hr.com

Communications

Rebecca Lukban, PHR
(813) 864-8273
RLukban@OasisAdvantage.com

Non-Dues Director

Michele Lembo
(813) 781-0295
mlembo@execustay-main-
sail.com

Legislative

David Steffan, JD
(813) 222-1353
dsteffen@constangy.com

Education/Certification

Sharon Marsh, SPHR
(813) 267-9488
SharonMatlock@ss-electric.com

Diversity

Debbie Dube
(813) 246-4999 x4387
ddube@lazydays.com

College Relations

Toni Mayros
(727) 534-4955
tmayros@gmail.com

Technology Director

Alina Diaz
(813) 259-7188
adiaz@tampatrib.com

Workforce Readiness

Cheryl Brown, PHR
(813) 830-5520
cherylbrown@metropcs.com