

Find Your Voice



Fill Your "Well"

Encourage Your Heart

September 2009 – SHRA Strategic Renewal for Professionals

When: Thursday, September 17th
Two workshops (attend one or both)
8:30 a.m. – 12:00 p.m.
Registration 8:00 am
1:00 p.m. – 4:30 p.m.
Registration 12:30 pm

Where: Resort at Squaw Creek
400 Squaw Creek Road
Olympic Valley, CA
530-583-6300

Has the fallout from events driven by the current economy temporarily eclipsed your love for your job? Rejuvenate your commitment to the challenges & rewards of your career. Find your strategic voice! Prepare to champion initiatives that contribute to your company's bottom line.

It's a deal: This is a fundraiser for SHRA.
Members \$89 half-day or \$169 both sessions. **Early bird \$79 and \$149**
Non-members \$119 half-day or \$199 for both. **Early bird \$109 and \$179**
Lunch is included for all-day participants

**RSVP by Thursday, August 28th to Greg Schumacher gtschumacher@gmail.com
for early bird discount. See registration form online
at www.sierrahra.org or www.northlaketahoechamber.com
Questions? Please call Laura Moriarty, SPHR at 530.573.0224**

Morning 8:30 a.m. – 12:00 p.m.

➤ **Love and Layoffs – Tender Talk During Tough Times**

Are you the communicator of organizational decisions that affect people at all levels? Shouldering the sadness and settling the upheaval that results from organizational change can be daunting. Find ways to encourage the heart of the organization as well as your own as you navigate each day.

➤ **The Art of the Liaison - Developing Personal Confidence & Accountability**

Are you the "go-to" person, the information conduit between coworkers, managers or groups of people? What is your reputation within your organization? What do senior managers think about you as a leader? What changes would you like to see? You may perceive barriers that prevent you from being influential. Learn the seven behaviors to STOP doing, and "act your way into a new way of thinking."

Afternoon 1:00 p.m. – 4:30 p.m.

➤ **HR as a Strategic Partner - What the CEO Wants You To Know**

In the eyes of many CEOs, the functions in an organization are either revenue centers or cost centers. How does your CEO see HR and "the cost of people"? Learn the building blocks that make your organization work and develop an ear for the concerns of executives. John Rice, Sierra at Tahoe's General Manager, discusses the evolution of senior management's strategic partnership with HR and how to earn a seat at the table.

➤ **HR as a Strategic Partner – What You Need To Do and How To Do It**

Earlier in the workshop you assessed your personal reputation, your understanding of your company's business model and how it works. You are ready to think through what needs to be done and how to do it. Take away tools to immediately develop your organization's ability to communicate and execute. In this strategic "call to action" you will identify specific initiatives HR should champion or reinvigorate to drive business results.



Renew, Recreate and Rejuvenate!
HRCI credits for PHR and SPHR and GPHR-CA

Sierra Human Resources Association Invitation Sept. 2009



SHRA (Sierra Human Resources Association) is a community organization that provides HR professionals, managers and business owners the opportunity to network and discuss management practices and business issues that affect employees and our livelihood e.g., recent impacts due to the Employee Free Choice Act, minimum wage increases and subsequent wage compression issues, downsizing and layoffs during recession etc. At our monthly meetings we explore strategic and compliance related HR issues and offer relevant updates and tips during our "Economy Watch" segment.

SHRA also sponsors workshops to develop managers and leaders as well as the local workforce to provide great service to locals and visitors. This fundraiser allows us to plan for upcoming events including our series of management workshops and our second annual welcome to Lake Tahoe/Truckee for international employees and all those new to our area to learn about cultural differences, the Tahoe-Truckee lifestyle and employment expectations in our largely service-based economy.

Presenter Bio's

Laura Moriarty, SPHR

www.tahoetrainingpartners.com

Laura Moriarty is the president-elect of Sierra Human Resources Association and frequent presenter of workshops that foster the association's professional mission.

During her career as a Human Resources generalist, Laura has held management positions in the hotel, resort and gaming industries, most recently in a ten year assignment as Corporate VP of Human Resources for Booth Creek Resorts. A key accomplishment was the successful development of the eight property HR leaders from administrative HR professionals to strategic business partners. The individual resort and national HR team was empowered to drive organizational accountability for successfully executing goals and objectives by designing effective incentives, educating team members and partnering with line managers.

Certified as a Covey Leadership Center facilitator in the Seven Habits of Highly Effective People, Focus, the Four Disciplines of Execution and Great Leaders, Great Teams, Great Results, as well as a variety of proprietary workshops, Laura is recognized as an engaging facilitator and presenter.

Laura is the principal and co-founder of Tahoe Training Partners, a human resources and management training solutions consulting firm. The company's strength is partnering with businesses to customize education and talent development solutions for team members, managers and executives to drive business results. Initial assessment of organizational capability resulting in a "Road Map" to improvement can be ascertained through organizational diagnostic tools including execution quotient, opinion surveys and 360 degree feedback.

John A. Rice

www.sierraattahoe.com

John Rice is the general manager of popular Sierra at Tahoe Resort, near South Lake Tahoe, CA, a multi-million dollar company. John's management team supports upwards of 750 employees during operating season. John enthusiastically fosters a "learning organization" in which the talent of team members is unleashed to create a unique culture of service and innovation. John has held senior management positions at Squaw Valley USA, Sierra Summit, Snow Summit, Bear Mountain and serves as a corporate advisor and trainer for Booth Creek Ski Holdings, Inc.

John is a professional member of the American Society of Safety Engineers (ASSE), and the Society for Human Resource Professionals (SHRM). He is currently serving on the Board of Directors for the California Ski Industries Association (CSIA), and the HR Task Force for the NSAA (National Ski Areas Association).

Known for his work in bringing the sport of snowboarding to the ski resort industry, John is credited with building the first full time snowboard terrain park in the US. John is frequently asked to consult and provide expert witness work in the terrain park area.

John is an engaged and committed member of the community and provides resources to schools and local athletes. An avid skier/boarder, a professional musician, enjoys golf and boating, and spends most of his free time involved with the sports activities of his 3 children.

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