

Insight

Conference to cover HR topics

Are you a human resources professional or business owner who must keep up on the latest development in labor law? Do you want to learn more about effective employee performance appraisal systems? Have you considered the appropriate role of HR professionals in corporate governance processes?



**Rose Anne
Plante**

A conference planned for Grand Junction will offer information about these topics and more. The Western Colorado Human Resources Association has scheduled its spring conference for April 25. The event is set for 8 a.m. to 5 p.m. at Two Rivers Convention Center, 159 Main St.

In addition to HR professionals, the conference is open to business owners and managers.

Since seating is limited, registration is required. Registrations received before April 1 cost \$149 for WCHRA members, \$169 for others. After April 1, the fees will increase to \$159 for WCHRA members, \$189 for others.

The fee includes breakfast and lunch. To register or obtain more information, log on to the Web site at www.wchra.org.

Here's a look at what's planned for the spring conference:

■ **Employment law update:** Betty Bechtel and Michael Santo of the Grand Junction law firm of Bechtel & Santo will provide up-to-date information on a variety of legal issues that affect the workplace as well as guidance on avoiding pitfalls related to employment law.

Bechtel and Santo provide legal advice to managers and represent businesses in state and federal agency actions and court litigation. They're frequent lecturers on employment law issues and contributing authors to "The Practitioner's Guide to Colorado Employment."

■ **Employee performance appraisal systems:** Pat Schutz, a business professor at Mesa State College in Grand Junction, will discuss why employers and employees alike often question the effectiveness of performance appraisal systems and why systems sometimes hurt morale. Schutz also will discuss the value of well-designed performance appraisal processes implemented on a continuous basis, including their administrative uses and the opportunities they offer for employee feedback.

In addition, the presentation will offer insights into how a performance appraisal process can become a vital component in recruiting, motivating and retaining employees.

■ **Corporate governance and the role of human resources professionals:** Steven Norman, also a business professor at Mesa State, will discuss the role of HR professionals in establishing and managing appropriate corporate governance processes.

Given the corporate scandals of the past few years, it's becoming evident organizations aren't doing an adequate job of self-governance. Corporate leaders and HR professionals must be more active in setting standards of behavior to minimize unethical behavior and in turn, promote good corporate citizenship and profitability over the long term.

Rose Anne Plante, PHR, is a human resource analyst for Hospice & Palliative Care of Western Colorado in Grand Junction and serves on the Western Colorado Human Resources Association as director of professional development. The WCHRA meets at 11:30 a.m. the third Wednesday of each month at Two Rivers Convention Center in Grand Junction. To find out more information about the WCHRA or becoming a guest speaker at a meeting, contact Plante at rplante@hospicewco.com

