

Westchester Human Resource Management Association



WHRMA News

January 2009



WHRMA President's Note— January 2009 By: Edwin Bowman

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I want to wish the HR community, WHRMA members, and our community at large the very best in 2009.

I especially want to thank the 2009 WHRMA Board of Directors for their volunteerism and enthusiasm in supporting both the national SHRM and our chapter's goals and objectives this year for advancing the profession of human resource management. Our past achievements are commendable in growing the membership of colleagues in our community and addressing the professional issues we face. And, we should all take pride in being a Merit Award Chapter that is in good standing with the charter and mission of the Society for Human Resource Management.

The new year, and perhaps the *new era*, promises to place additional demands on us as HR professionals, as everything we do will be done against the backdrop of "today's economic environment." Notwithstanding, our long held belief that truly institutionalized

policies and practices should withstand organizational, management, and environmental change, we must continue to be a strategic partner in achieving short term objectives that drive long term value in a truly dynamic climate.

It is my hope that we will energize and encourage sharing knowledge through participation with our various WHRMA forums, special interest groups, monthly breakfast meetings, and professional networking events and serve as a viable resource on human resource management issues in our Westchester and surrounding counties.

The 2008 SHRM Annual Report highlights the top three human capital issues that keep business executives up at night:

- 1) Succession Planning,
 - 2) Providing leaders with the skills they need to be successful, and
 - 3) Recruiting talented employees.
- I believe that many of the WHRMA initiatives we've either discussed or are actively involved in attest to these findings. Therefore, I believe

that our planned programs and initiatives in the areas of Workforce Readiness, Legislative Awareness and Advocacy, Diversity Management, Strategic Management, Professional Development, and College Relations will make significant contributions to mitigate the challenges that we all face, now.

And, let us not forget our influence on the future; especially upon those who will inherit our triumphs and tragedies and even the professional positions we occupy. Encouragement to pursue the profession and to mentor the development of future HR professionals is on *our* shift.

As a chapter, I hope that WHRMA will continue to be a professional forum where all human resource managers can pool our collective knowledge and exchange ideas to provide the best practices to our workplace in an ever changing, and challenging work environment.

I look forward to seeing you at our next Breakfast Program.

Edwin

Here is a reminder directly from our Code of Ethics. Please make note:

As a member of the Westchester Human Resource Management Association (WHRMA), I recognize the primary aim of the organization is to further the professionalism and knowledge of its membership. In Keeping with this aim, I understand and agree:

- I will not solicit or initiate business from any member either at meetings or through the use of information provided to me as a member of WHRMA.
- I will assist in the networking of chapter members by sharing general knowledge in areas of my expertise to advance the knowledge of all members.
- If provided the opportunity to make a presentation to the general membership, this presentation is to be viewed as an opportunity to educate and inform members and not as an opportunity to solicit business. However, any materials I distribute in conjunction with such a presentation may contain information concerning my business interests.

Book Review: Why Should the Boss Listen to You? The 7 Disciplines of the Trusted Strategic Advisor **Author: Jim Lukaszewski (fellow WHRMA Member) Submitted by: Elizabeth Rossi**

In his book, Jim tackles the age old question about HR and its value (perceived or actual) to organizations. This is an important book for all HR professionals. Jim provides us with both a roadmap and the tools to help each and everyone of us get a "seat at the table". Even if you already have a seat, the information provided in his book will help you to fine-tune your skills, understand the broader picture of organizations, gives you hints and ideas to proving your strategic value, and remind us that we are much more than just HR—we are a strategic part of a much larger team! Jim uses many examples from his professional career to get his point across; some of these examples are eye openers (we know certain things happen, but we just can't believe it!). Although we are faced with many challenges, it is important that we, as HR professionals, take advantage of opportunities that are offered. We must have the courage to tell people what they need to hear vs. what they want to hear. OK, not all organizations can handle this information and some of your bosses may not always be open. However, it is our job as the HR professional to gain the trust and respect of our boss and colleagues so that we can be in this position.

HR JOBS:

Visit our website
www.whrma.org for HR
 openings in our area.
 We'll be happy to list
 any openings you may
 have as well!

You can also post your
 resume on the site as
 well.

Any questions? Send
 an email to Angela
 Bellizzi:
anbellizzi@aol.com.

"Simple management behaviors such as giving timely recognition to employees, supporting their continued development, and providing coaching and guidance mean a lot to employees – especially when they are anxious. During these times, it is even more important to create an environment where everyone is respected."

Douglas Klein, President of Sirota Survey Intelligence [Source: Training Magazine, January 2009]

Q&A

Q. I think strong leaders can't be concerned about how well they are liked by employees. However, some leaders are well liked, and they accomplish great things. What makes these leaders different? How can I be more like them?

A. You are describing the difference between a good leader and a good boss. Great leadership does not always accompany traits that endear the leader to those they supervise. Many leaders accomplish great things and earn respect, but may not be viewed as good bosses. Jack Welch, former CEO of GE, is a legendary leader. He had a reputation for firing the bottom 10% of his managers each year. He was named "Manager of the Century" by Fortune magazine, but what about "best boss"? Being a good boss can be tough work because you must have skills that go beyond leadership to include great listening ability, excellent communication, and common courtesy. A good boss understands and empathizes with people from all backgrounds, all races, both genders, and all ages. The good boss is never "too good" to associate with employees and demonstrate the "common touch". Develop these soft skills and you can become the leader you want to be.

Source: [Frontline Supervisor](#), January 2009