

# The Official Newsletter of HR Tampa

## Helping Managers Help Themselves

### November Sponsor



### December Sponsor



How managers can improve their performance and the performance of their employees by hiring the right employees, performance management, and leadership skills.

#### Hiring the right employees

- Twenty-one Practical Techniques that managers can use immediately
- Utilizing DISC – Know thyself
- Utilizing DISC for hiring and performance improvement
- Utilizing DISC for team building
- Utilizing DISC for sales



#### Performance Management

- Utilizing Pareto's Law with the team
- Keys to increasing your productivity and the productivity of the team

#### Leadership

- Developing a clear Vision and Mission
  - Thinking strategically
  - Delegating effectively
- 
- Picture and actual topic that is on the HR Tampa website

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

**Date:** Wednesday, November 18, 2009

**Time:** 5:30pm

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



## Table of Contents

|                                         |    |
|-----------------------------------------|----|
| Helping Managers Help Themselves .....  | 1  |
| Speaker Bio .....                       | 3  |
| Legislative Updates .....               | 4  |
| Diversity .....                         | 5  |
| College Relations Update .....          | 6  |
| HR FLORIDA 2010 .....                   | 6  |
| HR Certification Institute Update.....  | 6  |
| Workforce Readiness.....                | 7  |
| 2009 “Spotlight Meeting Sponsors” ..... | 8  |
| New Members.....                        | 9  |
| New Members - Special Rates .....       | 9  |
| Members in Transition.....              | 9  |
| Board of Directors .....                | 10 |

## Dulcee Loehn

Dulcee Loehn offers over twenty years of executive management experience. She had full financial management responsibility for an eighteen million dollar service business, and successfully managed a six person call center, as well as performed operations management with profit and loss, asset management, and forecasting responsibility for a four million dollar service business with fifteen field employees. She increased the team's performance from achieving sixty-five percent of plan to one hundred thirty-two percent of plan within an eighteen month period. Specializations include process management, change management, and leadership.

Her experience is extensive in all aspects of small to medium business management including inside and outside sales, financial benchmarking & measurement, inventory control, accounts payable, accounts receivable, customer service and human resource management.

As an internal coach to the President, she developed and implemented new policies and procedures, creating effective infrastructure for all aspects of a small, rapidly growing business. She reduced billing time from fourteen to three days and improved contractual performance from sixty-three percent to ninety-five percent within a twelve month period.

Dulcee left the corporate environment to pursue her passion for business coaching. She founded FocalPoint Business Performance of Tampa Bay where she partners with clients to enhance their effectiveness, profitability and quality of life. She produces impressive and measureable results for clients while building strong, long lasting relationships.

Dulcee is a Certified Trainer and Coach's Coach for FocalPoint International. She is the first coach to be awarded this position and is responsible for training new coaches coming into the system and is a coach for other, more experienced coaches, assisting all to build healthy and profitable coaching practices.

Dulcee has her Bachelor of Science in Biology, M.S. in Management, as well as a Certificate in Process Management, all from the University of South Florida.

## A Few Tidbits for 2010

While Congress' actions with regards to employment laws have been rather minimal the last few months, there are a couple issues that I would like to touch on that will impact employers in 2010. They range from expanded leave to the minimum wage.

First, the good news. There will be NO increase in the state's minimum wage in 2010. It will remain at the federal rate of **\$7.25 per hour**. The minimum wage for tipped employees will remain at **\$4.23 per hour**. Under federal law, the state's minimum wage rate prevails when it exceeds a state's minimum wage. Once Florida's minimum wage exceeds the federal rate, Florida's employer will have to again start paying the higher state rate; however, the earliest this can happen will be January 1, 2011, once the state recalculates the rate based upon the consumer price index on September 30, 2010.

Even though Florida's minimum wage will not increase in 2010, employers MUST still update their notice postings. The 2010 posters can be downloaded from the Florida Agency for Workforce Innovation's website, [www.Floridajobs.org/minimumwage](http://www.Floridajobs.org/minimumwage).

The **Fiscal Year 2010 National Defense Authorization Act (H.R. 2647)** that President Obama signed on October 28, 2009, expands the leave rights for employees with family members in the military. As most human resources representatives are aware, Congress amended the **Family and Medical Leave Act ("FMLA")** to provide up to 12 weeks of exigency leave for urgent needs related to a reservist's family members. It included leave for an employee's needs based upon a son, daughter or parent's call to active service. Through the defense authorization act, exigency leave benefits have been extended to INCLUDE family members of active duty service members. Previously, only family members of individuals in the National Guard and Reservists qualified for this leave.

In addition, the military caregiver leave has also been expanded. Under the current law, a caregiver could receive up to 26 weeks of unpaid leave to provide care for a family member who was injured during active military service. An employee could take leave for a son, daughter, spouse, parent, or next of kin. Under the 2010 defense authorization act, caregiver leave has been expanded to INCLUDE veterans who are undergoing medical treatment, recuperation or therapy for a serious injury or illness that occurred any time during the five years preceding the date of treatment.

The new leave provisions established under the Fiscal Year 2010 National Defense Authorization Act are effective immediately.

As always, if you have any questions or comments about this column or any other employment law issues, feel free to speak with me at the next chapter meeting.

## HR TAMPA & SHRMA JOINT DIVERSITY MEETING

October 14, 2009

Last month we had our diversity meeting to assist us in becoming more aware of the belief and values held by our employees, and how to handle (or possibly prevent) problems that arise from misunderstandings.

### SPEAKERS



**Dr. Charles (Chuck) Jones**  
Professor at St. Petersburg College and Expert on World Religions



**Cherie Silberman, Esq.**  
Tampa law firm Costangy, Brooks and Smith, LLP presented the legal perspective and discussed recent cases.



**Ahmed Bedier**  
President of Tampa Human Rights Council, discussed human rights and the Mideast.



## November Disaster Recovery Meeting

HR Tampa College Relations and the Tampa Bay HR Student Chapter got to visit Sago Networks this month. Students and guests had the opportunity to learn about disaster recovery and what to do when your organization is faced with a disaster. Sago Networks offers temporary office space in a secure, safe environment.

## December College Relations Networking Event...

Please join us in December to learn about Social Networking. Many of our leading HR professionals in Tampa Bay will be at this event and they are ready to answer your questions! Details to come.

## WANTED – COMPANY'S TO HOST MEETINGS

In 2010, College Relations is looking for meeting hosts, internship sponsors and mentors. To become involved, please contact Toni Mayros, Director of College Relations.

## HR Certification Institute Update

### PHR/SPHR Crash Course

**Date:** Saturday, November 21, 2009

**Time:** 9AM - 1PM

**Location:** DeVry University - Tampa East Campus, 6700 Lakeview Center Drive, Suite 150  
Tampa, FL 33619

**Cost:** Members \$50.00 - Non-Members \$75.00

**Registration Deadline:** Wednesday, November 18, 2009

**Pre-Registration required.**



## HR FLORIDA 2010 – LOOKING FOR SPEAKERS

The annual conference is the premier educational event for human resources professionals in the State of Florida and they are looking for dynamic, experienced speakers to educate and motivate the attendees. The conference will be **August 30 – September 1** at the Rosen Shingle Creek Resort in Orlando (SAVE THE DATE).

- Speak at one of 90+ sessions • Reach over **1,700** professional human resources decision-makers
- Receive a complimentary registration for the day(s) you speak. Promote published works or training programs (HR Florida will make every effort to make materials available through the bookstore – subject to approval)

The deadline is approaching! Do not miss out on your opportunity to submit your presentation for HR Florida 2010! If you have a session that pertains to the SHRM body of knowledge, the HR competency model and/or trends that are shaping the workplace, submit your CFP to speak. Alternative views and counterpoint issues are welcomed, particularly when lessons learned from first-hand experience are offered as models/examples.

All presentations **must be received no later than December 7, 2009** to speak at HR Florida 2010!

**CONTACTS:** For more information and to apply, go to: <http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=122480> or email [programs@hrflorida.org](mailto:programs@hrflorida.org).

# WAY TO GO HR TAMPA!!!!!!

HR Tampa Volunteer Day @ Metropolitan Ministries

## HUGE SUCCESS!!!!

HR Tampa would like to thank all of the volunteers who came out to Metropolitan Ministries and donated their time to give back to the community. Many of our members assisted Metropolitan Ministries by receiving and sorting through the donations or helped in the kitchen or outreach center. What a great event HR Tampa was privileged to participate in this year.

**HR Tampa had seventeen members sign up to volunteer @ Metropolitan Ministries - Thank you!**



# 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](mailto:chris.greene@shaker.com)**

## 2009 Spotlight Meeting Sponsors

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



**[www.hrtampa.org](http://www.hrtampa.org)**

## New Members

| Name                 | Certification | Company                   | Title                |
|----------------------|---------------|---------------------------|----------------------|
| Glenise Shillingford |               |                           |                      |
| Amy Schlein          |               |                           |                      |
| Denise Stemac        | PHR           | TechHealth, Inc.          | HR Manager           |
| Michael Brock        |               | ClearView Search Partners | Principal            |
| Miguel Lopez         |               | Macys Credit Services     | HR Managing Director |
| William Moore        |               |                           |                      |

## New Members - Special Rates

If you are a new member or perhaps returning to HR Tampa after letting your dues lapse, join HR Tampa in the month of November and receive two months for free!

This one-time offer will extend your membership from November 1, 2009 to December 31, 2010. If you join during the month of December, your membership will run from December 1, 2009 to December 31, 2010. Act now to receive the best rates!

- Premium Membership - \$225
- Includes monthly meeting costs and cost of September Expo
- Basic Membership - \$100
- Annual Dues only – member pays \$30 for monthly meeting

Renewing Members  
(member in 2009)  
Early Bird Rates

- Membership will be in effect for the calendar year - January 1 to December 31

- Premium Membership - \$225 - Includes monthly meeting costs and cost of September Expo
- Basic Membership - \$100 - Annual Dues only – member pays \$30 for monthly meeting

- As of February 1, 2010, Premium Membership rates will increase to \$275.

## Members in Transition

### HR Connections

This year, Right Management's goal is to host and support their website with services that benefit all Human Resources Professionals, from entry level to the experienced business partner, who are involved in a career transition. Please visit the HR Careers Section on [www.hrflorida.org](http://www.hrflorida.org) to gain access to the following valuable tools in HR Connections offered through Right Management such as attending one of the upcoming webinars.

### Upcoming Webinar Schedule:

|               |                     |                                      |
|---------------|---------------------|--------------------------------------|
| November 12th | 10:00 am - 11:30 am | Interviewing Strategies              |
| November 12th | 1:00 pm - 2:30 pm   | Negotiation Strategies               |
| November 13th | 9:30 am - 11:30 am  | LinkedIn for Advanced Users          |
| November 17th | 2:00 pm - 3:30 pm   | Net Search for Job Search            |
| November 18th | 9:30 am - 11:30 am  | LinkedIn for Beginners               |
| November 19th | 10:30 am - 12:00 pm | Consultant's Corner                  |
| November 20th | 9:00 am - 12:00 pm  | Entrepreneurship through Franchising |
| November 24th | 10:30 am - 12:00 pm | Self Marketing                       |
| November 24th | 1:00 pm - 2:30 pm   | Networking                           |
| November 25th | 10:00 am - 11:30 am | Resume Development                   |
| November 25th | 1:00 pm - 3:00 pm   | LinkedIn for Beginners               |

To register for one of the upcoming webinars go to:  
<http://www.hrflorida.org/displayemailforms.cfm?emailformnbr=103332>

**Right Management's Tampa Location:**  
**5201 W. Kennedy Blvd., Suite 525 – 813-287-2855**

## OFFICERS

|                                                                                             |                                                                                            |                                                                                              |                                                                              |                                                                                                                                 |
|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|
| <b>President</b><br>Ignacio Garcia, Esq.<br>813.289.1247<br>Iggy.Garcia@ogletreedeakins.com | <b>President-Elect</b><br>Lisa Murfield, MBA, SPHR<br>813.227.8473<br>lmurfield@hwhlaw.com | <b>Secretary</b><br>Lynnette Holsinger, SPHR<br>352.249.4712<br>lynnetteh@naturecoastems.org | <b>Treasurer</b><br>Inass Riyad, SPHR<br>727.464.6323<br>inass.riyad@att.net | <b>Immediate Past President/<br/>Foundation Director</b><br>Dana Chatelain, SPHR<br>813.258.0293<br>dchatelain@scicompanies.com |
|---------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------|------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------|

## DIRECTORS

|                                                                                   |                                                                                            |                                                                                      |                                                                                                |                                                                                      |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|
| <b>College Relations</b><br>Toni Mayros<br>727.534.4955<br>tmayros@gmail.com      | <b>Communications</b><br>Rebecca Lukban, PHR<br>813.514.2222<br>RLukban@OasisAdvantage.com | <b>Diversity</b><br>Debbie Dube<br>813.246.4999 ext. 4387<br>ddube@lazydays.com      | <b>Education/Certification</b><br>Sharon Marsh, SPHR<br>813.699.5920<br>slmarsh@prince-sdc.com | <b>Hospitality/Registration</b><br>Donna Cacciatore, PHR<br>dcacciat@tampabay.rr.com |
| <b>Legislative</b><br>David Steffen, JD<br>813.222.1353<br>DSteffen@constangy.com | <b>Membership</b><br>Jill Conklin, PHR<br>813.207.8574<br>hrtampamembership@yahoo.com      | <b>Non-Dues Director</b><br>Chris Greene<br>813.289.7347<br>chris.greene@shaker.com  | <b>Programs</b><br>Bryan McGrath<br>941.377.7739<br>Bryan.mcgrath@octanner.com                 | <b>Patricia Gaudin, SPHR</b><br>813.258.0293<br>pgaudin@scicompanies.com             |
| <b>Technology Directors</b><br>Alina Diaz<br>813.259.7188<br>adiaz@tampatrib.com  |                                                                                            | <b>Workforce Readiness</b><br>Cheryl Brown, PHR<br>813.830.5520<br>ccbrown-1@msn.com |                                                                                                | <b>John Alexander</b><br>813.221.3274<br>jalexan@verizon.net                         |

## 2010 Board of Directors

### OFFICERS

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