

HR Tampa Update

The Official Newsletter of HR Tampa

Weathering Slow Down with No Spin Communication

March 18, 2009
Meeting Sponsor



April 15, 2009
Meeting Sponsor



During Tough Times, "Change" is hard enough. Eighty percent of organizations studied by the Conference Board reported a collapse of employee morale during times of significant change. Other research suggests that daily employee productivity drops by nearly half. But when a change involves downsizing, more than ever, organizations need remaining employees engaged, committed and quickly aligned behind critical initiatives. No message travels faster through an organization than that of downsizing. And, most mistakes and setbacks during a downsizing stem from communication issues. That's why a pre-planned communication strategy is imperative to successful change. In this session, we'll look at lessons learned from specific case studies on how to create an effective communication strategy that protects and builds employee engagement during tough change.

We'll cover: Five common and unnecessary mistakes that destroy employee trust Timing: how and when reductions should be announced. What to say and do during uncertainty before decisions are made. Creating a rumor mill that works for you, not against you. Town hall meetings that work. No-spin communications to build trust and give employees what they really need to know

DBM (www.dbm.com) is a leading global outplacement, coaching, and career management firm providing services to private and public companies, not-for-profits and governments. When companies make decisions that impact careers, DBM provides services to support the organization, the employees who stay and the employees who need to leave. DBM also helps organizations and leaders improve their performance through coaching. DBM has a 40-year legacy of creating innovative best practice solutions, most of which have become industry standards. DBM has 200 locations around the globe serving 85 countries and has partnered with 70 percent of the Fortune 500 and 80 percent of the Global 500 companies.

Location: Centre Club • 123 S Westshore Blvd • Tampa, FL 33609

Date: March 18, 2009

Time: 7:30am – 10am

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Tampa on Facebook.
Just search for HR
Tampa and join today!

facebook

You can now find HR
Tampa on LinkedIn.
com. Just search under
Groups and join today!

LinkedIn



Gina Potito, DBM Anchor Consultant

Gina Potito is the anchor consultant in the DBM Tampa office. Her background spans 20 years as a training and organizational development professional specializing in leadership coaching, management development, performance improvement, and career development.

She joined DBM in October of 2005 after working as an adjunct consultant since 2004. She provides outplacement counseling and services with her client base in Tampa, and in addition, works with DBM customers to provide training on employment-related topics.

Prior to joining DBM, Gina provided training and consulting services to many global companies such as Pfizer, MetLife, Treasury Management Association, and Capital One. In addition, her experience includes working with JPMorgan Chase's corporate learning and organizational development team as a contract training and design professional for 7 years.

Gina holds a B.S. in Business from the University of Massachusetts. She is an active member of the Sun Coast SHRMA chapter, HR Tampa, and a national SHRM member. In addition, Gina holds training certifications from Franklin Covey, Achieve Global, the Ken Blanchard Companies, ALESYS, and CareerTrack.

Tony Gain, Account Executive

Tony is a National Account Manager with Drake Beam Morin and formerly served as a Career Center Manager and Senior Consultant to the Department of Energy's Lockheed Martin Specialty Components Division. His areas of expertise include Corporate and Government Outplacement, Career Management and Leadership/ Followership Development.

Tony is a highly decorated former Marine Officer who had three combat tours, instructed at some of the Marine Corps' most prestigious Leadership and Training academies, and served with the State Department. He holds a National record in Marine Officer recruiting, commanded every infantry unit in the Marine Corps from a 4-man fire team to a 1400-man battalion landing team, and was at one time the youngest infantry Colonel in the Marine Corps. He was awarded one of the nation's highest medals as General Norm Schwarzkopf's and U.S. Central Command's Chief of Current Operations for "Desert Storm."

His national and international accomplishments include developing programs worldwide on organizational mission, vision and values, designing Career Management and Leadership/Followership programs in the Department of Defense including the Department of State and implementing a nationally acclaimed military marketing, sales and recruiting strategy in Alabama and Florida, in alliance with the Xerox Salesmanship Learning Center.

He is a consummate professional and gifted speaker known for promoting growth through change, maintaining top mental, physical, and spiritual condition, and for sharing his energy, ethics and attitude.

Tony's education, training and recognition include a BA in Sociology, Who's Who in American Colleges and Universities and graduate/doctoral work in International Affairs at the National Defense University, Washington D.C.

HR FLORIDA 2009 31st Annual Conference & Expo

August 16 - August 19, 2009

Rosen Shingle Creek Resort, Orlando, FL

For more information: www.hrflorida.org

HR Tampa is looking forward to another great year and we hope you will continue with us as we strive to make this the best chapter in Florida! Hopefully, you were able to attend the majority of meetings. We had a lot of fun, but also had the opportunity to learn more about our profession. We understand you are very busy, so we will continue to offer both breakfast and dinner meetings along with some 1/2 day and full day special events. Now is the time to join or renew! Our dues will remain the same and we again have several options for you to select from. Once you choose the option that best fits your needs, you can renew on-line.

2009 DUES

Options (Dues run Jan-Dec)!

Please remember that we are a 100% chapter and you must be a current member of SHRM to join or renew with HR Tampa.

PREMIUM \$275

One fee covers annual dues prorated and all meal/event costs for monthly meetings and annual Legal Update and Expo. This is a great option. The more meetings you attend, the more you save! Membership ends December 31st.

BASIC \$100

Covers cost of annual dues; pay as you go for our monthly meetings (\$30) and other events such as the Legal Update and Expo. Membership ends December 31st.

Payment Methods:

1. Pay on-line using a major credit card via Pay Pal system.
2. Pay by Check: Bring payment to our regular monthly meetings or send in payment to HR Tampa, PO Box 26554, Tampa, FL 33623-6554. If your company is paying, please ensure the Accounting Department includes your name on the check. Once you've renewed your membership online, please make sure to print off a copy of the invoice. You will need to have a copy of this invoice attached to your payment, so whether you are sending in your payment by mail or paying in person at the meeting... please have a copy of the invoice.

STUDENTS

If you qualify under the SHRM national student program, then we encourage you to visit our College Relations webpage for information on joining the HR Tampa Student Chapter which is supported by HR Tampa! Students run on a school year and new pricing is:

PREMIUM \$50 for all chapter meetings and events;

ATTENDING MEMBER \$35 for all chapter meetings. You can visit the SHRM student site to see if you qualify for student rates. Note: You will only qualify for our student rates if you are a valid national SHRM student member. Please take the time to update your personal and professional information on your member profile at the membership directory area. It is extremely important we have your current contact information so you will receive updates as they are sent out.

If you are interested in assisting one of our HR Tampa Volunteer Leaders and serving on one of our committees, please contact the appropriate board member listed on the Leadership page. Get involved and have some fun!

We hope to see you at our March meeting. You can register for this event online at our Events and Meetings page.

Please take the time to renew your membership before registering for this event. Visit our website at www.hrtampa.org for more information.



PHR/SPHR Crash Course

Date:

Saturday, April 25, 2009

Time:

9am - 1pm

Location:

**Alpha House, 201 S Tampania Ave,
Tampa 33609**

Registration Deadline:

Wednesday, April 22, 2009

Contact:

Sharon

Losing Your (Workers Compensation) Immunity

By: David Steffen, HR Tampa, Legislative Director

With all of the attention being paid to the proposed changes to federal employment laws, I thought I would take this time to address a recent Florida court decision that impacts company work place safety policies. Recently, in the case of *Casas v. Siemens Energy and Automation*, a state appellate court addressed the factors an employee must prove to overcome the immunity provided under Florida's workers' compensation statutes in order to maintain a lawsuit against his/her employer in state court due to injuries that arose at work. While this may seem like a minor issue, it may have a profound impact if a company loses the protections provided by the workers' compensation statutes because of the significantly larger damage awards that are available for personal injury claims.

Background Facts

The employee, "Rudy" operated a punch press machine for Siemens Energy and Automation stamping metal lids. While working, he attempted to clear a metal lid that was stuck in the machine with a screwdriver, the machine crushed his arm. As a result of these injuries, Rudy tried to file a personal injury lawsuit in state court rather than seek damages through the workers' compensation system.

At the trial, Rudy and the company presented conflicting accounts regarding the proper procedures used to clear machines and the training it provided Rudy on how to do so. Specifically, the two sides presented different testimony on whether or not Rudy was instructed to turn off the machine's power prior to removing an item. Rudy claimed that the company only instructed him to remove a jammed lid with a long metal rod or long screwdriver. He also claimed that he was informally trained by co-workers who indicated that he did not need to turn off the machine before removing a jam.

In contrast, the company's plant manager testified that the company's official process required Rudy to turn off the machine; however, the plant manager admitted that he was not the person who trained company personnel on its procedures. Rudy said that his co-workers trained him informally and told him he didn't need to turn off the power.

The trial court summarily ruled that the company was entitled to immunity from a civil lawsuit because the injuries were covered under Florida's workers' compensation statutes.

Appellate Court Decision

On appeal, the appellate court addressed what an employee must prove in order to overcome the presumption that employers are immune from personal injury lawsuits arising out of a workplace accident. It held that an injured employee must demonstrate that his/her employer engaged in conduct that was substantially certain to cause injury or death. The court went on to note that, the Florida Supreme Court had recently ruled that an injured employee is not required to show that the employer concealed a dangerous condition. Instead, the concealment of a dangerous condition is just one factor that is considered when trying to determine if an employer has waived its immunity to personal injury claims arising out of workplace accidents.

Based upon these factors, the appellate court concluded that there were factual questions that prohibited the trial court from dismissing the case. In particular, the court indicated that Rudy's claims that he was not instructed to turn off the punch press before clearing a jam could amount to the employer concealing the danger of his hand getting caught while trying to clear the jam.

Analysis

While it is unlikely that this case will create significant problems for employers who properly train their personnel, it may create issues for companies that lax with their training procedures. In addition, employers should make sure that the training provided by supervisory personnel is complete and consistent with the company's policies and procedures. It is not enough to merely have a nicely written policy because an employee may attempt to discredit the policy by challenging the training, or lack therefore, that he received.

Workers Compensation Costs Need to be Stabilized Again

By: George Allen, SPHR State Legislative Chair HR Florida Council

As a result of the Florida Supreme Court's action to remove the caps on trial attorney fees in workers compensation cases, Florida employers face the real possibility of returning to skyrocketing workers compensation insurance premiums. Florida went from being the state with the highest WC costs in 2003 to being among the ten lowest after the caps were put in place.

On March 5, HB 903 by Rep. Anitere Flores (R - Miami) was referred to the House Insurance, Business & Financial Affairs Policy Committee and the General Government Policy Council. This legislation will address the Supreme Court's decision in Murray vs. Mariner Health and restore caps on plaintiffs' attorney fees in workers' compensation cases.

Immediate action must be taken to restore limits on plaintiff's lawyers' fees in workers compensation cases to ensure that fees are based solely on a percentage of the actual benefit awarded to an injured worker. Following are the names of the Florida Legislative committee members who will consider this bill in the days ahead. We urge you to contact them to encourage action to restore predictability to our workers compensation insurance program.

House Insurance, Business & Financial Affairs Policy Committee

Rep. Pat Patterson (CHAIR)
pat.patterson@myfloridahouse.gov

Rep. Bryan Nelson
bryan.nelson@myfloridahouse.gov

Rep. Alan Hays (V CHAIR)
alan.hays@myfloridahouse.gov

Rep. Scott Plakon
scott.plakon@myfloridahouse.gov

Rep. Joe Abruzzo
joseph.abruzzo@myfloridahouse.gov

Rep. Kevin Rader
kevin.rader@myfloridahouse.gov

Rep. Carl Domino
carl.domino@myfloridahouse.gov

Rep. Ken Roberson
ken.roberson@myfloridahouse.gov

Rep. Erik Fresen
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Rep. Richard Steinberg
richard.steinberg@myfloridahouse.gov

Rep. Ed Homan
ed.homan@myfloridahouse.gov

Rep. Dwayne Taylor
dwayne.taylor@myfloridahouse.gov

Rep. Evan Jenne
evan.jenne@myfloridahouse.gov

Rep. Priscilla Taylor
priscilla.taylor@myfloridahouse.gov

Rep. John Legg
john.legg@myfloridahouse.gov

Rep. Jim Waldman
jim.waldman@myfloridahouse.gov

Rep. Carlos Lopez-Cantera
carlos.lopez-cantera@myfloridahouse.gov

Rep. John Wood
john.wood@myfloridahouse.gov

Rep. Charles McBurney
charles.mcburney@myfloridahouse.gov

Rep. Ritch Workman
ritch.workman@myfloridahouse.gov

Rep. Peter Nehr
peter.nehr@myfloridahouse.gov

HR Tampa is committed to bringing you the most meaningful programs to supplement and enhance your HR knowledge and have fun at the same time. We hope you choose to be a part of one of Florida's largest and most active chapters.

The success of the National Society for Human Resource Management (SHRM) depends on local chapters. Our HR Tampa chapter depends upon your membership. Joining HR Tampa is an excellent way to be involved. Our chapter services/programs will benefit you in several ways:

- Regular monthly breakfast and dinner meetings featuring expert speakers on current pertinent human resource topics (many meetings qualify for HRCI credits) are generally held the 3rd Wednesday of the month.
- Keep current with HR developments, trends, position openings, and events, etc., on our website.
- Networking with over 400 local HR Tampa members.
- Free study group (for active Basic & Premium paid members) for PHR/SPHR certification.
- Monthly electronic newsletter featuring legislative updates, local HR news and events.
- Joint diversity meeting with the Pinellas chapter providing further professional development and networking opportunities.
- Association with professional HR industry-focused vendors.
- Assistance in HR internship programs and finding candidates.
- Professional Mentor programs for college students.
- Access for your company to advertise open HR positions on our Job Board for free or discounted rate (\$100 cost per posting for non-members).
- Volunteer opportunities in the community in your profession.
- Special Events, Conferences, and Expos to earn continuing education credits.
- Reduced rates at the annual FL State Conference.

Our chapter is a 100% chapter, which means that each member must also be a member of the National SHRM. Our chapter receives additional quarterly funding from the SHRM Chapter Financial Support Program for each member who joins our chapter. This allows us to bring a higher quality of events and services to our members. Annual dues for the National SHRM membership are approximately \$160. National SHRM regularly has \$145 dues specials for first-time members. You can complete your membership application with SHRM on-line and automatically receive a membership number.

Please designate HR Tampa as your local chapter when joining SHRM.



February Speaker
- Byron G. Sabol



February Sponsor -
Dan DiGiacomo,
SagePoint Financial



Toni Mayros, Director of College Relations
honors the 2008 mentors.
Sue Styx, Mentor/Internship Coordinator, Mentor,
Laurie Gartrell, Price Waterhouse Coopers

Our vision is to reach out to the community to strengthen the workforce through skill and professional development, coaching, and mentoring programs by a collaborative effort between HR Tampa members, the local community, State and Federal government, and local businesses, as well as advance the Human Resources profession by partnering with local schools, technical colleges, and two and four year colleges.

One area of focus is assisting individuals to develop their skills that will assist them in becoming an active and productive member in the workforce environment. This added proficiency and knowledge helps our community to become more competitive in our local and global economy.

We will show individuals the art of marketing themselves to showcase their strongest skills to employers, whether they are entering the workforce, changing jobs, or re-entering the workforce. The training would include the following:

- **Writing resumes**
- **How to interview**
- **How to search for a job and plan for a career**
- **Develop communication skills**
- **Business Etiquette**
- **Dress for Success**
- **Professionalism in the workplace**
- **Skills training**
- **Leadership development**

One of the local organizations that workforce readiness supports with similar efforts is The Centre for Women. Robin Hill will share a brief overview about her organization at our March 18th breakfast meeting in hopes of finding volunteers to get involved with their vision. The organization works with women who are transitioning back into the workplace and they are in need of volunteers.

Hope to see you at the breakfast meeting!

STUDENT CHAPTER MEETING
Important Dates:
Remember to Register To Attend

March 25, 2009: Creative Loafing (5:45 p.m. - 7:45 p.m.)

Events Include: "Career Development Today: How to Build Your Job Search Campaign" and more to be announced. Get ready to ask your questions! Bay Area business professionals will also be on hand to review your resume and help you brush up on your interview skills. We will also be featuring a round table discussion from the Bay Area's leading business professionals.

2009 HR Tampa Expo You can Make the Difference

Save the Date!!

Wednesday, September 16, 2009 • (A LA CARTE EVENT PAVILION)

(1) Platinum Sponsor - \$3000 (Early Bird 5/30/09 \$2500)

- 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

(2) Silver Sponsor - \$1500 (Early Bird 5/30/09 \$1200)

- 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

(2) Gold Sponsor - \$2500 –(Early Bird 5/30/09 \$2200)

- One (1) booth in expo hall
- 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

(20) Bronze Sponsor - \$900 (Early Bird 5/30/09 \$750)

- 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 two staff members
- Two conference lunches provided

Deadlines

Early Bird Rates Expire after 5/30/09

- All Sponsorship payments must be received by 7/15/09.
- Company - 40 words must be submitted by 7/15/09 and must be in a Word document.
- Company Logo must be in Web-ready JPG (15 K max) and received by 7/15/09.

Sponsorship Information, contact our Non- Revenue Director: Chris Greene • Shaker Recruitment Advertising & Communications • 813-289-7347 • chris.greene@shaker.com

Sponsorship Cancellation Policy

Due to time, printing and budget constraints, it is the policy of HR Tampa to disallow sponsorship cancellations.

HR Tampa Cancellation Policy

In the event of unpreventable circumstances, e.g. hurricanes or other occurrences beyond our control, HR Tampa will work with event sponsors to either reschedule the sponsored event or arrange for a refund. This is the only circumstance under which a sponsorship refund may be made available.

We would like to give special recognition to our **2009 "Spotlight Meeting Sponsors..."**



...and invite **your** organization to become a **2010 "Spotlight Sponsor!"** But you must act promptly since these popular monthly meeting sponsorships go quickly.

Here are the benefits your organization will enjoy as a "Spotlight Sponsor:"

- *Exclusivity as a meeting sponsor.*
- *A display table in the registration area that can include use of a banner, brochures, tabletop presentations, business cards, give-aways, etc.*
- *Your name and contact information prominently displayed on the agenda.*
- *Two (2) free meals for you and a colleague.*
- *The opportunity to make a five-to-seven (5-7) minute presentation to the membership prior to the main speaker.*
- *Your name and logo, along with a link, on the HRTampa website for one (1) month.*
- *Your company information on our service provider directory for one (1) year.*

Call and reserve your "Spotlight Meeting Sponsorship" today!
Contact: Chris Greene, 813-289-7347 or email Chris at chris.greene@shaker.com

2009 Spotlight Meeting Sponsors

JANUARY		FEBRUARY		MARCH		APRIL	
MAY		JUNE		JULY		AUGUST	
SEPTEMBER	HR Tampa Annual Expo - Sponsorship Levels - Now Available	OCTOBER	Joint Diversity Meeting w/SHRMA	NOVEMBER		DECEMBER	



www.hrtampa.org

Name	Certification	Company	Title
Mr. Carmen Federico		Troy University, Tampa Bay Site	Business Development Director
Chris Hunt		First Class North America	Vice President National Accounts
Craig Fowler	PHR		
David Haas		Advocate Consulting Group	Benefits Consultant
David Weissman		Stromberg	National Sales
Gregg Heggeland		Marriott Execustay	Account Executive
Helda Gomez	PHR	Diebold, Inc.	Director, Human Resources
Janice Martinez		Act - 1 Group of Companies	
Jovanka Rodriguez		The Budd Group	HR Administrator
Kevin Connell			CEO
Marie Haskins	SPHR		
Michaela Enlund	SPHR	Franklin Templeton Investments	Mgr. HR Consulting
Paula Nuzzi		Evergreen Packaging	Human Resource Team Leader
Paulette Beaudoin		Central Florida Institute	Graduate Placement Advisor
Stephanie De Las Rios		Mission Health of Georgia	Human Resources Manager
William Fallon		First Class North America	President
Yamile Haibi	SPHR		

Members in Transition

SHRM offers a one-time opportunity to renew dues at no cost. Members must be unemployed at the time of their renewal and complete an application form. For more information, please visit www.shrm.org/members/transitioning.

HR Tampa offers a one-time membership renewal at the Basic level for current members in HR Tampa and SHRM. Members must be unemployed at the time of their renewal. Members are responsible to pay the \$30 Monthly Meeting cost. Please send all requests to hrtampamembership@yahoo.com.

HR Connections

Right Management and the HR Florida State Council are pleased to be partners in sponsoring HR Connections. Right Management is the largest international career management and human resource consulting firm in the world.

We are dedicated to facilitating smooth and effective change processes so that the business objectives of our corporate clients and the career objectives of their employees are realized. Right has been recognized as "One of the 200 Best Small Companies in America" for four years in a row by Forbes and Business Week.

Thomas H. Shea, Managing Principal of the Florida/Caribbean region, founded Florida's first career transition firm in 1979. His firm joined Right Management in 1982. To read further about Right Management, please visit www.right.com.

HR Connections is the Right Management Career Transition Portal offering the following services to the HR Professional. You will be given a unique ID and Password to access the site when you request access.

To register for access to this complimentary program log onto: <http://hrflorida.org/> and click on the HR Careers button.

Spring SHRM Offerings Seminars www.shrm.org

Program Offering	Location	Program Dates
<u>Rightsizing in Europe</u> This course was designed to help U.S.-based professionals understand the issues around employing people in Europe.	Washington, D.C.	March 27
<u>Creating an HR Strategy</u>	Washington, D.C.	April 20-21
<u>PHR/SPHR Certification Preparation Course</u> Gain a comprehensive overview of the entire body of HR knowledge using the SHRM Learning System. You can be confident of your breadth of knowledge in preparation for the PHR or SPHR certification exam.	Washington, D.C. Atlanta, Ga. Washington, D.C.	April 22-22
<u>Base Compensation Course</u> This program offers an overview of base compensation, with an emphasis on pay-for-performance, merit pay and examples of other practical compensation practices.	Washington, D.C.	April 23
<u>Incentive Compensation Course</u> In this program you'll learn about the various incentive compensation models and the advantages of this powerful compensation tool, a written guideline as to the components of a successful incentive compensation program.	Washington, D.C.	April 24

SHRM® 61st Annual Conference & Exposition

June 28 – July 1, 2009
Morial Convention Center
New Orleans, LA

Your attendance and participation at the SHRM Annual Conference is undoubtedly the most effective way to help revitalize your organization as the nation's economic crisis continues to change the way we work and live.

Strengthening your awareness of amendments in workplace law, building competencies to resolve challenges and improving strategies for aligning HR goals with your organization's business objectives are mission-critical during these turbulent times. The Annual Conference provides three days of concurrent sessions categorized into several knowledge areas including:

- Employment Law and Legislation
- International
- Skill Development
- Strategic Management
- Total Rewards

And a chance to earn up to 26 recertification credits.

Visit <http://www.shrm.org/Conferences/annual/Pages/default.aspx> for more information.

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mpryor@bankoftampa.com

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Cheryl Brown, PHR
813.830.5520
ccbrown-1@msn.com

The HR TAMPA NEWSLETTER...

needs your articles for submissions...

What new innovative things have you implemented to save your company money?

What are you doing about burnout for your employees? Yourself?

What is the culture like at your office after a layoff? Any suggestions or tips to improve?

How do you juggle a career and family? School and Job?

How do you make time to take care of personal items such as doctor's appointments or sick pets?