



E-NEWS



CCSHRM proudly presents....

The May Legal Update 2011

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Volume 5

It is CCSHRM's goal to continually offer HR specific training opportunities to enable our members to grow professionally. According to a research report released in January by consulting firm Bersin & Associates, the HR role is more challenging now more than ever with the need to increase levels of performance, acquire new critical skill sets, and keeping abreast of the latest technology. (read more about these research findings on page 3)

With ongoing changes to HR regulations and laws, we understand it's very difficult to stay up-to-date. That's why we carefully plan our programs to enhance your knowledge in a variety of HR areas.

Each year, CCSHRM along with our legal experts, Ogletree Deakins and Parker Poe, present a full day of presentations regarding the latest legal updates and topics that seem to be the areas of most concern to today's HR professionals.

Please join us on Thursday, May 19th for our CCSHRM May Legal Update 2011.. Registration and networking begin at 8:30 am followed by opening remarks at 9:00 am.

Attorneys Jonathan Crotty and H. Bernard Tisdale will lead a General Session discussing "What Happened in 2010 and Where are we now?" Concurrent breakout sessions will then begin covering topics such as FMLA, New ADAA and GINA Final Rules. Following lunch, concurrent sessions will continue discussing Social Networking, texting, etc and their impact on Employment Laws and the workplace as well as FLSA tips and traps.

All participating attorneys will then field questions from the attendees during the Ask the Experts panel discussion. The program will end around 3:30 pm.

The Legal Update will be held at the DiGiorgio Center at Winthrop University. Cost (including lunch) will be \$25 CCSHRM members and \$65 non-CCSHRM members.

Please visit our website at www.carolinasshrm.org to register and learn more details.

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Congratulations to the 2011 CCSHRM Scholarship Winner



Pictured from left to right: Michele Lorusso, President CCSHRM, Charlotte Brown, CCSHRM Scholarship Winner, and Anicia Stephenson, CCSHRM Core Leader, College Relations/Scholarships Chair

Charlotte Brown was awarded the 2011 CCSHRM Scholarships at our April Luncheon Meeting. Currently attending Winthrop University, she plans to graduate in December 2011.

Charlotte is majoring in Business with a concentration in Human Resource Management. She is an active Winthrop University SHRM member and serves as Vice President of Communications. In addition to pursuing her degree, she presently volunteers for AmericCorps.

The value of her scholarship totaled \$1250 with \$500 from CCSHRM, matched by \$500 from the Charlotte Chapter of SHRM, plus \$250 from the SC State SHRM.

Congratulations Charlotte.

CCSHRM April Luncheon Meeting

Tina Cronin, Director of Neurosciences and Stroke Director for Piedmont Medical Center in Rock Hill presented Brain Attack: A Medical Emergency. She explained how to identify the risk factors as well as signs and symptoms of a stroke BEFORE it happens using the FAST acronym meaning **F**acial weakness; **A**rm weakness; **S**peech problems; **T**ime to call 911.

Thanks to our April Meeting Sponsor:



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Many HR Departments Lack Crucial Skills for Success

A stepped-up level of performance and acquisition of new, critical skill sets will ensure that human resource organizations are equipped to help their companies drive bottom-line impact. However, many HR professionals are in as great a need of these skills as the proverbial cobbler's children are in need of shoes, a research report released January 26, 2011, by the consulting firm Bersin & Associates indicates.

The data from surveys and interviews with more than 720 global organizations found that overall spending levels, organization structure, and team size are far less impact on business performance than the skills of the HR professionals themselves.

"This research clearly shows that the days of bloated HR organizations focused on administrative tasks are over," said Josh Bersin, chief executive officer and president, Bersin & Associates. "Lean, technology-enabled, well trained HR teams are able to take advantage of modern talent practices and partner with business leaders to drive impact."

These findings emerged from a two-year global benchmarking study that looked at 14 talent management and HR effectiveness measures across global businesses. Among the measures examined include a company's ability to:

- Source the best talent
- Hire and onboard top candidates
- Identify and develop leaders
- Build a culture of learning
- Allocate compensation effectively
- Drive high performance through coaching and feedback.



Research findings revealed that:

- Companies that empower key HR professionals to take on a "strategic business partner" role create HR teams that outperform the average HR organization by 25% or more.
- Most HR organizations are poorly prepared for the future. They're not fully familiar with social networking, new career models, global recruitment and leadership, or enterprise change management.
- HR's strategic ownership of knowledge-sharing, collaboration and social networking drives greater business impact than many traditional HR strategies.
- Engaging in the leading-edge practice of workforce planning, including enterprise forecasting and skills-gap scenario planning, is one of the greatest drivers for business results.
- HR must continue to excel at the basics. Payroll, benefits and administration are still critical factors in business success, and today these functions must be globalized and deal with a highly contingent workforce.

The report, *The High-Impact HR Organization: Top 10 Best Practices on the Road to Excellence*, includes benchmarks, tools, case studies, operational frameworks and proven service models that define best-practice human resources organizations.

To read more click here: <http://www.shrm.org/hrdisciplines/orgempdev/articles/pages/skillsdictatehrsucces.aspx>

Join other HR Professionals who use their resources to improve their knowledge and keep abreast our changing world. SHRM provides a wealth of information on a national and local level. Become a CCSHRM member today! More info...www.carolinasshrm.org.



Chapter Meetings & Events



Regular Chapter Meetings are held the 3rd Thursday of each month
 Hilton Garden Inn (Dave Lyle Blvd)
 11:45 am to 1:15 pm—Program and Lunch (unless otherwise noted below)
REGISTER FOR AN UPCOMING MEETING BY VISITING OUR WEBSITE AT
WWW.CAROLINASSHRM.ORG

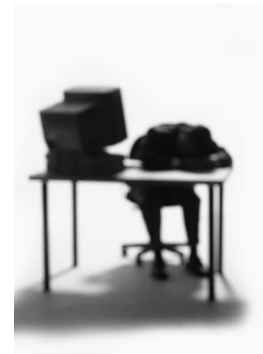
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DATE	TOPIC	RESOURCE PARTNER
May 19	Legal Update (Full day)	Parker Poe Ogletree Deakins
June 16	Monthly Meeting	Blackbridge Financial
July	No Regular Monthly Meeting <i>Board and Core Leadership Strategic Planning Meeting</i>	



Demands Contributing to Employees' Fatigue

From the manager who fell asleep in the office while working with a new employee, to the sous-chef who dozed off whenever he sat down in front of a computer to complete paperwork, to the call center employee caught snoozing at his desk, American workers are sleep-deprived. The main reason for workplace fatigue? Workplaces have too few employees to do the work that needs to be done, said HR leaders in the 2010 Workforce Management Trends Survey by WorkForce Software. Other top reasons they identified the disappearing boundary between home and work life, and employees' tendency to overwork out of fear of losing their jobs.



Source: HR Magazine, March 2011
 See related article *Why Companies are About to Start Hiring @* <http://finance.fortune.cnn.com/2011/05/06/why-companies-are-about-to-start-hiring/>

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