



# HR

## E S S E N T I A L S

*A Helpful Resource Publication for HR Managers and Employers*

### Be A Better HR Professional - Make A Difference - Volunteer

*HR Tampa's theme for 2010 is, "You Can Make a Difference." I am deviating from my usual HR practices and trends to write about volunteerism..*

- Lori S. Goldsmith, SPHR, GPHR, HR & Client Relations Manager, Tomlin Tested Staffing

In 1908, Theodore Roosevelt said, "Every man (woman) owes a part of his (her) time and money to the industry to which he (she) is engaged. No man (woman) has a moral right to withhold his (her) support from an organization that is striving to improve conditions within his (her) sphere.

It only takes one person to change the world. A seven year old boy in England just raised 7,000 £ for the Haiti earthquake survivors. I have been volunteering ever since I was in the first grade. My elementary school had a class for physically and mentally challenged children and my parents told me to ask the teacher how I could help. At a young age, I developed a respect and sensitivity to those around me and can't imagine not being involved in my profession or my community.

Last year marked my third appointment as the HR Florida State Council's Certification Director and my first year serving on the HR Florida conference team. What a wonderful experience! I joined the program committee because I wanted to learn more. Unexpectedly, the Program Chair resigned and I stepped up to the plate. This was my first experience working with programs. At our state council meeting, which is held during the state conference, I was recognized as the HR Florida Volunteer of the Year. When Kitty Fields, the HR Florida State Council President, starting talking about the person she was about to introduce as the Volunteer of the Year, she talked about dedication, rising to the challenge, participation in conference calls at all hours - Kitty could have been talking about anyone of my team members. When she started talking about what this person has done for certification over the years, I found myself looking around the room somewhat frantically because I could not figure out who was in charge of certification ... when I gasped ... I realized it was me. The thought of being recognized as the HR Volunteer of the Year still overwhelms me. It is not about the recognition; it is about suddenly realizing

the tremendous difference I have been able to make.

Certification is my professional passion. I have been volunteering in an HR certification role since 2000 and very grateful to HR Florida and HR Tampa for the honor of allowing me to serve these years. Most of all, I want to give a great big thank you to Holly Tomlin, President of Tomlin Tested Staffing, for supporting and encouraging my volunteer leadership roles. None of this would have been possible without Holly's support and the support of my colleagues. For the past 10 years, I have also been serving on Moffitt Cancer Center's, Corporate Partners Steering Committee. In another volunteer life, I am a beginning Taoist Tai Chi instructor and realize the gift of helping others regain health and mobility or just relieve stress. As time allows, I also participate in local community projects. In a prior professional related volunteer life, I served as the chairperson of the Screening Committee for job readiness training with the Philadelphia and Tampa Urban League for many years. Proudly, I attended every one of their graduations from the program and watched many go on to college to become doctors, lawyers, architects and engineers. In 1994, the National Urban League recognized me as Volunteer of the Year. After all these years, I still think about the community members that we turned into productive citizens, helped to break the cycle and provide self-esteem never before experienced.

**Making a difference  
is the best gift you can give,  
not only to your community;  
to yourself as well.**

Make a difference in someone's life, the environment and in your community. If you have the family and employer support to get deeply involved or can only give one hour a month, get involved to the best of your capacity. Volunteering is straight from the heart. Making a difference is the best gift you can give, not only to your community; to yourself as well.

In December, I passed the GPHR (Global Professional in Human Resources) exam. Could it be the next volunteer chapter of my story?

## Community Corner .....

### FBI Citizen's Academy

The Tampa Citizen's Academy was initiated in 2002. The goal is to increase public awareness about the role of the FBI and to strengthen its relationship within the community. To date more than 120 community leaders have graduated from Tampa Citizen's Academy.

The graduates toured the FBI Headquarters and Training Academy in Washington, D.C. and Quantico, VA.

Holly Tomlin, President/Owner,  
Tomlin Tested Staffing;  
and Chuck Black, retired President,  
TECO Energy.

