



Central Louisiana Society for Human Resource Management



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2007 SHRM SUPERIOR MERIT AWARD CHAPTER



CLSHRM Mission Statement

Be the primary influencer of workplace policies and practices that benefit our members and the organizations they serve;

Build a broad and actively engaged membership that ensures dissemination of leading practices to the workplace;

Be the major source for building strong competence and developing the talent and leadership of people in our organizations; and

Ensure a solid financial structure that permits reinvestment in initiatives and learning that advances the state of the profession.

2012 Officers:

- President: Lori Patrick
- President-Elect: Sandy Mask
- Past President: Candy Gerace
- Secretary: Open
- Treasurer: Shannon Tassin
- Vice President of Membership: Jane Walker

A Message From the President

As some of you may know I was fortunate enough to attend the SHRM 2012 National Conference in Atlanta, GA. The last time I attended a national conference was 2009, in New Orleans, and I was determined to make the most of an opportunity I have learned can be rare.

I registered for the conference and made housing arrangements early on, accumulated cards from expo attendees and downloaded the conference app (yes, there is an app for that) all in preparation for making the most of the experience.

When I finally arrived at the Georgia World Congress Center, I was prepped for success. As I waited in line I could not help but wonder what I would take home with me from this experience. Beyond the swag and the after-hour events, I was really hoping to reconnect with person I was when I began my HR career.

From session to session, I started to glimpse pieces of the HR Professional I still aspire to be... From the opening general session with Condoleezza Rice, I was reminded of what it means to be extraordinary, to be passionate and to be a leader. Don't we as HR professionals strive to remain passionate in our desire to do the right things for our people and our companies? Don't we all want to be considered extraordinary in who we are and what we do?

Jim Collins prompted his audience with "Good is the enemy of great", but continued on to say that the X factor between good leaders and great leaders is humility. I had to ask myself if I was keeping the arrogance associated with years of experience in check or had I begun to believe that I now know it all. He also spoke about a time when he was told he spent more time being interesting instead of interested. Again, I asked myself if I could do a better job of being interested in those around me.

Tom Brokaw closed the conference with a conversation about the state of the country. He told a story about his grandchildren demanding an adult come in to their room, "now!" Mr. Brokaw suggested that it was a metaphor for the country; I would suggest that it's a reminder of who we are supposed to be when engaging with our employees. As difficult as it is to remember at times, I believe our employees depend on us to be the "adults in the room".

By the end of the conference, my suitcase was packed with an assortment of "blinky" pens, branded gadgets, and signed books. I knew that the most valuable item I would return with is the knowledge that I reconnected to a profession that I love and I am doing what I am meant to do. I should be good for a while, but will be looking forward to the next time I am fortunate enough to attend.

Lori Patrick
CLSHRM President

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July Meeting

Wednesday, July 18, 2012 at 11:30 am

Southern Creations | 3140 MacArthur Drive | Alexandria, LA 71301

Speaker: Michael Johnson, with Johnson, Seibenacher & Ingram
and the North Rapides Business Alliance

Topic: Workforce Development in Rapides Parish

We are on the web!!!

www.shrm.org
<http://clshrm.shrm.org>



Happy Independence Day!

SEND YOUR NEWS, PICTURES AND JOB POSTINGS

We encourage our members to submit announcements, articles, job postings, or pictures for our newsletters.

You may submit your information to Sandy Mask by the last day of each month via email at sandy.mask@crestoperations.com or by telephone at 318-767-5678.

All information should be beneficial to our chapter members and will be subject to approval of the CLSHRM board members prior to newsletter publication.

Do you have fifteen minutes to spare for your chapter? Would you call someone you know who may be interested in attending our conference in October and promote it to them?

Do you have an hour to spare for your chapter? Do you know people in the HR profession who are not members of our chapter or who are members but do not attend the meetings? Would you call and invite them to a meeting? The August meeting is free and the topic should be of great interest to anyone in the Benefits or HR purview.

Are you a member of other organizations in our area? Would you promote our chapter, our meetings and our conference at those meetings?



<http://clshrm.shrm.org>

2012 ANNUAL SEMINAR

October 18, 2012

Registration Begins at:
7:30 am

The seminar begins at 8:30 am with two 90-minute sessions separated by a brunch intermission. The wrap up will end no later than 1:00 pm.

Pineville Convention Center

at Country Inn & Suites

2727 Monroe Highway

Pineville, LA 71360

For more information contact:
Lori Patrick at 318-641-4220 or Sandy Mask at 318-767-5678 or Email clshrm0367@live.com



SAVE THE DATE

Guest Speakers:



Jim Gary, Partner
Kutak Rock LLP

"The Top 10 Practical Legal Issues in HR Management"



Jill Meaux, MS, CPLP®
Excelerant

"Moving People From Talk to Action"

Both sessions have been submitted to HRCI for recertification credit approval. Program numbers will be provided at the seminar.



AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT

August Meeting

Sponsored by Louisiana Regional PHO

Wednesday, August 15, 2012

11:30 am

Cascade Room

Women's and Children's Hospital

Rapides Regional Medical Center

Speaker: Dickie Patterson

Attorney at Law with Baker, Donelson, Bearman, Caldwell and Berkowitz

Topic: "2012 Legislative Update on Employer Issues" & "Update on Patient Protection & Affordable Care Act (PPACA)" (also referred to as Obama Care)

Note: This meeting is sponsored by the Louisiana Regional PHO and is free of charge for all CLSHRM members. We will need your RSVP no later than August 10th.

HR Competency Model Unveiled

Human resource professionals now have an in-depth checklist to gauge their professional development from entry to executive levels, thanks to the HR Competency Model that Alexander Alonso, Ph.D., director of HR Thought Leadership at the Society for Human Resource Management (SHRM), unveiled June 25 at its 2012 Annual Conference.

“It is a road map for ensuring development as successful HR professionals,” Alonso told *SHRM Conference Daily*. “We looked at [competencies] from a career path perspective” to determine what was needed at each level “to be truly successful.”

The model focuses primarily on the competencies needed for success, including technical expertise comprised of the core bodies of knowledge assessed by HR Certification Institute tests, he said. “If you want to know whether you’re performing the behaviors of a successful HR professional, this is a way to find out if you are ... and, if not, how best to learn those behaviors,” Alonso noted.

The model has been in development since June 2011, using input from 111 focus groups with more than 1,200 HR professionals worldwide. In February 2012, SHRM conducted a validation survey that netted 33,000 responses. Focus group participants and survey respondents were a mix of SHRM and non-SHRM members, according to Alonso.

“The big surprises,” he said of the model, “will be the emphasis on global cultural effectiveness and a big emphasis on the ability to digest and understand data.” The emphasis on data is much heavier than in the past, he added, explaining that “we have so many HR metrics available to us that are directly tied to the balanced scorecard.” Understanding those metrics “gets your foot in the door to the C-suite,” he said.

A Model of Success

The model consists of nine primary competency domains:

- HR Expertise and Practice, which Alonso calls the “cornerstone” of the competency model.
- Relationship Management.
- Consultation.
- Organizational Leadership and Navigation.
- Communication for Impact.
- Global and Cultural Effectiveness.
- Ethical Practice.
- Business Acumen.
- Critical Evaluation.

Each of the nine domains are defined with behavioral proficiency standards across four professional levels—entry, middle, senior and executive. Each professional level also is identified by behaviors most typically demonstrated and acceptable at a particular stage in the HR career for a particular competency and its sub-competencies. The Business Acumen competency, for example, is defined as “the ability to understand business functions and metrics within the organization and industry.”

There are nine behaviors associated with the competency, including leveraging technology to solve business problems and using organizational metrics to make decisions. There are 12 sub-competencies associated with this competency, including knowledge of government and regulatory guidelines and knowledge of labor markets. At the entry level for this competency, there are 10 proficiency standards, such as “gathers, assembles and reports HR metrics and labor market trends.” At the mid-level for this competency, there are another 14 proficiency standards, such as “manages process improvement initiatives.” At the senior level for this competency, there are 27 more proficiency standards, such as “develops organization-wide business practices or operations.” At the executive level for this competency, there are another 17 proficiency standards, such as “defines strategy for managing talent within the confines of the labor market.”

A self-assessment tool is expected to be available in January 2013 for a nominal fee. HR professionals can use this tool to determine their proficiency in each major competency, according to Alonso. A free “teaser” version of the tool will be available to SHRM members at <http://csa.shrm.org> following the SHRM 2012 Annual Conference.

The competency model, which will be free and publicly available, will be updated every five years to reflect changes in society. A report on the validity data used for the model is to be released to the public in late 2012. For more information about the competency model, contact Alonso and his staff at competencies@shrm.org.

June 25, 2012 by Kathy Gurchiek, an associate editor of HR News.