

PO Box 932 Grand Island, NE 68802  
[www.cnhrma.org](http://www.cnhrma.org)

## Welcome Letter from the President

**Need Career Advice? SHRM is the answer!**

Did you know that SHRM devotes a section of its website to assisting members with their HR careers? It's true! Not only does SHRM have job postings, but they also provide a tool called the HR Career Guide. SHRM also has dozens of online resources to aid you in your job search or career path, found at [www.shrm.org/jobs](http://www.shrm.org/jobs).

On the main HR Careers section of the site, you will find Job Seeker Resources such as:

- A web cast on advancing your HR career
- Articles on:
  - Mentoring
  - Trusting your interview instincts
  - Overcoming over qualification
  - Innovative interviews
  - Career transitions
  - HR competencies
  - Getting promoted
- Job seekers bulletin board where you can post comments or questions for fellow job seekers.

## CNHRMA receives Superior Merit Award

*Taken from the Grand Island Independent 6/1/08*

The Society for Human Resource Management in Alexandria, Va., has awarded the Superior Merit Chapter designation to the Central Nebraska Human Resource Management Association for its scope of work in perpetuating and supporting the mission of the organization in 2007. The Society for Human Resource Management is the world's largest association devoted to human resource management. It serves the needs of human resource professionals and advances the interests of the profession. Founded in 1948, the society has more than 225,000 members in more than 130 countries and more than 575 affiliated chapters.

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In addition, SHRM offers the HR Career Guide which allows members to fill out a personal profile about where their careers are today, where they want to go, and how to get there. This tool will show you where your career "gaps" are and what you can do to make yourself more marketable for the job you really want! The HR Career Guide is located at [www.shrm.org/hrcareerguide](http://www.shrm.org/hrcareerguide).

Any of you that have been on the SHRM website can agree, not only does SHRM provide great career counsel but a multitude of information for YOU to be successful in the Human Resources field.

Best wishes!

Regina Rathman, PHR

Saint Francis Medical Center

The recognition demonstrates both the leadership and the successful partnership the chapter has with the Society for Human Resource Management. It also shows the chapter's commitment to providing for the networking and professional development needs of human resource professionals, as well as to the advancement of the human resources profession, said Pamela J. Green, chief membership officer for the society. The Central Nebraska Human Resource Management Association will receive a certificate of recognition and a specialized banner to display at its meetings and events. It will be recognized in the society's publications and conferences.

## CNHRMA Website

As most of you know, CNHRMA did a total “revamp” of our website at the beginning of 2008. Nebraska Digital worked long and hard to come up with an attractive, user friendly site. On our website, some of the newest features include a job postings area, a forum for all your questions and answers, and a SHRM news ticker - all while maintaining some of the older features, such as membership applications, meeting calendar, newsletters, meeting minutes and committee contacts. We HIGHLY encourage each and every one of you to check it out!!! There is always new information added to the site, and we don’t want you to miss out on it!!

### Let the Brilliance Begin!!!

*“What untold successes could we achieve – in our lives, our workplaces, or world – if every one of us knew how to unleash or inherent brilliance?” -- Simon T. Bailey*

Simon T. Bailey has a visionary ability to identify brilliant potential in people and organizations and ignite that brilliance into action for amazing results. Simon will address the following topics:

- ♦ **Clarity** – using your talent to make the greatest contribution to your organization.
- ♦ **Cut** - how to learn and share your best practices
- ♦ **Color** – expanding your worldview
- ♦ **Carat** – how big do you want to be

#### ***About Simon T. Bailey***

An internationally known speaker, author and consultant, Simon T. Bailey inspires individuals to take charge of change and transform their lives from the inside out. A thought leader and fresh voice in the business world, Bailey connects the dots between individual and organizational brilliance. He challenges and teaches businesses and organizations to clear obstacles to bring brilliance into their cultures, processes, and people, thereby achieving higher levels of engagement, retention, and productivity – and a brilliant bottom line.

This mission lead him to found The Brilliance Institute, Inc., dedicated to building the world’s most valuable resource – people. Fortune 500 companies, national associations, government agencies and educational institutions both in the U.S. and abroad look to him to help transform their cultures and processes and release the potential in their people.

Bailey’s expertise in leadership, sales, and customer service was honed over two decades with Hyatt Hotels, the Orlando Convention and Visitor’s Bureau, and the Walt Disney Company. Bailey was named Central Florida’s “Man of the Year” in 2000, and was recently named Speaker of the Year by the San Diego, CA chapter of Meeting Professionals International.

**This video conference is brought to you by  
CNHRMA and is FREE to ALL!!!**

**July 8<sup>th</sup>, 2008**

**Release Your Brilliance Video Conference**

**11:30 a.m. – Registration**

**12:00 p.m. – 3:30 p.m. – Video Conference**

**Central Community College – Grand Island**

**3134 W. Hwy 34 – Room 101**

**\*\*Please note, lunch is not provided at this session, however, you are welcome to bring your own lunch!**

**HRCI Credits have been applied for, but have not yet been approved at this time.**

**To register, please visit [www.cnhirma.org](http://www.cnhirma.org)**

**Registration Deadline is July 3<sup>rd</sup>, 2008!!!!**

**For inquiries about this conference, please e-mail Pennie Morgan at [pmorgan@cccneb.edu](mailto:pmorgan@cccneb.edu).**

## Are you certified for your PHR, SPHR, GPHR, CCP & CBP?

If you are certified, the CNHRMA chapter would like to recognize you at our Annual Meeting in November. So we may recognize your certification achievement please e-mail [pmorgan@cccneb.edu](mailto:pmorgan@cccneb.edu) the following information.

**Name**  
**Title**  
**Company Name**  
**Company Address**  
**Certification Type**  
**Certification Date**



Please indicate if you would like your manager to receive a letter informing them of your certification by providing their information below.

**Manager's Name**  
**Manager's Title**  
**Manager's Address**

If you have questions or concerns please contact Pennie Morgan at (308) 398-7558 or e-mail [pmorgan@cccneb.edu](mailto:pmorgan@cccneb.edu)

## 2008 SHRM Nebraska State Conference Thursday, September 18<sup>th</sup> and Friday, September 19<sup>th</sup> 2008 Qwest Convention Center, Omaha

*Learn what's at "the heart of HR" at this fun and educational conference. Learn leadership and motivational skills for your workplace from featured speakers Steve Gilliland and Barbara Glanz.*

**Steve Gilliland, CSP**, has helped people grow their businesses and expand their lives by teaching them to rethink their work, their relationships and themselves. His motto is "If you take care of people, the business will follow." Steve launched his full-time speaking career and built a multimillion-dollar company on the same philosophy he expounds to his audiences. If you continually learn more about your company, your industry, your customer and yourself, you will always be a leader. You will be purpose-driven rather than process-driven, and you will make a difference.

**Barbara Glanz, CSP**, works with organizations that want to improve their morale, retention and service with people who want to rediscover the joy in their work and in their lives. She is the author of 11 bestselling "how-to" books. She is known as "the business speaker who speaks to your heart as well as your head," and she has presented to conferences, associations, and organizations worldwide.

Plan a mini-vacation around the conference, which is located in beautiful downtown Omaha. Omaha has great attractions for the whole family, close to area hotels including the historic Old Market, Gene Leahy Mall, Heartland of America Park and Foundation, 2 casinos (just across the river), Omaha's Henry Doorly Zoo, Lauritzen Gardens, Western Heritage Museum, Joslyn Art Museum, Bemis Center for Contemporary Arts, and excellent shopping opportunities and restaurants.

The site of the conference is the \$220 million Qwest Center Omaha Convention Center and Arena that opened in 2003 and overlooks the Missouri River. It offers outstanding concerts, sporting events, and cultural activities that you may want to include in your conference agenda. For more information on the 2008 Nebraska State Human Resource Conference, or to register, visit: <http://shrm-ne.org/conference.htm>. **You won't want to miss this one!!**



## Board Member Spotlight



**Pennie Morgan**  
Certification Chair

**Pennie Morgan** facilitates a variety of soft skill presentations, workshops, and classes for Central Community College's Training and Development team. Pennie has over twelve years of diverse experience in the human resource field which includes benefits administration, employee relations, and the creation and implementation of training programs. Pennie is a certified True Colors® facilitator and a Ken Blanchard certified Situational Leadership® trainer. She has presented training and motivational materials to businesses and organizations nationwide. She is a graduate of Grand Island Leadership Tomorrow and serves on the Board of Directors for Central Nebraska Human Resource Management Association and Junior Achievement. Pennie has volunteered with Third City Sertoma for the past eleven years and has served as president and director of the board. Pennie Morgan holds a Bachelor of Arts Degree in Business Education with an endorsement in Diversified Occupations. Pennie is married and is the mother of three children. She enjoys golf, cards, scrap booking, and spending time with her family and friends.



**Terri Hongsermeier**  
Professional Development Chair

**Terri Hongsermeier** is a Nebraska native, growing up in Wood River and the oldest of eleven children. She and her husband Tom moved to their Ravenna farm 33 years ago. They have 2 married daughters, Dawn of Greeley, Colorado and Jennifer, currently of Cimarron Kansas but soon to be Schuyler, Nebraska! Grandchildren Aubrie (2 1/2 years) and Caden (9 1/2 months) keep them busy. Terri has been employed with Cabela's since October 1990, starting as a Customer Relations Associate in the Kearney Call Center and working in several departments before moving to HR 11 years ago. She is currently the HR Manager for the Grand Island Call Center but also helps out with Corporate and Retail projects, including helping with new store start-up in such locations as Fort Worth, Texas and Scarborough, Maine. Terri has been a CNHRMA member for approximately 5 years, the last 3 of which she's been serving as the Professional Development Chair. Terri enjoys spending time with family, the great outdoors, scrap booking and quilting.

# Managing Diversity in the Hiring Process

## **What does managing diversity in the hiring process have to do with winning the war for talent?**

Top organizations have come to understand and recognize the vital importance of a diverse workforce to achieving long-term success.

The secret of what differentiates good from great organizations-Great organizations demonstrate a sincere and strong commitment toward building a diverse workforce and managing diversity in the hiring process. Great organizations go beyond a sincere and strong commitment to actually developing a component within their recruitment strategy and hiring plan toward formally managing diversity in the hiring process.

## **What is diversity . . . and why is a representative workforce important?**

Diversity in the hiring process focuses on identifying and eliminating barriers to the employment of designated under-represented group members, for example, women, aboriginal people, people with disabilities and visible minorities. Its aim is to achieve and value a workforce that reflects the diverse composition of the larger community.

Best-in-class organizations recognize the importance of proactively examining employment equity and diversity at the beginning of the employment relationship - at the point of attracting and recruiting candidates. If there are obstacles that prevent certain candidate groups from viewing your organization as a desirable place to work, and from applying for employment . . . these obstacles will cause under-representation challenges as you progress through the selection process without the initial diversity in your pool of candidates.

The secret to success? If you start with a candidate pool that represents the diversity of the larger community, your chances of selecting, hiring, training, promoting and retaining a diverse workforce is far greater.

## **You've convinced me . . . how do I get started managing diversity in the hiring process?**

Successfully managing diversity in the hiring process is a 4-step process:

- Benchmarking where you are today . . . i.e. implementing a method to measure diversity at all stages of the hiring process;
- Understanding the designated under-represented groups (and availability) and definition of your greater community (provincial/state or national), in order to set meaningful diversity goals for workforce representation;
- Identifying, analyzing and eliminating barriers and obstacles to the employment of designated group members; and
- Ongoing measurement, analysis and monitoring of what is working and what requires further refining.

Representation is about understanding the importance of what barriers may be in place and equitably managing diversity in the hiring process to enhance workplace culture.

Organizations winning the war for talent have discovered:

- Increasing numbers of skilled workers are in designated groups;
- Diversity is an invaluable employee recruitment and retention tool;
- The power of recruitment technology and how it effortlessly tracks and reports on diversity and under-represented groups; and
- The significance in continuing to look for ways to strengthen recruitment strategies that tap into the full potential of an increasingly diverse workforce.

We invite you to visit our Resource Center to access and download the following information related to managing diversity in the hiring process:

- Considerations - Analyzing Diversity in the Hiring Process
- Canadian Fact Sheet on Members of Designated Groups

[http://www.northstarhr.com/managing\\_diversity.htm](http://www.northstarhr.com/managing_diversity.htm)

A special Thank you to Olivia D. Crimiel-Minor, our State Diversity Chair and to Joyce Carroll, our CNHRMA Diversity Chair for submitting this article to CNHRMA.