

American Society of Women Accountants

The Bulletin



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2009-2010 Board of Directors

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See the website for contact information.

National Website: www.aswa.org
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January Lunch Meeting

Date: Tuesday, January 12, 2010

Time: 11:30 a.m.

Location: Olive Garden

7505 Dodge Street

Cost: \$15.00

Reservations: to Kerry by Friday January 8th at tkclark1@cox.net

Menu: limited Olive Garden menu

Speaker: Patricia Meglich, PhD., SPHR

Topic: Managing Personnel

Currently an Assistant Professor of Management at the University of Nebraska at Omaha, Meglich previously served as an instructor at several universities and community colleges delivering training via diverse mediums including traditional classroom, distance learning, on-line, and blended learning. Her research interests are focused on how organizations can create and maintain a respectful work environment by engaging employees at all levels and infusing a sense of personal responsibility and ownership.

Proposed Bylaws Changes!

Attached to the bulletin are bylaws changes that have been proposed by the board of directors. The changes will be voted on at the January meeting. If you have any questions, please contact the board of directors or Elaine Clark, bylaws chair.

PRESIDENT'S MESSAGE

Happy New Year! Every year it amazes me at how quickly time flies. The hardest part about moving into a new year is getting the date right! I find as an accountant it is even harder, because for the next four months we will be buried in paperwork that is all dated 2009? Do we ever really work in the present?

ASWA has a lot to offer during 2010! We have a great line up of motivating speakers. In January, Patti Meglich Assistant Professor of Management from UNO will inspire us with tips on managing personnel. In February we are having a joint meeting with the AGA chapter, this will be a great opportunity for us to meet other accountants, and learn a little more about their organization. Our speaker for February is Dan Sedor, and he will encourage our leadership skills. As always, check www.aswaomaha.org for a schedule of upcoming events.

Now is also a great time to start thinking about getting more involved in ASWA. Have you ever considered becoming a board member or volunteering for a committee? If you are interested in learning more contact Kristen Lembke, or any board member today!

I hope everyone has time to rest and relax over the New Year holiday! I look forward to seeing everyone on January 12th!



Annette Wells
President 2009-2010

CONGRATS to Sheila Hansen for passing the CPA exam!

April 2010 UNO Women's Walk

The Check-In Table will be our next annual volunteer event. Please contact Linda Aust for details!

ASWA Corner

This is a continuing series of articles to introduce our members to the many aspects of ASWA.

It's that time of year again when everyone makes goals and resolutions for the New Year. Your ASWA Chapter also sets goals each year.

The ASWA Chapter year runs from July 1st through June 30th. The Chapter holds a planning meeting each spring to discuss goals for the upcoming year. All members are welcome to attend the planning meeting. This is a great way to learn how your Chapter functions. At the meeting the Chapter leaders discuss the results of the past years' goals. Short and long term goals are set for the new board of directors. At the start of the year, the committee chairs also set goals for their respective committees based on the short and long term goals of the Chapter. A mid-year goals meeting is held in January so the board of directors and the committee chairs can assess their progress in meeting the goals for the year.

The national board of directors and committee chairs also set goals for the year. The monthly e-magazine, The Compass, updates Chapter members on the national committees' activities in achieving their goals. The national board of directors also prepares a three year Strategic Plan. The current Strategic Plan focuses on making more women aware of ASWA, developing a communications plan, developing corporate alliances, and financial literacy. For a copy of the national Strategic Plan visit the national website at www.aswa.org and logon to the members only section.

Good luck with achieving your goals for the coming year!

Improve Hiring Process for Better Results *by Chris Carlson*

The success of every leader, manager, and team relies on the selection of each member. Our workplaces are becoming more complicated every day. We have four generations working together, new regulations such as Sarbanes Oxley, and technological advances that allow "real time" data requiring new programming skills and more. The one common thread between every successful leader in all industries, from small and large companies, is they respect and understand the importance of a solid hiring process. Taking time away from our day-to-day activities to ensure that we are hiring the right people for the right spot is critical for all of our businesses.

What processes do you use to hire your staff? Here are a few recommendations that may help you:

1. Attract competent candidates to learn about the opportunity. Traditional ads, Internet postings, employee referrals, and walk-ins don't attract the top 10 percent of our workforce. The most qualified candidates are employed and engaged. Referrals and recruited candidates can be added to your candidate pool by partnering with a specialized recruiter. Attracting a greater number of competent candidates exponentially improves your process.
2. Eliminate early fall out of qualified candidates by treating candidates like potential customers. Who do your candidates interact with? How do they learn about your business and the objectives of the position? What is the compelling story of the position? Pre-qualifying the candidates' interest and carefully orchestrating the assessment and interest building processes insure that quality candidates remain in the process.
3. Don't give offers that won't be accepted. According to publications ranging from the *Wall Street Journal* to *Fortune* and *INC.* magazines, the most serious threat facing corporate hiring managers is offer rejection. Make sure you know your market and prevent the damaging effects of a rejection by paying attention to intangibles. When possible, engage an experienced HR partner/ recruiter.
4. Lower turnover by setting clear expectations. The heart of turnover is unrealistic and/or unfulfilled expectations. A successful on-the-job environment ensures that both parties enter the employment relationship with realistic expectations.
5. Settling for mediocre performance is the most insidious of all. It occurs over time and the manager typically believes they have succeeded in navigating through the variables and therefore consider the process complete. However, as with turnover, mediocre performance demonstrates that something was missed in the early stages of the process. It reflects a lack of attention to defining what constitutes success on the job. This seriously compromises the organization's clearly understood performance criteria for the position. This is where the process should begin.

Improving your process will improve your results. Impact your organization and your career by investing in human capital. You can't afford not to. The people who surround you are more important than you may realize.