



Volusia/Flagler SHRM

Volume 3, Issue 3

NOVEMBER 2012



MEETINGS

Meetings are held on the 3rd Wednesday of every month. See page 6 for more information on upcoming meetings.



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Please note that the November and December meetings will be held on the SECOND Wednesday of the month due to the Holiday's. Please see page 6 for more details and watch your email Inbox for announcements regarding our December Social.

SPECIAL SECTION on AWARENESS

October was Breast Cancer Awareness Month, which is an annual campaign to increase awareness of the disease. While most people are aware of breast cancer, many forget to take the steps to have a plan to detect the disease in its early stages and encourage others to do the same.

Every person should know the symptoms and signs of breast cancer, and any time an abnormality is discovered, it should be investigated by a healthcare professional. Most people who have breast cancer symptoms and signs will initially notice only one or two, and the presence of these symptoms and signs do not automatically mean that you have breast cancer. By performing monthly breast self exams, you will be able to more easily identify any changes in your breast. Be sure to talk to your healthcare professional if you notice anything unusual.

Symptoms and Signs: A Change in how the Breast or Nipple feels. A Change in the Breast or Nipple Appearance. Any Nipple discharge—particularly clear or bloody discharge.

If I have some symptoms, is it likely to be cancer?

Most often, these symptoms are not due to cancer, but any breast cancer symptom you notice should be investigated as soon as it is discovered. If you have any of these symptoms, you should tell your healthcare provider so that the problem can be diagnosed and treated.

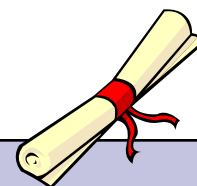
If I have no symptoms, should I assume I do not have cancer?

Although there's no need to worry, regular screenings are always important. Your doctor can check for breast cancer before you have any noticeable symptoms. During your office visit, your doctor will ask about your personal and family medical history and perform a physical examination. In addition, your doctor may order one or more imaging tests, such as a mammogram.

Thank you to all our Chapter Members that participated and/or donated to this worthy cause. Your support and involvement is critical and gets us out in the Community.



Certification



Get Certified with the help of your local chapter!!

Fall Review Sessions are Underway! Tuesday, September 25th was the kickoff for the chapter's Fall PHR/SPHR review sessions. The courses will be for the next six Tuesday evenings with a review and wrap up on November 6th, unless the class had rather spend that time studying on their own. Testing dates are December 1, 2012 through January 31, 2013. The deadline for applications was October 5th. The SHRM member cost of the exam for the PHR is \$250.00 and the SPHR is \$375.00.

The review sessions are held on Tuesday nights from 6-8:30pm at Daytona State College Main Campus, 1200 W. International Speedway Blvd., Daytona Beach, in Building 110, Room 249. Each module will be taught by a certified HR Professional.

Thank you to the generous professionals who have volunteered to facilitate the reviews:

Rob Zicker, SPHR: Business Management and Strategy

Jill List, SHPR: Workforce Planning and Employment

Jill List, SPHR: Human Resources Development

Diane Knepple, PHR: Compensation and Benefits

Carol Hargy, SPHR: Employee and Labor Relations

John Kirkman, PHR: Risk Management

We also appreciate Daytona State College and Frank Mercer for his coordination of the meeting space and equipment.

Good luck to all our Chapter members who will be testing in the Winter.

For more information on Certification, please contact the Board's Certification Chair:

Jeffrey Bissell, CPP, PHR.

Jeff may be reached at jbissell@vision-hr.com.



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Did you vote? We certainly hope so! Now, it is time to vote for your 2013 SHRM Board of Directors. Please see the attachment that came with this Newsletter and email completed ballots to:

**Elvira Wolford, PHR (wolforde@cookman.edu) by
November 13, 2012**

Community Relations



NOVEMBER FOOD DRIVE

We are collecting non-perishable food donations for the Council on Aging at the November meeting.

Suggested donation items are:

- ◆ Canned corn, green beans, yams, peas, gravy
- ◆ Chicken broth
- ◆ Cranberry sauce
- ◆ Canned ham
- ◆ Stuffing mix
- ◆ Pumpkin pie makings
- ◆ Instant mashed potatoes
- ◆ Sugar free dessert
- ◆ Instant tea
- ◆ Paper towels



Bring to the November monthly meeting or contact Andrea Hooper to arrange drop off elsewhere.

Thank you in advance for your generosity!

Diversity

2012 Board of Directors

President - Suzy Suring, PHR

Past President - Brandon Young, PHR

President Elect - John Kirkman, PHR

Secretary - Elvira Wolford

VP Finance - Eveline Kraljic, PHR

VP Programs - Todd Phillips

VP Membership - Erin Goldesberry

VP Marketing - Kristin Drollinger

VP Communications - Kenny Corbin,
PHR

Foundation - Brian Pinkalla, SPHR

Legislative - Al Truesdell

Certification - Jeffrey Bissell, PHR

Hospitality - Linda Caracushansky, PHR
& Connie Vance, PHR

Communications - Christy Henderson,
PHR

Community Relations - Andrea
Hooper, PHR

Website - Cheryl Perreault, PHR



The Board of Directors is always looking for individuals interested in serving on Committees. Please contact the Chapter President for more information at...

ssuring@key-source.com

Managing Diversity Issues During the Holidays: Simple Steps That Help Boost Cultural Awareness and Sensitivity in Your Organization.

Today, workforces comprise a broad spectrum of cultural, national, ethnic, and religious traditions, and the task of fostering an atmosphere of tolerance and inclusion is often easier said than done.

As such, the holiday season often poses a particular challenge for managers. Over the span of just a few short weeks, many of the world's religious and cultural groups celebrate one or more days of sacred significance in their tradition.

The delicate task of marking all of these holidays with equity, fairness, and respect -- and ensuring that no one feels left out or slighted in the process -- can sometimes be a bit overwhelming. Here are some guidelines to help you steer your organization through the holiday season with sensitivity, cultural awareness, and a sense of festive fun.

* **Assemble a diverse holiday planning committee.**

One way to make sure that your organization's holiday plans meet the needs of your multicultural staff is to recruit a team of employee representatives to help lead the planning process. By bringing together team members who represent an array of faiths, ethnicities, and cultural traditions, you'll stand a much better chance of forging a holiday observance plan that's truly inclusive.

* **Be flexible, fair, and consistent in planning a holiday work schedule.**

Well before the holiday season kicks off, solicit input from your team about their scheduling needs. Harriet Hankin, diversity expert and author of *The New Workforce*, recommends establishing a set of guidelines that all employees must follow when requesting alternative hours or absences. This will help you be as equitable as possible in allotting holiday time off.

* **When appropriate, acknowledge multiple traditions.**

Your first concern during the holiday season is making sure that no one feels left out or slighted. However, the truly diverse workplace goes beyond that, making sure that everyone feels respected and celebrated. You can help embrace diversity by asking employees from different backgrounds to share their traditions with the group. For example, you can host a multicultural potluck or ask different groups to decorate holiday bulletin boards in the staff lounge on a rotating basis during each week of December.

* **When in doubt, stick to the non-specific.**

Holiday season sensitivity means that your organization does not impose or endorse a certain way of celebrating the holidays. At the same time that you take every opportunity to honor or acknowledge multiple traditions, it's probably safest to stick with more generic choices when it comes to workplace decorations, music, activities, and so on. For example, winter-themed décor and festivities are usually a safe bet.

* **Don't forget to have fun!**

It's easy to get so caught up in the process of treading cautiously through the holidays that you forget to appreciate the shared joy and fellow-feeling of the season. Talk openly to your staff about your organization's commitment to diversity. Create policies that clearly demonstrate respect for all traditions. As long as you approach the challenges of the season with a mindset of sensitivity and awareness, your team won't have to forego any of their hard-earned holiday fun.

Source: Hcareers


New Members

We've had another amazing quarter for new members! Please **join us in welcoming the following:**

- Katy Anderson—Brown & Brown, Inc.
- Jana Cole—Hilton Daytona Beach Resort/Oceanwalk Village
- Kathy Crosby—Mainstreet Community Bank of Florida
- Chrystal DeFreitas Clark—Bert Fish Medical Center
- Jessica Hylton—Hilton
- Jessica James—DME Holdings, LLC
- Laura Perkins—Florida Endowment Foundation for Florida's Graduates, Inc.
- Carole Sellers
- Amanda Smith, Halifax Media Group
- Linda Wynter—PNC Bank



Thank you all for your continued support and spreading the word of our great Chapter!



Volusia / Flagler SHRM

**PO Box 10366
Daytona Beach, FL 32120
DaytonaSHRM@gmail.com**

THANK YOU to our Diamond Chapter Sponsors...



Did you know your company can sponsor our chapter?!

If you are interested in learning more about our sponsorship program, please contact [Kristen Drollinger](#), VP of Marketing.

Upcoming Events

Please check out our website at <http://volusiaflagler.shrm.org> for information on upcoming meetings and events. Chapter meetings are held the 3rd Wednesday of every month at the Daytona Beach International Airport.

PLEASE NOTE THAT THE NOVEMBER & DECEMBER MEETINGS WILL BE HELD ON THE SECOND WEDNESDAY OF EACH MONTH DUE TO THE HOLIDAY'S:

November Meeting: 11/14/12

December Meeting: 12/12/12

The December meeting is a Social Event and will include Installation of the 2013 Board Members. More details coming soon!



We hope to see you at the next meeting! Bring a guest and enjoy an hour of great information and networking!

Note from the President



Time flies when you're having fun! And I have had a lot of fun serving as your Volusia/Flagler SHRM President for the past two years. I feel very fortunate to have served our members and with my colleagues on the board. I truly believe being a successful President is based on the board members who serve with you. Each person has brought their own special talent to our chapter and I am very grateful. I have watched our chapter grow and evolve and enjoyed all that our great members have contributed. In addition to serving as your Past President, I look forward to serving as your District Director in 2013!

Suzy Suring, PHR
2012 Chapter President





2012's most unusual excuses for missing work. (We think this could make Letterman's top 10!):

1. "My sobriety tool wouldn't allow the car to start."
2. "I forgot I had been hired for the job."
3. "My dog was having a nervous breakdown."
4. "My dead grandmother was being exhumed for a police investigation."
5. "My toe was stuck in a faucet."
6. "A bird bit me."
7. "I was upset after watching 'The Hunger Games.'"
8. "I got sick from reading too much."
9. "I was suffering from a broken heart."
10. "My hair turned orange from dying my hair at home."

October 11, 2012 Careerbuilder, by Amy Chulik in Employee Wellness, Survey Results