



The Official Newsletter of

HR Tampa

www.hrtampa.org



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August Monthly Meeting



Join us
August 28, 2013
at 5:30 pm
for our Dinner
Meeting!

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

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THE EXPO IS COMING!!!!

From Oikos to Vinyasa– Fostering a healthy, flexible workplace

This presentation will look at the role HR plays in business practices that foster a flexible, efficient workplace while maintaining the organization's overall health. With stress being a top reason for workplace absences, what can we as HR professionals do to relieve stress while maintaining, or ideally improving, productivity? We will examine ways to diagnose what's happening in your organization, look at real life examples for easing workplace stress and make the correlation between employee health and organizational health.



August Speaker: Amy Ruth

Core Areas:

1. Importance of tracking and monitoring organizational health and what to look for.
2. What we can do to ease work stress while improving productivity.
3. Relationship between employee health and the health of the business

Amy Ruth serves as Incepture's President and is responsible for strategic direction and successful execution of the company's objectives. Before joining Incepture, Amy was the executive director of total rewards for TriServ Alliance, LLC. Prior to that role, Amy held several leadership positions with InterContinental Hotels Group. She also has experience working for Towers Watson and SunTrust Banks.

Amy received a Bachelor of Business Administration in marketing from Kennesaw State University.

Want to be a Sponsor?

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





CONSTRUCTION LEADERS

PCL is committed to being a leader in the recruitment, development, and advancement of a diverse workforce that is representative of the communities in which we work. Our people create our success, and by focusing on diversity and inclusion within our workforce, we strengthen our culture and competitiveness. The diversity of our employees and future hires will keep PCL's culture fresh, progressive, and vibrant.

Community Outreach Program— PCL has created a unique and innovative approach to excite young girls and minorities about engineering and construction through community outreach awareness and skill concept toys. Our goal is to introduce and motivate these young girls about STEM possibilities and plant the seed for their future education and career choices.

The program is designed to positively impact the projected continuance of the STEM skills gap, brand PCL's diversity and inclusion philosophy externally, and enhance our future recruitment and retention potential. PCL is partnering with GoldieBlox(r), Inc. This toy company was founded in 2012 by Debbie Sterling, a female engineer from Stanford University. The toy offers a much-needed engineer role model who is smart, curious and accessible, and has the potential to get girls interested in engineering, develop their spatial skills, and build self-confidence in problem solving abilities.

Our outreach presentation targets six to nine year old girls and will include GoldieBlox(r) and the Spinning Machine, a toy crane, and Lego(r) blocks to integrate the learning and focus on the construction industry. The GoldieBlox(r) and the Spinning Machine is the debut toy and storybook where GoldieBlox(r) builds a spinning machine so her dog can chase his tail. The storybook serves as the instructions and includes five figurines, a pegboard, five wheels, ten axles, five blocks, five washers, a crank and ribbon.

The outreach begins in September with organizations such as Big Brothers/Big Sisters, Girl Scouts, Girls, Inc., Boys and Girls Clubs, public libraries, schools, and after school programs. If you are interested in learning more, please contact Stacey Bledsoe, Human Resource & Professional Development Manager, at sdbledsoe@pcl.com.

About PCL-PCL, ranked Engineering News-Record's 5th Top Contractor in North America and consistently ranked in FORTUNE Magazine's '100 Best Companies to Work For', has a proven 107-year reputation as a construction leader: a strong, reliable, and successful contracting entity. Our success stems from hiring some of the industries brightest professionals and tradesmen to self-perform and execute any project, regardless of the technical challenges. With offices in the United States, Canada, Australia, and the Caribbean, and annual billings averaging more than \$7 billion, we have access to resources and markets in 31 locations and more than 10,000 salaried employees.

DID YOU KNOW???

Did you know that July 26 is Disability Independence Day? This day marks the anniversary of the 1990 signing of the Americans with Disabilities Act.

*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
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.



WORK IT OUT FOR WORKFORCE READINESS

Saturday, September 14th, 2013

10:00 AM to 12:00 Noon

\$10 in advance, **\$15** at the door
(will take cash only at the door)

100% of proceeds will go to
"HR Prodigy"
scholarships fund.

Please send check or money order made payable to:
HR Tampa and reference WFR or HR Prodigy.
Mail to P.O. Box 26554, Tampa, FL 33623.
No donation is too small,
we appreciate whatever you can contribute!




BOYS & GIRLS CLUBS
OF TAMPA BAY
1301 N. Boulevard
Tampa, FL 33607





The Power of Walking to help a Community

HR Tampa & Dress for Success

Dress for Success is an international not-for-profit organization that promotes the economic independence of disadvantaged women by providing professional attire, a network of support and the career development tools to help women thrive in work and in life. Since starting operations in 1997, Dress for Success has expanded to more than 120 cities in 12 countries. To date, Dress for Success has helped more than 650,000 women work towards self-sufficiency.



On Saturday, July 13th, volunteers from HR Tampa and our High School Scholarship program, HR Prodigy, came out to help at the Dress for Success "Power Walk" at Citrus Park Mall. Their walk raised over \$3,000 of which 94% of all contributions goes to support their programs and services.



Dress for Success Worldwide has received a 4-star rating from Charity Navigator for eight consecutive years for sound fiscal management, and has also obtained GuideStar Exchange's Seal-Holder status — also recognizing it as a valued "partner in trust" for transparency and fiscal responsibility.



★ ★ 7 Credits ★ ★

Wednesday
November 6, 2013
7am – 5pm

Register TODAY!
www.hrtampa.org



1010 North W. C. MacInnes Place
Tampa 33602



HR TAMPA 2013 presents "The Power, Passion and Performance of HR." With performance being the underlying basis for a successful company, we invite you to join us and hear some of the most sought-after speakers in the human resources industry today.

A must attend event for human resources professionals and small business owners!

- HR Tampa Premium Members: no charge
- Non-Members: \$99
(HR Tampa Basic Membership & Associate Chapter Members - register by 9/30/13 to receive \$10 early bird discount.)



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The Power, Passion and Performance of HR

OPENING SPEAKER

- Matt Brubaker, Managing Principal and COO, Foster Mobley Group, Inc.
"The Wave-A New Look at Team Performance"

MORNING & AFTERNOON SPEAKERS

- Matthew Snook, Partner, Mercer Health and Benefits, LLC
"Performance Based Designs-Engaging Your Employees in New Ways"
- Seema Rafay, President, Spectrum Performance Management
"The Talent Management Trail-From Selection to Succession"
- Kim Harrell, Sr. HR Consultant, Willis Human Capital Practice
"Performance Management for the Human Resources Professional"
- Terry Murray, Founder, Performance Transformation, LLC
"The Neuroscience of Talent Management and Leadership Development"
- Ignacio "Iggy" Garcia, Shareholder, Ogletree Deakins, "Labor Law Update"
- Shannon Spring, Founder, Just Humor Me, "The Fun Inspired Workplace"
- Jennifer Millman, Talent Acquisition, Vology
"Leading a High Performance Organization-How HR Can Drive Revenue Through Performance Initiatives"
- Chad Sorenson, President, Adaptive HR Solutions
"Onboarding-Getting it Right From the Beginning"

CLOSING SPEAKER

- Charles Walsh, President and Managing Director, HOPS International, LLC
"Achieving Results Through Strategic Alignment of the Human Resources Function"



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