

KPHRA Newsletter

Spring 2011

Officers:

Tina Snyder,
President

Vicki Crawford,
President– Elect

Janet Van Nevel,
Treasurer

Karen Domaschko,
Secretary

KPHRA Conference

REGISTER NOW FOR THE SPRING CONFERENCE

Deadline is May 2, 2011

Topics include:

- Budgeting in Good Times and Bad
- Making every Word count in Your Employee Manual
- Surviving an OSHA Audit

[Registration Form](#)

[Conference Agenda](#)

Marriott Griffin Gate Resort

Call 800-228-9290
for reservations

Room rate
\$94.00/night (plus tax)

[Directions/Map](#)

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Greetings from the President...

It is already March...who can believe the snow we thought would never end has. Spring is in the air and the daffodils are blooming. My garden is in need of a good cleaning and my inbox is full...

We know the Spring and Fall Conferences are coming, but we seem surprised when they get here. We forget to register knowing that we should have when we got the first notice, but instead of registering late we decide to wait until the Fall Conference and so on and so on....So register today for the Spring Conference and mark the Fall Conference dates on your calendar.

We need all of our members at our conference because even though we have great speakers – we learn the most from each other – whether sage advise or fresh eyes!

There are two areas the Board needs your help with this year....

1. Newsletter – 2 x per year – anyone interested in spearheading?
2. Member of the Year – It's time to look at our process with new eyes. We will be discussing this at our next Board meeting, May 18th at 9:00 at the Marriott Griffin Gate in Lexington.

We would love your input on both items. You do not have to be a Board member to give your opinion, suggestion, input, etc. You can also email me in advance tina.snyder@ky.gov.

New eyes or wise sage – hurry and register for the Spring Conference – Don't forget we will be celebrating member certifications and re-certifications at the Spring Conference luncheon on Thursday, May 19th.

So go to the links and register before you move on to the next 10 things waiting on your desk!!

See you in Lexington...

Tina Snyder
2011 President

“...credit in the program does count towards SHRM certification.”

Member of the Year discussions...

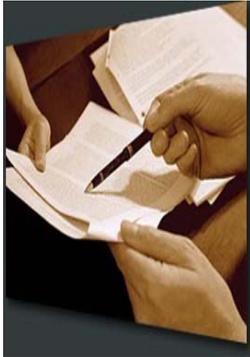
Ann Hoover Member of the Year Award – Your input is needed:

*Do we want to continue with the Award?

*Is there a better way to single out the accomplishments of our membership?



Come to the Board meeting on May 18th or send any Board member your comments before the meeting.



Certification/Recertification

The KPHRA Certification Program is distinguished from other certification programs for public human resources professionals by:

1. its focus on the public sector, and the particular problems and needs of public sector Human Resource Administrators in KY; and
2. its emphasis on developing and maintaining knowledge about contemporary public sector problems and issues; and
3. its role in facilitating professional interaction and exchange among Human Resource peers in KY.

In addition, credit in the program does count towards SHRM certification.

For more information about the certification and re-certification program visit our website at www.kphra.org

Helpful Links...

[HR Links](#)

See the 2010 Benefits

Survey results below,

provided by Sherrill

Morgan.

[The 2010 Benefits Survey](#)

Fall Conference

PLAN NOW FOR THE FALL CONFERENCE

October 26-28, 2011

Radisson Hotel Cincinnati
Riverfront

Room rate

\$97.00 Single
\$102.00 Double

[Directions/Map](#)

[Link to Hotel](#)



10 PRINCIPLES EVERY GREAT LEADER SHOULD KNOW

Everything communicates. The way programs, policies, tools, and initiatives are designed and delivered communicates more strongly than the marketing and information about them.

The Golden Rule works. Communicate with your employees the way you would like to be communicated with -- openly, with respect and trust. If you set the example, employees will treat you and your customers the same way.

Stand for something. It's much easier to have consistent communications when you have a brand or an employee value proposition. Call it core values or whatever you want. Just be sure it is clear, easy to remember, makes sense, and has an element of inspiration.

Everyone wants to be heard. Communication is a two-way process. Have a number of upward channels and do something with what you hear -- and tell people about it!

One size does not fit all. Understand your audience and communicate in the best way to reach it. Take a lesson from the marketers -- know the demographics and psychographics of your various audiences and tailor communication content, style, and channels to them.

They both end in "tion" but there's a big difference between "information" and "communication." Communication influences thoughts, feelings, and actions. Information simply informs. When it comes to pushing it out to your employees, the 80/20 rule applies -- 80% communication and 20% information.

Communicate courageously. If you communicate openly and honestly, you will make some mistakes and there will be times when you don't have the answer. Admit it. Your employees will understand and will respect your courage.

Remember the competition. Every employee receives hundreds of messages every day. Your message competes with all of them. Each person selects what to pay attention to and what to ignore. Why should employees pay attention to messages from your organization? From you? How can you help employees focus on what's important? If it looks important, it must be important. How you package the communication about programs has a big impact on perceptions of the program itself. Match the packaging to the level of importance.

Good communication is a good investment. In the absence of good communication, the grapevine thrives. And the grapevine will leech the resources from your business -- productivity, commitment, and reputation.

And if you do only one thing, do this. Choose front line managers for their emotional intelligence. Front line managers have the greatest influence over an employee's engagement. Managers who are good communicators get more from their direct reports than managers whose strong skills lie elsewhere. Managers who are good communicators are the insurance policy for keeping the best workers happy.



Article is from the Take Time To Lead Tips published by The Glowan Consulting Group

“Communication is a two-way process.”

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KENTUCKY
PUBLIC HUMAN
RESOURCES
ASSOCIATION

Article from "Shine from
Yahoo!" by Reader's
Digest Magazine

www.kphra.org

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Spring 2011
Conference
Sponsors



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to their website



22 Secrets HR Won't Tell You About Getting a Job

What You Should Know About Résumés

1. "Once you're unemployed more than six months, you're considered pretty much unemployable. We assume that other people have already passed you over, so we don't want anything to do with you." –*Cynthia Shapiro*, former human resources executive and author of [Corporate Confidential: 50 Secrets Your Company Doesn't Want You to Know](#)
2. "When it comes to getting a job, who you know really does matter. No matter how nice your résumé is or how great your experience may be, it's all about connections." –*HR director at a health-care facility*
3. "If you're trying to get a job at a specific company, often the best thing to do is to avoid HR entirely. Find someone at the company you know, or go straight to the hiring manager." –*Sauna Moerke*, an HR administrator in Alabama who blogs at [hrminion.com](#)
4. "People assume someone's reading their cover letter. I haven't read one in 11 years." –*HR director at a financial services firm*
5. "We will judge you based on your e-mail address. Especially if it's something inappropriate like [kinkyboots101@hotmail.com](#) or [johnnylikestodrink@gmail.com](#)." –*Rich DeMatteo*, a recruiting consultant in Philadelphia
6. "If you're in your 50s or 60s, don't put the year you graduated on your résumé." –*HR professional at a midsize firm in North Carolina*

Continue reading the article [here](#).

Contact Information

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N. KY. Independent Health Dept.

2388 Grandview Dr.

Fort Mitchell, KY 41017

[Mary Hayes Smith](#),

Past President

City of Shelbyville

315 Washington St.

Shelbyville, KY 40065

Board Members

Board members to serve last
year for 2011

[Missy Andress](#)

[Tom Wiechman](#)

[Pam Hall](#)

[Robin Curry](#)

Board members to serve a 2 year
term for 2011 & 2012

[Karen Cracraft](#)

[Angie Hay](#)

[JoAnn Simpson](#)

[Connie Galloway](#)