



July 2007

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HR Must Knows

Who: Dorothy Granfor

Topic: HR Must Knows

What: BVHRMA Monthly Meeting and Luncheon

When: Thursday, July 5, 2007 from 11:30 to 1:00

Where: College Station Conference Center, 1300 George Bush Drive, College Station, TX

Cost: \$10 for members \$15 non-BVHRMA members

RSVP: n-felcman@tamu.edu or www.bvhrma.org

Topic Description: HR professionals are always on the lookout for “must know” information. Keeping up to date with all changing matters is critical to the success of our businesses and our employees. Please join us for an interactive session with Dorothy Granfor the Texas State Council District 15 Director, as she talks about where to go to get up to date information on topics such as compensation, legal, legislative, governmental affairs, job postings, and many others.

HR Southwest 2007

October 23-26, 2007 | Fort Worth Convention Center | Fort Worth, Texas

The first early registration deadline for HR Southwest has passed (6/15/07) but the next early registration deadline is rapidly approaching. You can save \$50.00 if you register for the 66th Annual HR Southwest Human Resources Conference and Exposition by August 31, 2007. The conference takes place October 23-26, 2007 at the Fort Worth Convention Center. For more information go to www.hrsouthwest.com or contact our chapter ambassador Tom Owen at (979) 458-6690. When registering, make sure to include our chapter name (BVHRMA) and the name of our chapter ambassador (Tom Owen).

SHRM Upcoming Events...

HR Southwest 2007

October 23-26, 2007 | Fort Worth Convention Center | Fort Worth, Texas

Strategic HR Conference

October 10-12, 2007

Tampa Marriott Waterside Hotel & Marina | Tampa, Florida

Workplace Diversity Conference & Exposition

October 18-20, 2007

Philadelphia, PA

July Diversity Dates

- 1 - Lammas and Lughnassad (Britain, Pagan, United States)
- 4 - Nelson Mandela Arrest: 44th Anniversary
- 11 - Bon Festival/Feast of Lanterns (Japan)
- 14 - Pakistan's Independence Day
- 15 - India's Independence Day
- 15 - Liberation Day (Korea, South Korea)
- 26 - Women's Equality Day (United States)
- 28 - March on Washington Anniversary

For information on the SHRM Workplace Diversity Conference & Exposition, October 18 – 20, 2007, in Philadelphia, Pennsylvania, visit the conference website at <http://www.shrm.org/conferences/Diversity/>

The Myth of Generational Differences

Much of what we read today focuses on the fact that there is or will be a shortage of skilled workers to fill critical positions. The fact that we have baby boomers retiring and difficulty filling positions makes it even more important that we retain our high performing employees. Ensuring that the four generations in today's workplace work well together can be a challenge. The SHRM website has a Generations Toolkit at http://www.shrm.org/hrtools/toolkits_published/CMS_020287.asp to inform and assist you. Rebecca Hastings, in her June 2007 article titled "*The Myth of Generational Differences*", states that Jennifer Deal, a research scientist with the Center for Creative Leadership (CCL), says that employees, regardless of age, basically want the same thing. Following is an excerpt from the article:

According to Deal's research:

All generations have similar values. Many people talk about the enormous differences in values between older and younger people as if these differences were an established fact. The most striking result of the research, Deal says, is how similar the generations are in the values that matter most. Family tops the list for all of the generations.

Everyone wants respect. We often hear that that younger people are disrespectful of older employees and those in authority. We hear complaints that older people show no respect for younger talent and ideas. Everyone wants respect, but the generations don't define it in the same way. In the study, older individuals talked about respect in terms of "giving my opinions the weight I believe they deserve," while younger respondents characterized respect as "listen to me; pay attention to what I have to say."

Leaders must be trustworthy. Different generations do not have notably different expectations of their leaders. Above all, people of all generations want leaders they can trust.

No one really likes change. The stereotype is that older people resist change while younger people embrace it. These assumptions don't stand up under the research, which found that people from all generations are uncomfortable with change. Resistance to change has nothing to do with age; it has to do with how much you stand to gain or lose as a result of the change. (*Generation continued on page 4*)

Generation Continued from page 3

Loyalty depends on context. It is said that younger generations are not as loyal to their organizations as older workers. But the research shows, for example, that the amount of time a worker puts in each day has more to do with his or her level in the organization than with age. The higher the level, the more hours worked.

Everyone wants to learn. Learning and development were among the issues brought up most frequently by people of all generations. Everyone wants to learn and to make certain they have the training to do their job well.

Everyone likes feedback. According to the research, everyone wants to know how they are doing and wants to learn how to do better.

BVHRMA Upcoming Events...

Unless otherwise noted, monthly meetings/luncheons are held on the first Thursday of every month from 11:30AM to 1:00PM at the College Station Conference Center, 1300 George Bush Drive, College Station, TX

AUGUST 2	Roemer Visser Professor Mays Business School Generational Meshing in the Workplace
SEPTEMBER 6	Bob Cartwright Intelligent Compensation, LLC Compensation
OCTOBER 4	TBD
NOVEMBER 1	Dr. Elizabeth Umphress Assistant Professor Mays School of Business Diversity and Ethics
DECEMBER 6	Holiday Social