



The Official Newsletter of

HR Tampa

www.hrtampa.org



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June Monthly Meeting Sponsor



Join us
June 19, 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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Culture that Rocks!

A Training & Development veteran for 30+ years, Jim Knight facilitates on a variety of interactive topics, including sessions around organizational culture, world-class service, employee branding, performance management, philanthropy, facilitation training, leadership skills and his approach to corporate universities.

Jim cut his teeth in the training field through the Hospitality industry, starting out as a restaurant staff-level employee for Olive Garden and Hard Rock Cafe. He eventually became the head of the *School of Hard Rocks*, running point on all training & development functions for Hard Rock International.

Jim has put his experience and creativity to work, which has consistently developed cutting-edge training concepts. During his time with the Hard Rock brand, his team won coveted Telly Awards in 2000 for their guest service video, took top honors in 2007 for their menu rollout video, garnered Training Directors Forum's 1998 prize for "Reengineering Training" and won Brandon Hall's Gold Best in Class Award for their "Service Recovery" e-Learning course. Jim Knight was also recognized by Training Magazine as representing one of the Top 125 training companies in the world out of all industries & businesses.

Jim now runs two separate companies: He is the founder & owner of **Knight Speaker**, which positions him to speak at any association or company event. He is also the CEO of **Hospitality On Point**, which is a business solutions company providing organizational expertise to the restaurant & hotel industry.



June Speaker: Jim Knight

Want to be a Sponsor?

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





Give back to our Military

...A gift for those who provide the gift of freedom.

HR Tampa is getting involved with our local Military associations and we **NEED YOUR HELP!**

There are several ways in which you can give back to our local military community, but HR Tampa needs your assistance with either donating your time, or if you prefer donating to a great organization such as FVAA. Every year MacDill Airforce Base prepares their exiting members of military and their families by offering a Transition Readiness Course. **The course involves resume writing, interviewing techniques, and dressing for success.** In addition, HR Tampa has offered to assist by having an **Employer Panel** that can provide up to date and relevant insight to those leaving the military and joining the civilian workforce.

The first event is July 17, 2013. Please volunteer to be a member of the Employer Panel. All you need to do is offer your time and expertise.



To find out more information and to register, please visit HR Tampa.org. In addition, if you are interested, please email Troy Johnson at: troy.johnson.1@us.af.mil to provide your full name, phone number, email address and driver license information. He will request that you complete a form so he can process access approval on the base.

Florida Veterans Assistance Association

Throughout the year over 100 nurses and staff join together to prepare gift baskets for each and every soldier in our Veteran's Hospitals. They visit each floor and room to deliver them.

We are now working with "Operation Shoebox" preparing and sending gift boxes to the Troops in Iraq, Afghanistan, and Kuwait, as well as many other locations. With these gift boxes we hope to boost the morale of our Troops, showing them how much we love and appreciate the sacrifices they are making for all of us.

Florida Veterans Assistance Association is a 501(c)(3) charity and is sanctioned by the IRS for veterans. They accept motorcycles, automobiles, boats, real estate, and other items.

Please contact them at: **1 (800) 969-VETS** or at WWW.VETERANSASSISTANCE.US





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 **diver-
isty@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



EMPLOYEE WELLNESS IN EUROPE

BY DAVID RODRIGUEZ

In most of the European countries, this type of program is not very common (except in those cases whereby the local company belonging to an International group has duplicated something as per their parent company's plan). This approach somewhat changes in those countries where the employer and specific country have a particular interest in wellness such as the Scandinavian region.

In Italy for example, many large hi-tech US companies have begun to offer their employees special programs with discounts for individual gym memberships. This is a more common approach in offering employees a type of well-being plan whereby the employees are paying for the services. This approach almost obliges the employee to attend since he is paying for the membership. So far market indications indicate that plans such as this are well received and well attended by those who participate in them.

The employee benefits market has also indicated a strong interest in plans such as these from a corporate point of view, but the plans need to be well distributed to the employees and they also need to be well attended by them. Corporate awareness is not yet a common communication vehicle in Europe, except in those geographic areas where we have a high level of interest.

With regards to Executives, at least in ITALY, many of the collective bargaining contracts provide check-ups for their members who form part of this employment contract. The cost of this service is paid by the employer / employee contributions to the relative fund of the National Labour contract.



SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

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

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JUST A
CONFERENCE.
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YOU.**

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YOU NEED TO
SUCCEED IN HR.**

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Meet 4 of our 13 Interns...



Emily Stepp

Club Organizations: DECA, NHS

Club Positions: Vice President for Armwood Finance DECA chapter, Vice President Candidate for Florida DECA

Hobbies/Special Interests : Ride horses, play soccer, tennis, and swim

Future Endeavors: I hope to attend either Florida State University of University of South Florida and to be a part of their college of business



Florencia Real

Club Organizations: Academy of Finance, DECA and National Honors Society

Club Positions: Treasurer of DECA chapter at Armwood High School

Hobbies/Special Interests: Read, hangout with friends, watch television, listen to music.

Future Endeavors: I hope to attend USF, FSU, UCF, UM, UT (tampa)



Orlando Izquierdo

Club Organizations: ROTC , Deca , SHS

Club Positions: C Captain Public Affairs , and Active Member in Deca and SHS

Hobbies/Special Interests : MMA , MarksmenShip, Drill

Future Endeavors: Business , Security



DeQuan Wilson

Club Organizations: Keystone Club, DECA

Club Positions: Student Ambassador and Keystone Club Member



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