



The Official Newsletter of

HR Tampa

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April Monthly Meeting Sponsor



Solutions

Join us
April 17, 2013
at **5:30 p.m.**
for our Dinner
Meeting!

Location:
Glazer Children's Museum
110 W. Gasparilla Plaza
Tampa, FL 33602

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Practical Approach to Managing Company Sponsored Retirement Plans

Kelly Carlson has been in the retirement industry for over eighteen years, helping plan sponsors and plan participants build effective retirement plan solutions. Focusing most of her time educating clients on plan functions concerning pension related ERISA, IRS and DOL Regulations.



April Speaker: Kelly Carlson

Kelly started her career in 1993, as a pension plan administrator, responsible for plan compliance under ERISA regulations, including plan testing, administration and plan design. After spending several years learning the mechanics of retirement plans, she began working with many large retirement plan providers where she gained valuable insight in how retirement providers structure retirement plan products and plan investments. Kelly has tested, designed, implemented, enrolled and serviced hundreds of retirement plans over her career, including 401(k), 403(b), 401(a), 457 and defined benefit plans.

Having served in various roles throughout her career, including pension administrator, client relations manager and managing director, she decided to start her own retirement plan consulting firm, known as Advizrs. Her focus now is on helping people retire, working with corporations and non-profit organizations to structure a retirement plan which meets fiduciary standards of excellence and provides the best value for their plan participants.

Want to be a Sponsor?

Contact us...Your company Logo could be on the front page.





Diversity Spotlight.... St. Leo University

The opportunities at Saint Leo University are as diverse as our student population. As Florida's first Catholic institution of higher learning, we offer more than 40 academic programs that meet the educational, spiritual, and professional goals of nearly 16,000 traditional-age and adult students.

Nearly 2,000 students live and study at our University Campus in Saint Leo, FL, nestled in the rolling hills of West Central Florida, just 30 minutes north of Tampa. Our students receive personalized attention in classes that tend to be small—14 students on average. They can choose from more than 40 undergraduate majors and specializations. Saint Leo University also offers graduate degrees in business administration, accounting, education, criminal justice, instructional design, social work, theology, as well as the education specialist degree. Certain graduate degrees may be earned online.

Undergraduate students who work full-time or have personal responsibilities that prevent them from attending week-day classes can attend classes evenings and weekends through our convenient [Adult Education Center at University Campus](#).

Another 14,000 students pursue degrees at our 50 education centers, offices, and teaching locations in seven states and through the Center for Online Learning.

The university was listed by the magazine *Diverse: Issues in Higher Education* again in 2013 as one of the top 100 producer of degrees among minorities at the associate, bachelor's and master's degree levels.

Throughout our history, Saint Leo has provided a solid liberal arts education grounded and based on the 1,500-year-old tradition of Benedictine values and welcoming people of all faiths and backgrounds. This has been powerfully underlined at our University Campus in 2013 with the unveiling of a new sculpture, "A Spirit of Belonging." This dramatic, life-size sculpture by Tampa artist Steven Dickey was dedicated on Martin Luther King, Jr. Day. It represents the historic and brave decision of the Benedictine monks who founded Saint Leo to admit the school's first black student, Rudolph Antorcha, in 1898, even though integration was not yet legal in Florida. A monk is shown welcoming the student, and lending a guiding hand. The sculpture is placed in a courtyard between two new student apartment buildings on campus, so that our student-centered mission and spirit of inclusiveness is always evident to those we educate.

Today Saint Leo continues this tradition in person, and through the use of technology to bridge faculty and students from multiple locations. The university is also a leading provider of higher education to our nation's military. By reaching out to students both near and far, Saint Leo lives up to its mission and its vision to be "a leading Catholic teaching university of international consequence for the twenty-first century."

The university offers a generous benefits package including health, dental, and vision, as well as tuition remission. The university also offers a comprehensive mentorship program in which each new faculty member is paired with an experienced faculty member from a different school. The program includes personal, professional, and social components including frequent one-on-one meetings, mutual classroom observation, and social events.

RESULTS FOCUSED TRAINING

BY: PATTI SULLIVAN

Do you sometimes wonder what else you can do to bring value to your organization? Do you feel you are in a professional rut? Are you finding recertification credits are only obtained by the chapter meetings, and realize that one hour a month is just not cutting your desire to learn? Do you sometimes think that your organization does not have the best practices in terms of Training & Development, Performance Management, and Employee Relations? Well, as a life-long learner with numerous professional certifications, a masters degree and a current pursuit of a PhD, I thought I'd share some of my favorite learning organizations. You too might find that spark to take your talents to the next level.

If you would like to create a more effective orientation program, if you love the idea of instruction design, workshop facilitation, or performance consulting, Langevin Learning is the company you will want to research (Langevin.com). Langevin markets itself as the "World's Largest Train the Trainer company, and for good reason! They offer 3-day workshops, week- long intensive certification programs, and one-day courses as well. Some of the courses I found to be exceptional include:

- The Successful Training Manager
- Instructional Techniques for New Instructors
- Advanced Instructional Techniques
- Training Needs Analysis
- Certified Performance Consultant
- Training 101
- How Adults Learn

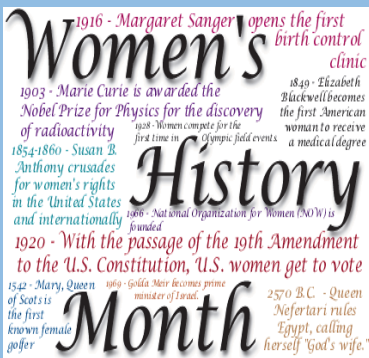


DID YOU KNOW....

Did you know that March is National Women's History Month?

Women's History Month started in 1978 as Women's History Week. In 1987, Congress

was petitioned to expand the week to an entire month. The month recognizes the important contributions made by women through programs in schools, workplaces and communities.



*information provided by: <http://diversity.uchc.edu/observances/index.html>

If employee relations, performance management, and accountability are areas you want to develop, check out iPEC Coaching (ipeccoaching.com). This 12-month, 500 hour course provides skills and tools to enhance the relationships within your organization. The tools and talents learned here provide all leaders the opportunity to connect more often and on a deeper level with your great asset – your human capital.

Needing to create a Conflict Resolution program? There are lots of good programs out there to help you develop your own skills, while teaching others how to handle issues early, to ensure healthy and timely resolution, so little sparks do not escalate into fire fighting topics!

Happy Learning!



CONGRATULATIONS!!!!

Another testing window is complete. Our Dec/Jan Certification window has come to an end. We wanted to celebrate with you some of the newly certified professionals who participated in the fall Study Group. For all those happy in this professional accomplishment, consider doing something special to celebrate the success; we do it for our employees, take time to celebrate your own success too!

You did It!!!

Jill Carr, SPHR
Judith Muscarella Conner, PHR
Nancy Gabriel, PHR
Christopher Huntsberry, SPHR
Belinda Perry, PHR

If you have recently earned your HR designation, please let us know, and we'll add you to our list of Recently Certified Professionals on our HR Tampa Certification page.

Newly recertified, please remember to:

1. Update your SHRM and HR Tampa profiles on the respective websites.
It's a great time to look at your profile and make sure all the information is current and correct.
2. Contact hospitality@hrtampa.org so our Hospitality team can order new name tags, identifying your newly earned designation.

The idea is help you celebrate your success!



2013 HR FLORIDA CONFERENCE & EXPO

August 19 – 21, 2013

Hilton Bonnet Creek, Orlando, Florida



AS THE WORLD TURNS GLOBAL STUFF YOU MAY NOT KNOW (YET)



TODAY'S COUNT DOWN TO THE MOST EXPENSIVE PLACE TO LIVE!

10. Nagoya, Japan Manufacturing hub where rent is more affordable than Tokyo
9. Hong Kong Global center of finance where living in a luxury two-bedroom apartment can set you back \$7,000 each month
8. N'Djamena, Chad.....Where? Just ask the Central African locals working for the big oil firms, Exxon Mobil, Chevron, who spend \$25 for a fast food meal
7. Zurich, Switzerland Think big banks: \$12.59 fast food meal; \$3,600 monthly apartment rental; high ranking education, tax, and security
6. Singapore Car ownership, before you even start shopping, costs up to \$67,000 for the required Certificate of Entitlement
5. Geneva, Switzerland ..Think big banks again in Western Europe, HALF of the population is made up of foreigners
4. Moscow, Russia Europe's most expensive city to live in amidst burgeoning pollution, traffic, and International newspapers sold at a golden \$9.78 per issue
3. Osaka, Japan Industrial hub where rent is more affordable than Tokyo and home to 44,000 manufacturers
2. Luanda, Angola.....More oil in the African continent where the foreign investors, U.S. China, Brazil, and Portugal, are luxuriating in 11% inflation, \$6,500 luxury 2-bedroom apartments, eating \$20 club sandwiches

And the Prestigious Award for #1 Most Expensive Place to Live In The World goes to:

1. Tokyo, Japan Economic giant where a cup of java jolts your debit card for \$8.29, a gallon of gas fuels your automobile for \$7.34, and a newspaper edifies you daily for \$6.38, all while eating your \$8.00 fast-food meal

HR Tampa Meeting Cancellation Reminder

In order to best serve our members, it is a goal of HR Tampa to keep incurred costs to a minimum. Because many of the costs associated with our program events are based upon accurate attendance projections, all attendees are strongly encouraged to register in advance. You may do so through our website www.hrtampa.org or directly from the monthly invitation sent to your e-mail address.

If you need to cancel your reservation, please email Hospitality@hrtampa.org at least 48 hours prior to the event. If you do not notify us of your need to cancel at least 48 hours prior to the meeting, we unfortunately must charge you a \$40 fee, regardless of your membership level. This is a consistent practice with other top-tier SHRM Chapters. We thank you for understanding and welcome your feedback.

The Gift of Mentoring...

On Tuesday, March 12, 2013 the HR Tampa Student Chapter and HR Prodigy students and leaders were invited to meet with the management team of Sykes Enterprises for a three hour presentation and discussion. There were thirteen students in attendance ranging from high school students to those in an MBA program.

SYKES is a global leader in providing customer contact management solutions and services in the business process outsourcing (BPO) arena. SYKES provides an array of sophisticated customer contact management solutions to Fortune 1000 companies around the world, primarily in the communications, financial services, healthcare, technology and transportation and leisure industries. The Sykes management team feels so strongly about the success of the HR Tampa Student Chapter that they were the original founding effort in the Student Chapter's creation and continued support.



The speakers, including, James Holder, Executive VP and General Counsel; covered a wide range of topics to the 13 student chapter members and , who ranged from high school students to students in an MBA program. The presentation solidified our students' goals of entering the HR field as their career choice. Topics included the importance of a degree partnered with a PHR certification, on the job experience, the Sykes intern program and application process, the importance of networking including Linked-in profiles, the Sykes' education assistance program and employee benefits, and an overview of Sykes' presence in the global market. "

The Value of a Mentor

I chose to participate in the mentorship program hosted by the Student Chapter of HR Tampa so that I could receive guidance and advice from a seasoned and practicing HR professional. Gaining this insight was important to me because I wanted a realistic job preview to make sure Human Resources is the right field for me. I was paired with a great mentor, Linda Bailey, SPHR, owner of Bailey Consulting Group. I knew that the experience of being mentored by Linda would afford me the opportunity to explore the world of HR and further my career development.

Linda has been my mentor for a little over a month now and I have already sought out her advice on several occasions. I have had the opportunity to discuss various internship options and she has helped me improve my resume making me more marketable to employers. Throughout our lunch meetings, Linda has opened my eyes to many of the issues facing companies, such as employee turnover and the various approaches to employee selection that can lead to potential litigation. These are issues that professionals deal with on a daily basis and it gives me a realistic view of the HR world and shows me what I can expect in choosing this career path.

Linda's unique position as a consultant provides added value to this mentorship for me because it will allow me the opportunity to learn about a variety of businesses whether large or small, public or private. Every business operates in a slightly different way; having the chance to be exposed to the various strategies implemented to solve HR related issues will broaden my scope of knowledge.

I think the experience of the mentor program will be a great career development. I can use the advice, knowledge, and the strategies that I have learned from Linda to enhance my own career objectives, as well as, helping me in choosing the right company for me to start my career. Although we are just getting started, I cannot wait to see how much this experience will improve my leadership skills and HR knowledge.



Danielle Riley
M.B.A. Candidate
The University of Tampa