

2013 Region 9 Forum Report, by President Ellie Cooper

April 12-13th Forum was hosted by the Spokane chapter. We stayed in the beautiful Davenport Hotel built in 1914 and completely restored 2002. I was reminded of the opulence of that era and thoroughly enjoyed my stay, and especially the video of the restoration. They claimed that the Davenport Hotel made Spokane famous, and I can believe it certainly helped.

Unfinished business from the Regional task force to do a review of the awards which currently do not align with National-Future Leader, WIC of the year, Lifetime Achievement. They are reviewing the criteria to bring in line with National and will then pass on to chapters, and will also determine if there are too many awards. Some current ideas are a letter sent by the Director to the employer to acknowledge the award received and to have user friendly forms. Another idea is the importance of a NAWIC resume that can be put together and a journal online to guide accomplishments. These forms can be revamped and updated with current year information and note clear deadlines. Also they are considering a Regional award plaque which is passed on each year with a 20 year duration with a limit of one time recipient in that period. They also want to eliminate points for attending meetings and keep the essay describing why member should receive the award.

Our jobsite tour was of WSU new biomedical Research Facility, Graham Construction General. We were taken completely thru the construction site and our tour guides were perceptive to our questions and did a thorough walk thru. The ladies in the front of the group received a wonderful review of the site, and the rest of us finally would arrive in time to hear the remaining explanation. Interesting structure and I recognized many items used throughout the tour.

WIC Week - Regional had 100% participation.

Block Kids - 3 chapters participated, regional winner was from Portland, Angelica build a space station.

Cad/Draft Regional Winner—1st Portland, Logan; 2nd Alaska, Nathaniel; 3rd Tri Cities, Bryson

Safety Award - Alaska Chapter

Membership - Janet Spriggs, Membership Chair presented 25 yr pin for Twylla Tatum & 30 yr pin to Ellie Cooper

Future Leader - Portland, Erin Holmes

WIC of the Year - Portland, Amanda Wilson

Lifetime Achievement - Puget Sound, Judy Jewel

Strategic Plan - Dalene Schafer Bloom

NAWIC reminds each chapter to review their strategic plan. National was revised in March this year and has 3 long range (3-5 yr) goals- increase membership 20%, promote construction industry as a desirable career choice, and develop and implement a professional development program. I have a more detailed form available to review. Chapters should select smart goals and Nationals can be viewed on the website to use as a guide.

Marketing your Chapter Samantha Jordon

Samatha passed out a booklet as a guide. She did a wonderful presentation and made it seem so easy. Marketing ad "bridge" which links the consumer side to the producer/supplier side; methods of organized communication used to educate the industry, in this case about NAWIC. Retention is important as it leads to sharing information with colleagues, friends and others who would benefit from joining. Marketing is important and use it to target audiences thru press releases, the website, fliers, newsletters, e-blast, and advertising. Each event should have detailed and specific information developed. Collect business cards at the event when paying and have chapter information ready to hand out, in fact have at members' businesses as well. Don't forget to budget for marketing, share with other organizations, and remember National is developing marketing templates to assist chapters.

Behavior & Emotional Awareness John Sporleder

Behavior awareness is the ability to see how my behaviors (what I do and say) impact others. Do you know how you are coming across to others? Only 36% of all people assessed were able to accurately identify their emotions as they happen. 90% of high performers are found to have high emotional intelligence. IQ is not a good measure of success as average IQ people

typically outperform those with high IQ's. No gender correlation was found. Negative emotions thoroughly can shut people's responses down. Hierarchy is affected also as problems flow easy down, but not upward. Behaviors in the high awareness spectrum include sensing others emotions or emphasizes, recognizing your strengths and weakness and striving to improve those weaknesses, sincerely listen to feedback, the ability to self-manage, have strong relationships even at work, able to understand things from others people's perspective, and accept responsibility for actions or mistakes. Emotions can affect

communication and it is better to acknowledge if affected by an issue and talk about it. Stick to the facts, listen more, and use humor when necessary to break away, then return to the issue right away as later will not work.

Sexual Harassment Erika Grubb

As listed by the federal law title VII of the Civil Rights act and may vary from states.

State definition: refers to behavior of a sexual nature which is unwelcome and personally offensive to its recipients.

Sexual harassment is a form of employee/employer misconduct which is demeaning to another person and undermines the integrity of the employment relationship. This could be act or words. Court do case by analysis and it is important to have an outside investigation and a thorough investigation is required. Outcome could result in a personal lawsuit.

Be proactive-have a policy in place that states prohibit sexual harassment. State the employee discipline for violation of the policy and have all employee sign that they have read the policy. If your policy states "must" claim, and there is no claim by the harassed employee, then the law will not support the issue. She emphasized unwelcomed, of sexual content, and focus on "unreasonable"

to determine a sexual harassment issue.

Gonzaga University-Chris Wheatley "The Case for Conflict"

Definition conflict-friction or opposition resulting from actual or preconceived differences or incompatibilities.

Productive conflict is key to customer service and healthy teams. Learning the objects that define positive and negative consequences, and identify reactions as positive or negative. Another term that can be used instead on conflict is tension. There are different strategies to deal with conflict. Our natural reactions are to fight or flight (leave). Address conflict in this order- identify

the people, then the problem and last the solution. Detach yourself from the point of conflict and separately ask each person to join you. Request them to help you understand the situation.

I had a wonderful time meeting new members and talking with members that I have met previously. It was a great conference as I got to go horseback riding (of sorts), play games, shop and walk, and just chat with Robin and Janet.

Thank you, Eugene #77.