



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Spotlight on SHRM

What You Might Have Missed • Q2 2011 Newsletter

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Four Steps to Defend Against Wage and Hour Lawsuits

Wage and hour class-action litigation has grown steadily in recent years and this trend is expected to continue. By following the guidelines in this article, HR managers can help avoid such claims and ensure their company's ability to defend itself should legal challenges arise.

WEBCASTS

Performance Review Challenges ... And How You Can Overcome Them

If you've been engaged in performance reviews recently, you've been reminded of some uncomfortable scenarios that seem to pop up every year. In this webinar, author and consultant Leila Bulling Towne will cover five common "ugly" review scenarios, discussing specific steps you can take for each. With the valuable insights you'll receive, you'll feel more confident as you face performance management challenges throughout the year. **Click here to view this webcast.**

The Business Imperative for Building More Flexible and Effective Workplaces

Over the past couple of decades, the workplace has changed dramatically. The changes in workers' lives at home have been just as significant. Employers have learned that, to motivate their best workers, reduce turnover and even keep health care costs under control, they must adopt policies and implement programs that reflect the lifestyles of today's workers. In this webcast, Ellen Galinsky and Lois Backon of the Families and Work Institute will explore the important role workplace flexibility can play in your total rewards strategy.

Click here to view this webcast.

Webcasts Coming Soon!

Do you have the information you and your organization need to be in compliance with existing laws and regulations? This ongoing challenge to HR professionals is one you can now address with SHRM's brand new fee-based webcast series which will focus on how to formulate employment law compliance and will feature topics such as: FLSA, Civil Rights Act and EEO Laws, FMLA, HIPAA and more. For more information, e-mail **ComplianceWebcasts@SHRM.org**.



The HR Knowledge Center

Have a question about an HR-related topic? SHRM members get answers to up to 25 questions per year on a wide range of topics from general HR practices to new regulations and policies. Contact the experienced, certified HR experts at the HR Knowledge Center via phone at 800-283-7476, available 8:30 a.m. to 8:00 p.m. ET or via e-mail at www.shrm.org/assistance.

This is just one of many member-exclusive benefits SHRM offers. Not a SHRM member? Visit www.shrm.org/infokit to browse membership benefits and join the largest HR association in the world.

HR Certification Institute Exam Deadline Is Approaching

Prep and pass the exam the first time with the SHRM Learning System Self-Study Program. PHR and SPHR certifications are more than accreditations; think of them as the Ph.D. of HR. That means that the certification exams have been designed to be challenging. Turn to SHRM as you embark on the path to earning your PHR or SPHR credential. The exam registration deadline (April 15) is quickly approaching and you might find yourself wondering, "How will I find the time to prepare?" SHRM has created the Self-Study Program to help prepare you for the certification exams on your own schedule. To order or to try the free demo, visit www.shrm.org/learning or [click here](#).

SHRM® Assurance of Learning Assessment for Graduates of HR Degree Programs

SHRM's Assurance of Learning is the new universal benchmark for graduate and undergraduate-level HR students. The Assurance of Learning exam is what students need to distinguish themselves when applying for entry-level HR positions. When students pass the exam, they receive a certificate of learning informing hiring managers that they have sufficient knowledge to enter the workforce. Visit www.shrm.org/assessment for more information and to register.

Sign Up for Our E-Newsletters!

SHRM has a variety of free newsletters that keep members and others up-to-date with events and issues affecting the HR profession, as well as recent additions to the SHRM website. For a full listing and to subscribe to any newsletters, visit www.shrm.org/Publications/E-mailNewsletters.

2011 SHRM Talent & Staffing Management Conference & Exposition

April 11-13, 2011, San Diego, Calif.

The SHRM Talent & Staffing Management Conference & Exposition is the premier conference for talent management professionals from around the world. From our world-class speakers to our information-rich concurrent sessions, this conference is sure to give you the knowledge and resources you need to build and maintain your successful talent management strategy.

Register now!

www.shrm.org/Conferences/StaffingManagementConferenceExpo

SHRM 2011 Annual Conference & Exposition

June 26-29, 2011, Las Vegas, Nev.

The SHRM Annual Conference & Exposition is the world's largest human resource management conference. It brings together more than 12,000 HR professionals for three-and-a-half days of professional development. Keynote speakers include Sir Richard Branson and Michael J. Fox. **Register now!**

annual.shrm.org

2011 SHRM Diversity & Inclusion Conference & Exposition

October 24-26, 2011, Washington, D.C.

Gain new perspective and greater understanding of the benefits of diversity at the 2011 SHRM Diversity & Inclusion Conference & Exposition. Here you will discover the strategic business value in having a diverse, inclusive and well-balanced workforce; how to use the changes in global demographics as opportunities and how to realign your strategy to maximize performance and profits. **Click here for more information.**

www.shrm.org/Conferences/Diversity

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