



International Public Management Association for Human Resources, Western Region
www.wripma-hr.org

2010 - 2011 WRIPMA-HR President Introduction

By Jeanette O'Quin

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As you may know Ron Fox has served as President of the Western Region (WR) from July 1, 2009 - June 30, 2010. During Ron's leadership the Western Region accomplished a number of achievements to include the following:

WR Board 2009-2010 accomplishments

- Western Region conference held in San Diego, CA, April 28-30, 2010.
- Expanded the Western Region Chapter membership presence on the internet by further development of the Western Region Integrated Network - WRIN.
- Three new Chapters added with a portion of the fee for services (\$250) paid by the Western Region.
- Developing Competencies for HR Success - Enhanced the training materials (San Diego Chapter)
- Developing Competencies for HR Success training held (San Diego Chapter)
- Updated HR Competencies materials presented to trainers who have already attended a TTT and trained classes, as well as provided to new future Trainers with Southern California Chapter (SCPMA).
- Chapter outreach and development - Contacts made by President and Board members with Chapter Presidents to expand communication efforts in the Western Region.
- Student outreach initiative was identified by the WR Board and will be revisited in the upcoming year. Western Region awarded a student scholarship to a student from the Southern California Chapter (SCPMA) for up to \$500 to attend the WR conference.
- Western Region website development with emphasis to get all members in region connected.
- Voting process for the position of 2nd Vice President was reviewed to determine if electronic voting of the WR members could be completed. The effort will require the database to be fully functional in order to implement this initiative and additional research will be conducted in the upcoming year.
- Continued to improve the WR emailing database so that we can ensure an updated distribution list for improved communications and conference use. Updated and complete contacts and thoroughness of the database from National integrated with the Region's database. We will continue to discuss this initiative with the WR Board in the upcoming year.

"Please be sure to refer to the Western Region website for additional information at www.wripma-hr.org"

2010 - 2011 WRIPMA-HR President Introduction,

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"If you have any suggestions or ideas, questions or topics that need addressed, please feel free to contact Jeanette O'Quin or any of the other Western Region Board members."



Western Region's Communications Committee is seeking committee members to develop and implement a strategic plan, this fall, to improve communications throughout the Western Region between the Board and local chapters and between the Board and all IPMA-HR members in the Western Region. Ideally all chapters would be represented on the committee. It is also hoped that the committee will include members who have no chapter affiliation to ensure that all communication concerns are addressed.

Committee members will meet via conference call as needed and as agreed upon to develop recommendations for consideration by the Western Region Board. Subsequent to the Board's approval, members will implement the plan by using the most efficient variety of social networking and other communication tools available. Anyone interested in serving on this committee should contact Phyllis Lynes at phyllis.lynes@lacity.org or by calling 213 473 3470 by September 24.

I wanted to take a moment now to introduce myself, as I have assumed the leadership role and duties of WR President effective July 1, 2010. I have been an active member of IPMA-HR since 1990 and I am presently serving on the IPMA-HR 2009 & 2010 Benchmarking Committee and 2010 Awards Committee. I have also served on the 2008 IPMA-HR Nominations Committee and the 2007-2008 IPMA-HR Communication Task Force. I was a member of the IPMA-HR 2006 International Conference Program Committee, as well as a member of IPMA-HR Certification Application Reviewing Committee from 2004 through 2007. I am the past President (March 2002- January 2008) and initiated establishment of the Southern Colorado IPMA-HR Chapter in March of 2002. I have served on the Western Region Board as the 2nd Vice President, 1st Vice President and now President. I have held the Certified Professional (C.P.) designation with IPMA-HR since 2001, am a Certified Trainer for the IPMA-HR Developing Competencies for HR Success and have trained in both Colorado and New Mexico, as well as have been a trainer for the Developing Competencies for HR Success "Train the Trainer" (TTT) training.

A leadership transition meeting for the Western Region Governing Board was held on July 1, 2010. Kelli Williamson has joined the Western Region Board as the 2nd Vice President. Discussion included the WR business, strategic initiatives and past accomplishments, as well as additional transition related activities for Board assignments and responsibilities.

The first WR Board meeting was held on July 19, 2010. The Board approved appointments to several committees and we plan to contact each of the Chapters to solicit additional representation on the various committees. The Board also approved the 2010-2011 Budget and Strategic Initiatives. Also, each Board member has been assigned to be a liaison with each of the Chapters. More details on the committees, upcoming activities and assignments can be found on the website.

Based on the feedback received from Chapter Presidents, we will plan to hold quarterly meetings with the Chapter Presidents. The first meeting was held on August 2, 2010 at 2:00.

I want to thank Ron for his leadership this past year, the San Diego Chapter for all of their efforts and contributions for the Western Region, as well as SCPMA for hosting the TTT class. We are looking forward to an eventful and productive 2010-2011.

If you are no longer serving as a Chapter President or leader for your Chapter, please notify me and forward this communication on to the appropriate individuals in your Chapter. If you have any suggestions or ideas, questions or topics that need addressed, please feel free to contact me or any of the other Western Region Board members. We are all here to serve the members of the Western Region. Please be sure to refer to the Western Region website for additional information at www.wripma-hr.org/

WRIPMA-HR Key Initiatives for 2010-2011

- 2011 Conference - Portland, Oregon
- Improve communication - Chapter leadership and members
- Website Development
- Chapter Development and Outreach
- Member Outreach
- Student - Mentorship Outreach
- Professional and Leadership Development
- Review By-laws & Voting Process for 2nd Vice President & Regional Exec Council Representative Review By-laws regarding records maintained by Western Region and IPMA-HR
- Develop guidelines for continuity of Western Region Operations
- Research, record and commemorate history of the Western Region



Save the Date!

April 27-29, 2011

Western Region IPMA-HR
Conference
Portland, Oregon
"Reaching New Heights"

For more information
go to www.wripma-hr.org

WRIPMA-HR Officers for 2010-2011

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*WRIPMA-HR is still looking for
volunteers to help with
committees; if you're
interested please contact one
of the board members. A list
of committees can be found
on the website!*

Congratulations to Our Newly Certified Professionals in the Western Region!

Michelle Beauchamp, IPMA-CP
Personnel Analyst
Placer County Personnel

Deborah Kal, IPMA-CP
Senior HR Manager
El Dorado County

Beverly Nieves, IPMA-CP
Personnel Analyst
City of Long Beach

Double Your Pleasure, Double Your Fun

By Fred Weiner

No, this isn't a promotion for Wrigley's Juicy Fruit gum.

Chapters can enjoy the pleasure and fun by conducting the updated **"Developing Competencies for HR Success"** course for your members and other public HR professionals. This course has achieved international notoriety by focusing on the **HR Leader, Business Partner and Change Agent.**

Due to the pervasive ongoing financial crisis, this cutting edge training has **even greater benefits today** for public HR professionals and their organizations.

Benefits of the Developing Competencies for HR Success course include:

- Chapters providing timely professional development to their members.
- Chapters adding value to current members and attracting new members.
- Chapters raising the bar professionally preparing course participants to take the Competencies exam that is an MQ to achieve their Professional Certification from IPMA-HR.
- Chapters receiving revenue that can be reinvested to support members' programs and services.
- Chapters developing new trainers to deliver this training in the future.
- Members receiving timely, cutting edge knowledge and skills.
- Members networking with and learning from other HR professionals.
- Members gaining a competitive advantage in their current role and advancement in the future.
- Members getting the foundation for the Developing Competencies exam, leading to their IPMA-HR Professional Certification.

The Western Region Board has extensive experience assisting Chapters in planning and delivering the Developing Competencies training. For more information, contact Fred Weiner, Professional Development Committee, fweiner08@yahoo.com



"Due to the pervasive ongoing financial crisis, this cutting edge training has even greater benefits today for public HR professionals and their organizations."

Mark Your Calendar!
October 4 - October 7, 2010
 Great Speakers • Great Topics • Great Opportunity

The City of Englewood Presents

THE SUMMIT FOR PROFESSIONAL GROWTH

The Summit for Professional Growth is designed for public sector employees and features workshops on communication, feedback, productivity, and workplace issues.

Please save the date and join us to experience some of the best educators and consultants in the metro region!

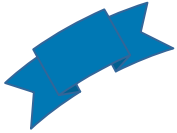
Questions? Please contact:
 Karen Main, Training Specialist
summit@englewoodgov.org
 (303) 762-2327





Easy registration at <http://summit.englewoodgov.org>

Chapter News!



Congratulations to the San Diego Chapter that recently won the Chapter Award of Excellence for 2010 from National IPMA-HR. They will receive their plaque at the International Conference in Seattle next month. Way to go!



Mary Rowe (Oregon Chapter) attended the International Municipal Personnel Managers Association of South Africa last week and gave a keynote presentation: How to lead multiple generations in the workplace. The seminar took place in Richards Bay at the City of uMhlathuze Civic Center. Nick Pullen is the IMPSA president who chaired the conference and will hopefully be attending the IPMA-HR International Conference in Seattle. According to Mary, "Although there are many differences in processes, it appears that HR professionals worldwide have more similarities than differences. It was a great experience to network with HR professionals in a sister organization and to learn of their practices."

The **Colorado Chapter** has new board members, and returning members have new roles for 2010-2011:

President: Doug Kasyon, University of Colorado Denver

Past President: Karen Main, City of Englewood

Acting Treasurer: Janice Alexander, City and County of Denver

Secretary: Lorenda Volker, Larimer County

Program Director: Carole Buhlman, Jefferson County

Membership Director: Kathy Billings, City and County of Denver

Communication Director: Leah DiMarco, City and County of Denver

Board Members-At-Large:

- ↳ Rob Moody, City and County of Denver
- ↳ Melanie Bass, City and County of Denver
- ↳ Monica Bogenschutz, City of Federal Heights
- ↳ Brian Haggerty, Denver Water
- ↳ Terri Stankiewicz, University of Colorado Boulder
- ↳ Angela Williams, Arapahoe County

The Colorado chapter is also pleased to be a sponsor of the City of Englewood's Summit for Professional Growth October 4-7, 2010. Their members will be taking advantage of a variety of interactive skill-enhancing offerings.

*The Western Region (WR) IPMA-HR Board is now **receiving proposals for the 2012 Western Region IPMA-HR conference location**. Western Region Chapters are encouraged to complete a proposal and submit their interest for hosting the 2012 conference, which will be held in the spring of 2012. Further information including the submittal form can be found on our website.*

*Have a **news story** for WRIPMA-HR? Contact Jennifer Fairweather at jfairwea@jeffco.us or Tamara Dixon at tamara.dixon@denvergov.org*



DEVELOP



LEARN



EXPLORE



NETWORK

2010 IPMA-HR

International Training Conference & Expo

October 2-6, 2010 | Seattle, Washington