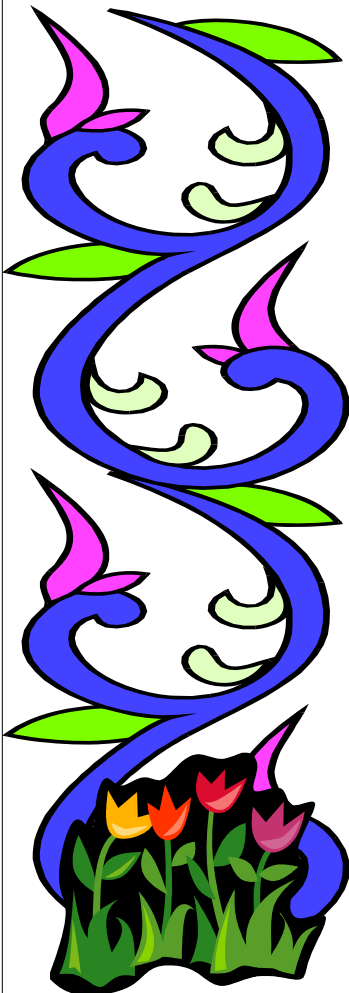


EXCHANGE OF IDEAS

April 2009

Volume 2, Issue 4



Crisis = Dangerous Opportunity An update on Sino (Chinese) HR practices

As part of a 39 member SHRM delegation, David Moody, SPHR and Chief Human Resources Officer for Salina Regional Health Center, saw first hand - from People's Republic Ministers to the head of Shanghai GM, the status of HR practices in China. In a land of 1.7 billion people, are there concerns about the quality of labor? The skills of the laborers? The brain drain to other countries?

The trip truly opened eyes to the beauty, culture, and issues that now are being addressed by HR professionals in China.

Please join us for a program that will provide a global perspective on HR.

Please notify
Kristi Hays
of corrections to this news-
letter.
I welcome your
comments, ideas and
suggestions!
Thank You!



April Sponsor

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Our Benefit Clients also have access to our Human Resource Consultants at reduced fees. With today's complicated employment laws, coupled with changes in Cobra and new HIPAA compliance requirements, it is nice to know Sunflower Insurance Group's clients have access to affordable and straight-forward answers to difficult questions and situations.

*Save the
date!!!!*

: Our annual SHRMANar will be held on June 18, 2009, in Salina. The topic will be Social Intelligence, Engagement and Leadership; and Positive Psychology in the Workplace. Further details will be provided in the next newsletter and via email.

NOTE FROM THE PRESIDENT



One quarter of 2009 is behind us, and the upcoming months will no doubt have opportunities for Human Resources professionals to "serve the professional and advance the profession". Two organizations have recently contacted me hoping that our membership would serve as a resource. I will go into some additional detail at the Thursday, April 16 meeting, but am optimistic thus far that the activities under consideration have great potential to make a difference in our community.

Speaking of membership, at a recent SHRMA Executive Board meeting, our luncheon policies and prices were reviewed. Due to the prices of the lunch and the gratuity, we need to increase the price of lunch effective May 1. Otherwise, our chapter takes a loss with every meal, as we do not charge enough to cover expenses. Also, we've had several questions about guests, sponsors, etc., so hopefully this will help.

"When you hire people that are smarter than you are, you prove you are smarter than they are."

R. H. Grant

Effective May 1, 2009

Luncheon

SHRMA Member: \$10

SHRMA Guest: \$0 (May attend as guest 1 time per year.)

Lunch - SHRMA Non-Member: \$12

Sponsors: Price of 1 lunch included with sponsorship

See you Thursday.
Natalie Fischer, PHR
SHRMA President



A "CRASH COURSE" on LEADERSHIP

Excerpt from Every Leader's Straight-Talk Guide to Job Success from Walk The Talk

The **10** most important words:

"What can I do to help you be more successful?"

The **9** most important words:

"I need you to do this, and here's why..."

The **8** most important words:

"That's my mistake and I will fix it."

The **7** most important words:

"My door is always open to you."

The **6** most important words:

"Let's focus on solving the problem."

The **5** most important words:

"You did a great job!"

The **4** most important words:

"What do YOU think?"

The **3** most important words:

"Follow my lead."

The **2** most important words:

"Thank You!"

The **MOST** important word:

"YOU"





On behalf of SHRMA,

"THANK YOU" for advertising in our monthly SHRMA Newsletter in our continuing effort to advance the HR Profession and serve the HR Professional.



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***"Rank does not confer
privilege or give power. It
imposes RESPONSIBILITY."***

~ Peter Drucker ~

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***"Integrity is not a 90
percent thing, not a 95
percent thing; either
you have it or you
don't!"***

~ Peter Scotese ~