

## Wrap up of the 2009 Indiana State Human Resources Conference

Indianapolis was the site of the 2009 state HR conferences with just over 1000 HR professionals in attendance, including about a dozen from EIHRA. It was three days packed with opportunities to learn more about HR topics from some really excellent speakers, meet HR practitioners from around the state, network, and visit the marketplace. This year's theme was "Where in the world is Human Resources?" and I think the answer is "everywhere"! The variety of educational programs ranged from legal updates to strategic planning to compensation and benefits information to motivational topics, and offered 18.5 hours of credit for PHR and SPHR recertification. The biggest challenge was in deciding which programs to attend to get the most for your conference experience.

The opening keynote speaker was Dan Thurman of Motivation Works who encouraged us to stop trying to live our lives "on balance" and start living it "on purpose". His presentation was interspersed with gymnastics and juggling, which really woke us up on Tuesday morning. The closing presentation by Dr. Marshall Goldsmith was a fun, uplifting look at mentoring and how it can improve our organizations.

In today's economic climate, an almost-local conference of this caliber in Indy was an excellent investment and we hope you will take advantage of this opportunity in 2010.

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## Upcoming Meetings

### September 15, 2009 Chapter Meeting

11:30 am - Lunch  
11:45 am - Business Meeting  
12:00 pm - 1:00pm - Program  
Topic: Violet Bloom will be discussing the Wage and Benefit Survey and how it will help you.

Cost: \$13.00 for members,  
\$16.00 for guests

Where: MCL Cafeteria  
Next Month's Chapter Meeting

### October 13, 2009

Mini-Conference  
8:00am - 12:00pm  
McDaniel Hall, Ivy Tech



## Happy Birthday!

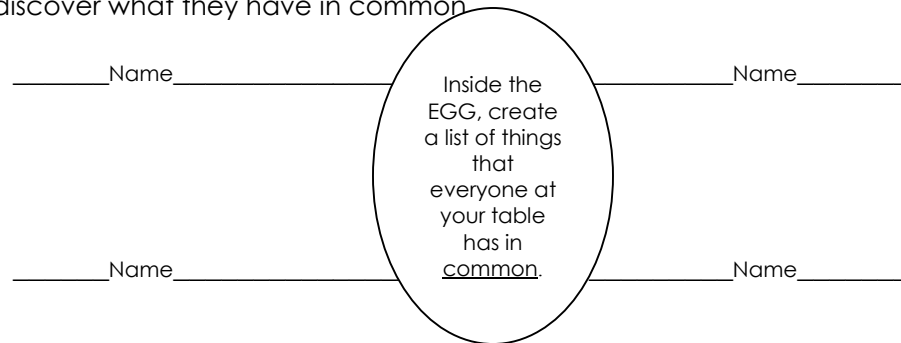
Mike Gibbs - 9/8/09  
Traci Trotter - 9/15/09  
Laura Kehlenbrink - 9/21/09

## What goes on in a Webinar????

Many business professionals have never attended a webinar or understand exactly what it is. A webinar is a presentation, lecture, workshop or seminar that is transmitted over the Internet. The board thought it would be a good idea to show its members what can be learned in a webinar. In late July, Gina Ruffcorn attended a SHRM webinar presented by Eric Peterson, Manager of Diversity & Inclusion Initiatives and here is what she learned.

During this presentation Eric shared a 3-½ hour training session that SHRM has done for all employees. He advised that when we are doing diversity training there are about 40% of the attendees that are excited to be there and 60% that want proof that they need to be there. To remedy this SHRM has asked their Chief Operating Officer or another Chief Officer to do the introductions and explain why the diversity and inclusion initiative is important.

An activity that Eric uses as an icebreaker is the "egg activity" (please see attached file). Eric suggests having flipcharts next to each table for this activity. The first thing to do is put names of each participant on the lines outside of the egg. Next, as a group, they create a list of everything they have in common inside the egg. Under each name the individuals would write down one or two things unique to them. This activity should take about 10 minutes and then they have a debriefing activity where everyone at the table introduces their group using the information on the egg diagram. Eric asks the question, "What was easier to fill out, the inside or the outside?" Usually the outside is easier to fill out because they know about themselves but have to have conversations with each other in order to discover what they have in common.



Another activity Eric uses is "Project Noah". For this project we have to use our imagination as a meteor twice the size of the moon is on a collision course with Earth and all people and life forms will perish. Five years after the collision, scientists believe that Earth will be inhabitable again so the governments of the world have decided to build a space station that will be able to support no more than three people for the five years while Earth is uninhabitable. Each table is given a handout with a list of candidates to choose from who would be placed on the space station and charged with building the population of Earth back up. Scientists have developed technology, which will allow everyone to procreate so that's not a concern. After discussing for 20 minutes or so each table shares their choices and the winners are placed on a flipchart. After winners are listed on flipchart Eric spends 5-7 minutes looking at underlying cultural values and determining which ones were important in helping the groups choose. Lastly, Eric asks the individuals what they learned about themselves.

Eric also shared three case studies that he provides to each table group for discussion. At this time he would display a slide with four questions for the groups to consider. After 10 minutes with each case study they discuss as a group.

Lastly, Eric shared best practices for diversity and inclusion training. He feels that effective diversity and inclusion training is skill-based and behavioral in nature; changing values and attitudes is simply not feasible in these workshops. He also suggests beginning your planning with the end in mind. You should develop a list of course objectives first and make sure that course materials and activities are mapped directly to your objectives. Eric feels that the most successful classes are those in which the facilitator speaks only about 1/3 of the time and points out that laughter is a sign that participants are engaged so, as facilitators, we should not be afraid of laughter.

If you have additional questions about this presentation please contact Gina at 765-312-0103 or [gruffcorn@dotfoods.com](mailto:gruffcorn@dotfoods.com). The board definitely recommends that you check out a webinar in the future.

## Speaker Spotlight

Our presenter for September will be Violet Bloom, Director of Compensation, Indiana University, and she will present "The Benefit to HR of Participating in a Wage and Salary Survey and How to Use the Survey Data."

Ms. Bloom's presentation will be an introduction to the upcoming wage and benefit survey, which will be conducted by Ball State University this fall. The Eastern Indiana Human Resource Association is partnering with the Economic Development Corporation of Wayne County in collecting wage and benefit information. We believe the results will benefit current Wayne County employers as well as potential employers who are in contact with the EDC.

Ms. Bloom is the University Director of Compensation for Indiana University. Her responsibilities include oversight for classification and compensation for eight campuses. Her background includes over 25 years in Human Resources with a concentration in compensation and benefits. She has experience in a number of industries in both consulting and corporate HR roles. She is a Certified Compensation Professional (CCP), Certified Employee Benefits Specialist (CEBS) and Senior Professional in HR (SPHR).

## Bring a Friend

The board recently approved the motion to allow prospective EIHRA members to attend monthly program/chapter meetings (not workshops) for the first time at no cost. If you know of someone who may be interested in becoming a member and they would like to check out a meeting, please contact one of the EIHRA board members.

## EIHRA is now on LinkedIn!!!!

Did you hear ... the EIHRA is LinkedIn ([www.linkedin.com](http://www.linkedin.com)) to one of the most common social networking sites?

Becoming a member of the EIHRA LinkedIn Group allows you to establish new business relationships and ask/answer questions. Also, the EIHRA will use LinkedIn to:

- Promote meetings or conferences using the "events" tab
- Recognize speakers and sponsors
- Announce deadlines for awards, scholarships and certification
- Share information about recertification, diversity, etc.
- Inform readers about pending legislation, new legislation and grassroots efforts

If you are a member of the professional networking site LinkedIn, please check out the EIHRA group.

So, what are you waiting for? ... Join the EIHRA Group and get LinkedIn ([www.linkedin.com](http://www.linkedin.com)).

## Thank You!!!!

The EIHRA would like to thank the following members and community participants who assisted with the revision of the Wage and Benefit Survey in preparation for the distribution to Wayne County Employers.

Beth Brittenham—First Bank Richmond

Gina Ruffcorn and Tim Loyd—Dot Foods

Loralie Helbock—Sally Beauty Supply

Rachel Hughes—Wayne County Foundation

Darla Randall –Birth to Five

Laura Kehlenbrink—Morrison Reeves Library

Scott Rauch and Angie Anderson—Reid Hospital and Health Care

Dianne Chandler—IU East

## Support Your Chapter, Order a Shirt . . .

The EIHRA has a shirt for our chapter. The Board is offering the shirts to our EIHRA Members at a discounted price of \$15.00 each. They are Burgundy Easy Care Woven 55/45 cotton/poly blend shirts with our logo in Khaki. The men's is long sleeve and the ladies is a ¾ sleeve. We are currently taking orders for the EIHRA Shirts. Any member can order shirts by completing the order form and sending it to Dottie Cox. Order forms will be available at the meetings and can be e-mailed to members.

Contact:

Dottie Cox

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