

ABOUT OUR PROGRAM

Scenario planning can be a powerful tool to help HR professionals gain a better understanding of what it may take to succeed in the years ahead by “living” in potential scenarios for the future of HR management. To advance this objective, the Research Department at SHRM developed, in conjunction with Decisions Strategies International (DSI), an important scenario planning project, which was published in 2005 under the title, *2015: Scenarios for the Future of Human Resource Management*. This presentation explores the concepts and exercises from the SHRM report, as well as case studies of successful scenario planning and examples of how it could have helped avoid pitfalls.



ABOUT OUR PRESENTER

Jennifer Schramm is the Manager of the Workplace Trends and Forecasting program at SHRM, where she writes the *Workplace Visions* series as well as the *Future Focus* monthly column appearing in HR magazine. Jennifer is responsible for the SHRM/Rutgers Leading Indicator of National Employment® -- the national employment index known as LINE™ and is the author of the *SHRM® Workplace Forecast*, and a co-author of *2015: Scenarios for the Future of Human Resource Management*.

Prior to joining SHRM, Jennifer worked as Research and Policy Advisor specializing in Training and Development for the Chartered Institute of Personnel and Development (CIPD) in London, UK where she was also executive board member of

November 2008 Meeting

**TOPIC: HR SCENARIO PLANNING:
“PREPARING FOR THE NEXT DECADE”**

- Speaker:** Jennifer Schramm, SHRM
- When:** Tuesday, November 11, 2008
- Where:** Country Inn and Suites
5353 North 27th Street
- Registration:** 11:00 a.m. – 11:30 a.m.
- Meal & Program:** 11:30 a.m. – 1:00 p.m.
- Cost:** \$15.00 Luncheon Meeting
\$25.00 Non-members / Guests
- Meal:** Mexican Buffet
- Note:** HR Certification Institute - strategic credit
Pick up certificate after the meeting.

Food Bank

At the November meeting bring a can/box of food to give to the Food Bank of Lincoln. Here are the most needed items: Coffee, canned meats, cereal, soup, canned fruits/veggies, 100% fruit juices, peanut butter, mac and cheese, toilet paper, diapers, soap, feminine hygiene products.

the European Training and Development Federation, UK steering committee member of the European Commission’s Training of Trainers Network and UK representative for the European Commission’s Center for the Development of Vocational Education and Training. Before this she was Research Manager of the Employment Policy Institute, a London-based employment and economics think tank.

She received her Master’s Degree in Social and Political Science from the University of Cambridge, UK and her undergraduate degree from the University of Michigan.



President's Message

Cathy Maddox, President



Hopefully you were able to utilize some of the great information that our panel gave in regards to Employee Retention at our October meeting. I know that I did, even though everyone on the panel came from a much bigger company than where I'm at. It also instigated some discussion at the board meeting the next day in regards to providing our members with an information center on our website. Something along the lines of a clearinghouse of information – a blog of sorts where our members could ask HR related questions, and members could provide answers. This is just in the initial stages of discussion, but I think it's important members know that we are constantly trying to find ways to make your membership more valuable to you! With the economy being so volatile, and everyone making budget cuts, we know that organization dues are sometimes the first thing to be eliminated. So the board is always thinking of ways to increase the benefits of membership. If you have any suggestions that you would like to share, please get in touch with one of the board members – our email addresses are on the back page of the newsletter.

Speaking of dues – you will be getting your LHRMA renewal very soon, if you have not already. Please take a minute to make sure that all your information is

correct. We will begin working on the 2009 directory and we like all the information to be as current and correct as possible.

Many thanks to the wonderful volunteers that we will recognize at the November meeting and that are listed in this newsletter. Any successful organization could not exist or do as well as we do without people volunteering their time, talents and energy. With everyone juggling so many demands on their time, it becomes very difficult to add one more obligation. So thank you so much for all that you do for our organization!

I hope all of you have a wonderful Thanksgiving and you all find much to be thankful for. I give thanks for the same things most people do – faith, family, friends, health, a roof over my head and food in my stomach. And of course I give thanks for the game of football, even if the Huskers are not winning all the time. It teaches you patience and perseverance, that's for sure!

See you at the November meeting!

-Cathy Maddox

ATTENDANCE DRAWING

WINNERS

Who Says There's No Such Thing as a Free Lunch? Congratulations to Amy Eddie with National Arbor Day Foundation. Amy will receive free registration at the November 2008 meeting!

BOARD MEETING RECAP

- Review other printer cost for newsletter cost savings.
- The auditors of the financial books for LHRMA have come back good “no deficiencies”.
- Program Committee trying to narrow meeting locations to 3-4 areas.

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

★ EXTRA!! ★

EAP CORNER NEWS

We're here to help.

Send a Clear Message for your Employees to Sing with Confidence

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



I was in the car with a friend who was singing along with Diana Ross on the radio, “I have a Swedish hangover, I don’t want to get over...” she stopped, turned to me and said, “I would have never guessed that Diana Ross is Swedish!”

We all know these people...maybe we are one of these people, the folks who sing, with such confidence, the wrong lyrics to songs: The Mick Jagger wannabes who passionately wail, “You can’t always get a Chihuahua...” (You Can’t Always Get What You Want); or the Beatles fan, who missed his calling as a gastroenterologist, who sings, “The girl with colitis goes by...” (Lucy in the Sky with Diamonds); or the karaoke star, air guitar player who belts out, “Excuse me while I kiss this guy...” (Purple Haze).

All of these people are sure they are right. We have a good chuckle, and move on. However, it wouldn’t be as funny in the workplace. As employers we want to make sure there are no misquoted policies, procedures or goals. So, when communicating to your teams, keep three things in mind.

Present to all learning styles.

People process information in a number of different ways. While giving information verbally is great for auditory learners, visual people need to see it in writing, a graph, a chart

or strong imagery that will help them make the connection.

Action oriented, or learn by doing people need to try it or see something done. Identify specific behaviors that are acceptable and reward them. Show them what you mean. Lead by example.

Emotional learners relate to how a policy or procedure is going to affect them. For these folks relate information to the values, priorities and beliefs that drive the organization.

Use positive interaction to introduce, reinforce and repeat a message.

All too often policy and procedure is explained only after there is a violation. It is much harder for people to process information effectively when tempers and emotions are running high. Use the positive interactions we have daily to establish and reinforce policy and procedure.

Communicate for empowerment. Management is easier when people manage themselves. Give your team clear messages and the resources they need to make good decisions for the organization and your clients. When you make people feel as if they are a part of the company, they are more likely to treat it as their own.

Your EAP can assist you in identifying gaps in communication, provide training to improve communication and provide

the support and counseling when you are dealing with an employee who insists on singing a different tune. I can’t say that we’d be much help with song lyrics though, one of my colleagues down the hall is jamming to The Temptations right now....

*“Papa was a rolling stone,
Wherever he spayed a cat was his home,
And when he died,
All he left us was a comb...”*

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 consultant@4continuum.com

FUTURE LHRMA MEETINGS

December: Social: Held at Grata Bar & Lounge, 2755 Jamie Lane

January: Talent +

February: Bully-proof your Organization: Create a Culture Built on Respect - Patricia Meglich, PhD., SPHR (HR Certification Institute - strategic credits pending)

March: TBA

April: Diversity Panel

Slate of Officers for the 2008 LHRMA Board of Directors

The Nominating Committee has selected the following nominees for 2008.

In addition to these nominees, nominations will be accepted from the floor at our regular membership meeting on November 11th. Please be prepared to vote on this slate of officers.

CARMEN WILES, PHR



Human Resources
Manager
Cooperative Benefit
Administrators, Inc.

Past President.....2008
President.....2007
President-Elect.....2006
Membership Chair.....2004-2005
Secretary/Publicity Chair.....2002-2003
State Conference Comm.2000

CATHY MADDOX, PHR



Human Resources
Coordinator
Speedway Motors

President.....2008
President-Elect.....2007
Secretary.....2004-2006
Membership Comm.2002
Certification Facilitator.....2001-2002
Calling Committee.....1997-1998
State Conference Comm.2004-2006

MARK PANKOKE, SPHR



Human Resources
Manager
Madonna Rehabilitation
Hospital

President-Elect.....2008
Govt. Relation Chair.....2008
Programs Comm.2004-2007

JUDY GANOUNG



Program Comm. Chair.....2008
Programs Comm.2004-2008

CINDY MEFFORD, PHR



Director of Human
Resources
Eastmont Towers

Past President.....2007
President.....2006
President-Elect.....2005
Treasurer/Regis.2002-2004,
2008
Membership Comm.2001
State Conference Comm.2000, 2002
Job Fair Co-Chair.....1999

LIN BLODGETT, XMBA



Director of
Human Resources
NEBCO, Inc.

Workforce Readiness Comm....2006-2008
SHRM State Council /
Workforce Readiness Director...2006-2007
SHRM Chapter Positions in CO & TX

Secretary



**ELLY
HARDEKOPF,
PHR**

Senior Human
Resources Generalist
Molex

Secretary.....2007-2008
Workforce Readiness Chair.....2005-2006
Certification Facilitator.....2001-2007
State Conference Comm.1998, 2002

BARB BENES, PHR



HRIS Analyst

Novartis Consumer
Health Inc.

Diversity Chair.....2008
Diversity Comm.....2006-2008

Workforce Readiness Chair

TARA JENNINGS, CSP



Professional Staffing
Consultant

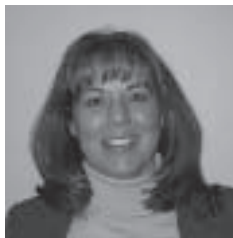
Oasis Staffing

LHRMA member 5 years
Legislative Comm.....2004
Registration Comm.....2005-2006
Workforce Readiness Comm.2008

WELCOME NEW MEMBERS!



*From Left: Ryan Norris, Marcia Roberts, Kristin Kavanagh, Meredith Willnerd, Laurie Oxley
Back Row: Michelle Lenners, Rick Earnest*



*At Left:
Teresa Loseke*

LHRMA MEMBER CHANGES

Check and verify your name and address on this month's LHResource 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.



SHRM New Member Enrollment Only \$99.00 Through November

From October 1 through November 30, 2008, you can join SHRM for only \$99!! This is a \$60 savings from the normal rate. This special rate applies to LHRMA members who have NEVER been members of SHRM or who have let their membership lapse for longer than one year. (This special rate does NOT include regular renewals.) Check out all the advantages to help you grow in your professions at www.sbrm.org or email sbrm@sbrm.org. SHRM applications may be downloaded from www.sbrm.org or may be obtained by contacting membership@lincolnhbr.org. Complete a SHRM application and mail it with your \$99 check, made payable to SHRM, to:

Lin Blodgett
Membership Chair
PO Box 81066
Lincoln, NE 68501

Do not mail the application to SHRM; we will do that for you. We will include the subsidy portion with your application and your check for \$99. Enjoy the benefits of SHRM 24/7, 365 days/year online, and stay in the forefront of the HR management profession.

NEW MEMBERS

Meredith Willnerd, PHR
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Michelle Lenners
HR Director
Sampson Construction
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Rick Earnest
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Douglas Masat
Sr. Manager
FedEx Express
djmasat@hotmail.com

Teresa Loseke
Financial Associate
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Jeanie Byrne, SPHR
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Verizon Wireless
Jean.byrne@verizonwireless.com

Laurie Oxley, PHR
HR Specialist
Nebraska Book Store
Loxley@nebook.com

Ryan Norris
HR Coordinator
Nebraska Book Store
rnorris@nebook.com

Welcome to LHRMA!

LEGAL UPDATE

New Law Expands the American with Disabilities Act

by Mark A. Fahleson, Esp. • Rembolt Ludtke LLP • Lincoln, Nebraska

Regardless of the outcome of the November elections, change is coming for employers. On September 26, 2008 President Bush signed the Americans with Disabilities Amendments Act (the "Act") which modifies the Americans with Disabilities Act ("ADA"). The Act is intended to reverse the Supreme Court's decision in *Sutton v. United Air Lines Inc.*, 527 U.S. 471 (1999) and *Toyota Motor Mfg. Ky. Inc. v. Williams*, 534 U.S. 184 (2002) which appropriately limited the scope of the ADA. The Act contains two major changes: first, it broadens the definition of "disability" and second, it defines and expands the class of employees "regarded as" disabled under the ADA. Going forward, these legislative revisions and expansions of coverage will have a significant impact on how employers deal with ADA issues in the workplace.

The first major function of the Act, broadening the definition of "disability," is accomplished in two ways. First, it eliminates from consideration "mitigating measures and conditions in remission" when courts and employers are making a determination of whether or not an employee qualifies as "disabled" under the ADA. Second, it codifies what constitutes "major life activities" and makes it easier for an employee to show that one or more of these codified "major life activities" is "substantially limited" by his or her condition.

Previously, employers as well as courts were allowed to consider "mitigating measures" such as hearing

aids, insulin used to control diabetes, and mobility devices in determining which employees were covered under the ADA. Further, they were able to consider whether or not the condition was in remission when making their determination of the disability of an employee. The Act makes it clear that neither of these practices is permitted for determination of disabilities. The Act specifically states that a condition that is in remission is a disability if it "would substantially limit a major life activity when active." Similarly the Act states that only ordinary eye glasses or contact lenses may be taken into consideration as "mitigating measures."

The Act further expands the definition of "disabled" by making it easier for employees to show that they are "substantially limited" in one or more "major life activities." This section of the Act eliminates the current Equal Employment Opportunity Commission ("EEOC") regulations that define the statutory term "substantially limits" as meaning "significantly restricts." The Act declares that this construction of the ADA language creates too high a standard and thus does not comply with congressional intent. The Act puts into law an exhaustive list of what are considered "major life activities" and instructs the EEOC to adopt less restrictive regulations for showing that one or more of these "major life activities" are "substantially limited" by the employee's condition.

The second major function of the Act is to expand the class of employees "regarded as" disabled. Under this

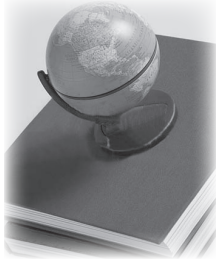
prong of the ADA the courts have required an employee claiming that they were "regarded as" having a disability to prove that their employer mistakenly regarded them as having disabilities that "substantially limited" one or more "major life activities" in order to qualify for protection under the ADA. The Act makes it clear that the "regarded as" definition of "disability" applies if the employee can prove discrimination by the employer because of an actual or perceived disability, whether or not the condition actually limits or is perceived to limit a "major life activity." This section of the Act, along with the portion dealing with the expansion of the definition of "disability," will have a significant impact on the construction and implementation of ADA protections by both employers and the courts.

LESSON: The Act represents a significant expansion of potential liability for employers under the ADA and will undoubtedly be the source of additional uncertainty and litigation. In the near future the EEOC will likely issue new regulations intended to further Congress' stated intent of ensuring that the definition of "disability" is "construed in favor of broad coverage" under the ADA. Until these new EEOC regulations are issued, employers should become familiar with the new Act and human resources personnel, supervisors and managers should be trained on how these amendments expand their responsibilities under the ADA.

Fahleson is a partner with the law firm of Rembolt Ludtke LLP and may be reached at (402) 475-5100 or mfahleson@remboltludtke.com. This article is provided for general informational purposes only and should not be construed as legal advice. Those requiring legal advice are encouraged to consult with their attorney.

HELP ACHIEVE THE SUPERIOR MERIT AWARD

You can help achieve the LHRMA Chapter Superior Merit Award by notifying Julie Singh, 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 julies@tabitha.org throughout the year.



REACH OUT TO THE STUDENTS

LHRMA members can use the LHRMA website to advertise Student Internships or summer jobs. The three Students 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.

MEMBERSHIP RENEWAL STATEMENTS

Statements have been mailed out for 2009 Membership Renewals. The cost will remain the same \$50.00 per member. Payments are due by December 31. If you did not receive a statement, contact Kathy Harper at 402-483-4581 x 339 or lhrma0048@yahoo.com.

Many Thanks & Kudo's!

Organizations such as ours rely heavily on its volunteers, and we are very lucky to have people willing to help out where needed. We greatly appreciate all the time and effort that you give towards LHRMA. We will be recognizing our volunteers at the November meeting, and would also like to say thank you in this newsletter to the following people:

Workforce Readiness Committee

Julie Singh – Chair
Lin Blodgett
Karim Gharzai
LaDonna Humphrey
Tara Jennings
Marian Layman
Jennifer Monroe
Nancy Shy
Lynn Willey
Geri Cotter
Sara White
Chantel Denker

Diversity Committee

Barb Benes – Chair
Tyrone Chatman
Leon Holloway
Cheryl Lindner
Beth Olson
Carrie Arehart-Sills

SHRM Foundation

Russ Roberts – Representative
Nate Elgert
Cindy Mefford
Veda Armstrong

Registration Table

Kathy Harper
– Coordinator
Veda Armstrong
Shiela Cain
Marilyn Crawford
Julie Eilers
Judy Fischer
Cindy Mefford
Jennifer Monroe
Liz Pearson
Tina Rhode
Tamera Schantell
Kara Strong
Judy Miller

Certification Study Group

Ruth Jones
Darci Spence
Aaron Delahoyde
Susan Dedick
Jill Miller
Mark Pankoke
Cindy Thomson
Elly Hardekopf
Julie Spader
Mary Lou Burns
Cindy Thomson

Legislative Committee

Mark Pankoke – Chair
Angela Hogan
Elizabeth Meyer
Jane Goertzen
Jerry Lee Jensen
Shawna Hilbert
Sheryl Wright

Programs Committee

Judy Ganoung – Chair
Michele Spadt
Ruth Jones
Sheri Neeman
Kelly White
Susan Merwick
Nate Elgert
Jane Weddle
Madhavi Bhadbhade
Sarah Brigham



MEMBER SPOTLIGHT

Workforce Readiness Committee

Julie Singh, PHR, Workforce Readiness Committee Chair, explains that the role of the group includes the preparation of a qualified workforce through the public schools, vocational and technical colleges, adult education opportunities, remedial employee training, and continuing professional development. Such efforts mandate collaboration between business/industry, local, state, and national government, educators, and the local community. The members of the committee come from diverse business backgrounds to provide perspective on opportunities to reach and prepare the workforce of tomorrow.

During the last year the members of the Workforce Readiness Committee have made efforts to address the concerns of career exploration for high school students in the Lincoln area. As a result, the committee is planning a Career Expo scheduled for **Sunday, February 22, 2009**, to be held at Southeast Community College-Lincoln campus. Using the career clusters from the Nebraska Career Education Model, we will be identifying possible careers within the following areas:

- Business, Marketing, and Management
- Environmental and Agricultural Systems
- Communication and Information Systems
- Industrial, Manufacturing and Engineering Systems
- Health Sciences
- Human Services and Resources

This event will be designed to be hands-on, interactive and fun for students as they begin to identify careers of interest.



Left to Right: Chantel Denker, Julie Singh, LaDonna Humphrey, Tara Jennings Back: Lin Blodgett
Not Pictured: Karim Gharzai, Marian Layman, Jennifer Monroe, Nancy Shy, Lynn Willey

Would you or someone within your organization be willing to participate in this event and help us be creative in sharing career information? We would like a presenter that can connect with high school students and their parents and provide information about the latest technology, career opportunities, salary ranges and hopefully have a hands-on demonstration for students. **The time commitment would be two hours from 1:00 – 3:00 p.m.** As a LHRMA member this is also an excellent opportunity to volunteer for those “special event” opportunities that allow you to dedicate your special skills and help to make this an excellent Career Expo. This is the first time LHRMA / Workforce Readiness has undertaken such a massive community event. Help us to make this a great learning event for our local area high school students. This event will also allow parents to understand the opportunities out there for their children.

Take time and get involved with the Career Expo! Email Julie Singh at julies@tabitha.org or call 486-8556 or a member of the Workforce Readiness Committee and volunteer today!

CAREER EXPO – VOLUNTEERS NEEDED

If you would like to help the Workforce Readiness Committee at the Career Expo, for High School students grade 9 -12, on February 22, 2009 from 1 – 3 PM, contact Julie Singh at 486-8556 or julies@tabitha.org



CAREER EXPLORATION

**Business, Marketing &
Management**

**Industrial, Manufacturing
& Engineering Systems**

**Environmental &
Agricultural Systems**

**Communication &
Information Systems**

Health Sciences

**Human Services &
Resources**

Career Expo
Sunday, Feb. 22
1 p.m. – 3 p.m.

Southeast Community College – Lincoln campus
8800 O Street

All Lincoln area high school students (9th - 12th)
& their parents

Identify careers of interest



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CHAIR**
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LHRMA RESOURCE

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AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

**SHRM
LOCAL CHAPTER 0048**

PLEASE CALL KATHY HARPER AT
483-483-4581 x 139.
WITH ANY CHANGE IN POSITION, COMPANY
OR ADDRESS OR SEND HER AN E-MAIL AT:
LHRMAD048@YAWOO.COM



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Management Association**

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