



The Cardinal Newsletter



International Association of Workforce Professionals

Official Publication of the Ohio Chapter, IAWP

Providing development, service, and support for Ohio's Workforce Professionals

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Late Summer 2007 Edition

Editor: Mary Kay Krisman

President's Message >>>

What an awesome experience attending the 94th IAWP International Educational Conference in Boise Idaho!!! Ohio was represented by Gus Guzman, Corkey Swain, Mary Kay Krisman, Kerry Coughlin, Phil Hayes, Debbie Kleckner, George Faithful and myself.

It was an honor to carry the Ohio flag in the opening ceremony! I attended the President Elect training on Sunday. Our own George Faithful along with Daniel Hays were the presenters. Corkey Swain was having a great time going around and telling everyone that I didn't pass the training the first time and had to take the President Elect training again this year.

I attended several workshops during the week. Lee Foley, IAWP Legislative & Educational Liaison gave us an update on the "Future of WIA". George Faithful was a very busy man during the conference, he also presented "Energizing the Faithful: Marketing IAWP" workshop along with members of the Idaho Chapter. The workshop I enjoyed the most was "IAWP Awards of Dummies". South Carolina Chapter does very well with awards each year and their president Robin McManus shared their process SC does for each award. She was very interesting!! I learned a lot!! I will be passing on the

information I learned to Joan McNary for this year awards.

George Faithful is now the IAWP International President-Elect!!!! Way to go George!!!

Our chapter won the award for 2006 Membership Retention!!

I met so many wonderful people from around the United States and several countries!!! I look forward to attending the 95th IAWP International Educational Conference in Richmond VA in June of 2008!!!



Carolyn Bannister
President IAWP Ohio Chapter

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Highlights from 94th IAWP Educational Conference in Boise Idaho **



**** The following articles were originally published in the FLASH- the official newsletter of the 94th IAWP Conference, June 3-7, 2007**

The Flash was published daily during the educational conference. The publication is informational and does not represent the official position of IAWP.

WELCOME TO BOISE **By Linda D. Barnes, Past International President (KY)** **FLASH, June 4, 2007**

I welcome each of you to the 94th Educational Conference. I am so very glad that you are able to take the time to join us as we further define and refine the wonderful world of workforce development.



Thanks to the program chairs for putting together what we expect to be an informative and exciting agenda for you. There is plenty of opportunity for you to leave here a better informed and more motivated workforce professional. There is ample time for you to network with your peers from around the world making the conference experience even more memorable.

Thanks to the Idaho members for their tireless efforts and especially thanks for

making the trek to this conference. It could not be a success without you

JUST THE BEGINNING! **By Juanita Harbort (WI)** **FLASH, June 5, 2007**

Opening Ceremonies kicked off the week with a parade of International officers, board members, and International and state flags. The Boise Police Color Guard accompanied by their Pipe and Drum Corps presented the U. S. flag. Freddy Jacobs, past International President, lit the memorial candle in honor of deceased members.

The Group Citation Award was presented to Western Washington County Employer Council (WWCEC) located in Hillsboro, Oregon.



The Individual Citation Award winner was Karen DeJarnette, Vice President of Training and Corporate Development, Manufacturer's Association of Central New York, located in Syracuse, New York

The Group Award of Merit winner was the Coastal Workforce Center, Conway, South Carolina.

The Individual Award of Merit winner was Clark Newson of the South Carolina Chapter.

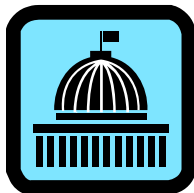
Keynote speaker Michael Kroth, PH. D. University of Idaho shared his thoughts on "Creating Passionate Work Environments!" People need to have a passion for work or anything else they do.

After polling our neighbors, it became evident that each person's passion comes with a challenge; curling, scrap booking, sweepstakes entries, chocolate, protecting the environment, creative writing, golfing, equal rights, flower gardening, feeding the hungry and housing the homeless. And every challenge comes with risks.

Occupational intimacy is present when you love your work and the work environment loves you back. The more passionate you are in your work, the more productive you will be. Personal responsibility and will can help you create your own great workplace. It may not happen overnight, but the risk is yours for the taking.

Enjoy your work; give yourself and others permission to have fun. Fire is the symbol for passion and everyone has a match waiting to be lit. Take some risks. Dance like nobody's watching.

**WASHINGTON UPDATE WITH
LEE FOLEY
By Al Iterate (DC)
FLASH, June 6, 2007**



Lee Foley, described by one author as “the best (lobbyist) in Washington”, began by reminding us that we are still in recovery from “the worst recession following the worst recession” in U.S. history. Between 2000 and 2006, there was very little wage growth after a reduction in average family income of \$1,500 during that recession. Lee detailed many implications of the power shift emanating from the 2006 elections, explaining that many members of Congress feel a “sense of urgency” from the voters to make significant changes, and especially to reassure Americans that wages will keep up with increasing costs of living. A significant change in the members’ makeup is an increased number of representatives from metropolitan areas who are concerned with transportation, higher education, and housing; all expensive issues that affect the workforce. This comes at a time when fiscal conservatives are in greater control, so they will seek creative solutions to balancing the budget while increasing funding to these programs; and the likely result will be limited increases in workforce programs but also more unfunded mandates to the states.

Lee also discussed the Workforce Investment Act Re-authorization, predicting that if it moves this year, it will follow bi-partisan Senate efforts to increase flexibility and integration with other workforce systems while retaining current funding streams (for example, youth training vs. adult training).

As always, Lee finished by beseeching attendees to create the finest workforce system in the nation in their own communities so that he can continue to advocate for our system.

**RETIREES ‘R’ US
By George Strait (NE/TX)
FLASH, June 6, 2007**

The usual suspects gathered at high noon on Monday for food, conversation, and camaraderie. Some of the luminaries present were Past Presidents Suzanne Guibert (NJ), Robert Mohlman (NE), and Nick Guarriello (OR). And, oh yes, current International President and retiree Linda Barnes (KY). Retiree Chair Tom Ivory (CO) welcomed fifty plus retirees to the luncheon. Fifty-five retirees registered for the conference. The roster did not include our newest retiree Mike Misielek (ND). Mike retired June 1, 2007. Three retirees: Suzanne Guibert (NJ), Bob Babcock (NC), and Ben Takesh’ta (CA), are attending their fortieth annual conference.



Next year’s retiree chair is Janice Mathis (GA). The group approved three people to be considered for retiree chair in 2008-2009. They are Anne Marie Seifert (MN), Jayne Martin (OR), and Phil Hayes (OH). Speaking of retirees, that is my job. Most of the FLASH staff are retirees. Gene Replogle (IN), Kerry Coughlin (OH), Juanita Harbort (WI), and Chris Crawford (TX).

RETIREE WISDOM
By Bob Maes (CO)
FLASH, June 6, 2007



Bob Maes (CO) read the following bit of wisdom to the retirees following lunch:

Success Is:

- At age 4, success is not peeing in your pants.
- At age 12, success is having friends.
- At age 16, success is having a driver's license.
- At age 20, success is going all the way.
- At age 35, success is having money.
- At age 50, success is having money.
- At age 60, success is going all the way.
- At age 70, success is having a driver's license.
- At age 75, success is having friends.
- At age 80, success is not peeing your pants.

MPS TOUR – “VERI INTERESTING”
By Ben Takesh'ta (CA)
FLASH, June 6, 2007

Fifteen delegates representing Columbia, Korea, Japan, Taiwan and from California, Idaho, Illinois, Virginia and Washington States went on a 30 minutes bus ride west to the City of Nampa for a tour of the MPC Computer Manufacturing Company. They included Rocio Lopez from Columbia and California, Ms. Li-Chuan Ho and Mr. Shu-Li Lai from the Republic of China (Taiwan), Mr. Motohisa Anai from Japan (Washington, D.C.) Mr. Sang-Jin Ha and Yong-Sae Lee from Korea, Eunhee Choia Miltinovic from Korea and Illinois, Vice President Laura Coburn (VA) and her husband Byron, David Washburn (ID), International Development Committee Chair and his wife, Mary Anne, Faye King (CA), former Int'l Dev. Committee Chair, Larry Ludwig (WA), former Int'l Dev. Chair, Ben Takesh'ta (CA), former Int'l Dev. Chair and Stephanie Stevens (OR).

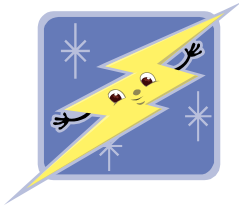
Our tour began with a short orientation about the company and its background. They do get many of their computer components from Peoples' Republic of China and Taiwan but the computers are assembled at this plant. After the short orientation, our group was split up into

groups of 5 each so that the actual tour can be conducted in smaller groups to respond better to questions that might arise during the tour. The inside of the plant was very clean and very quiet and everyone was working at a pace suited to their respective assignments. This company does not mass produce computers but takes individual or group orders based on a customer's needs. Once an order is taken, the order and each computer are assigned identifying numbers. All the specifications of that order are entered into the plant's database enabling each worker to know exactly what parts go into that computer.

At certain stations, as the computers are being sent through the moving belts, workers are assigned to make a 40% to a 100% check of that computer to ensure that all the specifics of that computer are installed. When shortcomings are found, the worker checking the computer will try to correct on the spot if it can be done without taking too much of his/her time. If the correction will take more than a few minutes, that computer is sent to the repair section. Every morning, the workers meet with their respective supervisors. Any mistakes or errors made during the previous day or two are brought to the attention of the workers.



The guide said that many of their employees commuted about one hour. The company pays for all health benefits and each employee earns a certain amount of leave time which they could use for vacation or sick leave. However, if they accumulate over 2400 hours, they have to use them or lose them. As you can see, this tour was “Veri” interesting, to say the least. The guides were most informative and friendly. The workers looked relaxed and happy in what they were assigned to do. This company gets 5 to 7 conducted tours a week. Everyone who attended enjoyed the one hour tour at MPC Computer manufacturing plant.



ENERGIZING THE FAITHFUL
By Ann Seifert (MN)
FLASH, June 6, 2007

George Faithful from Ohio led an informative membership workshop. People from several states related methods that have worked for them. These ideas led to a lively discussion of how to develop a membership campaign and retain members year to year. It is also important to retain members even as they retire. Retirees are so important to this organization that they have been represented on the Executive Board since 1983.

Because of the changing demographics of our agencies, we need to have ways to attract new members from our partner agencies, community groups in a variety of ways. Since the newest employees are often tech savvy, perhaps an IAWP “blog” would help employees in distant offices connect and communicate. Maybe brown bag discussions could be held over an existing department video conferencing system. Don’t be afraid to try something new. If payroll deduction for dues is not possible in your state, the organization office in Kentucky can arrange an automatic 3 payment plan.

Support of agency administrative staff is most important when developing a successful membership campaign. IAWP funds are available to support membership development activities. States should develop a plan to include IAWP information in new employee and retirement packets. Present the organization as a sponsor of a “fun” activity. Our membership would double if each of us recruited one new member.

There are plans to redesign the IAWP website to include copies of letterhead, membership forms, organization history, and award preparation materials. Ideas and

invited and encouraged and should be sent to vaiawpguy@comcast.net.

FLYING YOUR TRUE COLORS
Turning Challenges into Solutions
By MKK (OH)
FLASH, June 6, 2007

The objectives of this lively session by Daniel L Hays inspired those in attendance to improve awareness and appreciation of yourself and others and to learn the tools to improve communication with others. Participants in the session completed a color spectrum analysis sheet in which each word group was ranked according to which was most like the individual to one which was least like the individual. From this analysis the highest number totaled from the 4 groups indicated the participant’s dominate color. The color spectrum included: orange, gold, blue and green.

Daniel reviewed each color spectrum core needs and values:

Gold - duty and responsibility

Green - intellectual competence (information and knowledge)

Blue - relationships and a sense of harmony

Orange - freedom and action



Daniel offered “tips” on how the colors of the spectrum can effectively communicate with each other without becoming stressed.

Golds communicate in writing, are task focused and detailed oriented. To communicate with Golds you need to be specific, acknowledge their work and be consistent.

Blues communicate by being friendly, helpful and personal. To communicate with Blues you need to acknowledge them, let them know you care and be tactful when offering feedback.

Greens communicate logically, ask a lot of questions and abhor redundancy. To communicate with Greens you need to give them time to think, speak for a purpose and don't misinterpret their need for information as anything else.

Oranges communicate confidently, briefly and are straightforward. To communicate with Oranges you should be prepared to listen for straightforward content, appreciate their flair and recognize their contributions.

A couple points to remember inclusion was not to your "color" as excuse for your behavior. Also not to limit yourself or others – think outside the box.



NO!
By Juanita Harbort (WI)
FLASH, June 6, 2007

"Reclaim Your Day – Learn to Say NO!" workshop was presented by Jana Kemp. This session showed us how to say yes to the right things and no to everything else. You can make better decisions that you can stick with and reclaim your day when you learn to say "NO".

Why is saying "NO" so hard? People feel obligated to say yes. It is a good cause. We want to be liked; seen as a team player; won't be asked to participate in the future, or just want to be nice to others.

Jana Kemp has developed the Power of NO Model. POWER is Purpose, Options, When, Emotions and Rights/Responsibilities. You need to know the complete purpose for the request, what are the options for the request, what is the deadline, what does your "gut" say and you need to know that you have the right to say "no". If you say "yes", then take the responsibility to follow-thru with the request. At each level of POWER you can make the decision to say NO.

There are several ways to say NO. The best way to say NO is to be nice but non-

negotiable. A smile with the word NO usually turns into a YES.

A WARM WELCOME TO ALL FIRST TIMERS! and TOUGH TALKS

By Rocio Lopez (CA)

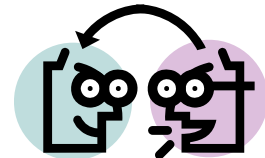
FLASH, June 7, 2007

I hope everyone is enjoying this beautiful Conference. I extend my arms to welcome the first timers and hope that this is the first of many, many more conferences. Take home to your Chapters the friendships and the knowledge that come out of the workshops.

One of the many workshops that caught my attention was Tough Talks: Communicating in Conflict with Clients and Colleagues where we learned about handling conflicts.

The principles of conflict resolution are:

1. Think before reacting, listen actively and assure a fair process.
2. Attack the problem not the people. Accept your responsibility and use direct, assertive communication.
3. Look for common interests and find options or mutual gain and focus on the future.



To approach conflict resolution we must:

1. State the problem without making it emotional baggage.
2. Seek for common ground interest.
3. Develop acceptable alternatives
4. Reach an agreement and finalize mutually acceptable resolution.

Some thoughts to share:

1. "No one has to change but everyone has to have the conversation."
2. "Be patient with your self in making changes; they are difficult conversations after all."

IAWP website

www.iawponline.org





Invitation from the Youngstown Subchapter IAWP ...

We hope to see you at
the Ohio Chapter IAWP
Fall Conference in
Warren, Ohio at the
Avalon Inn on
October 4-5, 2007

Go online at
www.ohioiawp.org
For registration and
agenda information.

- Conference and
Hotel Registration
Deadline 9-21-07
- Program Book
Advertiser
Registration
Deadline 9-21-07

THANKS - Fall Conference
Committee

Jimmy Buffet Party

October 4th

7:00 pm to 11:00 pm

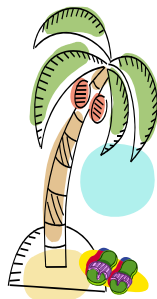
FEATURING

DJ Tony Tonite!

AKA Tony Tucci

Fun, games, music, snacks
and plenty of surprises

Don't put your sandals away yet!!!



News Notes



**Attn: One-Stops, Call
Centers, Processing
Centers, Central Office,
Sub-Chapters and all other
Departments with ODJFS – What are you
doing in the name of IAWP in your area?**

If you have any News or Activities you would like
to share in an up coming CARDINAL, send your
article and/or pictures to Mary Kay Krisman or
Gregory Kambitsch by October, 30 2007.

My "Thanks" go out to Greg for setting up the
CARDINAL on the website, for Nancy in mailing
the extra CARDINALs to the membership, to
Carolyn for her continued support and to all who
contributed to this CARDINAL.

Mary Kay Krisman, Editor

Note from IAWP Membership Chair . . .



Just a note to give you a heads up... We have
decided to use SurveyMonkey.com for the
membership survey because of the large
numbers.

It will compile the results more easily; then we
can analyze the data from the surveys. The
Executive Office will be distributing a message
to all members asking them to complete the
Membership Profile Survey.

The message will contain a link or instructions to
get to the survey.

Please encourage your districts to complete the
survey. There will be an award for the chapter
that has the largest percentage of
participation in the survey.

Thank you for your assistance in this matter.

Vicki Zimmerlee
District 3 Director and Membership Chair

2007-2008 Ohio Chapter IAWP Board

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Sharon Goosey, Area 7 Representative

Mark the date . . .

The 2008 IAWP Conference will be held in Richmond, Virginia June 8 – 12, 2008.

If you would like to:

- Volunteer as a moderator,
- Recommend session topics, or
- Recommend keynote speakers or session presenters

Send the information to:

joan.byrnes@vec.virginia.gov.

See you next year in Virginia!!



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