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HoCoHRS Newsletter

December 2014

Committing to HR Excellence in 2014!



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PRESIDENT'S MESSAGE

Greetings HR Colleagues!

My first year as President of the Howard County Human Resources Society is coming to a close and I must say I've had a great experience. Belonging to this professional society, with like-minded individuals, is like a cozy sweater-loose yet structured, soft with strong fibers, timeless style. Thanks to all for your support and guidance! I can look back and be truly satisfied with what HoCoHRS has accomplished for its members: a wonderful website that continues to improve to meet the needs of an evolving audience, monthly Chapter meetings with dynamic speakers who provide thoughtful and thought provoking HR topics, community service activities that enhance the Chapter's credibility in Howard County, wonderful sponsors whose support we can't appreciate more, and you, the dedicated HR professional-be you the seasoned HR practitioner or just starting out in the profession, whom we commit to our Mission: Advancing the Profession - Serving the Professional. I hope to see you all return to HoCoHRS in 2015-we have so much more in store for you. Renew your membership now by going on-line to the website and follow the links. Commit to your continued professional development, staying abreast of the ever-changing employment laws by networking and exchanging work place experiences. Commit to getting involved in the



HoCoHRS@gmail.com

Interested in our Newsletter?
Click the button below to join
our mailing list.



MONTHLY MEETINGS

**Our monthly meetings are held
on the 3rd Thursday of every
month at:**

**Ecker Business Training Center
6751 Columbia Gateway Drive
Columbia, MD 21045
8:00 AM - 10:30 AM
(note: we do not meet in
January or June)**

2015 Membership Rates:

- **Professional SHRM
Member: \$50.00**
- **Professional non-SHRM
Member: \$60.00**
- **Associate Member \$60.00**
- **Student \$20.00**

**You can renew and pay your
dues at the next meeting! Cash,
checks or credit cards welcome!**

Chapter in 2015. If you have ideas for improving the Chapter, take the next step and volunteer to make a difference. The rewards of volunteering with this Chapter will inspire you to break out of your comfort zone and realize that you've found that lost cozy sweater.

As in the beginning of the year, I leave you with a healthy message to wrap up the end of the year-be happy! Such a simple suggestion, but the holiday season is here and stress levels start creeping. Learn a wonderful technique to enhance your 'happiness' outlook by attending the December Chapter meeting for a lesson on Laugh Yoga! You can take away a technique to make your work place a happy one! Who could ask for anything more?

Have a fabulous December.

Sincerely,

Dawn Rhodes, SPHR
President
Howard County HR Society
[Find Us on the Web!](#)

Our Next Meeting: December 18, 2014

Laugh Yoga: The Art, Science, and Fun of Levity and Laughter at Work

Location: Ecker Business Training Center at Howard
Community College (6751 Columbia Gateway Drive
Columbia, MD 21046)

Time: 8:00-10:30am

We all know that a happy workforce is a productive workforce. We also know that a happy productive workforce has lower turnover, and fewer missed days of work. This benefits everyone. So how can we get people happier? Pay? More days off? Sure that helps, but what about implementing the use of Levity and Laughter in the work environment.

In this session we will:

- Define Levity
- Define and discuss how levity through laughter, and other methods is a "contagion" beyond the actual event (e.g. how to make this a happy place to work).
- Discuss and analyze the science of laughter
- Understand how faux laughter, when done right, has the same clinical benefit and "real" laughter
- See examples of levity and laughter programs in the workplace
- Discuss the practical use of laughter in the participants work settings

- Practice laughter exercises - via the Laughter Yoga Technique - which we defined by the group
- Evaluate practical applications of these exercised in the participants work place



This program has been approved for 1.5 hours of general HRCI credit. (HRCI Disclaimer: 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.)

Speaker: Ed A Stern, BSN, RN, CCH, CLYL, CLYC
Ed Stern has been managing personnel for more than 20 years. Ed is a Registered Nurse, Certified Consulting Hypnotist, Certified Laughter Coach, and Certified Laughter Yoga Instructor. He has also been an Adjunct Professor teaching various programs for more than 15 years.

**A special thanks to
TriBridge Partners for sponsoring our
December meeting!**



Visit [TriBridge Partners](#) on the web!

At TriBridge Partners, everything we do, we do because we believe in making a meaningful difference in the lives of those we serve. We do this through teams of specialists, using an established method designed to maximize the client experience. We assist clients in reaching their goals using insurance, financial, benefits, and advisory services.

Register and prepay for this meeting: First, fill out the [preregistration form](#). Once complete, you will be given the option to prepay using PayPal.

Email HoCoHRS@gmail.com if you have any issues with registration or payment.

**Mark Your Calendar:
January 21, 2015**

Happy Hour at Union Jack's

5-7pm
10400 Little Patuxent Parkway, Columbia, MD 21044

Join us on Wednesday, January 21 for an evening of food, drinks, and networking with local Human Resources professionals!

Thank you to Berkshire Associates for sponsoring this event!



Berkshire Associates is a human resources consulting and technology firm, specializing in helping companies build the ideal, balanced workforce. As an industry leader, Berkshire provides the latest tools and services for affirmative action, applicant management, compensation management, workforce planning, diversity, and professional training. For over 30 years, Berkshire has serviced the nation's most recognizable companies, and as a result has mastered providing clients with cost-effective solutions to everyday human resources challenges.

Join or Renew HoCoHRS Membership Now for 2015!

We hope that you will join us for another outstanding year of great programs and professional development. Pay 2014 rates for 2015 year membership today! New members, join now and your membership is credited for 2014 and 2015.

Go to <http://hocohrs.shrm.org/membership> to join or renew.

ANNUAL MEMBERSHIP RATES

Professional SHRM members	\$50
Professional non-SHRM members	\$60
Associate members	\$60
Student members	\$20

Monthly meeting fees - \$20 for members; \$35 for non-members.

Benefits of HoCoHRS Membership:

- Seminars that address current HR issues and trends
- Reduced monthly meeting fees
- Networking opportunities
- Information and Knowledge sharing
- HRCI credits for PHR/SHPR/GPHR certified professionals
- Volunteer opportunities - Board and Committees
- Advance the Profession, Serve the Professional

2015 Membership Promotion

Planning to attend HoCoHRS's December's meeting?
Join or Renew your Membership that day and be entered for a complimentary meeting to be used for any meeting during 2015.

Congratulations to our new 2015 Board members!

VP Membership - Brian Barrett
 Programs - Heather Hodsden, PHR
 Nominations - Pam Crabill, SPHR
 Legislative Affairs - Cheryl Brown, Esq.
 Communications Co-Chair - Kimberly Prescott, SPHR
 College Relations - Robin Linton, MSHR
 Public Relations - Cystale Dunham, PHR
 General Board Members - Bernie Adler SPHR-CEBS, Vivian Thompson, SPHR and Melissa Hammock, Esq.

We are excited to have such enthusiastic leaders join our dynamic board! Thank you for your commitment to HOCO HRS!

News from Maryland SHRM State Council

- SHRM e-Learning programs offer at least 1 recertification hour for each course you successfully complete. Earn all 60 credits needed! Register now with code SHRMMDSC today!
- In-Person & Webcast Programming - Whether you prefer learning in the presence of colleagues or from your desk we've got you covered. Click [here](#) for a list of our upcoming events and [here](#) for recent news, programs and events.
- Don't forget! As a SHRM member* you can easily access popular benefits and resources such as-
 - * Complying with New-Hire Reporting Requirements Toolkit and Managing Family and Medical Leave Toolkit
 - * Incentive: Merit Increase Policy and Conduct: Employee Conduct and Work Rules Policy
 - * Federal and State compliance resource

- * Ask an Advisor service for your specific HR challenges and questions
- * Sample job descriptions
- * Discounts on SHRM conferences & seminars, SHRM Learning System for SPHR/PHR/GPHR preparation, SHRMStore products, and much more!
Learn more at shrm.org/memberkit
- *SHRM national membership is separate from local chapter membership
- **Looking for more events?** Check out our Events page for programs and events in your area. Click here for more info: Maryland State SHRM Council

Questions or comments? Contact MD SHRM Director, Christine V. Walters, MAS, JD, SPHR.

For more information, go to: <http://md.shrm.org/>

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