



Volume 15

Number 4

April 2008



### Mini-Seminar and Luncheon

When: April 11, 2008

Times:

Breakfast 7:30 – 8:00

Seminar 8:00 – 11:00

Lunch and Chapter Meeting 11:15-12

Presentation 12-1:00

Where: Heron Lakes Country Club

Costs:

Seminar: \$30 Members and \$40 Guests

Lunch only: \$10 Members and \$15 Guests



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**IMPORTANT!!**

**RSVP your reservation to**

**Billy Boswell at:**

**[billy@clarkpersonnel.com](mailto:billy@clarkpersonnel.com)**

**Reservations must be made**

**by 10:00 am**

**Tuesday,**

**April 8, 2008**

### Mini-Seminar and Lunch Presentation

*IT TAKES ALL KINDS: GENERATIONAL DIFFERENCES AT WORK*

*"Why is this policy?"*

*Don't micromanage me.*

*To be successful I need to work more than 40 hours a week.*

*Rules are rules."*

All of those statements reflect the way different generations approach their work. Veterans, Baby Boomers, Gen-X, and Generation Why all contribute to the workforce in different ways. All have different priorities and values. Attend this program and you'll learn how you and your organization can develop an appreciation for the differences, harness their strengths, and build a stronger team.



**Presented by: Libby Anderson SPHR**

Libby is Past President of the HR Florida State Council and independent consultant/trainer. Her areas of expertise include employee relations, staff selection and performance management.

*See Libby's bio on page 4*



## PRESIDENT'S MESSAGE

Dear MobileSHRM Members,

Next Friday MobileSHRM is hosting its yearly mini-seminar featuring Libby Anderson. She will be speaking on Generational Mixes in the Workplace. This has been pre-certified for **4 hours of HRCI credit**. Please submit your registration by Tuesday, even if you are paying at the door. We will be having a full breakfast and need an accurate headcount. Those planning on attending our luncheon only will need to RSVP Billy Boswell as normal.

The Annual State Conference is scheduled for May 21<sup>st</sup> at the Cahaba Grand Conference Center in Birmingham. There will also be a pre-conference workshop from 3-6 p.m. on the 20<sup>th</sup>. We will provide more information later on speakers, etc.

Our membership is growing at a good rate this year. We are averaging 8 new members a month. Please continue to be an ambassador for our society and help us to recruit new members, as well as inviting past members to rejoin. The board is continuing to increase the value of your membership by offering discounted rates for MobileSHRM members, i.e., the mini-seminar this month.

We look forward to seeing you Friday at the seminar and/or luncheon.

Sincerely yours,  
*Billy Pine, SPHR*  
President

### Are you a member of National SHRM?

Did you know that the Southeast Region has its own code for discounted membership for **NEW SHRM members**? Yes, it's true; any new members that want to join SHRM for the first time can join at the rate of \$145.

**We want our members to have access to this benefit when joining National SHRM.**

The code is **CHSED**. When joining SHRM on line, this should be placed in the field for promotional codes. **Begin using it as soon as TODAY!!**

**Also, when you join, please designate Mobile SHRM as your local chapter affiliate.**



## UPCOMING EVENTS

- April 9**      **Greater Pensacola SHRM Annual Legal Conference**  
For more information: <http://www.gpshrm.org>
- April 11**      **MSHRM Mini-Seminar 7:30 – 1:00**      **Heron Lakes CC**  
Libby Anderson, SPHR--President of EDA Human Resource Services  
**Topic: Generational Differences in the Workplace**  
See registration form included in this newsletter.  
*This program has been pre-approved for 4 HRCI general recertification credits.*
- May 9**      **MSHRM Monthly Meeting/Luncheon**      **Heron Lakes CC**  
**Speaker: Kelly Woodford**  
**Topic: Union Organizing in Alabama: Issues for the Union-Free Employer**
- May 21** Annual State Conference      Cahaba Grand Conference Center—B'ham
- June 13**      **MSHRM Monthly Meeting/Luncheon**      **Heron Lakes CC**  
**Speaker: Jaime Brown**  
**Topic: HRCI Certification/Recertification**
- July 11**      **MSHRM Monthly Meeting/Breakfast**      **Heron Lakes CC**  
**Speaker: Charles Story**  
**Topic: Recruitment**
- August 8**      **MSHRM Monthly Meeting**      **Heron Lakes CC**  
**Speaker: TBD**
- Sept 12**      **MSHRM Monthly Meeting**      **Heron Lakes CC**  
**Speaker: Congressman Jo Bonner**
- Oct 24**      **2008 Gulf Coast Human Resource Conference**      **Mobile Convention Center**
- Nov 14**      **MSHRM Monthly Meeting**      **Heron Lakes CC**  
**Speaker: Treena Gillespie, Asst. Professor, Dept. of Management,**  
**University of South Alabama**  
**Topic: Performance Evaluations**
- Dec 12**      **MSHRM Monthly Meeting**      **Heron Lakes CC**  
**Speaker: Steve Brandon/Paul Myrick**  
**Topic: TBA**

## **SPEAKER BIO**

# *EDA Human Resource Services*

## **Libby Anderson Biography**



Libby Anderson M.S., SPHR is President of EDA Human Resource Services and the Southwest Florida Employer's Association. She focuses on providing top quality Human Resource consulting and customized training and development. Libby's mission is to provide immediate and tangible outcomes by focusing on results and relationships.

Libby has 23 years experience working with companies ranging from hi-tech manufacturing, healthcare and specialty retail to hospitality, public sector and non-profit entities. Highlights of her career include working with the Ritz-Carlton Hotel Company in their effort to obtain the Malcolm Baldrige award for quality as well as working on an international level providing training for the United Nations on Human Resource topics. Libby was also selected as a recipient for the "Best of the Best" award for her work with Jacobson's Stores, Inc.

Libby writes for numerous business publications and is a featured speaker at programs focusing on Human Resource issues. She is Past President for HR Florida, the state affiliate of The Society of Human Resource Management and represented the Southeast Region of the United States on the Membership Advisory Committee for SHRM in 2006. She has recently been selected to serve on the Organizational Development Special Expertise Panel of SHRM. Libby is certified as a Senior Professional in Human Resources and has her Master's Degree in Human Resource Development and Administration from Barry University.

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2008 Mini-Seminar

**Understanding and Valuing the Generational Mix in the Workplace**

Presented by Libby Anderson, SPHR

April 11, 2008

Location: Heron Lakes Country Club

Time: 7:30 am -1:00 pm

Name: \_\_\_\_\_ Phone: \_\_\_\_\_

Company: \_\_\_\_\_ Fax: \_\_\_\_\_

Address: \_\_\_\_\_ E-mail: \_\_\_\_\_

\_\_\_\_\_

**Mobile-SHRM Members \$30.00 (Breakfast and Lunch included)**

**Non-Member Mobile-SHRM: \$40.00 (Breakfast and Lunch included)**

\_\_\_\_ I have special access requirement.

Please explain:

\_\_\_\_\_

*Register by mail by sending the registration form to:*

Mobile-SHRM  
P. O. 2424  
Mobile, AL 36652

Make check payable to: Mobile-SHRM

*Payment and registration form must be received no later than*

*Date: Monday, April 7, 2008*

*Or*

*Email Billy Boswell with your intent to attend and pay at the door, [billy@clarkpersonnel.com](mailto:billy@clarkpersonnel.com)*

**Please accept our apologies but we are not set up for on-line reservations for this event**

**Contact: Angie Bedgood, [abedgood@imiallc.com](mailto:abedgood@imiallc.com), with any questions.**



This program is pre-approved for 4 general recertification credit hours

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**New Members**  
**WELCOME**



**Robert (Bob) Kirsch**  
Operations Manager  
Carlisle Medical  
[Bob.kirsch@carlislemedical.com](mailto:Bob.kirsch@carlislemedical.com)  
251-344-7988

**Mary B. Womack**  
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**Jamie Kertis**  
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251-470-1060 x 1070

**Allison Richards**  
Human Resource Assistant  
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251-473-1900 x 1108

**Crystal Saucier**  
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Premier Medical  
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251-470-8817

**Holly McLelland**  
Human Resource Manager  
Xante Corporation  
[hmclelland@xante.com](mailto:hmclelland@xante.com)  
251-473-6502

**Sharon Davis**  
Vice President/HR Director  
First Community Bank  
[Sharon.davis@fcb-al.com](mailto:Sharon.davis@fcb-al.com)  
251-345-9913



**Officers— MSHRM 2008**

<b>President</b>	<b>Billy Pine, SPHR</b> <a href="mailto:wlpine@west.com">wlpine@west.com</a>	(251) 706-4109
<b>President-Elect</b>	<b>Angie Bedgood, PHR</b> <a href="mailto:abedgood@imiallc.com">abedgood@imiallc.com</a>	(251) 957-2164
<b>Vice President Membership</b>	<b>Jeff LeBlanc, SPHR</b> <a href="mailto:jileblanc@pilotcat.com">jileblanc@pilotcat.com</a>	(251) 607-7775
<b>Secretary</b>	<b>Lana Mosley</b> <a href="mailto:iana.mosley@rbc.com">iana.mosley@rbc.com</a>	(251) 431-4983
<b>Treasurer</b>	<b>Lorinda Day</b> <a href="mailto:lday@rehab.state.al.us">lday@rehab.state.al.us</a>	(251) 479-8611

**Core Leadership Area Directors—MSHRM 2008**

<b>College Relations</b>	<b>Kelly Woodford</b> <a href="mailto:kwoodford@usouthal.edu">kwoodford@usouthal.edu</a>	(251) 460-6723
<b>Diversity</b>	<b>Cindy Giddens</b> <a href="mailto:cgiddens@soearth.com">cgiddens@soearth.com</a>	(251) 344-7711
<b>Governmental Affairs</b>	<b>Tom Woodford</b> <a href="mailto:tjw@kullmanlaw.com">tjw@kullmanlaw.com</a>	(251) 432-1811
<b>HRCI Certification</b>	<b>Mary White</b> <a href="mailto:mgwhite@mtimail.com">mgwhite@mtimail.com</a>	(251) 478-6848
<b>SHRM Foundation</b>	<b>Harold Williamson, SPHR</b> <a href="mailto:haroldw@wescoweld.com">haroldw@wescoweld.com</a>	(251) 378-4131
<b>Workforce Readiness</b>	<b>Sherri Grubbs</b> <a href="mailto:sgrubbs@hpcinternational.com">sgrubbs@hpcinternational.com</a>	(251) 441-1990

**Directors—MSHRM 2008**

<b>Past President</b>	<b>Harold Williamson, SPHR</b> <a href="mailto:haroldw@wescoweld.com">haroldw@wescoweld.com</a>	(251) 378-4131
<b>Conference Chair</b>	<b>Belinda Thomason</b> <a href="mailto:bthomason@mobile-works.org">bthomason@mobile-works.org</a>	(251) 461-4484

**Appointed Coordinators—MSHRM 2008**

<b>Audio &amp; Visual Coordinator</b>	<b>Renee Sorensen</b> <a href="mailto:rsorensen@lonshrs.com">rsorensen@lonshrs.com</a>	(251) 476-4933
<b>Conference Co-Chair</b>	<b>Teresa Taylor</b> <a href="mailto:aim153@aimmailcenters.com">aim153@aimmailcenters.com</a>	(251) 666-6432
<b>Door Prize Coordinator</b>	<b>Candice Swiger</b> <a href="mailto:candices@wescoweld.com">candices@wescoweld.com</a>	(251) 378-4151
<b>Job Posting &amp; Website Coordinator</b>	<b>Kathy Deckbar, PHR</b> <a href="mailto:kathyd@personnelboard.org">kathyd@personnelboard.org</a>	(251) 470-7727
<b>Publicity Coordinator</b>	<b>Cindy Stueve</b> <a href="mailto:cstueve@newhcu.org">cstueve@newhcu.org</a>	(251) 316-3276

**MOBILE SOCIETY FOR HUMAN RESOURCE MANAGEMENT  
MISSION STATEMENT**

*The Mobile, Alabama chapter of SHRM exists to promote quality human resource practice among local industries, businesses, educational institutions, and government agencies. We bring together leading practitioners to provide education, networking and discussion of various human resource topics and to identify the best practices for all aspects of human resource and industrial relations work.*

Mobile SHRM  
P.O. Box 2424  
Mobile, AL 36652-2424  
National Website: <http://www.shrm.org/>  
Local Website: [www.mobileshrm.org](http://www.mobileshrm.org)

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subject line of your email.