



# "EXTRA" April 2005 Newsletter



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## May 2005 BVHRMA Meeting / Seminar

*Where:* College Station Conference Center, Room 127

*When:* Thursday, May 5, 2005

Lunch begins at 11:45 a.m.

Session is 1:30 – 4:30 p.m.

*Speaker:* Jill Hickman

*Topic:* **Employee Retention: Selecting & Keeping the Best Good Luck or Good Tools?**

*Cost:* Seminar & lunch \$75, Seminar Only \$60

*RSVP:* [konny@igoergo.com](mailto:konny@igoergo.com) or 778-0502, #114, by April 28, 2005.

*CEUs* 2.75 hours

### ***"Thar's Gold In Them Thar Hills!!!!"***

Learn how your organization can identify the gold (employees with the talent, motivation, and fit for your organization) with the least amount of resources AND how to ensure that the gold continues to maintain its luster (performance)! This program simplifies the selection and retention process for you, providing the right map, tools and techniques to get the results you need!

**\*\*Increase your awareness of what's happening out in the land of golden opportunity** in respect to changing labor conditions.

**\*\* How to prospect effectively for the best gold and precious metals!** Identify tips, techniques, and tools to get the best results from your employees and business operations.

**\*\* Prospecting tools:** Recognize criteria for ensuring selection of appropriate, reliable, valid assessment tools - to purchase or compare criteria with tools you are currently using

**\*\* Mining the *gold once you find it.*** Learn techniques for improving existing employee performance and how to maintain maximum performance results.

**Jill Hickman** is a training consultant certified by the WBEA and State of Texas HUB program as a minority, woman owned business, specializing in the design of strategic planning sessions, customer service, sales training, leadership development, and train-the-trainer programs.

Brazos Valley HRMA is an affiliate of SHRM (Society for Human Resource Management). For more information about HR employment, résumé's for individuals seeking a career in HR, and to find helpful links to other HR relevant web sites, go to

[www.bvhrma.org](http://www.bvhrma.org).

## **Legal News for HR**

### **Worker's Compensation Reform Bill Passes Texas House**

House Bill 7, the workers' compensation bill authored by Chairman Burt Solomons, passed the full House of Representatives on Wednesday, March 30, 2005 with only three voting against the legislation on the decisive vote.

Over 40 amendments were filed and 27 were adopted. Two amendments which would have negatively impacted Texas non-subscribing employers were withdraw, thus preserving an employers' ability to opt out of the system. HB 7 is the largest workers' compensation reform bill to pass the House since 1989. It creates networks of credentialed health providers to treat injured workers, improves health care access and results, gets injured workers back on the job in a timely fashion and helps contain health care costs.

In addition, the legislation abolishes the Texas Workers' Compensation System and moves the regulatory functions to the Texas Department of Insurance.

Now House Bill 7 and Senate bill 5 (the Senate's workers' compensation reform bill) must be reconciled, before proceeding to the Governor's desk.

*\*\* From "State Affairs Update" April 1, 2005, the legislative Briefing of the Issues Affecting Your Business. State Affairs Update is produced by the Texas Association of Business. For more information contact Theresa Drew at 512.477.6721, ext. 112 or [tdrew@txbiz.org](mailto:tdrew@txbiz.org).*

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### **BVHRMA Meetings 2005**

May 5, 2005, 11:30am	Networking lunch with 1/2 day session on Employee Retention by Jill Hickman	College Station Conference Center
June 2, 2005, 11:30am	TBA	College Station Conference Center

### **Upcoming Seminars & Conferences**

<p><b><u>EMA Conference &amp; Exposition</u></b>          April 20-22, 2005 in Dallas, TX  <a href="http://www.shrm.org/conferences/ema/">http://www.shrm.org/conferences/ema/</a></p> <p>This conference dedicated to HR professionals specializing in employment and staffing and is specifically designed to focus on the distinctive interests and professional development needs of employment professionals.</p>	<p><b><u>1<sup>st</sup> Annual Texas Diversity &amp; Leadership Conference</u></b>          May 9-11 in San Antonio  <a href="http://texasdiversitycouncil.org/conference/">http://texasdiversitycouncil.org/conference/</a></p> <p>Designed to provide a platform for dialogue on inclusion and diversity-related issues that impact our state. Participants will share best practices and strategies for integrated diversity initiatives to link business goals to workplace, marketplace, and community diversity objectives.</p>
<p><b><u>SHRM Annual Conference &amp; Exposition</u></b>          June 19-22, 2005 in San Diego, CA  <a href="http://www.shrm.org/conferences/annual/">http://www.shrm.org/conferences/annual/</a></p> <p>Certificate programs, SHRM Academy, the Masters Series featuring world-renowned experts in the field of management sciences, and a variety of other educational programs all designed with your HR needs and development in mind.</p>	<p><b><u>HR Southwest</u></b>          October 25 – 28, 2005 in Ft. Worth  <a href="http://www.hrsouthwest.com">http://www.hrsouthwest.com</a></p> <p>“HR: A Hallmark of Excellence” is this year’s theme for this regional conference that offers world known keynote speakers, extensive education sessions, and networking opportunities.</p>

## 2005 HR Southwest Conference and Exposition “HR: A Hallmark of Excellence” October 26 – 28, 2005



October may seem several months away, but the progress toward an “Excellent” conference is already underway. And in addition to the quality speakers and sessions available at the conference, did you know that for every BVHRMA member that attends HR Southwest, our chapter receives credit in the grant program? Between now and October, BVHRMA’s Ambassador for 2005 HR Southwest conference, Tom Owen, will be providing us information about this conference in Ft. Worth. This month, he is pleased to announce the following Keynote Speakers:

### **Michael Israel, “3-D Art in Concert”**

Wednesday Opening Address

When imagination exceeds reality, dreams are born. Internationally renowned artist Michael Israel creates visual and emotional spectacles that are truly unforgettable. The passion and intensity of his “3-D Art in Concert” performances have inspired and humbled audiences around the world. Acknowledged as a master in many mediums, Israel’s work comes to life on stage as music explodes and paint starts to fly. With several paintbrushes in each hand, sometimes using only his hands, Israel transforms larger-than-life, rotating canvases into spectacular, 3-D masterpieces pulsing with vitality and color.

### **Jimmy Tingle, “Uncommon Sense”**

Thursday Luncheon Keynote

Regarded as one of the top social commentators and humorists in the country, Jimmy Tingle will bring his light-hearted humor, in a very special way, to you in his presentation titled “Uncommon Sense”. His early background, growing up in Cambridge, Massachusetts, gave him the social, political and economic diversity of that city which laid the groundwork for his development as a performer and satirist.

Jimmy has many accomplishments to his credit, including the recently completed two seasons with *60 Minutes II* on CBS as humorist/ commentator in the Andy Rooney spot. He has appeared on the *Tonight Show*, *Larry King Weekend*, *The Late Show with Conan O’Brien*, *The Late Late Show with Tom Snyder*, *The American Comedy Awards*, as well as his own HBO comedy special. He’s active in movies and appeared as a television talk show host in Chris Rock’s film, *Head of State*.

Jimmy’s theatrical credits include writing and starring in his own one man show *Jimmy Tingle’s Uncommon Sense*, *The Education of an American Comic* in New York where it has received stellar reviews. In Los Angeles, he was nominated for “best male solo performance” by *L.A. Weekly*. Most recently, he has opened Jimmy Tingle’s Off Broadway Theater in

Somerville, MA, where he presents a wide variety of entertainment programming.

### **Joan Lunden**

Friday Closing Keynote Address

Joan Lunden’s multifaceted career as an accomplished broadcast journalist, author, businesswoman, health and wellness advocate, and civic leader distinguishes her as a pillar of excellence. Ms. Lunden, considered one of the most recognized and trusted television personalities, was projected into American homes for nearly two decades as the co-host to ABC’s “Good Morning America.” She continued to display her unique talents and experience as executive producer and host of the weekly series “Behind Closed Doors” from 1996-2001. Her work from this show garnered attention from the U.S. Military as she received their highest honor given to a non-Federal civilian, the Decoration for Distinguished Civilian Service.

Throughout her media career, Ms. Lunden has covered the administrations and inaugurations of Presidents Ronald Reagan, George Bush, and Bill Clinton. She has journeyed to places never before seen in television including the Central Intelligence Agency Headquarters, the Betty Ford Clinic and the Pentagon. She has broadcast on location from over 20 countries in every corner of the world. In addition to being a successful media personality, Ms. Lunden has authored numerous books on various subjects including *Joan Lunden’s Healthy Living*, *A Bend in the Road is Not the End of the Road*, and *Joan Lunden’s Wake-Up Calls*.

Joan Lunden’s strive for excellence illustrated in her myriad of media events extends into her family life as well. She has endeared herself to the American public not only as a media personality but also as a dedicated working mother. Ms. Lunden has won the acceptance of many working parents through sharing her experiences on maintaining a balanced life through popular publications such as *Ladies Home Journal*, *Women’s Day*, *People*, and *Good Housekeeping*. She has five children including a set of twins and later this year she and her husband will welcome another set of twins into their family.

Ms. Lunden’s diverse background has created the perfect pallet from which to speak, thus adding nationally renowned speaker to her repertoire.

Don’t miss out on the opportunity to experience “Excellence” first-hand! You may use the registration form attached separately to this newsletter. Registration is also available online at [www.hrsouthwest.com](http://www.hrsouthwest.com). You may also contact Amy Westerman at [attendees@hrsouthwest.com](mailto:attendees@hrsouthwest.com) or at 214-631-7476 x 26.