

New Hampshire Committee, ESGR

For Immediate Release:

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Tri-State Human Resources Directors Sign “Statement of Support”

It’s a well-known fact that New Englanders are always ready, willing and able to respond to any challenge that comes their way. Whether that be overcoming the odds in the face of adversity or demonstrating resilience in an environment of change and unpredictability, the northern tier has always risen to the call. Such was the case with the recent gathering of the Tri-State Human Resources Association held at the Sheraton Harborside in Portsmouth, New Hampshire, on Friday, August 6, 2010.

Every year, many of the Society for Human Resource Management (SHRM) State Councils host a Leadership Conference for their volunteer members for the purpose of bringing together those in the profession to share ideas, network, and gain new insights and knowledge. In attendance at this year’s “Tri-State Leadership Conference” were Human Resources professionals serving in leadership roles in their respective states. In promotional publicity, it was stated: “It has been said that the recession was a game changer for business and industry. How will the “new economy” affect our volunteer and HR roles in the community and our organizations AND what competencies are needed for success in the recovery? Above all, you need to become a credible activist, as well as mastering several other key strategic and tactical roles. Conduct a gap analysis between your current leadership abilities and those needed as a leader in this ever-changing world, and walk away with an action plan for your future”. In short, a good business leader must be resilient! Resiliency is defined as the capacity to survive and thrive amidst change, challenge and adversity without exhibiting dysfunctional behavior.

Debra Tuttle (NH), David Pease (ME) and Ginny Champney (VT), State Council Directors for the tri-state area, opened the session and greeted nearly one hundred HR and Administrative professionals. The “Welcome Address” was delivered by Susan Post, Director of the Eastern Region for SHRM. Prior to joining SHRM in 1999, Susan has fifteen years of experience as an HR professional with such organizations as Eastman Kodak and Cornell University.

Pamela Green, Senior Professional in Human Resources, delivered the mid-morning “keynote” address, focusing on the subject of Human Resources competencies. Pam is a life-long resident of the Columbus, Ohio area and has over sixteen years of experience as an HR practitioner, having lead departments in healthcare and children’s fields, and prior to joining SHRM, was the Director of Human Resources for the American Red Cross of Greater Columbus. Pam joined SHRM in 2005 as the Director for the North-Central Region, and was promoted to Chief Membership Officer in January, 2008.

Gabriele Ganswindt, Founder and Managing Partner of Shared Learning International, delivered the second “keynote” address, and focused on the topic of “Resiliency” in the workplace. Ms. Ganswindt’s work focuses on executive coaching and strategic leadership consulting with an emphasis on aligning organizations towards shared objectives. As a German native, she has coached and consulted with executives of both US and European corporations for over sixteen years.

An additional highlight on the day’s agenda was the official signing of the Department of Defense (DoD) “**Statement of Support**” by each of the State Council Directors as well as local chapter presidents from

individual State Chapters. Mr. Laurence G. O'Neil, President and CEO of SHRM, entered into an agreement with the **National Committee for Employer Support of the Guard and Reserve**, and challenged all SHRM Chapter Presidents and State Council Directors to demonstrate their support by signing their own "Statement". Mr. O'Neil and Mr. Rob Van Cleave, SHRM Board Chairman, will recognize all State and Local Chapters who have pledged their support at the 2010 Leadership Conference in November.

The Employer **Support of the Guard and Reserve (ESGR)** is a Department of Defense agency that seeks to develop and promote a culture in which all American employers support and value the military service of their employees. It does so by recognizing outstanding support, increasing awareness of the law, and resolving conflicts through mediation. Established in 1972, ESGR's mission is to promote cooperation and understanding between Reserve Component military members and their civilian employers. The nation's Reserve Components (referring to the total of all National Guard and Reserve forces from all branches of the military) comprise nearly fifty percent (50%) of the total available military manpower. The current National Defense Strategy indicates that the National Guard and Reserve will be full partners in the fully integrated Total Force. Today, ESGR operates through a network of hundreds of volunteers throughout the nation, as well as Guam, Puerto Rico, the Virgin Islands and Europe.

For more information about ESGR, visit us on the web at: www.esgr.mil



Pictured signing their "Statements of Support" are the Directors of the VT-NH-ME State HR Councils as well as members of ESGR and Human Resources Association. Seated left to right are Directors Ginny Champney (VT), Debra Tuttle (NH), and David Pease (ME). Standing are Jim Goss (NHESGR), David Wheel (VTESGR), Susan Post (Director, Eastern Region SHRM), Pamela Green (Chief Membership Officer, SHRM), and Greg Small (MEESGR). (ESGR Photo)