

The Official Newsletter of HR Tampa

Becoming a Conflict Competent Leader and Building Conflict Competent Teams

May 20, 2009
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"Conflict happens on the best of teams. Building Conflict Competent Teams shows team leaders, as well as team members, how to constructively tackle the challenges that come when people disagree. This book is a must-read for anyone who wants to lead, or belong to, a high performing team." —Ken Blanchard, coauthor, *The One Minute Manager*® and *The One Minute Entrepreneur* "A comprehensive, thoroughly researched guide to the crucial and inevitable role conflict plays on a team." —Patrick Lencioni, author of *The Five Dysfunctions of a Team*. Successful teams know that conflict is not to be avoided, but embraced and explored. In fact, conflict often results in new, previously unimagined opportunities, solutions, and results. Building Conflict Competent Teams provides team members with the skills to engage the inevitable conflicts and develop conflict competence. The authors demonstrate why conflict emerges within teams and how to respond in ways that will leverage conflicts to a team's advantage. Filled with stories, interviews, and examples that provide entertaining and thought provoking insights about the nature of conflict within teams, this resource contains a wealth of techniques and processes for addressing team conflict that has gone awry. Runde and Flanagan also include useful tips and tools for assessing a team's current state of conflict competence and suggestions for addressing the challenges of today's virtual and geographically dispersed teams. Building Conflict Competent Teams is a guide for anyone who wants to develop the self-control, self-awareness, and constructive behavior patterns that will enhance their team experience

ABOUT THE PRESENTERS

Craig E. Runde is director of new program development at the Leadership Development Institute at Eckerd College, St. Petersburg, Florida. Tim A. Flanagan is director of custom programs at the Leadership Development Institute at Eckerd College, St. Petersburg, Florida. The Center for Creative Leadership (CCL®) is a top-ranked, global provider of executive education that develops better leaders through its exclusive focus on leadership education and research. Founded in 1970 as a nonprofit, educational institution, CCL helps clients worldwide cultivate creative leadership—the capacity to achieve more than imagined by thinking and acting beyond boundaries—through an array of programs, products, and other services.

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

Date: May 20, 2009

Time: 7:30a.m. – 10:00a.m.

HR Tampa can now be found on facebook
and Linked in. Just search for HR Tampa.
However, you must be a HR Tampa member to join.

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Have Your Employees Been Properly WARNed?

David P. Steffen, Esq.

Constangy, Brooks & Smith, LLP

HR Tampa Member

While recent news reports have indicated that the economy could begin to recover by the end of this year, we will likely continue to see rising unemployment rates for at least the next few months. Therefore, I wanted to take this opportunity to discuss employers' obligations under the federal Worker Adjustment and Retraining Notification Act ("WARN").

It's not just about "plant closings"

Although most employers are generally aware that WARN requires 60-days' notice of a facility closings and mass layoffs affecting 50 or more employees, there are several aspects of the Act that may be overlooked.

WARN covers all types of businesses with 100 or more employees and its notice requirements apply not only to entire facility closings, but also to long-term layoffs, reduction of working hours, and shutdowns of operating units within a site of employment. When trying to determine if WARN's protections are applicable, employers should not merely focus on closing a facility. If enough employees will be out of work for a sufficient time period, WARN still applies even if the terminations/layoffs do not result in any basic changes to the company's business operations.

WARN review

WARN applies to all business entities with 100 or more employees, excluding "part-time" workers. A single major change in an employer's operations, or the combined effects of several related lesser changes during a 90-day period, may trigger notification requirements.

Employers must give a written 60-day notice to every employee (or to the union if there is a recognized bargaining representative), impacted by the decision as well as to state and local government representatives, before permanently or temporarily shutting down

* a single site of employment with 50 or more employees, or

* one or more entire facilities or operating units at a single site of employment, if the shutdown will result, during any 90-day period, in termination or layoff lasting more than six months for 50 or more employees.

Even where an employer is not shutting down a single site of employment, facility or operating unit within that single site, 60-days' notice must be given before implementing any reduction in force that involves the separation for more than six months of

* 50 or more employees at a single site during any 90-day period if they constitute at least 33% of the employees at the site, or

* 500 or more employees at a single site, regardless of the total number of employees at that site.

Aggregation. WARN also has an "aggregation" clause. If, during a 30- or 90-day period, two or more reductions take place, the *aggregated* number of affected employees will trigger a WARN obligation if the aggregated number exceeds either of the two thresholds for WARN coverage. This is so even if each reduction considered alone would involve fewer employees than the trigger number for a "closing" or "mass layoff."

Exceptions. The law contains three exceptions to these advance notice requirements: (1) "unforeseeable business circumstances;" (2) a "faltering company" exception that applies if the employer is actively seeking capital or business that, if obtained, would have postponed the closing or averted the need for it altogether; and (3) a "natural disaster" exception. The employer has the burden of proving that it is entitled to an exception.

Penalties. Penalties for failure to provide notice where required include back pay and benefits to each affected employee for each day of the violation, up to a maximum of 60 days. Fines include \$500 per day, per site of violation, up to a total of \$30,000. WARN is enforced by the courts, not through an administrative process.

The Payment Option. Finally, the law permits employers to avoid or reduce their liability by giving employees pay and benefits in lieu of notice. Thus, employers who prefer not to give advance notice of a shutdown or major layoff may provide what amounts to pay and benefits for any period of violation, over and above any other severance pay or other termination benefits to which the affected employees are already legally entitled.

State Laws. While Florida does not have a state plant closing statute, other states have requirements that a company must also consider. These include California, Connecticut, Hawaii, Illinois, Maine, Maryland, Massachusetts, Michigan, Minnesota, New Jersey, New York, Pennsylvania (Philadelphia city ordinance), South Carolina, Tennessee and Wisconsin.

Mr. Steffen is a labor and employment lawyer who represents businesses only. Mr. Steffen is a partner in the Tampa office of Constangy, Brooks & Smith, LLC, which has represented employers exclusively since 1946. Mr. Steffen is an active member of HR Tampa. For more information on the firm, please visit www.constangy.com. HR Tampa members can also contact Mr. Steffen at his office direct dial line at (813) 222-1353.

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.

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.

- Monthly Schedule of Webinars
- Daily Workshops in each of our Florida offices
- Exclusive Right Management Job and Resume Bank
- Research Databases including: OneSource, Dun & Bradstreet, and Career Search
- Ongoing Networking Meetings
- Online Career Transition Portal including:
- Career Links, a directory of career transition websites
 - eLearning Modules
 - Networking Board
 - Job/Resume Bank
 - Cybrary, an online library of career transition material
 - Entrepreneurship Module
 - Online Organizer for personal contacts and appointment tracking

Upcoming Webinar Schedule:

May 20th	10:00 am - 11:30 am	Resume Development
May 20th	1:00 pm - 3:00 pm	LinkedIn for Beginners
May 21st	1:00 pm - 2:30 pm	Interviewing Strategies
May 22nd	10:00 am - 11:30 am	LinkedIn for Advanced Users
May 22nd	10:30 am - 12:00 pm	Consultant's Corner
May 26th	10:30 am - 12:00 pm	Self Marketing
May 26th	1:00 pm - 2:30 pm	Networking
May 27th	10:00 am - 11:30 am	Resume Development
May 27th	1:00 pm - 3:00 pm	LinkedIn for Beginners
May 28th	10:00 am - 11:30 am	Interviewing Strategies
May 28th	1:00 pm - 2:00 pm	Negotiation Strategies
May 29th	10:00 am - 11:30 am	LinkedIn for Advanced Users
May 29th	2:00 pm - 4:00 pm	Living Within Your Means

Check back each month for the new schedule of webinars!!
Tampa, 5201 West Kennedy Boulevard, Suite 525, (813) 287-2855



PHR/SPHR Crash Course

Date: September 3, 2009 - November 19, 2009

Time: 6PM - 8PM

Location: Alpha House, 201 S Tampania Ave, Tampa 33609

Special thanks to Alpha House for accommodating our study groups.

HR Tampa, a 100% SHRM chapter, sponsors a study group as a benefit for all interested members who wish to explore the advantages of certification through the Human Resource Certification Institute.

The study group provides an informal setting to review and discuss study material, and practice test taking. The study group meets 2 hours weekly for twelve weeks.

The study group is open to HR Tampa and student members at no charge. Non-members will be charged \$300.00. This fee is non-refundable and must be paid in advance.

We will be utilizing the, "Human Resource Certification Program". The program may be ordered through HR Tampa at a discount for \$270.00. Payable by check or money order only. We are not able to accept credit cards at this time.

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.



Workforce Readiness

Next Month – Finding FREE Money for Training Opportunities.

Most businesses are unaware of available grant funding or programs that could help to develop their new or current workforce. Juan Gomez from the Tampa Bay Alliance and Donna Harak from the Tampa Chamber of Commerce will speak to us briefly about some available grant money that is offered for training opportunities.

You do not want to miss next months meeting!

Diversity Updates

The Diversity Committee is responsible for spearheading the effort to diversify HR Tampa's membership and to publicize successful diversity programs in the Tampa Bay community.

We meet on a quarterly basis at a time that is convenient for all of the committee members. As a volunteer on the Diversity Committee, you could participate by helping to organize diversity-related events, writing newsletter articles, researching Tampa area resources and events, developing materials to distribute to our members, helping out at monthly meetings or special events, or by participating in the initiatives that the committee develops each year.

For more information, please contact Deborah Dube at ddube@lazydays.com, or at 813-246-4999 x4387.

Many of us wonder what it takes to be a Human Resources Consultant. Next month the HR Tampa Student Chapter will meet with Linda Bailey, SPHR, of Bailey Consulting to learn all about what it takes to be an HR Consultant.

In April, student chapter members attended a round table panel event held at Keller University's Tampa campus. The panel was comprised of Bay Area leaders that included Daniel James Scott, University of South Florida, Small Business Development, Cheryl Brown, MetroPCS and HR Tampa's Workforce Readiness Chair and Geoff Member, Regional Director, Sams Club and HR Tampa member. Students asked questions relating to economic conditions, applicant sourcing, career paths and general business inquiries of our panel members.



Panel Members Daniel James Scott and Cheryl Brown



Student Chapter Members Ellie Klein, Sandra Scott and Kimberly Connor



Panel Members, Daniel James Scott, Workforce Readiness Chair Cheryl Brown and HR Tampa Member Geoff Martin

HR Tampa extends sponsorship to the Tampa Bay Young Woman's Symposium.

Two of HR Tampa's board members participated in the Tampa Bay Young Woman's Symposium on Saturday, April 18th. Workforce Readiness Director, Cheryl Brown, SPHR and Director of College Relations, Toni Mayros represented HR Tampa at the event which honored young women throughout the Bay Area for superior achievement within their high schools. Each of the young women were nominated to attend the day's event. The event featured mentors and breakout sessions with a final round table question and answer session featuring three of the Bay Area's leading business women.

As part of our sponsorship, HR Tampa was able to speak with those in attendance on the professional chapter and student chapter. We look forward to continuing this partnership next year!





HR FLORIDA 2009 CONFERENCE & EXPO

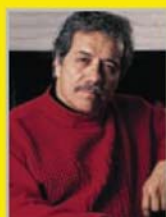
August 16 - August 19, 2009
Rosen Shingle Creek Resort, Orlando, FL
www.hrflorida.org



★ Discounted room rate \$130 per night ★

As a professional in today's ever-changing HR industry, you're encouraged to participate in the 2009 HR Florida State Council Annual Conference and Expo. Last year we had a record-breaking 1,500 HR Professionals attend. And this year is predicted to be even better.

KEYNOTE SPEAKERS



Edward James Olmos
Actor, Humanitarian
& Executive Director
of Lives In Hazard
Educational Project



Dr. Christine Dumas
Lifestyle, Consumer
Health/Fitness
Reporter & Author



**The Honorable
Alexis M. Herman**
America's 23rd
Secretary of Labor

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For sponsorship information, visit: www.vendor.hrflorida.org



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ANNUAL RAFFLE

...for The SHRM Foundation is a 501 (C) (3) nonprofit affiliate of the society for Human Resource Management (SHRM). The Foundation is a legally separate organization, and is not funded by SHRM membership dues.

The mission of the SHRM Foundation is to maximize the impact of the HR profession on organizational decision-making and performance by promoting innovation, education, research, and the use of research-based knowledge.

Prizes are:

- 37 inch flat screen television
 - \$200 Visa Gift Card
 - I-phone
- 1 ticket = \$1
5 tickets = \$3
8 tickets = \$6
12 tickets = \$10

This raffle is not limited to HR Tampa members. Raffle open to ALL individuals. (Need not be present to win)

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 6/12/09 \$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

(1) Silver Sponsor - \$1500 (Early Bird 6/12/09 \$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 6/12/09 \$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

Only 8 Bronze Sponsors left!

(8) Bronze Sponsor - \$900 (Early Bird 6/12/09 \$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 6/12/09

- **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
Anna Kocin		Cash Management Solutions	
Armina Rigakos		Cash Management Solutions	
Beverly Mack		Lakeland Regional Medical Center	HR Business Partner
Cher Cerebe			Training & OD Manager
Don Madock	PHR	Ann Grogan of Tampa Bay	National Sales Recruiter
Heather Dorsten		Florida Communications Group	Recruitment Multimedia Accounting Executive
Janie Meadows		The Nielson Company	
Jenni Stone	PHR	Elite Communication Services	HR Manager
Jennifer Ahrens			
Jennifer Desquitado		SunCoast Staffing Inc.	Operations Manager
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Kimberly Rayo		Wellcare Health Plan, Inc.	HR Recruiting
Kristen Drago		SunCoast Staffing Inc.	President
Martha Threadgill			
Matthew McGuire		Tampa Tribune	
Nate Tong		Stream Global Services	HR Project Manager
Nathan Cash		Cash Management Solutions	
Nicole Gallant			HR Manager
Robert Burns	PHR, CCP	Pro Service Techs	HR / Operations Manager
Rose Huddleston	PHR	The Ritz-Carlton Hotel Company	Regional Senior Director
Silvana Capaldi		National Insurance Management	Principal
Walter Elkins		Cash Management Solutions	
Wanda Goodson	SPHR	Citi	

Office Depot is trying to help those looking for jobs.

The Boca Raton-based office products company said Monday it will offer customers free copies of resumes and free faxing until May 30.

Customers can visit the Design, Print & Ship Depot center in any of Office Depot's retail stores nationwide, where they can get up to 25 single-sided pages, along with faxing to five domestic numbers at no cost.

Customers can choose to upgrade their resume paper selection to a color or premium paper for a fee.

HR Tampa – Information

REMINDER: Job Board

If you wish to post a job opening for your company the following applies:

- ACTIVE dues paid members of HR Tampa may post an employment ad for a HR position within their own company at any time **FREE** of charge as a benefit of being a member.
- HR Tampa Affiliate (have designated HR Tampa #0074 as their primary chapter with SHRM and provide proof to HR Tampa) members may post a job for \$75 per 30-day posting.
- There is a \$100 charge for each 30-day job posting for all other companies that do not employ an active dues paid member of HR Tampa or if you are recruiting for other companies besides your own (recruiters, advertising companies, vendors, and others). The \$100 will be applied to the membership fee of that company should the new hire decide to join HR Tampa within 90 days of the posting date.
- All jobs posted must be an HR related position.

HR Tampa is not an employment service and cannot verify information nor offer additional information regarding any listed position. All jobs will be posted for 30 days. If you are interested please send your job postings to sherry.moore@oceanoptics.com.

National SHRM

Spring SHRM Offerings

Program Offering	Location	Program Dates
HR Generalist SHRM's most popular seminar. An industry expert will provide you with an overview of the HR generalist's core competencies. Each competency presented will provide you with the definition, roles and responsibilities of the HR generalist, the latest trends, useful metrics, and relevant employment laws.	Washington, D.C.	May 21-22
PHR/SPHR Certification Preparation Course 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.	May 18-20
HR Metrics: Driving HR Success through Analytics	Washington, D.C.	May 18-19

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:

- Employment Law and Legislation
- International
- Skill Development
- Strategic Management
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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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The HR TAMPA NEWSLETTER...

Do you have a human resources question?

Would you like to learn more about a specific employee relations issue or find out how a new law could impact your organization? Why not submit your question to "Ask HR Tampa"?

The board of directors for HR Tampa will review all questions and each month selects a couple to go into the newsletter for all to review the responses.

To submit your questions, just go to askhrtampa@yahoo.com, and please include contact information.