



Volume 16

Number 9

September 2009

Monthly Meeting and **BREAKFAST**



When: **September 11, 2009**

Time: **7:00 am – 8:45 am**

Where: **Heron Lakes Country Club**

BREAKFAST: **\$13** per person for members and **\$18** per person for guests (includes tax & gratuity)

IMPORTANT!!

RSVP to
Cindy Giddens,
cgiddens@soearth.com

Reservations should be made
by 10:00 am
Tuesday, September 8th



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

PRESENTATION

Speaker: Treena Gillespie Finney

Topic: “TMI: When Do Appraisal Comments Help and When Do They Hurt?”

***Recertification Credit Hours Awarded: 1.0**
Specified Credit Hours: General

Summary: Research shows that employees pay more attention to comments they receive during the appraisal process than to numerical ratings they receive. In some cases, well-intentioned comments may actually hurt the performance of the targeted employee. Other comments, however, increase employee performance. Although many feedback processes (e.g., annual performance appraisals, multi-source or 360-degree feedback) include written comments to feedback targets, managers or other sources of ratings often do not understand how to provide constructive feedback. This session will address these issues.

Objectives:

- (1) Discuss how comments are used in performance appraisal processes
- (2) Identify in which circumstances comments may harm employee performance
- (3) Identify features of comments that make them more useful to employees
- (4) Provide recommendations for managers and human resources professionals that will help them constructively integrate comments into performance appraisal systems

Speaker Bio is contained within the newsletter



PRESIDENT'S MESSAGE

Dear Mobile SHRM Members,

We've finally been successful in lining up Dr. Treena Gillespie Finney to speak to our chapter. This has been a goal of ours for over a year. Treena's busy teaching schedule and our chapter conflicts kept getting in the way. I've been looking forward to hearing her presentation and gaining insight from her expertise in performance management. I hope you will make the extra effort to meet with us for breakfast at 7:00 next Friday morning to be present for Treena's HRCI recertification-approved session. Jeanine Wilson will have certificates available for those of you who are looking for recertification credits.

Our conference committee will have a registration and information table set up at the meeting on Friday. If you haven't registered yet, please stop by. Renee, Kay and their hard-working team have vowed to make sure this is the best event we've had yet. I do believe they're going to do it, too!

Have a great holiday weekend!

Sincerely,

Angie

Angie Bedgood, SPHR

President



UPCOMING EVENTS

Sept 11 MSHRM Monthly Meeting – BREAKFAST Heron Lakes CC
 Speaker: Treena Gillespie Finney,
 Asst. Professor, Dept. of Management, University of South Alabama
 Topic: “TMI: When Do Appraisal Comments Help and When Do They Hurt?”

Sponsored by

Marie Dickinson & Louise Crow, Relocation Specialist

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Oct 9 MSHRM Monthly Meeting – Lunch Heron Lakes CC
 Speaker: Troy Wayman, VP of Economic Development, Mobile Chamber of Commerce
 Topic: Workforce Development

Sponsored by *America’s First Federal Credit Union*

Nov 13 Gulf Coast Human Resource Conference Mobile Convention Center

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Life Insurance Company of Alabama

Dec 11 MSHRM Monthly Meeting – Annual Charity Luncheon Heron Lakes CC
 “Who Wants to Be an HR Star?”
 Hosted by Tom and Kelly Woodford

Sponsored by *Managed Health Care*

Administration, Inc



ONLINE STORE NOW AVAILABLE FOR MOBILE SHRM MEMBERS

MSHRM MEMBERS CAN NOW CONVENIENTLY BUY ITEMS WITH OUR EMBROIDERED LOGO BY CLICKING THE LINK ON THE MSHRM WEBSITE. BROWSE YOUR EXCLUSIVE CATALOG, MAKE YOUR SELECTION, AND EASILY PAY BY CREDIT CARD OR PAYPAL. ORDERS MAY BE PICKED UP AT THE MONTHLY MEETINGS OR AT EMBROIDERY BY THE BAY, 9730 POTOMAC RIDGE DRIVE, MOBILE, AL. ORDERS MAY ALSO BE SHIPPED FOR ADDITIONAL SHIPPING FEES.

INQUIRIES MAY BE BY EMAILED info@embroiderybythebay.com OR BY PHONE 251-634-2175.

**PORTIONS OF EACH SALE WILL GO TO THE MSHRM CHAPTER
AS A FUNDRAISER.**

Speaker Biographical Information for Trenea Gillespie Finney, Ph.D.:

Dr. Finney is an Assistant Professor of Management at the University of South Alabama and teaches primarily in human resource management. She earned her Ph.D. in Industrial/Organizational Psychology from DePaul University, and her M.S. and B.A. degrees from Clemson University. Dr. Finney's research interests focus on performance management, particularly improving management competencies through the use of 360-degree feedback. Her other research interests include employee perceptions of fairness, application of human resource practices cross-culturally, and negotiation. Her work has appeared in such refereed journals as *Journal of Managerial Issues* and *Organizational Behavior and Human Decision Processes*.

Prior to entering academia, Dr. Finney served as the manager of human resources research for Disneyland Resort in Anaheim, CA. She also worked in Organizational Effectiveness at world headquarters for United Airlines in Chicago, IL, where she designed employee selection systems for customer-contact groups and managed corporate projects, such as the performance appraisal system for management employees and 360-degree feedback. Dr. Finney is a member of the Academy of Management, the Society for Industrial/Organizational Psychology, and Mobile Society for Human Resource Management.



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INVITATION FROM SHRM

Mobile SHRM members who are not national SHRM members are invited to participate with SHRM Region Field Services Directors, Shelly Trent and Dorothy Hill on a webinar to talk about how SHRM can help you in your HR jobs and be the solution to your questions and issues. We believe you will find that SHRM has the most comprehensive set of resources to offer any HR professional! We also know that it costs only .39 cents a day to be a member and to have many great resources "in your hip pockets!"

There will be a drawing for one SHRM membership after the webinar for those who are interested!

The meeting information is:
Tuesday, October 20, 2009
4PM Eastern Time

Link: <http://shrm.na3.acrobat.com/shrmlmo/>

Call in number: 1-800-745-6370

Participant's passcode: 393080

Mobile SHRM thanks
Marie Dickinson & Louise Crow, Relocation Specialist Realtors
for sponsoring our September Chapter Meeting



Thank you also to our August Door Prize Donors
Army Aviation Center Federal Credit Union
Dauphin Island Sea Lab
Faulkner University—Fred Hughes
Mobile Technical Institute—Mary White

We appreciate your support of our chapter and our mission!

**** All Door Prize Donors will be recognized in our Monthly Newsletter ****
For more info contact Candice Swiger at candices@wescoweld.com
(Door prizes are needed for the coming meeting)

The Mobile Area Chamber of Commerce will present

BOOST BUSINESS 2009 **POWERING UP FOR PROSPERITY**



Thursday, Sept. 10

8:30 a.m. - 4:30 p.m.

Renaissance Riverview Plaza Hotel

Don't miss Christine Corelli offer advice
and possible solutions to these

business questions:

How to maintain your drive and productivity?

How to be proactive and cope with business
challenges and opportunities?

How to achieve excellence when morale is down
and debts are up?

For more information, call 251.431.8602 or visit www.mobilechamber.com.

Employee Relations Specialist

8/27/2009

Job Description

ThyssenKrupp is a global leader in carbon and stainless steel with a proven track record of innovation, corporate citizenship, social and environmental responsibility, employee safety and customer satisfaction.

ThyssenKrupp Steel USA is seeking an experienced **Employee Relations** professional to join our Team Member Relations team at our developing mill operations in Calvert, Alabama.

Our **Employee Relations Specialist** will perform the duties of a human resources generalist and:

- Execute H.R. programs, aligning H.R. strategies with business strategies, streamlining and standardizing H.R. policies, practices and processes, and help develop the H.R. organization to be more effective in managing human capital
- Perform other duties in a manufacturing plant environment, including management coaching and counseling, policy development and writing, problem and conflict resolution, corrective action and investigations

Job Requirements

Our Employee Relations Specialist will have steel industry or other heavy manufacturing industry experience, as well as:

- Bachelor's degree in Human Resources, Business Administration, or related combination of education and experience
- 5 to 8 years of human resources experience in a plant environment, including employee relations, staffing, policy development, and problem and conflict resolution
- Must be able to self-direct and work effectively to influence without authority all levels of the organization including customers, team members, senior leaders, etc.
- Ability to coordinate and manage multiple projects simultaneously
- Demonstrated ability to manage time and multiple commitments
- Strong organizational and analytical skills
- Excellent interpersonal and written/verbal communications competencies
- Ability to work rotating shifts when necessary
- PHR or SPHR certification helpful

This job will be based at our steel processing facility in Calvert, Alabama.

For more information on this, and other professional opportunities, go to <http://www.thyssenkruppsteelusa.com>, or contact **Mr. Randall Ford** or **Mr. Steve Howser** at 251-289-3000, and at Randall.Ford@thyssenkrupp.com, and Steve.Howser@thyssenkrupp.com.

By: Jeanine Wilson
Mobile HRCI Certification Director
Last update: 9/2/09

DO YOU WANT TO BECOME PHR OR SPHR CERTIFIED?

IT'S NOT TOO LATE..... CLASS BEGINS September 8, 2009!

Take the initiative and make a commitment to your career and professional development! If you are interested in obtaining your PHR/SPHR, Mobile SHRM is now offering the PHR/SPHR certification classes for the 2009 winter test window. **Please hurry!** Classes will meet Tuesday evenings from 5:30 to 8:45 pm September 8, 2009 through December 8, 2009. The class location is Mobile Technical Institute at their new location 1301 Azalea Road, Mobile AL.

The class will cost \$835.00 and includes the latest issue of the SHRM Learning System. If you are a Mobile SHRM member, and are successful in passing the exam, the chapter is currently offering reimbursement of part of the testing fee (up to \$125.00). Please contact Jeanine Wilson, SPHR for further details or if you have questions about the Mobile SHRM Certification Classes.

September New Members

WELCOME



Nicole Faris Summerlin
Gulf Coast Personnel
President/Owner
251-300-2888
nicole@gulfcoastpersonnel.com

Ginger Drago
Dauphin Realty
Corporate Relocation
251-479-1314
gingerdrago@dauphinrealty.com

Suely Chiang-Munsell
Taylor Martino Zarzaur, PC
Chief Operating Officer
251-433-3131
suely@taylormartino.com

Leslie Green
Lifesouth Community Blood Centers
District Area Services Coordinator
251-706-1470
lgreen@lifesouth.org

New Members:

Please update your profile on our website, www.mobileshrm.org, at the "member login" link.

Membership Active Through: [%ema_member_expiration_date%](#)

The next program in SHRM's valuable series on legislative and regulatory developments:

[Emerging HR Public Policy Issues Series](#) Webcasts

Employment Verification: New Rules for Federal Contractors and Employers

Thursday, September 10, 2009

2:00 p.m. - 3:30 p.m. (ET)

Recertification Hours*: 1.5 (Approved for Strategic Management Credit)



Secretary of Homeland Security Janet Napolitano recently outlined the Obama Administration's steps to enhance enforcement of our nation's employment verification laws. These steps include requiring all federal contractors to verify the work authorization of all new hires and existing employees assigned to federal contracts signed after September 8, 2009 and stepped up inspections and audits of an employer's I-9 Forms. Additionally, Congressional leaders and President Obama have also announced their intention to move forward on comprehensive immigration reform this congressional session.

Workplace Application: This 90-minute webcast will review the actions announced by the Department of Homeland Security and how to respond to them and look ahead at the immigration legislative initiatives. By being informed, you can help your organization prepare for changes in this new immigration enforcement policy as well as play a role in shaping such policy.

Presenters: Mike Aitken, SHRM's Director of Government Affairs
Lynn Shotwell, Executive Director, American Council on International Personnel
Cynthia Lange, Partner, Fragomen

Register Today! To register for this webcast [click here](#) or visit <http://www.shrm.org/multimedia/webcasts/Pages/legislativewebcast.aspx>

[SHRM Member: \\$79](#)

[Nonmember: \\$99](#)

**If you are PHR, SPHR or GPHR certified through the HR Certification Institute your participation in this webcast will qualify you for 1.5 hours of strategic management credit. Should you take the information you have learned from this webcast and case study and implement a new project or program at your workplace, you would be able to obtain up to 20 hours of recertification credit under the On-The-Job category.*



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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

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