



The Official Newsletter of

HR Tampa

www.hrtampa.org



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May Monthly Meeting Sponsor



IN THE BUSINESS OF YOUR SUCCESS®

Join us
May 15, 2013
at **7:30 a.m.**
for our Breakfast
Meeting!

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

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HR's Role in Making Strategic Change Work

Dr. Terry Paulson is a PhD psychologist and author of the popular business and leadership books, *The Optimism Advantage*, *Leadership Truths One Story at a Time*, *Paulson on Change*, *They Shoot Managers Don't They*, *Making Humor Work*, and *Speak Like a Pro*. His popular programs empower leaders, professionals, and teams to leverage optimism to make change work on and off the job.



May Speaker: Dr. Terry Paulson

Since founding Paulson and Associates, Inc. in Agoura Hills, California, Dr. Paulson has conducted over 3000 practical and entertaining keynotes and presentations to *Fortune 500* companies such as Boeing, IBM, 3M, Merck, NASA, Nationwide Financial, SONY, Starbucks, Wal-Mart, along with hundreds of mid-size companies, healthcare organizations, government agencies, and professional associations. He is one of eight "Distinguished Faculty" for the Institute of Management Studies (IMS).

Terry is a Past President of both the National Speakers Association and the Global Speakers Federation. He has done continuing education programs for UCLA and Pepperdine University. Terry's tasteful humor, practical strategies, positive approaches, and down-to-earth style have earned him a deserved reputation as one of the nation's best keynote speakers.

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



Networking!

... A great way to meet our members

and build great relationships

SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

**2013 ANNUAL
CONFERENCE
& EXPOSITION**
CHICAGO, IL JUNE 16-19

**MORE THAN
JUST A
CONFERENCE.
IT'S ABOUT
YOU.**

**GET THE TOOLS
YOU NEED TO
SUCCEED IN HR.**

REGISTER NOW ►



Win a FREE HR Florida Conference Registration!

For every new member that joins HR Tampa between January 1 and July 1 and lists you as the member that referred them, you will receive an entry into our drawing to win a FREE conference registration to the

2013 HR Florida State Conference

from **August 19-21** at the Hilton Bonnet Creek in Orlando.

Remember to keep your SHRM membership current!

Since HR Tampa is a 100% chapter, our members must be maintain current membership with the national SHRM., ensuring that we receive support from SHRM.

Our 100% status helps us when submitting for elite annual awards. While HR Tampa's memberships renew every January 1 (calendar year), many of our members' SHRM memberships renew at different times throughout the year.

Please remember to renew your SHRM membership in a timely manner so we can continue to bring the programming and resources that make HR Tampa, Tampa Bay's premier local chapter!



Get Cooking with HR Tampa

We Need Your Help to Create Our First Ever International Diversity Cook Book

Please help support our diversity initiative by submitting a recipe that is symbolic to your family, ethnicity, culture or upbringing.

Along with the recipe, please feel free to submit a photo or a story that explains the significance or symbolism of the dish. All recipes can be sent to:

Ashlie Banks, Diversity Director at diveristy@hrtampa.org.



We hope to have this book available to our members by the **October** diversity meeting.

*All proceeds of this E-Book will go to the SHRM foundation.



2013 HR FLORIDA CONFERENCE & EXPO

August 19 – 21, 2013

Hilton Bonnet Creek, Orlando, Florida



Maintaining Certification

By: Kiana Wilson, PHR

Now that you've gotten past the task of preparing and successfully passing the PHR/SPHR certification exam, it is now time to shift your focus towards earning recertification credits. Both the PHR and SPHR certifications are active for a period of three years from the date in which they were granted. However, you should not waste a moment's time to start earning those recertification credits!

Here are a few no-cost options to help you get started.

Volunteer Work

Volunteer your way to recertification!

The certification committee is a great way to start earning recertification credits. The certification committee's PHR/SPHR study group is held twice a year in the spring and the fall for individuals seeking additional support as they prepare for the HRCI exam. As a volunteer study group facilitator, you can assist others who are on the path towards certification by facilitating one or more of the SHRM learning system modules. Facilitators work in a volunteer capacity and are responsible for serving as a subject matter expert by presenting module content and providing exercises, case studies and/or other supplemental learning activities to a group of approximately 10-20 participants.

Facilitators can earn 1.5 times the number of facilitated hours (Example: 3.5 hours for a 2 hour session). Qualified facilitators can submit a letter of interest to Committee Director, Patricia Sullivan, at certificationhrtampa@yahoo.com. Your letter of interest should include the module(s) you are interested in facilitating, a copy of your resume and any additional information supporting your ability to facilitate the associated content.

For more information, please access the HR study group page by visiting the certification/professional development page under HR Resources.

Independent Webcasts

There are many webcasts available to earn recertification credits. However, the DeGarmo Group offers free HRCI pre-approved recertifi-

cation webcasts each month and is open to the public. Webcasts cover topics such as: Understanding and Implementing Telecommuting, Effective Employee On-boarding, Engaging Employee Engagement and Managing Gen Y, Gen X, and Baby Boomers. Many of the webcasts qualify for general recertification hours. However, there are occasional webcasts for those that are seeking strategic and international hours.

Each webcast is approximately one hour in duration and include a question and answer segment at the end. Participants who meet the webcast attendance requirement will receive a certificate of completion with a pre-approved program number for recertification credit. You can visit the DeGarmo Group at <http://www.degarmogroup.com/index.php/webcasts> to view and register for upcoming webcasts. You can also connect with the DeGarmo Group on LinkedIn via the Talent Management Forum group.



COMMIT TO A HIGHER STANDARD

SHRM Membership

Membership pays! You can earn up to nine recertification credits in a three year period just by being a SHRM member. You can also earn recertification credits for attending free SHRM webcasts. Lastly, you can earn one PHR and SPHR recertification credit per year for completing a SHRM Research survey. You can contact surveys@shrm.org to learn about current or upcoming surveys.

In closing, certification displays your commitment to the field of HR. As you make plans for the remainder of the year, make sure to include recertification activities along the way. Don't jeopardize your credentials by waiting until the last minute. Recertification is easier than you think so let's get recertified HR Tampa!

* Don't forget to pay it forward by sharing information about low or no-cost recertification activities with the certification committee (certificationhrtampa@yahoo.com).

Sitting for YOUR CERTIFICATION in May/June?

HR Tampa has started its spring PHR/SPHR Study Group for those preparing for the May/June testing window. We will also be holding a Crash Course, on **Saturday, May 25th or June 1 (TBD), 8am to 1:30pm**. This 5 hour Crash Course is for those who have already been studying for the PHR/SPHR exam, and want a final review of the HRCI identified Body of Knowledge.

Registration is available on the HR Tampa website, under the calendar page.

Developing a Global Mindset

By: Lisa D. Murfield, MBA, SPHR, GPHR

Several years ago, I was employed as a Director of Human Resources in a clinical research organization. Our company had been purchased and I was asked to layoff 20 employees--five of whom were our scientific writers from China who had recently moved to the United States. As I met with each of them, I gave them the paperwork and explained it in great detail. They nodded and each said they understood. As I spoke to the last Chinese employee, he indicated he had a question on behalf of the other four. He asked when they should report to work on Monday. I told him they should not report as they no longer had a position. He was perplexed and asked again. It was then I realized that they did not understand anything I had communicated. They nodded that they understood, not because they did, but because they did not want to be disrespectful. They thought they should continue to come to work because things like this did not happen in their culture. Unfortunately, in that situation, I was working in a traditional mindset as opposed to a global mindset.

What is a traditional mindset? In the book by Terence Brake, Doing Business Internationally, a traditional mindset is defined as "a mental inclination, tendency or habit. A fixed state of mind." In the example above, I was operating out of habit and fixed state of mind, treating every employee the same and assuming that everyone knew what the term "layoff" meant. On the other hand, a global mindset is defined as one "that constantly scans and interprets the world from a broad perspective, looking for unexpected trends and opportunities." Looking back, I could have benefited by understanding more about our employees' culture and thus broadening my perspective to communicate the message more effectively.

I share this example with you because working and interacting globally will affect ALL of us in our professional and personal lives and we need to be prepared to respond. The phrase used to be "think globally and act locally". Dr. Stephen Cohen argues that should be changed to "think and act both globally and locally". Think about the clothes you wear, where are they made? Mexico? Sri Lanka? Malaysia? Have you spoken to a customer service representative in a call center lately? My guess is they are not based in the United States. Just think about the ethnicity in your organizations. Do employees have

different perspectives about their work attire, about how power is given and earned and how they make judgments?



Whether or not your company operates in the global arena, this information is essential to be a savvy human resource professional. There may not be an app for it, but you can certainly obtain valuable knowledge by attending sessions organized by HR Tampa and the Global Affairs Committee. On March 28, they just recently offered a "Dressing for Success in International Business" seminar which provided those in attendance with tips on what and what not to wear in certain countries. It was a fascinating session! I learned that you should avoid wearing green and yellow in Brazil as it is offensive to wear the colors of their flag. Another valuable insight into a different culture.



Another way to gain knowledge is to study and take the Global Professional in Human Resources (GPHR) exam. I took and passed the exam in 2010 and was one of the best decisions I have made. The knowledge and confidence I gained far outweighed the months and months of studying (and stressing). The GPHR will set you apart from others in your field and will be a competitive advantage for your company. It also is a public recognition of professional achievement and can definitely aid career advancement. As we have seen in the Tampa area, many available HR positions have begun to require certifications in their position requirements. Certification also represents a desire and motivation on the part of the HR professional to stay informed of new developments in the field of human resources.

If you want more information on the PHR, SPHR, or GPHR exams you can also go to www.hrci.org.



Feeding Children Everywhere...Love Local

Our evening meeting on April 17th began with an exciting video from Feeding Children Everywhere, *a social charity that empowers and mobilizes people to assemble healthy meals for hungry children*. FCE distinguishes itself through its mission of engaging and inspiring volunteers to make a difference in lives and sending millions of healthy meals to children around the world and here in the U.S. FCE accomplishes this mission by hosting Hunger Projects around the country, where volunteers help assemble and package healthy meals for hungry children.

The featured speaker, Kara Teresi, relationship manager, spoke to our membership about two ways to get involved. The first way is to visit the FCE website, www.feedingchildreneverywhere.com and subscribe to the monthly newsletter. Another way is HR leaders are encouraged to sponsor a Hunger Project for their own companies that can benefit hungry families right here in the Tampa area or anywhere in the world.

Feeding Children Everywhere's *Love Local* program donates food to local public schools and food banks throughout the nation. In the past three years, FCE has mobilized Tampa Bay to help package over 200,000 meals for hungry children right here in Hillsborough County. For more information about hosting your own Hunger Project or how your company can be involved please visit,



www.feedingchildreneverywhere.com or call 888.891.6447.