

ABOUT OUR PROGRAM

The basic concept of succession planning is nothing new. Every organization throughout history has engaged in some type of planning for future talent needs, either actively or passively. When asked if their organization has a succession plan, most HR professionals will say “yes.” Succession planning can have vastly different meanings in different organizations. This session will focus on building a proactive, future-focused “talent pool” for the organization.

During this one hour program, participants will learn about the differences between Replacement Planning and a proactive talent-focused Succession Planning process. The Four Essentials for Success in Succession Planning will be discussed and participants will learn about tools and resources used in building best practice succession planning systems for their organizations.



ABOUT THE SPEAKER: JEFFREY S. WEST

Jeffrey is the President and co-founder of VantagePoint, Inc., a leading organizational consulting firm focused on helping companies align their people strategy with their business strategy. VantagePoint creates highly effective talent processes and provides customized assessment solutions. VantagePoint is an owner of Career Partners International (CPI), one of the leading global talent management consulting firms with over 180 offices in 28 countries.

After beginning his career as an Officer at First National of Nebraska, Jeff founded the Talent Assessment and Employee Selection area of VantagePoint’s consulting practice. Mr. West has extensive experience in competency modeling and employee selection processes. He has developed proprietary technology that has been licensed to a leading international developer of assessment testing materials. Jeff has developed client relationships with dozens of Fortune 1000 firms. He is a recognized authority in the application of behavioral profiling and assessment tools. Jeff’s expertise has created state-of-the-art processes for the organizational effectiveness work at VantagePoint. Mr. West and VantagePoint have helped four clients achieve recognition on Fortune Magazine’s “100 Best Companies to Work for”® list.

Mr. West has received national and international awards for his contributions to the field of organizational consulting

May 2009 Program & Workshop

PROGRAM TOPIC: SUCCESSION PLANNING

Presenter: Jeff West - VantagePointe

When: Tuesday, May 12, 2009

Where: The DelRay Ballroom
817 R Street

Registration: 11:00 a.m. – 11:30 a.m.

Meal & Program: 11:30 a.m. – 1:00 p.m.

Workshop: 1:15 p.m. – 3:15 p.m.

Cost: \$15.00 Luncheon Meeting
-Approved for 1 hour of HRCI credit
\$35.00 Workshop only
-Approval for HRCI credit pending

Meal: Focaccia sandwiches, pasta salad, spinach with raspberry vinaigrette, fruit salad, cheesecake bites & pecan pastries, coffee and iced tea by Annette’s Catering

WORKSHOP TOPIC: UNION AVOIDANCE

Presenter: Bill Harding & Jack Shultz
Employment Lawyers from Harding & Shultz, PC, LLO

Program/Workshop Info continued on pg. 7

President's Message

Cathy Maddox, President



Well, here it is, the evening after the Spring Game, and with a little help from YouTube, I think I can make it till September. It turned out to be a perfect day as far as weather was concerned - even got a little sunburned! One of the things that I enjoy about the Spring Game is seeing the looks on the little kids' faces. For many, this is the only opportunity they have to be inside the stadium. And when they get to go on the field during half time for the Drug and Alcohol pledge, they almost step onto the field tentatively. There is this question and look of awe on their faces - are they really being allowed to step on the same turf that the athletes play on? I saw a number of kids just laying on the field, asking their parents to take a picture of them, to preserve that great memory!

Lined up outside of the tunnel were a bunch of former players - who were there to give encouragement to the team as they came out on the field. Along the sidelines were quite a few recruits who were experiencing something that they had probably never been a part of anywhere else. And while I absorbed every single minute of all of it, I thought to myself - how could we create a culture in our workplace that even comes close to something such as this? How do you create loyalty and dedication that at least in this case, lasts a lifetime? The players are here anywhere from 1 to 6 years - we have employees who have been here much, much longer than that, but the level of enthusiasm the former players showed would be hard to match. If you are thinking - but those players only have to give 3 months, maybe 4 months to their "job" every year, you are very wrong. Until our daughter had a relationship with

a player, I never realized the amount of time that most players put in. Only for a couple weeks after the bowl game do they have an actual break. Otherwise every single day they are either in the weight room, doing drills, learning plays, watching films, running steps..... this was on top of school, community events, and somewhere in there is a personal life. Although that personal life is like living in a fish bowl, or being under a microscope.

But to get back to my original point - how do we create that type of culture, not just with our own employees, but even with our customers? We give lots of positive reinforcements for a job well done. Granted, we don't slap each other on the butt (hello lawsuits!), or do that jumping in the air and hitting your body against somebody else thing, but we do let people know we appreciate them. I'm going to have to give this one some serious thought.

We moved our 21 year old back home this weekend. Roommate was going to go to Mexico for school, they were able to sublease the apartment - short explanation. Gosh, I had kind of gotten used to the empty-nester thing! Change is always constant - my sister keeps telling me that this will keep me young. Tell my muscles that are aching today from all the hauling up and down the steps that! Why is it that all 3 of my daughters always live on the top floor?? So if you see me dozing at a LHR meeting, you'll know it's because I've not quite gotten used to the hours that this college student keeps!!

138 days and counting

-Cathy Maddox

JOBS, JOBS & MORE JOBS!

Do you have one to advertise or are you looking for one?

CHECK OUT OUR WEBSITE:

www.lincolnhhr.org

If you are an employer who has a LHRMA member employee, then you can post your Human Resource job opening on our website

by contacting

Kathy Harper at

lhrma0048@yahoo.com or at 402.483.4581 x 339.

*If you are looking for a Human Resource job, then you can check out our website at: **www.lincolnhhr.org***

ATTENDANCE DRAWING WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to Amber Artz with TierOne Bank. Amber will receive free lunch registration at the May 2009 meeting!

BOARD MEETING RECAP

- There are several board positions open and will need to move up election to August. Leadership training will now be in October.
- LHRMA will take the stance to OPOSE the Employee Free Choice Act.
- Programs and workshops are planned for the rest of the year. More HRCI credits are being offered.

LEGISLATIVE UPDATE

Employer Free Choice Act - Stand Up and Be Counted

by Mark Pankoke • Governmental Affairs Committee Chair

The Employer Free Choice Act (EFCA) is legislation that the LHRMA Board has decided to oppose and oppose vigorously. This legislation, if passed as written would effectively eliminate the right to secret ballot elections in unionization votes and, through binding arbitration; it would give government authorities the power to dictate wages, benefits, and other fundamental business operations. These are issues we as HR and business professionals oppose.

The battle for this bill which was introduced in early March and has seen extensive articles and commercials both in favor and in opposition is far from over. One recent example is on the way to the UNL Spring game signs and union representatives were present touting this legislation as a “good thing” worthy of support. Now is the time for us to boldly explain to our representatives in Washington how EFCA would undermine our ability to create jobs and grow our businesses. The importance of grassroots activism in opposing EFCA cannot be overstated.

Please take this time to write our Senators, Nelson and Johanns and our Representative, Fortenberry to let them know your opinion. Recently an email blast from LHRMA was sent to help you do this in a quick, relatively time efficient way. If you didn't have a chance to send emails or letters then please do so now. If you sent one earlier feel free to send another note to let them know how important this issue is to all of us.

One easy way to do this if you are a SHRM member is to go to, www2.shrm.org/government/writecongress.asp. This will allow you to with only a few clicks send an email to our representatives.

If you are not a SHRM member go to the following websites for easy access

to email contact with our Senators and Representative.

Senator Ben Nelson

bennelson.senate.gov/contact/email.cfm

Senator Mike Johanns

johanns.senate.gov/public?p=EmailSenatorJohanns

Rep. Jeff Fortenberry

fortenberry.house.gov/contactform_zipcheck.shtml

Tell them you and other HR professionals oppose EFCA and oppose Cloture, which would limit debate on this issue. (The Cloture vote is particularly critical for our Senators!)

It is indeed time to Stand Up and Be Counted! Oppose the EFCA legislation and by doing this help maintain the secret ballot and good faith bargaining. Thanks in advance for your help in actively working to oppose EFCA.

BETTER HEALTH FOR \$1.00

With money tight in all areas, one of the first things to suffer may be your diet. Form webmd.com, here is a list of the top-10 healthiest foods you can find for a buck.

- 1) Apples
- 2) Bananas
- 3) Baby carrots
- 4) Canned beans
- 5) Canned tomatoes
- 6) Navel oranges (extra large)
- 7) Pears
- 8) Lentils (dry)
- 9) Pearl Barley (dry)
- 10) Yogurt (plain, low-fat or fat-free)



FUTURE MEETINGS

- June: Lunch: Beating the Bare Market with Engaged Employees – Greg Harris (HRCI credits received)– DelRay Ballroom
Workshop: Update on Current Legal and Immigration Topics with David Brown and Chad Richter – (Topics include: Immigration, Ledbetter, Free Choice & other legal topics)
- July: Workforce Readiness - Panel Guest Speaker: Tom Osborne – Country Inn & Suites; workshop from April – Behavior-Based Selection
- August: Benefits - Silverstone – Country Inn & Suites/ afternoon workshop
- September: State Conference-Omaha
- October: ASTD Duad Meeting – Country Inn & Suites
- November: The Isles – Brad Black, President HUMANeX; afternoon workshop
- December: Social - TBA

FACEBOOK SAVVY??

Are you a Facebook addict? Would you be willing to set up a Facebook page for LHRMA? If so, contact Kathy Harper at khaper@lmep.com.

“In three words, I can sum up everything I’ve learned about life: It goes on!”

-Robert Frost



Your Company Without EAP is like “Mustang Sally” Without Spooner

By Kevin J. Mattran • Continuum EAP • Lincoln, Nebraska

In April the latest Rock and Roll Hall of Fame induction ceremony enshrined Metallica, Run-DMC and Little Anthony and the Imperials. Two other inductees, who perhaps fewer people recognize but are no less legendary, guitarist Jeff Beck and soul singer Bobby Womack. These big names in the music industry represent a great cross-section of popular music and few would argue their worthiness of this honor.

There were three other inductees that one might have missed by reading only half of the article or press release. The inductees in the Sidemen category were D.J. Fontana, Bill Black and “Spooner” Oldham. While you may not recognize their names, I can guarantee that most, if not all of you, have heard and/or seen all three of these men play. Fontana, a drummer, and Black, a bass player were generally overshadowed by their front man’s gyrating hips, twitching lip and perfect hair. But Elvis Presley would not have been the same without them.

Dewey Lyndon “Spooner” Oldham is a keyboard player. He can be heard on some of the most well known recordings of all time including: Percy Sledge’s “When a Man Loves a Woman”, Wilson Pickett’s classic “Mustang Sally” and “I Never Loved a Man” by the Queen of Soul, Aretha Franklin. Spooner also recorded and toured with Bob Dylan, Joe Cocker, Linda Ronstadt, Jackson Browne, The Everly Brothers and J.J. Cale just to name a few.

EAP is much like Spooner, Fontana and Black in that we aren’t the stars but we make an important contribution. EAP is there through the good times and bad. Think of all of your company’s milestones that would not have turned

out the same without EAP support: all of the employee support, training and counseling that has kept your people and company productive: the support of your wellness program provided by EAP; and, the traumatic events, layoffs and difficult decisions you have faced... EAP was there through all of them.

EAP continues to be one of the best values in your employee benefit package. Your company, its employees and employees’ families enjoy dozens of valuable services for a very low per employee cost. EAP services range from the core services like counseling, work/life services and consulting, to training, wellness coaching, legal/financial consultation and online work/life resources. Moreover, those companies who retain the services of local independent EAP’s are often able to have their EAP contracts customized to address the particular needs of their organization.

EAP usage levels ebb and flow depending on the time of year, events in the news, the state of the economy and changes at the workplace among other reasons. While here in Nebraska we are fortunate to have low unemployment rates (compared to the national average) and we have been ranked at the top of a list of states in happiness quotient, people are still feeling the effects of these uncertain times. Now, more than ever, is a time to remember that EAP is here, remind your employees that services are available to them, and work with your EAP consultant to find ways to make your employee assistance program more visible and accessible.

For many employers EAP represents a constant. We have been there for you in the past and we’re not going anywhere

now. What would “Blue Suede Shoes” have sounded like without Fontana and Black laying down the backbeat for “The King”? Percy Sledge and Wilson Pickett would have been lost without Spooner’s sweet riffs on the Hammond B3. You and your company are the stars; EAP is happy being your sideman.

Kevin Mattran is the Organizational Training and Education Specialist for Continuum EAP. For more information on this and other workplace issues, call us at (402) 476-0186 or email at easpecialist@continuum.com.

HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Tara Jennings, Workforce Readiness Chair, with any dates that you provide service to local schools or adults in regards to: career days, mock interviews, speaking on the HR profession, provide internships to students to gain HR knowledge, etc.. The following information would be needed: name, date of event, location/school name, hours spent or duration of program. Email your information to tjennings@oasisadvantage.com throughout the year.



VOLUNTEER POSITION OPENS ON THE STATE COUNCIL

The SHRM Nebraska State Council currently has an open position for a Special Initiatives Director/Technology. This position would be assigned to work on technology and website issues for the State Council, specifically to improve the current website content and appearance. The Council contracts with a website administrator to perform the technological functions of updates, links, etc. The Technology Director works with other Council members to gather information and create ideas.

Interested candidates should contact the State Council Director, Michele Spadt at mspadt@lincolnsurgery.com or 402-484-9016.

OPEN LHRMA BOARD POSITIONS FOR OCT. 2009 - SEPT. 2010

If you are interested in any of the following positions contact the current board member.

Will need to have all interested candidate names turned in by June 2. Candidates will be announced at the July LHRMA monthly meeting and voting will take place at the August monthly meeting.

Membership: contact Lin Blodgett, 434-1743, linb@nebcoinc.com

Secretary: contact Elly Hardekopf 475-1700 ex. 8262, elly.hardekopf@mo-lex.com

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHRResource for accuracy. Please contact Kathy Harper our LHRMA Administrative Assistant, for any of your personal job and address changes. Please either email your changes to Kathy at lhrma0048@yahoo.com or by telephone at 402.483-4581 x 339.

NEW MEMBERS

Peggy Merkel

HR Manager
Clark Enersen Partners
pmerkel@clarkenersen.com

Chris Sheridan

HRIS Analyst
Bryan Health Systems
Chris.sheridan@bryanlgh.org

Kathy Rowoldt

Administrator
Clark Jeary Retirement Comm.
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Tammy Weatherly

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Teena Keslar

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Amy Novak

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Sarah Zelenda

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Jen Miller

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Duana Freeman

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MBA Poultry Processing
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Catia Guerrero

Personnel Manager
Lincoln Children's Museum
cguerrero@lincolnchildrensmuseum.org

Sandy Cullighan

HR Coord/Office Manager
Advance Services, Inc
sandyc@advanceservices.com

Welcome to LHRMA!

WELCOME NEW MEMBERS!



*Back row Lf: Sandy Cullighan, Duana Freeman
Front row LF: Amy Novak, Teena Keslar*

NEBRASKA WESLEYAN SCHOLARSHIP WINNER FOR 2009-2010

Congratulations to Mishayla Richardson on receiving the \$500 Dr. LaVerne C. Rudell Scholarship. Mishayla will be a senior in the fall and is majoring in Business Administration and currently has a 4.0 GPA. She has also been a member of the Student SHRM chapter since her freshman year.



REACH OUT TO THE STUDENTS

LHRMA members can use the LHRMA website to advertise Student Internships or summer jobs. The three Student Chapters will be told that they can look on the LHRMA website, throughout the school year, to find job openings as well as internships. Please use this as another FREE advertising tool to get qualified interested candidates to help fill your open positions. Send job postings to Kathy Harper at: lhrma0048@yahoo.com.



Your newsletter reporters



Dave Zelnio, PHR
402-304-0086

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MAY BASKETS

April showers bring May flowers...and May Baskets! The May 12th lunch meeting of the Lincoln Human Resources Management Association (LHRMA) will be abloom with ten (10) prize baskets donated by area employers and associations, including: **Lincoln Industries, Madonna Rehabilitation Hospital, Nebraska Book Company, OneSource, ContinuumEAP Training and Consulting, Nebraska Wesleyan University, Novartis, BlueCross/BlueShield Nebraska, TierOne Bank** and our own **LHRMA Board**. These festive and value-packed May Baskets are part of our association's annual fund raising effort for the Society for Human Resource Management (SHRM) Foundation.



The SHRM Foundation is the non-profit organization that funds Human Resource (HR) research, publications, certification scholarships and education efforts to benefit all HR professionals. Raffle tickets for this year's "garden" of baskets will be on sale at the May 12th meeting, one (1) ticket for one dollar, six (6) tickets for five dollars and 13 tickets for ten dollars. Plan now to join in the fun of a May Basket Raffle on behalf of the SHRM Foundation and all HR professionals

MAY DAY AROUND THE WORLD

In London, May Day is celebrated with the children going from house to house. They bring flowers and get pennies in return. The pennies are then thrown into a wishing well. The pennies are then donated to charity.

In France, cows play an important role in May Day. The cows are led in parades with many flowers attached to their tails. The people watching the parade try to touch the cows; it is believed to be good luck.

**.... Program/Workshop Info
continued from pg. 1**

over the past 15 years. His research on human behavior and job performance has been incorporated into several widely used assessment tools. Jeff is involved in several international research projects on human behavior, job competencies and selection system modeling. Jeff completed his undergraduate studies in Aerospace Engineering and Finance at the University of Colorado at Boulder. His graduate studies include an M.B.A. with emphasis in Organizational Development and Psychology from the University of Nebraska at Omaha, the American Bankers Association Graduate Commercial Lending School, and doctoral-level work and research in the field of human and organizational behavior. Mr. West is a Certified Professional Behavioral Analyst (CPBA), Certified Professional Values Analyst (CPVA), and a Certified Competency Development Expert.

**WORKSHOP: - PREPARING FOR
UNION ORGANIZING, AN HR
PERSPECTIVE**

The workshop will help us learn how to be prepared as an organization for the possibility of a union organizing activity. It will answer the following questions: What strategy should HR take in working with management on this initiative? What is effect on organizations who do unionize? What is the Employee Free Choice Act and how might it affect unionization activity? Should HR aggressively inform and train management? What about information for employees? What can supervisors say and not say? What do supervisors need to avoid? What are the strategies that union organizers use? What is salting and how can it be detected? How do solicitation policies and practices affect unionization?

**PRESENTERS – BILL HARDING
AND JACK SHULTZ**

Bill Harding will be talking to us today about recent NLRB case law developments concerning SALTING and other union organizing tactics. Bill has served as Chairman of the NCCI Labor Relations Council and a member of the Board of Directors since 1983. Bill has limited his practice to representation of management in labor and employment matters since 1969. He has been a Fellow in the College of Labor and Employment Lawyers since 1997. He was designated as one of the top 100 labor attorneys in the United States by the Labor Relations Institute in 2007 and again in 2008 from the more than 8600 labor attorneys in the LRI data base who have represented clients in union representation matters before the NLRB since 1995.

Bill serves as General Counsel for:
-Nebraska Cornhusker Chapter of Associated Builders and Contractors.
-Nebraska Chapter of Associated General Contractors of America.
-Lincoln Independent Business Association.
-League Association of Risk Management.

Bill also serves as the Labor and Employment Counsel for:
-Nebraska State Bar Association.
-The League of Nebraska Municipalities.

In 2004 and 2005, he served as Chairman of the Executive Committee of the Labor and Employment Law Council for Associated General Contractors of America. Bill has received the Lecturer of Merit Award and the Distinguished Faculty Award from the National College of District Attorneys.

Jack Shultz will be talking to us today about union organizing with or without the EFCA. Jack currently serves as president of the Harding & Shultz professional corporation, whose practice is focused on labor and employment law. He also maintains an

active administrative law practice in the areas of transportation, telecommunications and natural gas regulation. Jack is listed in the Best Lawyers in America, as a top practitioner in Chambers USA, America's Leading Lawyers for Business and the Corporate Counsel Edition of Super Lawyers.

Jack serves as General Counsel to the Nebraska Telephone Association and is on the board of directors of the Nebraska Motor Carriers Association. He is a former president of the Lincoln University Club, the Nebraska Club, Folsom Children's Zoo, and the Lincoln Lancaster County Child Advocacy Center.

Jack is a member of the Lincoln Bar Association, Nebraska State Bar Association (Labor and Employment Division), Transportation Lawyers Association, Federal Communications Bar Association, and is a Fellow of the Nebraska Bar Foundation. Jack has lectured extensively on labor relations topics at various trade and professional associations across the country.

A LITTLE HUMOR

- 1) Consciousness: That annoying time between naps.
- 2) Being over the hill is much better than being under it.
- 3) Wrinkled was not one of the things I wanted to be when I grew up.

FEET ACROSS THE WORLD

By the time you reach middle age, you'll have walked around the world three times, logging the equivalent of a staggering 75,000 miles, just by doing your daily activities.





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LOCAL CHAPTER 0048**

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