



SPRING NEWSLETTER

Member Spotlight

Connie Riley-Evans Earns PHR Certification

~Amy Bergman



Connie Riley-Evans has earned her PHR Certification after months of studying. Connie is a Human Resource Generalist with the Adrian Dominican Sisters in Adrian, MI. Adrian Dominican Sisters is a religious congregation and is a not-for-profit organization. Connie currently performs a variety of generalist functions and has specialized in the areas of training and development, co-worker relations and recruitment. With over five years of direct human resource experience, Connie also has several years of experience relating to sales and product training, customer account management and management training. Her passion for human resources is balanced by her love for spending time with her family, scrap booking, reading and vacationing.

Connie states that her certification will now serve as a basis for broadening her applications for HR. The preparation and studying for the exam increased her knowledge of benefits, labor relations, safety and employment law. Connie stated "I now feel competent as an HR Generalist and I feel my manager has more confidence in my judgment."

Congratulations Connie!

April 2005 Meeting

Measuring People Power:

Using Pre and Post Employment Assessments

In today's competitive marketplace and complex legal environment, employers face the challenge of attracting, developing, and retaining the **best** employees. John shared with us some of his knowledge on pre and post employment assessment testing – when to use them, why to use them and what they best measure. So that in the future, we all will use the right testing to achieve the greatest possible results. As the economy improves, hiring the right people at the right time will become even more critical.

John G. Agno is president of Signature, Inc., an executive and business coaching firm in Ann Arbor. He holds the designation of Certified Executive Coach (CEC) by the Worldwide Association of Business Coaches (the highest designation available to business coaches) and is a Certified Business Coach (CBC) by the International Consortium of Business Coaches. He is a [member of the International Coach Federation](#) (ICF), member of the [National Association of Business Coaches](#), a founding member of [CoachVille](#) and [founder of the Coach to Coach Network](#), a virtual community of over 1,000 personal and business coaches from around the world. He works with coaches, executives, professionals and management teams to help them flourish in their professional and personal lives.

Did You Know?

~The 2005 MISHRM Committee

The 2005 MISHRM State Conference in Bay City on September 21-23 has been designed to support the Competency Model for the New HR? For more information and to read an overview of the 5 main competencies for HR, click here http://www.shrm.org/press_published/CMS_004834.asp.

There is also an HR Competency Toolkit that is available for personal assessment at <http://www.shrm.org/competencies>. Wayne Brockbank, co-author of the guidebook for the new competency model will be our keynote speaker in Bay City. See you there!

Competency Based Performance Management Systems

~Amy Bergman

Job competencies are a series of behaviors and/or actions that make up a portion of a job; these are typically built up over time with experience. In contrast to this are the knowledge, skills and abilities (KSA's) that are fundamentals which are needed in order to become competent in a job. Together they partner to create a competency based system and the performance appraisal and employee development processes in conjunction with the competency system create a competency based performance management system.

By focusing on specific elements relating to each position within an organization, staff are then developed and measured on the specific competencies that are essential for success in a particular position. Also, staff can be instrumental in taking charge of their careers by identifying their development interests and following a training and development path that will prepare them for the next step in their career goals. Using competency based performance appraisals enables management to *inspect what is expected* as opposed to measuring all team members on a standard set of elements which may or may not be applicable to their positions.

Through analysis of overall competency measures of an entire organization, training and development programs can be introduced to raise specific competency levels which may need attention organization-wide.

Competency based performance management systems will assist in improving productivity, morale, recruitment, retention and employee development initiatives within an organization.

Upcoming Events

May 2005 Meeting

May 12, 7:30 AM

Topic: Unemployment Practices

June 2005 Meeting

June 10

Golf Outing & Evening Presentation

September 2005 Meeting

September 8, 7:30 AM

Topic: Workplace Violence

October Roundtable Meeting

October 18

To register to attend an upcoming meeting, please contact Jennifer Hunter at jhunter@ubat.com or 517-423-1715.

HRASM Membership Benefits

~Jennifer Hunter

Becoming a member of HRASM is easy and beneficial. Here just a few of the benefits our membership offers:

- Professional development
- Networking
- Legal updates
- Newsletters
- "Opens doors" for contacts
- Continuing education
- Share common practice ideas
- Help with recruitment & hiring for openings
- Programs with current HR topics

For a complete membership application kit, please contact Jennifer Hunter at jhunter@ubat.com or 517-423-1715.

Bring Your Own Topic

~Amy Bergman

What would you like to know more about from your HR colleagues? Submit your topics of interest for our next HR Roundtable event to Scott Swan at (517) 266-9675 or scottswan@advancetemps.com. The next Roundtable will be held on October 18, 2005 at the Citizen's Gas Blue Flame Room, 117 N. Winter St., Adrian.

HRASM Past Presidents Council

~Amy Bergman

HRASM has created the Past Presidents Council represented by prior presidents of the HRASM Board of Directors. This Council meets at least quarterly to discuss and research topics relating to current events which may impact the HR profession. This group of highly skilled HR professionals are proving to be a valuable resource to the HRASM Board of Directors and general membership. Current members of the Past Presidents Council include Margaretha Harden, Kim Langley, Angel Millett, Ron Michalak, Marilyn Kremer and Roger Bortell.

If you are interested in contributing an article to this quarterly newsletter or would like to see a specific topic covered in an upcoming issue, please contact Amy Bergman at abergman@bankoflenawee.com or 517-266-5098.