



HRCA Newsletter



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Our Next Meeting...

COMPENSATION UPDATE

Rick Olivieri Presents a Compensation Update Program.

When: February 28th, 2006
6:00 PM till 7pm for the program

Where: Lee Hecht Harrison
1740 Technology Dr. Suite 400,
San Jose, Ca

Please RSVP to Terrie Rayl at:
trayl@staffingsource.com Cell:
650.968.7722 ext.41

Volume 3 Issue 2

February 06/March 06

INTRODUCTION

By Nathan Sanders
Secretary/Board Member, HRCA

Happy New Year HRCA members; we wish you all a successful and prosperous new year in 2006. This year is off to a busy start for all of us in the HR & Staffing world. In this newsletter as always you will find great articles focused on our areas of expertise and great information to add to your database of knowledge.

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Job Leads Group	Courtney Brubaker	c2b@comcast.net
Newsletter	Nathan Sanders	nathan@bridgenex.com

ARTICLE #1: WORKPLACE NEGATIVITY AND CORRECTIVE ACTIONS:

By Donald Eblen
Independent Staffing Consultant



Nothing affects employee morale more incorrect than workplace negativity. It lowers the energy of your organization and changes attention from work and performance. Negativity occurs in the attitude, outlook, and talk of one department member, or in increased numbers of people responding to a workplace decision or an event. I have heard that one truly negative person in an organization can affect over one half of the organization in an office over time.

As a human resources professional, we are in touch with employees throughout the company. This allows us privileged information of the organization and can help to give early warning signals when all is not well.

Knowing what people are negative about is the first step in solving the problem. In my experience when negative talks are beginning in the organization, talking with employees will help understand the problems and the degree the problems are impacting the workplace.

I observed the single most cause of negativity in workplaces is a manager or the organization making a decision about a person's work without that person's input. Almost any decision that excludes the input of the person doing the work is perceived as negative. The impact of change in work hours, pay, benefits, overtime, dress codes, office location, job requirements, and working conditions are changes that can cause negative responses.

Tips to circumvent negativity

Treat people as adults with fairness and consistency they will usually live up to the company's expectations, and their own.

Help people feel like members of the in-crowd; each person wants to have the same information as quickly as everyone else. If several directions are under

consideration, communicate all that you know, as soon as you know it.

Offer people the opportunity to grow and develop.

Training, promotions, lateral moves for development are signs of an organization's commitment to employees.

People want to feel they are part of something bigger than themselves. If they understand the direction, and their part in making the desired outcomes happen, they can effectively contribute more.

Reward and recognition is one of the most powerful tools an organization can use to bolster morale.

Donald Eblen, Staffing Consultant, based in San Jose, CA, is Vice President of HRCA, offering his experience and leadership to fellow professionals in HR.

Mr. Eblen can be reached at donaldeblen@msn.com; HRCA's website is <http://www.hrca.com/>.

QUOTE

"Success is the ability to go from one failure to another with no loss of enthusiasm."

--Sir Winston Churchill

ARTICLE #2: MORE EFFECTIVE WAYS TO SOURCE CANDIDATES (CHAPTER 2)

By Nathan Sanders
Founder/Manager, BRIDGENEX



This is part two of a series I'm writing on effective sourcing strategies. If you have not read part 1 please visit the HRCA newsletter archive at: www.hrca.com and read the Dec/Jan newsletter.

This article will discuss the utilization of "**On-line Professional Networks.**" Professional networks are essentially an on-line community where you have digital relationships and can request digital introductions. From this aspect they are a great resource for networking with other professionals to increase your awareness of others and expose yourself to more opportunities. However, I use mine networks primarily for sourcing, which means I skip the digital part and head straight for the phone and directly contact the individuals I'm interested in speaking with.

There are many networks out there so the first step you will want to do is identify which of them you feel are most useful to you. I personally tend to utilize the following 4: **LinkedIn**, **Jigsaw**, **Spoke**, and **DooStang**. If you are not in any of these networks and are interested in joining you can contact me directly; it would be my pleasure to meet you and discuss adding you into my network.

#1) LinkedIn (<https://www.linkedin.com/>) seems the most popular and widely known of the 4 so I usually source it before the others. I usually search these just as if I were sourcing a job board (using keywords or company name); then after I have identified the candidates I need to talk to; I begin calling and discussing the opportunities with them. Please take note that each individual in the on-line communities have the option to elect what they prefer to use the network for. I usually will only contact individuals who have elected (*for job opportunities*). This helps to insure that I am not violating anyone's preferences and it usually turns out to be a welcomed call.

#2) Doostang (<http://www.doostang.com/>) this is the newest of the bunch. Doostang seems to be heavily dominated by Berkeley and Stanford grads and seems to be primarily engineers. It's a little more difficult to get invited into Doostang as they have a watchguard who individually selects who is in and who is not. Also, they will not allow you in unless you meet specific criteria or have graduated from Berkeley or Stanford. However, as always... I'm sure there are creative ways you can think of to get into this network. If you are interested in joining you will need to contact Larizadeh Mareza (larizadeh_marez@qsb.stanford.edu); she's the main contact for requesting your invitation. Good luck.

#3) Spoke (<http://www.spoke.com>) is very similar to LinkedIn. They boast to have over 30 million professionals profiled and information on over 600,000 companies. It's a very good tool but seems to be more effective when looking for the Sales/Marketing/Marcom type of candidate. Spoke used to be free to use but they have transitioned to a paid model. However you can still tap in on a 5-day free trial to source their data.

#4) JigSaw (<http://www.jigsaw.com>) seems to be loosing popularity. In 2003 they were closely matched with LinkedIn. But seem to have fallen by the wayside. It's still a very good alternative source if you can not find who you are looking for in the other networks and may provide additional candidates that are not profiled or members of the other networks but I usually search JigSaw last.

Please remember these resources are great for initiating a sourcing trail but the key is understanding who to look for and what conversation to have with them in order to truly utilize the potential of these networks. Happy Hunting!

Other on-line professional networks :

<http://www.zerodegrees.com>

<http://www.ryze.com/>

Nathan Sanders is the Founder and Manager of BRIDGENEX (Professional Workforce Solutions) and is a current board member and Secretary of HRCA. More information can be found at www.bridgenex.com.

ARTICLE #3: 10 CAREER RESOLUTIONS FOR 2006

By Kate Lorenz
Of CareerBuilder.com



It's that time again. Time to make those New Year's resolutions in an attempt to regain control over some part of our lives: the part that has gotten away from us in the past year or has been slowly slipping away for a long time. If your career is losing direction, maybe it's time to make not only personal resolutions, but some professional resolutions too!

Making a resolution about your job or any other aspect of your life is really nothing more than goal setting. Merriam-Webster defines a goal as: "The end toward which effort is directed: AIM." The secret to success is setting goals that are achievable. They should make you stretch, but with effort they should be within reach.

Workplace/career expert Pamela J. Holland, COO of Brody Communications, LTD in Philadelphia and co-author of "Help! Was That a Career Limiting Move?" weighs in on our list of 10 resolutions for the business set.

1. Brush up on skills.

Take a class or go to a seminar. "It is essential to set learning goals on a regular basis. As the saying goes, 'If you're not green and growing, you're ripe and rotting.'"

2. Learn more about new technology.

"Technology is here to stay. If you're a novice, shame on you" Holland says. "Communication is essential for business success. Take stock of where you're the weakest and change that."

3. Update that résumé.

"Others may disagree with me, but the time it takes to do a résumé well should support doing it only when you truly are planning to find new opportunities outside of -- or within -- your company." (In this day and age, change is often unplanned. We still feel it's a good idea to be

prepared.)

4. Learn a foreign language.

This is particularly important if your work puts you in contact on a regular basis with people who speak another language, Holland says. "Spanish in particular is a good choice these days, as there are many areas of the United States where Spanish-speaking populations are dominant."

5. Clean out old files, e-mails and your Rolodex and automate.

"Cleaning up old files is a great way to revisit priorities and gain perspective on what's really important. Not only will it give you a fresh start to the year ahead, but if you pay careful attention to what you keep and what you toss it may help you manage your workload more effectively in the future." When it comes to technology, Holland warns not to succumb to ads touting the newest technology, instead know yourself and choose tools that match your personality.

6. Network with five people a month.

Holland suggests you commit to expanding your knowledge base and understanding of your company or industry in broader ways. Once you've identified what you have to learn in those areas, determine the people who will help you realize those goals and meet with them accordingly.

7. Read best-selling business books.

"It's important to be well-versed on business trends, even if it's nothing more than to find your way to a healthy debate with others," Holland says.

8. Find more time for self/family each week.

"More and more effective leaders that I know are looking for a 'blend' of family and work life versus a balance of the two. Look for ways to integrate both aspects of your life. Let family join you on a business trip, leave the office early on an afternoon to attend your child's sporting event, or share family reading time by catching up on that New York Times best seller on business while sitting next to your children or spouse."

9. Put more money in a 401(k) or savings.

"Saving for retirement is critically important. Simply commit to yourself to take that next pay increase and put in your 401(k) before you ever have the chance to miss it." Making this part of your career goals will give you peace of mind that you're building toward a more comfortable retirement.

10. Exercise, eat healthy and find your best way to

invigorate.

"Find ways to exercise with your family, and pay attention to what you're eating. Take time to reflect on what activities invigorate you and commit more time to doing them."

Kate Lorenz is an editor for CareerBuilder.com

QUOTE

"Happiness is not a destination. It is a method of life."

--Burton Hills

ARTICLE #4: WOMEN ARE REDEFINING POWER

Study By: Simmons School of Management



The conventional belief is that women are often ambivalent about power, but a recent survey finds that the vast majority of businesswomen like power and actively pursue it.

The study, conducted by the Simmons School of Management and HP, found that 80% of the businesswomen surveyed said they were comfortable with power and liked what they could accomplish with it. 62% said they enjoyed the visibility that came with power.

The survey also showed that women are redefining power. Rather than measuring power by traditional means such as having more people reporting to them, or

competing successfully for plum assignments, the respondents favored other meanings, including: harnessing the support of co-workers and subordinates empowering teams building networks of allies to change their organizations "This survey is a call to action for senior executives," said Deborah Merrill-Sands, dean of the Simmons School of Management in Boston. "Smart organizations should look with fresh eyes at their female managers," she said. "Many women are exercising power that results in significant benefits to their organization, but often it's in less visible ways-- through and with others, rather than over others."

Main findings of the study include:

Women are pursuing power, not shunning it: 80% of respondents said they were comfortable with power and liked what they could accomplish with it. 62% said they enjoy the visibility that comes with power.

The majority of women were not pursuing power out of personal gain or self interest: 70% said they wanted power to make positive changes to their organizations; 84% said they want power to ensure business operations are socially responsible. Fewer than half (45%) said they wanted power to move up the organizational ladder.

The most important way the women say they pursue power is through producing results (95%), or by forming critical relationships through such means as empowering or obtaining support from teams and co-workers (92%), or building networks of allies (90%).

A majority also say they acquire power by taking risks others would not (88%) and making innovations in incremental ways (85%).

The least important ways the women said they acquire power is through traditional strategies such as direct competition for plum assignments (52%), expanding the number of direct reports (35%), or working long hours (35%).

Amongst the other findings: women under 35 were most adamant that they wanted to use their power for socially minded organizational change (92%); and women of color were most determined to use power for social improvement (88%, versus 80% of white women).

The findings are from a computer survey of 421 middle and senior-level businesswomen with extensive work experience from around the nation who attended the 2004 Simmons School of Management Leadership Conference in Boston.

Conducted by the Simmons School of Management and HP, a lead conference sponsor, the survey examined how businesswomen feel about power and how they acquire it.

The Simmons School of Management (www.simmons.edu/som) claims to be the only business school in the world designed specifically for women.

QUOTE

"Motivation is what gets you started. Habit is what keeps you going."

--Jim Ryun

2006 CALENDAR OF EVENTS

February 7th, 2006 (Tuesday)

Job Leads Group Meeting

Meet to discuss current contract opportunities if you are looking for a gig.

When: 7:00 PM

Where: Blue Pheasant Restaurant
22100 Stevens Creek Blvd
Cupertino, Ca

To RSVP, Please contact Courtney Brubaker at: 650-983-4311 or c2b@comcast.net

February 13th, 2006 (Monday)

Board Meeting

When: 6:30 PM

Where: Chapala Mexican Restaurant
570 N. Shoreline Blvd.
Mountain View, Ca

To RSVP, please call Merrill at 408-349-3248 or email him at: coachmemartin@aol.com

February 28th, 2006 (Tuesday)

Rick Olivieri Presents a Compensation Update Program

When: 5:30pm - 6 for networking
6:00pm - 7 for the program.

Where: Lee Hecht Harrison
1740 Technology Dr. Suite 400
San Jose, Ca

To RSVP, Please call Terrie Rayl at: 650-968-7722 x41 or trayl@staffingsource.com

March 7th, 2006 (Tuesday)

Job Leads Group Meeting

Meet to discuss current contract opportunities if you are looking for a gig.

When: 7:00 PM

Where: Blue Pheasant Restaurant
22100 Stevens Creek Blvd
Cupertino, Ca

To RSVP, Please contact Courtney Brubaker at: 650-983-4311 or c2b@comcast.net

March 14th, 2006 (Tuesday)

Board Meeting

When: 6:30 PM

Where: Chapala Mexican Restaurant
570 N. Shoreline Blvd.
Mountain View, Ca

To RSVP, please call Merrill at 408-349-3248 or email him at: coachmemartin@aol.com

April 4th, 2006 (Tuesday)

Job Leads Group Meeting

Meet to discuss current contract opportunities if you are looking for a gig.

When: 7:00 PM

Where: Blue Pheasant Restaurant
22100 Stevens Creek Blvd
Cupertino, Ca

To RSVP, Please contact Courtney Brubaker at: 650-983-4311 or c2b@comcast.net

April 11th, 2006 (Tuesday)

Board Meeting

When: 6:30 PM

Where: Chapala Mexican Restaurant
570 N. Shoreline Blvd.
Mountain View, Ca

To RSVP, please call Merrill at 408-349-3248 or email him at: coachmemartin@aol.com

May 2nd, 2006 (Tuesday)

Job Leads Group Meeting

Meet to discuss current contract opportunities if you are looking for a gig.

When: 7:00 PM

Where: Blue Pheasant Restaurant
22100 Stevens Creek Blvd
Cupertino, Ca

To RSVP, Please contact Courtney Brubaker at: 650-983-4311 or c2b@comcast.net

May 9th, 2006 (Tuesday)

Board Meeting

When: 6:30 PM

Where: Chapala Mexican Restaurant
570 N. Shoreline Blvd.
Mountain View, Ca

To RSVP, please call Merrill at 408-349-3248 or email him at: coachmemartin@aol.com

May 10th, 2006 (Wednesday)

The Best of the Best of HR

HR Symposium presents "The Best of the Best of HR". The presentation speaker will be Bob Johnson, institute of the Future. Panelist will be: Deb Barbara, Jean Halloran, Peg Wynn, Eva Sage-Gavin, Gwen McDonald and Mary Jean Connors.

When: Wednesday, May 10, 2006

Where: Santa Clara Convention Center

To RSVP, please call Helen Heath at 408-248-4722 or heathgroup@comcast.net

June 6th, 2006 (Tuesday)

Job Leads Group Meeting

Meet to discuss current contract opportunities if you are looking for a gig.

When: 7:00 PM

Where: Blue Pheasant Restaurant
22100 Stevens Creek Blvd
Cupertino, Ca

To RSVP, Please contact Courtney Brubaker at: 650-983-4311 or c2b@comcast.net

Become More Active in HRCA

- **Join the HRCA Board of Directors.** It is a great way to meet dynamic, interesting HR professionals engaged in business and market issues and increase your profile in HRCA and the HR & Staffing community. For more information, please contact Merrill Martin, HRCA President, at merrillm@yahoo-inc.com; coachmemartin@aol.com 408.349.3248 or 650.207.0785
- **Submit articles to the HRCA newsletter.** If you've written something recently and would like to share it

with other interested HR professionals, please contact Nathan Sanders, Newsletter Chair, at 408-914-8180 or nathan@bridgenex.com.

- **Share ideas for future HRCA meetings.** If you have an HR, Staffing, Policy, or subject area you would like to learn more about, please contact: Merrill Martin, HRCA President, at merrillm@yahoo-inc.com; coachmemartin@aol.com 408.349.3248 or 650.207.0785
- **Advertise in the HRCA newsletter.** Advertising in this newsletter is a great way to contact people in the HR Consulting community. For more information, please contact: Nathan Sanders, Newsletter Chair, at 408-914-8180 or nathan@bridgenex.com.

THANK YOU TO: Ron Garrity

HRCA would like to thank Ron Garrity for his Legal Update Program; as always it was a success! We appreciate your support.

JOIN HRCA!

If you are a Human Resources professional with the knowledge, experience and desire to join and strengthen our association, we encourage you to become a member of the Human Resources Consultants Association. Just visit us online at: www.hrca.com and fill out the membership application form, you'll also find a regularly updated directory listing of all members. If you are not a member, we encourage you to complete the membership application form and submit the appropriate membership dues to:

HRCA Membership
P.O. Box 1089
San Leandro, California 94577-012

Membership Dues are currently \$150 for regular membership. HRCA membership year runs from September 1st to August 31st.

For more information, please visit our web site: www.hrca.com or contact "Fara Chan" at fchan18@comcast.net.

DON'T FORGET ABOUT THE HRCA JOB BOARD

Login at:

<http://hrca.com/jobs/cgi/database.cgi>

Are you a member but don't know the username and password?
Contact: Courtney Brubaker at: 650-983-4311 or c2b@comcast.net