



# JSAHR Matters

JERSEY SHORE ASSOCIATION FOR HUMAN RESOURCES • SPRING 2011

## President's Message

Finally, springtime! After a long winter at the Jersey shore, spring has arrived. As we begin to enjoy this new season, it is important to take some time and think about how we want to grow and develop as Human Resources professionals.

First, think about your career. Is it going the way you want? Are you continuing to grow and develop as an HR professional and business person? What skills or knowledge do you want to gain in the coming months? All of these are important questions that I hope you will ask yourself.

The Jersey Shore Association for Human Resources (JSAHR) and the Society for Human Resources Management (SHRM) are committed to helping you grow in the profession. All of the monthly JSAHR meetings are approved for HRCI continuing educational credits. Our spring and fall study groups help prepare members for the PHR and SPHR examinations. These certifications are recognized worldwide as representing the highest standards of Human Resources professionalism.

SHRM continues to provide a wide variety of conferences and seminars to help you develop professionally. The annual SHRM Conference will be held on June 26-29, 2011, in Las Vegas. This is a great way to network with other professionals and gain additional knowledge and skills in a fun and interactive venue.

As always, thanks for being part of JSAHR. Your membership is very much valued and appreciated.

Regards,  
BOB  
Robert P. Kane

## UPDATE FROM THE DIVERSITY AND INCLUSION COMMITTEE

In December 2010, the Diversity Committee launched a survey to take the pulse of our membership. Our goal was twofold: to find out which diversity topics and issues members wanted to learn more about; and to gauge the diversity of our chapter membership. Armed with this information, the committee is in a better position to accomplish our mission of achieving membership diversity and keeping our members informed about practices and issues related to diversity and inclusion. Approximately 25 percent of JSAHR members responded to the survey. *(continued page 2)*

## SPONSORSHIPS

Thank you to our sponsors. Their generosity enables JSAHR to better serve you, our members. The financial support the sponsors provide helps to defray the costs of meetings. It also funds our education and charity efforts. Please show your thanks by patronizing our recent sponsors:

Klink & Co. Inc.  
Kessler Rehabilitation  
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High Point Insurance  
Employers Association of New Jersey

*To learn more about sponsorship opportunities, please visit our Website or contact Dave Kostka or Bob Kane.*

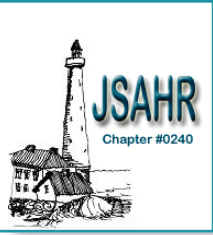
## JSAHR Matters

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(Update from the Diversity and Inclusion Committee continued)

## And the Survey Says...

According to the survey, JSAHR members are most interested in learning more about strategies for diversity and creating inclusion in their organizations. When asked "Which diversity related topics are you interested in learning more about?" members responded:

Topic	# Responses	%
Strategies for diversity and inclusion	33	64.71
Generational differences	27	52.94
Building relationships in a diverse team	26	50.98
Bullying/harassment prevention	20	39.22
Employing people with disabilities	18	35.29
Avoiding ethnic stereotyping	13	25.49
Gender differences	12	23.53

We will use this data to help guide future programming as well as topics for the Diversity Minute.

To gauge the diversity of our chapter membership, the survey asked a series of demographic questions, including age, race, religion, and ethnicity. Here are the responses to a sample of the demographic questions:

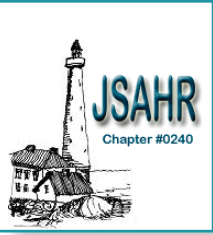
What is your age?	# Responses	%
20-29	4	7.84
30-39	5	9.8
40-49	15	29.41
50-59	14	27.45
60-69	13	25.49

What is your race	# Responses	%
Black or African-American	2	3.85
White	48	92.31
Asian	1	1.92
Hispanic or Latino	1	1.92

Do you consider yourself part of an ethnic group? If yes, please indicate:	# Responses	%
No	25	50
Yes – Hispanic/Latino	1	2
Yes- Italian	15	30
Yes - Irish	5	10
Yes - Chinese	1	2
Yes - German	2	4
Yes - American	2	4
Yes - French	2	4
Yes - Jewish	2	4
Yes - Native American	1	2
Yes - African-American	1	2
Yes - African	1	2

The full survey and responses are available on the chapter Website at [www.jsahr.shrm.org](http://www.jsahr.shrm.org).

(continued page 3)



*(Update from the Diversity and Inclusion Committee continued)*

## Next Steps Patricia Licata, Chair, Diversity and Inclusion

The Diversity and Inclusion Committee is using the survey data to help craft a panel presentation for a future JSAHR meeting. We're in the process of researching companies with successful records of diversity and inclusion. We'd love the input of any

member who can recommend an organization that has a good story to tell and strategies to share. If you want to recommend such an organization, including your own, please contact us.

## JOB FAIR

Long time JSAHR members know that the Diversity and Inclusion Committee has devoted considerable time and effort to sponsoring the annual JSAHR Diversity Job Fair. In 2010, the committee partnered with the Monmouth County Workforce Investment Board and several other local organizations to host a job fair at Brookdale Community College on October 26. Over 90 employers and more than 1000 job seekers participated.

To help job seekers be more successful in their job search,

members of the JSAHR Diversity and Inclusion Committee led workshops on job search strategy, resume writing, interviewing skills and preparing for a job fair. Several of these workshops dealt with the issues faced by people who felt their age would be a hindrance in their search, and one workshop was devoted to job search strategies for people with disabilities. More than three hundred people attended the workshops, which were conducted at the job fair as well as in the weeks leading up to the job fair.

## College Relations Update

Please contact Liesl Gabeau ([lieslg@zebrapen.com](mailto:lieslg@zebrapen.com)), College Relations Chair. We are still looking into potential relationships with area universities and possible programs are in the planning stages for a student committee. Once this is implemented, we will need Mentors/Coaches, if you are interested join the College Relations committee.

In addition, if you have any internships or entry level positions that will be available in the coming months, please contact Liesl Gabeau at [lieslg@ZebraPen.com](mailto:lieslg@ZebraPen.com). Thanks.

## MAKE CERTIFICATION YOUR PLAN FOR 2011

If you're reading this, the chances are you or a colleague has been thinking about obtaining human resources certification. So what's stopping you? The Professional of Human Resources (PHR) or Senior Professional of Human Resources (SPHR) designation is right at your fingertips and JSAHR can help you achieve it.

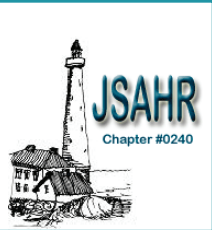
Think of the many benefits associated with having your PHR or SPHR. You can build your self-confidence and show others that you are current in your understanding of the many facets of HR management. Your resume would even thank you as you would become more marketable for the more competitive positions in today's tough job market.

Our chapter holds a SHRM-approved study group for six weeks twice a year to allow preparation of both the May/June and December/January testing windows. Each weekly session provides group discussion on HR subject matter contained in the SHRM

Learning System, a publication that helps to prepare people for the exam at their own pace. Participants come with questions and facilitators are prepared to answer questions before, during, and even after each session. Fall classes will be held tentatively at Seabrook Village in Neptune on Thursdays from 6:00 to 8:00 p.m., beginning in September.

The JSAHR Study Group affords the participant with a discount on the SHRM Learning System, test-taking tips, group interaction, continuous guidance leading up to the exam, and the opportunity for future involvement as a future facilitator once you've met your goal.

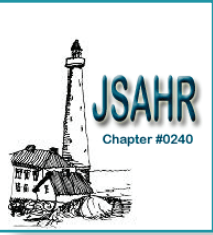
For more information, including how to register for the next study group, please contact Chris Labno, Director of Certification, at [chrislabno@hotmail.com](mailto:chrislabno@hotmail.com).



## Welcome New Members!

***Please welcome our newest JSAHR members:***

**Chris Albanese, Sr. Associate** - Mercer Consulting  
**Trish Allen, HR Rep** - PhysiciansT Practice Enhancements LLC  
**Nicole R. Barry, Manager** - Gucci Group  
**Gerri Burns** - IDT Secure  
**Tara Chambers, SPHR, CCP**  
**Jennifer Chao, HRIS Analyst** - Vonage  
**Andrew Cinque** - UBS Financial Services  
**Fred J. Davis, Business Development Manager** - Ultimate Software  
**Linda Dolceamore, Principle** - Dolceamore Associates LLC  
**David J. Dragonetti, SPHR** - Dolceamore Associates LLC  
**Christine Esposito, Recruiting Director** - Guardian Life Ins. Co. of America  
**Lisa Ann Finn, Director of Human Resources** - Kasowitz, Benson, Torres & Friedman LLP  
**Curtis Fox, Associate** - Giordan Halleran, & Ciesla, P.C.  
**Maureen Grumka, Director, Human Resoources** - Bruno Scheidt, Inc  
**Bruce Gsell, Managing Director Investments** - Merrill Lynch  
**William Hill Professor** - Monmouth University  
**Cindy Knab, SPHR, GPHR, HR Manager** - R-Tape Corp.  
**Patricia Lee, Human Resource Specialist** - Horiba Jobin Yvon  
**Rise Maria Legato**  
**Christen Loveland, HR Coordinator** - Osteotech, Inc  
**Elizabeth McNeilly, Financial Advisor** - Ameriprise  
**Sharon McTighe**  
**Paula A. Milmoie, Human Resources** - Ansell Grimm & Aaron PC  
**Nicole Ostrander, SPHR, Sr. Staffing Specialist** - Quest Diagnostics  
**Victoria Passerella, HR Specialist, Industrial Controls**  
**Marissa E. Picucci, SVP Corporate UW** - HSB  
**Claudia Pineda, Human Resource Specialist** - Industrial Controls  
**Paula Reimers, Branch Manager** - JouleT Staffing Solutions  
**Gail M. Russell, HR Generalist Manager & Diversity Office** - Monmouth Medical Center  
**Lorraine Russo, Director of Operations & Human Resources** - Bathgate, Wegener & Wolf  
**Usman Saliu-Ibiefo, Coordinator OD/HR** - EngenderHealth  
**Lauren Santay, HR Administrator** - Woodlake Country Club  
**Sarah J Somerset, Associate** - Giordano Halleran & Ciesla, P.C.  
**Regina Staehle, PHR, Human Resources/Payroll** - Beacon Hill Country Club  
**Jill Stambler, Sr. Director H. R.** - IVC  
**Samaris Tassinaro, Marketing Director** - Care One of Wall and Jackson  
**Kevin Thompson, President & CEO** - Inspired Communications  
**Eleanor Unger, HR Manager** - Component Hardware Group



## GSC 2011 ANNUAL CONFERENCE UPDATE

Join us at the Garden State Council SHRM Conference on October 23, 24, 25, 2011 - which is celebrating its 20th anniversary. The theme for this year's conference is Educate, Evolve and Execute and promises to be a great learning opportunity to earn credits for your PHR\SPHR\GPHR. The conference committee is very excited this year with the change in venue - this year it will be in Atlantic City at the Convention Center, which is across the street from the Conference Hotel, the Sheraton. Check out the GSC Website over the next month or so at [www.gscshrm.org](http://www.gscshrm.org).



Carolyn Broderick, 1st VP, JSAHR, Jerry Dropcho, Garden State Council SHRM President, Phyllis Shurn- Hannah, Eastern Region SHRM Director, Bob Kane, JSAHR President - at the March 2011 Meeting

## Membership Update Evelyn Cook, Chair, Membership

As JSAHR membership has evolved, so has our Membership Committee – we now total eight members! Many thanks to our veteran committee participants for shaping our group and welcome to our newer members– we are excited for your fresh contributions. Many committee members, both new and veteran, share staffing industry experience in common. We combine our professional backgrounds to source potential new members for JSAHR.

Examining our roster, we noticed that senior Human Resources executives are a minority in our chapter. Everyone would benefit from hearing viewpoints of those with senior level experience. Thus, we encourage JSAHR members to bring your senior level HR executives as guest invitees to our future meetings.

Additionally, our committee has two main focuses for early 2011. Updating our membership roster is our first goal. To do this, we will execute an organized call campaign to reactivate inactive JSAHR members. Veteran members contribute invaluable historical perspective to our organization so their ongoing participation is crucial to JSAHR's evolution. Second, we are also developing an e-survey to study membership particulars of lapsed members in order to discover reasons for their absences. Our mission is twofold: to use this data to increase satisfaction for our current JSAHR participants as well as better market the organization to perspective members.

As always, we welcome your feedback, so please reach out to committee members with your helpful suggestions!

## JSAHR Programming Committee Brief Tom Crowell, Chair, Programs

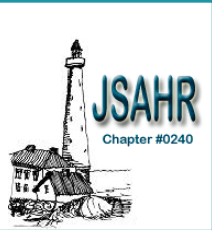


The programming committee has scheduled some stimulating meeting topics for the next few months. Our program for April 14th featured Don Swanson, professor of communications at Monmouth University, who discussed Conflict Management. Dr. Swanson outlined areas to help resolve conflicts within organizations and identified the global

reasons behind conflicts and ways to use conflict effectively.

Our meeting on May 12 will be presented by Jack Gottlieb of the Total Solutions Group. Jack will talk about the strategic alignment of people, resources and strategy. Jack has presented this at Garden State SHRM where it was very well received. This program is pending approval for strategic HRCI credit.

We have a few topics under consideration for our meeting on June 9. Please check our Website for details on this meeting. This will be the last meeting as we take a summer break and return with more programs starting in September.



JSAHR is hosting a Networking Dinner and Vendor Fair!  
Mingle with HR folks, win prizes, enjoy good company and  
learn how you can be creative and innovative!

*“cOLOriNg OuTsiDe The LiNeS”*



*presented by: JEFF TOBE*

JUMPING BROOK COUNTRY CLUB  
210 Jumping Brook Road ♦ Neptune, NJ 07753

Wednesday May 26, 2011

Networking from 6-7:30 PM, Dinner/Program at 7:30 PM

COST - \$45 for JSAHR Members \$50 for Non-Members

*This high-energy, participatory, humorous session has received outstanding reviews from diverse HR professionals around the world. Certified Speaking Professional, Jeff Tobe, challenges you to step outside your comfort zone in positioning yourself more creatively than ever before. He provides the insight you require to give yourself the “competitive edge” for which we all strive in the HR profession! To be effective in today’s marketplace, you must be creative and innovative for survival. Actually, you must stay ahead of the marketplace. Coloring Outside the Lines helps participants effectively use their innate creativity to their benefit in both their professional and personal lives.*

*Certified Speaking Professional, Jeff Tobe’s credentials are impressive. Insider Magazine recently dubbed him “The Guru of Creativity” and readers of Convention & Meetings Magazine recently chose him as one of the top 15 speakers in North America. Tobe has earned this reputation through his trademark presentation, “Coloring Outside the Lines.” As one of the top 10 rated speakers at SHRM National 2009, and the top rated speaker at GSC SHRM 2010, he speaks to HR groups around the world. He is the author of the book, Coloring Outside the Lines and the co-author of The Communication Coach and The Sales Coach. If you need to learn critical career skills for the new workplace, AND want to have fun doing it, then join the JSAHR and Jeff Tobe for “Coloring Outside the Lines.” This meeting has been awarded 1 GENERAL Credit hour towards HRCI recertification.*

***Vendor table opportunities available for \$100 (includes one dinner).***

***In addition, we are also looking for sponsorships for this event.***

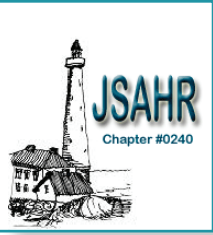
***Please contact [sharon0192@optonline.net](mailto:sharon0192@optonline.net) or [jsahradmin@atbcelebrations.com](mailto:jsahradmin@atbcelebrations.com)***

***Please join us! Reservations deadline is May 1.***

***Reservations available by e-mail [jsahradmin@atbcelebrations.com](mailto:jsahradmin@atbcelebrations.com) or phone 732-270-5204***

***MUST prepay by May 15, 2011 to avoid \$10 late fee.***

***Make check payable to JSAHR and mail to: PO Box 1224, Toms River, NJ 08754***



## MEMBER SPOTLIGHT: Tom Crowell

Ask Tom Crowell about himself and you will immediately feel inspired by his passion for volunteerism. Besides successfully navigating an eighteen-year career in HR benefits and spending time with family, Tom gives his time generously to two meaningful organizations to which he has personal connections. He takes pride in seeing his efforts result in positive outcomes for all involved parties. Tom's philosophy is simple: he loves his family, friends and the causes to which he is committed.

First, Tom serves as president for the Lacey Little League. From February through July, Tom devotes his Saturdays to working with Lacey Township's youth. He relishes the variations of his leadership role. He energetically describes screening vendors for the snack bar, declaring the fields fit for practice during unfavorable weather, reviewing participant applications, and coordinating with the township to improve site conditions. Tom cites his two sons as his inspiration for his Little League involvement. Reflecting on his childhood baseball experience, Tom actively ensures that his sons and other local children experience the same joy that he remembers from his youth. Tom's goal is that all participating children, regardless of ability, have a positive athletic experience.

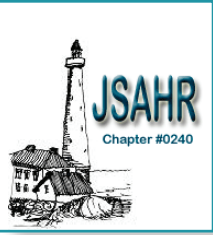
Additionally, Tom volunteers for the National Multiple Sclerosis Society. After being made aware of MS through a family member's diagnosis, he joined the New Jersey Metro Chapter. This year, Tom is the Site Coordinator for the upcoming MS walkathon in Seaside Park. For this event, fifty volunteers give their time to coordinate this charity fundraiser. Last year the walk raised \$90,000 and they hope to exceed that amount in 2011.



Tom Crowell, Chair, JSAHR Programming with Abby Kohut, March 2011 Meeting Presenter, 'How to Keep Your Best Employees From Leaving'

Tom credits his flexible work schedule for his multi-faceted work/life balance. Tom's role as a Senior Benefits Consultant for Hafetz & Associates varies daily. His clients' needs always differ, so Tom exercises flexibility to better serve them. He works at his clients' convenience, creating a successful partnership with them. He also believes in planning and creativity, two aspects that he focuses on each morning. Tom rises before seven o'clock and uses his morning productively, often surprised with how quickly the hours pass.

Tom has also found time to be a JSAHR member for ten years. He is the chairman of our Programming Committee for the second year. Tom reflected on JSAHR's evolution, observing that during his tenure our chapter has grown into a top-notch professional organization. He proudly recognizes JSAHR's efforts to expand professional development opportunities for our members and looks forward to our future.



## Foundation Corner

Marti Bookstein, SPHR, Director,  
Chapter Charity Champion

### JSAHR Donates \$1000 to Monmouth Cares

The Jersey Shore Association for Human Resources (JSAHR) is committed to giving back to our profession and helping people in need within the communities in which we live and work. Our efforts include donating \$1.00 per meeting for every paid attendee. These funds plus additional fundraising efforts throughout the year will be presented to a designated organization or group in January.

The Jersey Shore Association for Human Resources (JSAHR) donated \$1000.00 to Monmouth Cares as part of its support to helping people in need within the communities in which we live and work.

Monmouth Cares, a JSAHR Member, is a private nonprofit agency that is part of the New Jersey Division of Behavioral Health Services (DCBHS) System of Care for Children. This agency is a Care Management Organization that uses a wrap-around model to help children and families. Its mission is to facilitate positive change so that children with emotional and behavioral problems along with their families have the greatest opportunity to live, thrive, develop and lead as free and normal lives as possible in their communities.



Bob Kane, JSAHR President with Chuni Li, Recipient of \$1000 Donation for Monmouth Cares

## United Way of Monmouth County Selected as 2011 Charity

The United Way of Monmouth County is dedicated to improving the lives of people in Monmouth County by mobilizing the caring power of our community. This organization builds a better life for all in Monmouth County by advancing the common good in education, income and health.

Members of United Way achieve this by:

- Collaborating with diverse community partners.
- Being the leaders in gathering and investing resources to create lasting change.
- Communicating measurable results and promoting our strategies and achievements.
- Identifying and advocating for underlying causes in health and human services.

Underneath everything we are, underneath everything we do, we are all people: Connected, Interdependent, United. And when we reach out a hand to one, we influence the condition of all. That's what it means to LIVE UNITED.

For additional information, please go to [www.uwmonmouth.org](http://www.uwmonmouth.org).

## HR Transition Update

Donna Coulson, Transition Group Leader

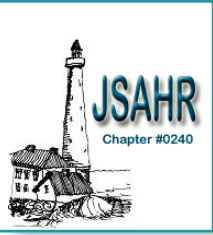
The times are still lean and mean; however, in January six of our members landed in companies we finally have heard of!! There were six placements in the 4th quarter of 2010. Continue to share your leads: e-mail Donna Coulson—put your job opening in the body of your e-mail as we cannot send attachments in our HR Transition YahooGroups—[donna@liveyourlifecoach.com](mailto:donna@liveyourlifecoach.com)  
Thanks!

Congratulations to those who earned SPHR/PHR Certification (let us know if you recently earned your designation or recertified so we can recognize you in this newsletter and at meetings!)

Lisa Gruber PHR Passed  
Stacey McColgan PHR passed

Lucille Magdalena SPHR passed





## JSAHR Member “In-Transition”

### Spotlight: PAUL DORIA

### 20 Years of Human Resources Generalist Experience

Welcome to a new feature of JSAHR MATTERS in which we highlight a member of our chapter who is currently in transition!

Paul Doria began his career in 1991 with AT&T and Lucent Technologies as a Recruiter, Human Resources Manager and Human Resources Business Partner for their Consumer Products Division in Eatontown, New Jersey. In 2000, Paul left Lucent to develop the Human Resources function for Quintum Technologies, Inc., a startup VoIP manufacturing company. Quintum and Paul were so successful that in 2008 they were acquired by Network Equipment Technologies, located in California. Unfortunately Paul’s position in New Jersey was eliminated and he was faced with a very difficult job-seeking environment. Paul eventually landed a full-time, temporary assignment with People Science, a recruitment process

outsourcing organization. Paul was assigned to Comcast where, over the next year, he recruited over 450 Direct Sales Representatives. Paul’s temporary assignment ended when he was hired as the Benefits Manager for Red Bank Veterinary Hospital. Paul administered health insurance and retirement benefits for over 500 employees in six locations throughout New Jersey. Paul worked at the Hospital until just recently when he was a victim of downsizing.

Paul’s dream job is with another startup company where he has the autonomy to create, manage and grow a Human Resources department while providing value as a member of the senior management team. Paul is open to working in any industry but has a great deal of expertise in telecommunications. His areas of specialty include benefits, payroll, recruitment, compensation, policy development,

project management and performance management. Although Paul is seeking full-time, permanent employment, he is available for temporary or part-time opportunities.

Paul lives in Sea Girt with his wife and three children. He coaches his son’s Little League baseball team and enjoys spending time with his family.

Paul is currently pursuing his bachelor’s of science degree with Thomas Edison State College and anticipates graduating in June 2012. Paul earned his Senior Professional in Human Resources in 2004 and has been an active member of SHRM and JSAHR for over 12 years. If you have an opportunity for Paul, please contact him at 732-974-3557 or via e-mail at [apdoria2122@verizon.net](mailto:apdoria2122@verizon.net). Paul can also be found on LinkedIn.

## BOOK REVIEW by Catherine Ricker

### *The Five Dysfunctions of a Team* by Patrick Lencioni

The Five Dysfunctions of a Team by Patrick Lencioni is based on the belief that teamwork is the ultimate competitive advantage and that teams, because they are made up of imperfect human beings, are inherently dysfunctional. Thus, improving teamwork is of paramount importance for success. The book is written primarily as a fictional tale but also includes very practical advice on how to improve teamwork. The book is short, easy to read and painless!

The story begins with the entry of a new CEO into a fictional organization, DecisionTech, a technology startup in Silicon Valley, with 150 employees. Despite more experienced and talented executives,

more capital, better core technology and a more powerful board of directors than their competitors, DecisionTech is lagging in revenue and customer growth. The CEO quickly realizes that the biggest problem facing the company is the inability of the company’s seven leaders to function as a team. She then proceeds to address the five behavioral tendencies that corrupt teams:

- Absence of Trust
- Fear of Conflict
- Lack of Commitment
- Avoidance of Accountability
- Inattention to Results

A section following the story outlines the five dysfunctions in a practical manner, including a team assessment and suggested tools for understanding and overcoming these issues.

As a Human Resources professional, this book can be of great value as you strive to consult with your CEO or business partners on team dynamics. It is just this type of knowledge that can help us transform our Human Resources departments from transactional to transformational. So don’t wait for your CEO to hire a coach or consultant to get your teams “rowing together”; pick up The Five Dysfunctions of a Team and apply them to your business, large or small.