



The Official Newsletter of

HR Tampa

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July Monthly Meeting Sponsor

Willis

Join us
July 17, 2013
at **7:30 am**
for our Breakfast
Meeting!

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

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9 to 5ish, An Advanced Wage and Hour Presentation

Even for the experienced HR professional deciphering FLSA can be a daunting task. Please join Iggy Garcia of Ogletree Deakins as he presents a series of scenarios to help HR practitioners determine if particular FLSA exemptions are applicable or if the person is an independent contractor.

Iggy Garcia provides counseling and litigation services on employment and equal employment opportunity issues. He advises clients on matters under Title VII, the ADEA, the ADA, and other federal and state employment laws. He repre-



July Speaker: Iggy Garcia

sents employers and management in employment discrimination and wrongful discharge cases, among others. Mr. Garcia was also voted on to **Florida Trend** magazine's "**Florida Legal Elite Up and Coming Attorneys**" list, as well as **Florida Super Lawyers** magazine's "**Rising Stars**" list.

In addition to counseling clients on employment issues, Mr. Garcia handles the following:

- Litigates employment law cases in state and federal courts and before administrative agencies
- Briefs employment issues on appeal in state and federal courts
- Has successfully achieved summary judgment in several race, national origin, gender, sex, and age discrimination claims
- Provides employer training, lectures and seminars on various employment topics in both English and Spanish
- Has successfully achieved no-cause determinations in various sex, age, and national origin discrimination claims
- Represents employers in various restrictive covenant matters

Want to be a Sponsor?

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



SHRM Chapter #0074

Geyen Group Appearance Management®

Geyen Group South works along side HR Managers, Office Managers, Facility Managers to keep their office looking *good all the time*. We do this by hiring and training the very best people possible

to clean the office carpet, upholstery and fabric panels. Industry wide this is called: Textile Cleaning. Here in lies the strength of our diversity: we are 100% woman owned, many of our technicians are of Cuban or Latino decent, some arrived on our shores by raft. We believe in economic advancement and show this belief in the people we employ and the wages we pay. Our full time employees have benefits, including health care, vacation and sick days. These benefits are not a common occurrence in our industry.

Last year we moved our office to an old warehouse building on West Cypress Street, with the community goal of changing the landscape in this underdeveloped geographical area of Tampa. We hired local craftsmen to work with us on the remodel project, two emotionally challenged women from The MacDonald Training Center to paint four window panels and are currently working with the Executive Director of Community Stepping Stones, to create a large mural on the west side of our building.

Diversity in action is the backbone of our corporate philosophy. This shows when you walk through our office. You will see Cuban coffee, art panels, our boardroom table created from recycled pre-civil war subflooring and a flower garden to welcome employees and visitors.

Diversity begins at home, and multiplies. Not only are we working with diversity initiatives in Tampa, we are aligned with micro-finance programs in Uganda, Tanzania, Costa Rica and Nicaragua. These programs work with women-owned small businesses, giving financial aid and advice with the outcome of economic empowerment and community strength.

DID YOU KNOW???

Did you know that June is Gay and Lesbian Pride Month? In June of 2000, William J. Clinton proclaimed June as Gay and Lesbian Pride Month, by encouraging Americans to observe this month with appropriate programs, ceremonies and activities to celebrate our diversity. This month is to help recognize the Gay and Lesbian Americans who have contributed and enriched our national life.



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



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



The 5 Critical “Must Haves” for a Global Leader

Jacque Vilet Jan 25, 2013

<http://www.tlnt.com/2013/01/25/the-5-critical-must-haves-for-a-global-leader/>

Global leadership is about managing a business across borders where there are different cultural, legal, and economic systems. [I do not include global competencies here.]

1. **Inquisitiveness** This is absolutely No. 1. The best global leaders are open to new experiences. In their everyday life, they are generally curious about anything new. In becoming familiar with culture in other countries, they are able to suspend criticism/opinion. According to J. Stewart Black, former director of INSEAD in Singapore, “When in a new country, high-potential global leaders seek out new experiences. They want to try the local food, not the internationalized cuisine at some five-star hotel. They pick up the local newspaper; they talk to local residents.” Don’t be fooled into thinking that an overseas assignment automatically makes a person “global.” During my time working overseas, I ran across executives that lived in an American expatriate “bubble.” They never made an attempt to understand or learn anything about the local culture. In fact, sometimes they were critical and/or joked about it. They socialized with other Americans and complained about local “inconveniences” like not being able to buy their favorite brand of cereal. People with this mindset may have several overseas assignments, but it is doubtful they ever become global leaders unless they somehow change their mindset.
2. **Dealing with multiple perspectives and ambiguity** The ability to deal with this occurs 24/7. It is more prevalent in global roles than purely domestic ones. A global leader has to manage multiple viewpoints and perspectives from various countries. They must be flexible, responsive to true differences in problem-solving among countries, have the ability to learn from mistakes and the ability to balance shorter and longer term objectives.
3. **“Frame-shifting”** This is the ability to shift leadership style depending on the country/culture. Example: A consultative style that draws upon the input of others may be OK when operating in Italy. But that style would not be appropriate in Korea where employees are used to very hierarchical relationships and expect management to provide all the answers.
4. **Adapt and add value** There is a time to teach employees overseas as well as learn from them, a time to make decisions, and a time to listen. Getting the right balance is very important. Global leaders who adapt too much to the local environment are unlikely to accomplish their goals. But those who are overly quick or eager to teach (to add value) may find others turned off. The leader will likely come across as an “ugly” American that knows everything and thinks the U.S. way is the only way.
5. **Multiple business models** Business models are different from country to country —and certainly different from those used in the U.S. A global leader must understand the requirements in each country for customized marketing, branding, products/services and selling techniques. American companies have had success domestically in focusing on operational efficiency and business processes. This doesn’t work in many other countries. In the developing ones, for example, a more entrepreneurial approach is required. The focus is on breaking into a market, learning a new business model and developing a presence/branding. Developing operational efficiency and processes are put on the back burner. With 50 percent of revenues in U.S. multinationals coming from overseas, it becomes critical to have leaders who understand the strategic markets of the future. Tomorrow’s successful companies will be those that are already grooming managers to be global leaders.

Believing In Girls !!!



Pace Center for Girls was our spotlighted non-profit, charitable organization during our June Dinner meeting on June Wednesday, June 19. Tanya Hollins, Executive Director at PACE, shared the mission and success of this wonderful organization for at-risk girls in our community.

The purpose of PACE Center for Girls is to *intervene and prevent school withdrawal, juvenile delinquency, teen pregnancy, substance abuse and welfare dependency in a safe and nurturing environment.*

PACE in Hillsborough provides individualized educational plans, taught by certified Hillsborough County teachers. PACE monitors and documents their success with each girl who must make a commitment for at least a year. PACE also gives up to three years of follow-up service to each girl to further ensure the success of the program.

Tanya's final words were that ***PACE is about saving girls lives!***

Please find out how you can get more. Involved in their mission by visiting their website:

www.pacecenter.org or contacting Tanya at PACE Center for Girls of Hillsborough County 813-739-0410.



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