



**SHRM**<sup>TM</sup>

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

What's New at SHRM?

Leading People.  
 Leading Organizations.

**WARNING** 12 REASONS NOT TO BUY AN LMS [Learn more »](#)

June 28 - July 1, 2009 in New Orleans, Louisiana.

SEARCH [Advanced Search](#)

Welcome Ms. Ann M. Byrnes SPHR

- ABOUT SHRM
- HR DISCIPLINES
- LEGAL ISSUES
- TEMPLATES AND TOOLS
- PUBLICATIONS
- RESEARCH
- EDUCATION
- CONFERENCES
- COMMUNITIES
- ADVOCACY

**SHRM Annual Conference**  
 A gathering of the greatest minds in HR  
 June 28-July 1, 2009  
 in New Orleans, Louisiana

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**SHRM ONLINE HIGHLIGHTS**

- ▶ SHRM Annual Conference
- ▶ Blog: Annual Conference
- ▶ Workplace Visions: Can Sustainability Survive?
- ▶ Participate: SHRM HR Salary Survey
- ▶ E-Learning: Compliance Training
- ▶ Express Requests



**SHRM**  
 SOCIETY FOR HUMAN RESOURCE MANAGEMENT

**Membership**

- ▶ JOIN/RENEW
- ▶ Member Benefits
- ▶ Find a Chapter
- ▶ My Profile

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**Latest News**

**Flu Requires Swift from HR**  
 HR professionals have to ensure that they are implementing emergency response plans for H1N1 virus spread, legal risks as well as safety risks. For more articles and resources, visit SHRM's [Safety & Security page](#). [More](#)

The new SHRM website was launched February 1, 2009! Redesigned for ease of use!

**Online Poll**

Since your last staffing budget was approved, has your organization changed its staffing plans?

Yes, we have cut back on the number of positions

Yes, we have

**Health Alert Was Slow to Emerge**  
 Despite huge efforts to make the reporting of disease outbreaks fast and automatic, there were significant

**Losing the Human Touch**  
 Budget cutbacks can reduce the human interaction that help prevent complaints and lawsuits, says Pamela Faqan Hutchins.

**AARP**  
 Medicare Supplement Insurance  
 provided by UnitedHealthcare Insurance Company

- Self-service, immediately accessible, online benefit that allows SHRM members to request and receive via email information on a wide variety of HR topics
- Express Request responses are available around-the-clock

[www.shrm.org/TemplatesTools/ExpressRequests/Pages/default.aspx](http://www.shrm.org/TemplatesTools/ExpressRequests/Pages/default.aspx)

- **Just a few topics:**
  - > Auditing HR Practices
  - > Calculators for HR Metrics
  - > Economic Stimulus Plan – Various HR Provisions
  - > Trends: Hiring & Pay Freezes
  - > COBRA's Gross Misconduct Exception

## HR in Economically Challenging Times Toolkit

[www.shrm.org/issues/economy](http://www.shrm.org/issues/economy)

- Includes a variety of resources designed to strengthen HR's essential role and to prepare your workforce during a down economy
  - > **Helping Your Organization Plan**
  - > **Helping Your Employees Cope**
  - > **Helping Yourself and Your Career**
  - > **Sample Forms and Policies**

## Sample Presentations for your use in your organization

- New Hire Orientation An Employee Communication Presentation
- Getting Along at Work – An Employee Communication Presentation
- Delegating Training for Supervisors
- Privacy Issues at Work Training for Supervisors
- Managing Interpersonal Conflict in the Workplace Training for Managers

<http://www.shrm.org/TemplatesTools/Samples/PowerPoints/Pages/default.aspx>

- Workforce Readiness
- Defined Contribution Plans
- Bankruptcy
- Alternative Scheduling
- COBRA
- HR Liability
- Mergers & Acquisitions

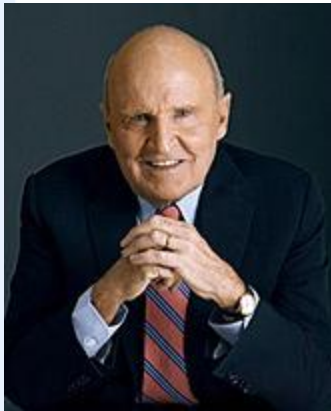
[www.shrm.org/TemplatesTools/Toolkits/Pages/default.aspx](http://www.shrm.org/TemplatesTools/Toolkits/Pages/default.aspx)

- Via Phone or E-mail
- Connects you directly to a PHR/SPHR certified HR Knowledge Advisor for assistance in REAL TIME!
- Get your questions answered without searching
- Accessible by phone from 8:30 a.m. - 8:00 p.m. (ET)

<http://www.shrm.org/TemplatesTools/AskAnHRExpert/Pages/default.aspx>



## Annual Conference & Exposition June 28 – July 1, 2009, New Orleans



Jack Welch



Earl Graves



John Kotter



Lee Woodruff

- Over 150 sessions on topics relevant to every stage of your career.
- Network and learn from the top minds in HR and business.
- Earn recertification credits for every program you attend – up to 26 available!
- Stay on top of the latest legislative efforts.
- New Sunday One-Day Registration of only \$395 available!
- Register before the May 29 cut-off and save \$115.

**Register  
Today!**

**[www.shrm.org/  
conferences/  
annual](http://www.shrm.org/conferences/annual)**



- Webcasts are one-hour online seminars
- **Count for recertification credit**
- Learn new HR information from your desk
- Webcasts are archived for viewing at any time

[www.shrm.org/webcast](http://www.shrm.org/webcast)

- **Featured topics:**
  - > **Managing During Tough Times**
  - > **Recording Rules for HR Professionals**
  - > **Workplace Drug Testing: Does Your Approach Work?**
  - > **Green Recruiting**

[www.shrm.org/Research/MonthlyEmploymentIndices/Pages/default.aspx](http://www.shrm.org/Research/MonthlyEmploymentIndices/Pages/default.aspx)

- Need data on what's really happening in the job market? The SHRM LINE Employment Report covers the service and manufacturing sectors on key areas for recruiting each month:
  - > Hiring expectations for the month ahead
  - > Month-to-month data on new-hire compensation changes
  - > Measure of recruiting difficulty of highly qualified candidates for the most critical positions



- Featured books:
  - > ***Investing in People*** by Wayne F. Cascio and John W. Boudreau
  - > ***Managing in Times of Change: 24 Tools for Managers, Individuals, and Teams*** by Michael D. Maginn
  - > ***Building Profit through Building People*** by Patrick Wright and Ken Carrig

- Recertification is easier!
- Track your activities and submit your application **online**
- Click on “My Recert File” at [www.hrci.org](http://www.hrci.org)
- Log in using the HRCI ID number and password which were assigned to you by HRCI