

January 10, 2008

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FROM THE TOP

If I asked those business leaders with a major organizational initiative on the docket for 2008 to raise his or her hand, I expect there'd be a sea of hands in the air. Major change initiatives are exciting, but can be perceived as threatening and burdensome by some employees. With the amount of time, effort, and dollars about to be invested, you need more than just a task list and timeline to ensure the successful implementation of such initiatives. *You need employee buy-in.* ([continue reading](#))



SUSAN FRONK

NEWS TO KNOW

[EEOC Announces \\$2.5 Million Lockheed Martin Settlement](#)

[Coach's Sex Bias Claim Revived](#)

[Are Nonunion, Union Companies "Single Employer"](#)



LYNELL MEETH

Lynell Meeth, *HR Manager, HR Information & Solutions*, is your host for the month of January. Lynell has over ten years of broad Human Resource generalist experience working in the financial services industry with multi-state responsibilities.

FROM THE MRA EXPERT

2008 Through the Generations

Last month, I capped off my year as a guest at a CEO roundtable. The discussion quickly evolved to talk about the various generations (specifically, the Gen Y and Boomers) and the huge impact both groups are going to have on business in the coming years. CEO's discussed the change of the typical work schedule, retention, and recruiting challenges, and how it all relates to the shifting workforce. ([continue reading](#))



SARAH WHITE



ONLINE MEMBER RESOURCES

Member Resources

- [MRA Services Snapshot](#)
- [HR Digest](#)
- [IM Journal](#)
- [BNA Employment Guide](#)

Job Description Sample:
[Building Security Manager](#)

Posters:
[Check your Withholding Poster](#)

[Form W-4](#) (2008)

[Form W-5](#) (2008)



[Illinois Smoke Free Toolkit](#)

MRA members use Inmagic® to have instant access to tools such as forms, policies, job descriptions, fact sheets, and subject articles.
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Latest Statistics
Regional and State Employment and Unemployment (November 2007)
CPI and PPI (November 2007)
Real Earnings (November 2007)
Job Openings and Labor Turnover (November 2007)
Productivity and Costs (Third Quarter, 2007)



TAKE OUR POLL

How Important Are Succession Plans in Your Organization?

Please respond to only one of the options below.
 Thank you for participating!

- Succession plans are critical for top management only.
- Succession plans are key for all managers/supervisors/dept. heads.
- Succession plans should be present for all jobs in an organization in case someone suddenly leaves the organization or is unable to do his or her job.
- Succession plans are only necessary for the advancement of "fast track" team members.
- Other - Please check box and type in your comments.

[Submit Vote](#)

[view results](#)



TRAINING & EVENTS

Training Resources

- [More Training Courses](#)
- [Webinars](#)
- [Meet Our Instructors](#)
- [Onsite Training](#)
- [Conference Center Rentals](#)

[MRA's Certificate Series: Your Ticket to Skill-Building and Advancement!](#)

Invest in Staff Training & Development in 2008

Principles of Management Certificate Series - Begins January 15
Foundations for HR Administration Certificate Series - Begins January 16
Lean Certificate Series - Begins January 17
Group Leadership Series - Begins January 17
Fundamentals of Employee Benefits Certificate Series - Begins February 21

[Recruiting and Retention: A Generational Approach](#)

Learn how to understand the various generational traits in the workplace and the impact the boomers will have on the job market over the next five years.

Waukesha, WI: Tuesday, January 15



[Employment Law Update - Wisconsin and Federal](#)

Pewaukee, WI, Country Springs Hotel: Tuesday, January 29

[Leading an Engaged Workforce Certificate Series](#)

Take your management skills to the next level.

Waukesha, WI: Begins February 5

[Advanced Workforce Management Program](#)

Learn how to navigate through the talent management maze and successfully recruit, develop, and retain the right talent for your organization.

Waukesha, WI: Begins February 5



[Training Decisions 2008: Optimizing the Transfer of Learning](#)

Waukesha, WI: Friday, February 8



SURVEY SNAPSHOT


Survey Links

- [Survey Results](#) (members)
- [MRA Survey List](#)
- [Annual Survey Calendar](#)

Recently Published Surveys in 2007:

[National Recruitment and Retention Survey](#)
[Clinic Wage Survey](#)
[National Pay Trends](#)
[National IT / Engineering Compensation](#)
[Insurance Plans: Health & Prescription Drugs \(WI & IL / IA\)](#)
[Inexperienced New Hires](#)
[Community Bankers of Wisconsin](#)
[2008 Holiday Practices - WI, IL & IA](#)

[Pay Trends Survey](#)
[WAHSA Executive Compensation](#)
[WAHSA Wage and Benefits Nursing Home](#)

Archived Inside HR 

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