

## 2008 – 2009 SHRP Membership Enrollment

### TWO WAYS TO REGISTER!

Register online at [www.mranet.org](http://www.mranet.org) under *networking opportunities* or complete the information below and **mail this form with your payment to:**

SHRP c/o MRA  
P.O. Box 911  
Pewaukee, WI 53072-0911

Name \_\_\_\_\_

Organization \_\_\_\_\_

Mailing Address \_\_\_\_\_  
\_\_\_\_\_

Phone \_\_\_\_\_

E-Mail\* \_\_\_\_\_

*\*Meeting announcements will be e-mailed to the address listed above. Please inform us of any changes throughout the year.*

### Payment Options: (Make checks payable to SHRP)

- Check enclosed for Annual Dues of \$175.  
(This covers the membership fee and all meeting fees.)
- Check enclosed for \$75 membership fee. (Pay \$25 at the door for each luncheon meeting you register to attend.)

*If you have any questions, please contact Carol Lesperance at 262.696.3432 or [caroll@mranet.org](mailto:caroll@mranet.org).*

### Meeting Locations

**Radisson Hotel–Milwaukee West**  
2303 N. Mayfair Road (Hwy 100)  
Milwaukee, WI 53226  
(414) 257-3400

**Italian Conference Center**  
631 E. Chicago Street  
Milwaukee, WI 53202  
(414) 233-2180

**Crowne Plaza–Wauwatosa**  
10499 Innovation Drive  
Wauwatosa, WI 53226  
(414) 457-9500

**MRA Conference Center**  
N19 W24400 Riverwood Drive  
Waukesha, WI 53188  
(262) 523-9090

Separate the completed form at the fold and mail in with your payment.



If addressee unavailable, please forward to Human Resources.

# SHRP

2008 – 2009

## Society of Human Resource Professionals

- Attend presentations on the latest HR topics.
- Strengthen networking relationships.
- Increase your organizational impact.
- Invest in your greatest asset—you!

SPONSORED BY



2008 – 2009

# SHRP Season Schedule

11:15 a.m. Check-In

11:30 a.m. Meeting

12:30 p.m. Lunch

1:00 p.m. Adjourn

October 9, 2008

RADISSON HOTEL – MILWAUKEE WEST

## Employer of Choice: Building a Culture of Engagement

Bonni Yordi, Director, Surveys & Business Research, MRA

Engaged employees are passionate about work. Not only that, they are more productive, loyal, and committed to helping the company achieve its goals. Companies designated as "Employers of Choice" carefully tend that culture of engagement – and the reward is enhanced business performance. This program will distill the essential elements from MRA's seven years of research and joint efforts with *Milwaukee Magazine* and *Chicago Magazine* to identify the best places to work. Join us to discover what we can learn from them.

November 13, 2008

ITALIAN CONFERENCE CENTER

## Supporting Employees During Challenging Times

Philip Chard, President & CEO, NEAS, Inc. "The" EAP and Work/Life Company

Increasingly, employee engagement and emotional well being are recognized as pivotal to organizational success. Today, workers face a myriad of challenges that blur the distinctions between work and personal life, amplify stress, diminish productivity, and erode coping skills. Helping create a supportive, humane workplace is one of the many challenges faced by HR professionals. We will examine how organizations can help their employees address job pressures and personal problems that adversely affect the quality of their lives and work performance.

December 11, 2008

CROWNE PLAZA – WAUWATOSA

## Conducting Training Needs Analysis – Mission Impossible?

Manuel Perez, President/Owner, JNA Staffing

Your assignment, should you accept it (and of course, you must), is to develop a training program that will help your company reach its target goals. But where do you get started? How do you determine where you are going? The path you choose may get you there, but where is "there"? Conducting an effective training needs analysis will ensure that you are on the right path to educating your employees – not simply training them. This session will provide guidance on how to conduct a training needs analysis for your company and make your mission "possible."

January 8, 2009

MRA CONFERENCE CENTER

## Background Checks – Crossing Your "T's" and Dotting Your "I's" Without Crossing the Line

Michael Best & Friedrich LLP

With background checks becoming common practice in the hiring process, it is critical for employers to understand how the information obtained can be used when making employment decisions. This presentation will familiarize you with legal obligations, potential liabilities, and offer tips for avoiding potential discrimination issues that could arise when making pre-employment decisions.

February 12, 2009

RADISSON HOTEL – MILWAUKEE WEST

## Communication Strategies in the Workplace – Rediscovering the Art of Face-to-Face Communication in an Online World

Mary Jo McDougall, Account Executive, NEAS, Inc. "The" EAP and Work/Life Company

In today's workplace, effective communication can be difficult to come by. The use of technology can add extra barriers, which makes conveying information clearly even more essential. Learn to get your message across effectively by enhancing your interpersonal and assertive communication skills. This program will address effective communication styles, nonverbal skills, common errors to effective listening, and productive and legal use of e-mail for documentation purposes.

March 12, 2009

MRA CONFERENCE CENTER

## HR Metrics – Measuring the Value of HR

Mary Hunter, SPHR, Senior HR Director, MRA

We all know that numbers speak louder than words. Quantifying the impact of HR activities on the bottom line is the language of business. Calculating and sharing HR metrics aligned with your organization's key measures demonstrates HR's value. This program will focus on key measures developed by recognized HR Metric thought leaders such as Jac Fitz-enz, John Sullivan, and Robert Kaplan. Join us to learn how to calculate and best use them in your organization.

April 9, 2009

ITALIAN CONFERENCE CENTER

## Legal Update – The Election Is Over, Now What?

Daniel Vliet, Attorney, Davis & Kuethlath, s.c.

Interested in finding out the implications of recent changes – or potential changes – to the law as a result of the Presidential election? Here's your chance. Join us for an overview of changes in state and federal law and learn how the new political agenda will affect you and your business. The presentation will also focus on personal liability (from an HR perspective), scams, and penalties for noncompliance with HR-related laws. Don't miss this information-packed program!

May 14, 2009

WESTMOOR COUNTRY CLUB

## Keep Your Company's Bottom Line Fit and Healthy: Maximize the Health of Your Workforce

Cheryl Mealey, CHES, Regional Wellness Consultant, Employee Benefits Division of HRH

What is a healthy employee worth? Do your benefit programs support your wellness initiative or stand in its way? If you have difficulty answering these questions, you're not alone. Too often, health improvement and benefit plan design strategies occur separately, preventing both from maximizing results. Discover how savvy employers are implementing the concepts of evidence-based medicine and value-based design to contain health care costs and maximize the health of their workforce.

## Dear Human Resource Colleagues,

On behalf of the 2008-2009 Board of Directors for the Society of Human Resource Professionals (SHRP), I invite you to join us for a thought-provoking and insightful season. We are extremely excited about the upcoming schedule of programs, each presented by industry experts in their field. I'm confident you will be delighted with the unique topics that have been selected and will use the information you learn to address situations at your company. In addition to the great networking opportunities with fellow HR professionals, these meetings also earn HRCI recertification credits.

SHRP meetings are held monthly on Thursdays, rotating locations between the Crowne Plaza, Italian Conference Center, MRA's Conference Center, and the Radisson Hotel, and will conclude at a special location. The meetings and membership are designed with your hectic schedule in mind, so sign up for the entire season or select only the meetings you would like to attend.

We encourage you to participate in the 2008-2009 season and take full advantage of the opportunities SHRP has to offer the HR professional. This is a great way to invest in you!

Sincerely,

Christine C. Gerosa, SPHR  
President  
Society of Human Resource Professionals



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