

# Winona SHRM Newsletter October 2015

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



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## *Upcoming Scheduled Meeting Dates*

- **Being an Employer of Choice** –  
October 20, 2015
- **Effective Workplace  
Communication** –  
November 10, 2015

## *SHRM Links*

### **National SHRM website**

[www.shrm.org](http://www.shrm.org)

### **MN State SHRM website**

[www.mn-shrm.org](http://www.mn-shrm.org)

### **Winona Area SHRM website.**

<http://winona.shrm.org>

Username: first initial, last name

Password: hr

### **JobDig**

[www.jobdig.com](http://www.jobdig.com)

### **Winona SHRM**

PO Box 71, Winona, MN 55987

## *President's Notes*

By: *Rhonda Spece*



### **Happy Fall!**

At our next monthly meeting on October 20<sup>th</sup>, we will be having our annual Board elections. The only position that we will be voting on is College Relations. Alberta Rosburg will be stepping down from this position and we will be voting in Jennifer Davis as of January 1<sup>st</sup> 2016. I would like to thank Alberta for her devotion to SHRM. She has done a wonderful job and has agreed to continue her support as needed.  
**THANK YOU ALBERTA!**

We still have Board positions that need to be filled soon.

- President Elect
- Web Coordinator/Marketing
- Certification Representative
- Foundation Advocate

If you are interested in any of these positions please let myself or another Board Member know.

Thank you to all the current and past Board members for your commitment to Winona Area SHRM. You are appreciated.

We are looking for volunteers to be on the 2016 Spring Conference planning committee. We had our first meeting on September 17<sup>th</sup>. Thank you Ashley, Brandon, and Genelle for coming to our first meeting. We will continue to meet on the 3<sup>rd</sup> Thursday of every month at Caribou Coffee in Winona at 4:30pm. Please come and join in on this exciting meeting.

Also, a reminder that the State conference is coming up on October 11<sup>th</sup> - October 13<sup>th</sup> in Rochester.

**Thank you for being a part of the Winona AREA SHRM group!**

## Contact Us

### President

Rhonda Spece

507-864-7714

[rspece@goodshepherdushford.org](mailto:rspece@goodshepherdushford.org)

### President Elect

Ashley Zweep

507-452-1112

[Ashley.z@anovafurnishings.com](mailto:Ashley.z@anovafurnishings.com)

### Secretary

Heidi Viestenz

507-494-0513

[hjviestenz@merchantsbank.com](mailto:hjviestenz@merchantsbank.com)

### Treasurer

Linda Digby

507-452-1855 Ext. 108

[ldigby@winonaorc.org](mailto:ldigby@winonaorc.org)

### Web Coordinator/Marketing and PR

Cheri Gabbert

507-454-4044

[cheri.gabbert@gmail.com](mailto:cheri.gabbert@gmail.com)

### Legislative Representative

Beth Ede, SPHR

507-453-6347

[bede@winonaagency.com](mailto:bede@winonaagency.com)

### Membership Director

Karissa Wirt

507-457-4448

[kwirt@winonahealth.org](mailto:kwirt@winonahealth.org)

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## President Elect

By: Ashley Zweep

### October Meeting Being an Employer of Choice



**Event date:** Tuesday, October 20, 2015  
**Networking:** 11:30am – 12:00 pm  
**Meeting:** 12:00pm – 1:00 pm  
Winona Area Chamber of Commerce  
902 E. Second St - Ste 120 | Winona, MN 55987

Ali McGinty from Marsh & McLennan Agency helps employers develop human resource programs that help reduce company risk and increase employee engagement. Ali will present how to be an employer of choice for applicants and current employees. She will speak on best practices, unique ways to attract and retain employees and total rewards.

Pending approval for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.

Please [click here](#) to register!

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### November Meeting Effective Workplace Communication: Promoting Success Through a Culture of Trust and Belief



## College Relations

Alberta Rosburg, PHR

507-457-1193

[aaosburg@merchantsbank.com](mailto:aaosburg@merchantsbank.com)

## Diversity & Workforce Readiness

### Advocate

Carrie Kollasch-Roberts

507-474-2832

**C.Kollasch-**

[Roberts@peerlesschain.com](mailto:Roberts@peerlesschain.com)

**Event date:** Tuesday, November 10, 2015

**Networking:** 11:30am – 12:00 pm

**Legislative Update:** 12:00pm – 1:00 pm

Winona Area Chamber of Commerce

902 E. Second St - Ste 120 | Winona, MN 55987

*Pending approval for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.*

The November meeting will be a webinar. You may either report to our monthly meeting room (address above) or you may enjoy the webinar at the comfort of your office. Information on how to login to the webinar from your office will be shared at a later date.

There will be a benefit for attending the meeting at our monthly meeting room – free lunch!

Nancy Conway is SHRM's Field Services Director for the North Central Region, supporting 64 Professional Chapters, 19 Student chapters and 6 State Councils. Nancy has worked in the HR professional for over 27 years with industry experience in retail, call centers, banking and health care. SHRM and other research studies indicate that effective workplace communication plays a key role in business success. For HR professionals, the ability to communicate effectively is a critical competency to be able to contribute to that success. In this session, you will learn the benefits of effective workplace communication, strategies for building a culture of trust and belief, the importance of effective communication as an HR competency, and the skills you need to develop to be a proficient communicator.

Pending approval for 1 HRCI & SHRM-CP/SHRM-SCP re-certification credit hour.

Registration will open once the October 20<sup>th</sup> meeting has closed.

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## Membership Director Update

By: Karissa Wirt

### *Membership Spotlight:*

#### *Winona Area SHRM chapter welcomes*

#### *Arlette Gensmer, Winona State University*



Arlette joined Winona State University's (WSU) Adult & Continuing Education team as the Business Outreach Coordinator for the Winona and Rochester campuses in March 2015. Arlette works closely with human resource departments to determine continuing and customized training needs. She is also responsible for developing new programs and managing existing projects. She works with both internal and external partners that include public and private organizations within the region and state.

Activities include business plan development, training needs assessments, curricula design, and grant applications/writing.

## *Winona Area SHRM's Mission, Vision & Values*

### Mission – (Why we exist)

The Winona SHRM Chapter is a professional organization that exists to:

- Build and sustain partnerships with human resource and business professionals, to address challenges that influence the effectiveness and sustainability of our organizations and communities.
- Provide a community for human resource and business professionals to share expertise and create innovative solutions on people management issues.
- Proactively provide education and research to human resource and business professionals to enhance our organizations and communities.
- Advance the HR profession through outreach, mentorship, and advocacy.

### Vision – (What we want to be)

To be the leading resource on people management skills.

### Values – (What we stand for)

- Strategic – in our thinking and planning
- Honorable – to our members, our organizations, and our communities
- Respectful – to the SHRM bylaws and legislative guidelines
- Mentorship – guidance and partnering with HR professionals

**People, It's our business!**

Prior to joining WSU, Arlette was the Fleet Instructional Technologist at Xcel Energy, Welch, MN, for nine years. She was responsible for designing and delivering initial, continuing, and just-in-time training in classroom, laboratory and on-the job environments. She was a member of numerous Operations, Maintenance & Technical accreditation teams throughout the United States' nuclear industry.

Arlette also joined WSU with a background in healthcare and human resource activities. Prior to working for Xcel Energy, she worked 18 years in a variety of departments at Mayo Clinic Rochester; HR, Microcomputer Education Services, Medical Revenue Systems, Administrative Services, and Laboratory Medicine and Pathology. Responsibilities included designing curriculum, a variety of educational initiatives, Mayo's electronic medical record project rollout, and IT software support.

Arlette earned her Bachelor of Science Degree, Business Administration/Marketing, at Winona State University and a Masters of Arts Degree, Organizational Management and Communications at Concordia University, St. Paul. When not working she enjoys boating, hiking, outdoor activities, and raising llamas.

Contact Information: Arlette Gensmer, Business Outreach Coordinator, [agensmer@winona.edu](mailto:agensmer@winona.edu), 507.457.5088 (Winona campus), 507.281.7788 (Rochester campus)

***Again, a warm welcome to Arlette!  
We look forward to meeting you and networking with you!***

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### *Winona Area SHRM chapter also welcomes*

#### ***Andrea Wischer, Bay State Milling***

Andrea attended Winona State University and has a Bachelor of Science Degree in Business Administration and Minor in Management. Andrea moved back home to the Waukesha, WI area after attending college. For the last 9 years, Andrea has worked in the field of human resources, specializing in staffing with companies like Manpower and Next Level Staffing. In May 2015, she moved back to the Winona area and is working at Bay State Milling Company as the Human Resources Administrator.

***Again, a warm welcome to Andrea!  
We look forward to meeting you and networking with you!***