

Winona, Minnesota



Winona Area SHRM Newsletter

April 2017



President's Notes

By: Kubilay Gok

In the month of March we continued our efforts to organize the Annual Leadership and Development Conference at the Tau Center located within Winona State University on April 11, 2017. We bring two wonderful professionals with extensive experiences in leadership, development, and communication training. Matt Booth will engage our audience in the "Value of Attitude in Being a Resilient Leader" and Anne Finch with the topic of "Engaging for Performance." I like to take this opportunity to thank the Department of Business Administration of the College of Business at Winona State University and Office of the Dean of the College of Business for graciously sponsoring the event by providing the funding for the catering cost and rental fee for the conference venue. We are very thankful for both the Chair of the Business Administration Department, Dr. Joel Bjorke and the Dean of the College of Business, Dr. Hamid Akbari at Winona State University for their wonderful support for our annual L & D Conference. We also are very delighted and gracious for Diane Amundson waiving her emcee cost in exchange for sponsorship level which we gladly accepted! In addition we want to give a HUGE thank you to our sponsors!



We also are in the process of updating the contact information of Winona SHRM local chapter. Please update your membership contact information with your updated email address, phone number, and employer!

Leadership & Development Conference

April 11th, 2017

How Your Communication and Attitude can Affective Employees Engagement

Don't forget to register for the 2017 SHRM Leadership & Development Conference April 11th at the Tau Center at WSU! This is an all-day conference focusing on how communication and attitude can affect employee engagement as well as strategies to becoming a resilient leader. We have two dynamic speakers that we are very excited about; Matt Booth (professional speaker focusing on attitude) and Anne Finch (CIO for Logistics Health). Breakfast and lunch will be included as well as chances to win prizes and free registration for next year!

Visit winona.shrm.org and click on the **Conference Registration Form** tab. Conference registration is \$129.00 per person.



Join Us!

2017 Leadership & Development Conference

April 11, 2017 | Tau Center, WSU

7:45 – 8:00am	Registration and Breakfast
8:00 – 8:30am	Opening Remarks
Session I: 8:30am – 12:00pm	Matt Booth – “Value of Attitude in Being a Resilient Leader”
12:00 – 1:00pm	Lunch provided
Session II: 1:00 – 4:00pm	Anne Finch – “Engaging for Performance”



Matt Booth
Professional Speaker & Author



Anne Finch
CIO for Logistics Health

Event Registration:

SHRM Member: \$99 • Non-SHRM Member: \$109
Group Discounts (3 or more from same company): \$89/pp
All registration after March 31st will increase \$129



Register at winona.shrm.org today!

Membership Director

By: Brandon McQuinn

Welcome Montana Storm and to Winona SHRM!!!



Hello, my name is Montana Storm. I work for Solvay (formerly Cytec/Fiberite). I am new to the Human Resource field receiving my SHRM-CP and PHR in 2016. Prior to Solvay I worked for the Winona Workforce Center and the University of Minnesota, Mankato primarily in training and teaching. I graduated from WSU with a Bachelor Degree in History and MSU-Mankato with a Master in History. In my spare time I enjoy horseback riding, hiking with my dog, museums, fairs, and traveling.



My name is Kim Ryan and I just recently started as the HR Manager at Hiawatha Valley Mental Health Clinic. I am an HR department of 1, so I am fortunate to be able to do a little bit of everything in my role. I have been in HR since 2001 and have held a variety of positions throughout that time. I received my AAS in HR from Western in 2003 and my BS in HR Management in 2011 from UW-Stout. My husband, Nick, and I reside in the Houston area with our two children. I look forward to getting to know you all!



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!

LASHRM (La Crosse, WI SHRM) is hosting their Professional Development Symposium May 17th at WTC! Please visit their website to learn more or ask questions.



LASHRM Professional Development Symposium
May 17, 2017 • WTC, Lunda Center

Employer Branding – Become an Employer of Choice

How Can **YOU** Attract & Retain Talent in the Coulee Region?



LASHRM

HR and business professionals must learn to create a strong employer brand to attract and retain top talent. **Employer branding** is multi-faceted and vital function of any business, large or small. LASHRM's symposium on **May 17, 2017 at WTC, Lunda Center** will give you the tools you need to create and enhance your employer brand.

Respected, local business leaders will share their expertise on...

- Developing YOUR **Brand**
- Creating **Diversity**
- Coulee Region **Offerings**
- **Talent** Recruitment & Retention
- **Team** Building
- Economic **Value** of Brand Development

Learn ways to promote the Coulee Region as a great place to work, live and play!

LASHRM's Vision...
to be the trusted partner of choice for excellence in human resource practices



Symposium Agenda

- 7:30-8:00 **Check-in** (Refreshment provided)
- 8:00-8:30 **La Crosse Chamber Commerce**—Executive Director Vicki Markussen
Addressing employment trends in the Coulee Region
- 8:30-10:00 **Interactive Employer Panel**—Sharing best practices, followed by Q&A
Trustpoint | Dynamic Recycling | Organic Valley | YMCA
- 10:00-10:30 Break and Networking
- 10:30-11:00 **Creating a Diverse Team**—Ricardo Acevedo
Social Security Administration District Manager
- 11:00-11:15 **Seven Rivers Alliance**—Lisa Herr, providing overview of organization's
focus on economic development in the Upper Mississippi Region.
- 11:15-Noon **Explore La Crosse** —Amy Gabay & **Outdoor Recreation Alliance**—Jeff Wordell
Leveraging the uniqueness of La Crosse area to recruit and retain top talent
- ~ Symposium attendance eligible for SHRM and HRCI re-certification credits ~*

REGISTER ONLINE

Name: _____ SHRM-CP ☐ SHRM-SCP ☐
PHR ☐ SPHR ☐ GPHR ☐

Organization: _____

Address: _____

Phone: _____ E-mail: _____

Please make checks payable to: **LASHRM**

- ☐ \$50 – LASHRM Members ☐ \$60 – Non-LASHRM Members
- ☐ \$25 – FT Undergraduate Students
- ☐ \$150 – Business Sponsorship

College Relations

By: Jenn Davis

Happy April everyone, the students had a full schedule in the month of March!

We'd like to once again thank Jessica Niesing, HR Manager of WS Packaging Group, for presenting on March 1st on the topic of recruiting in today's market. Jessica did an excellent job of giving real life examples of do's and don'ts and various examples of what to expect from start to finish while having recruiting responsibilities!

On March 15th the SHRM students participated in Network Night in which 13 different companies were invited to represent their companies and help student practice their networking skills. Thank you to all who were involved.

Just recently on March 29th SHRM students were invited to attend 'HR Day,' where once again, local HR professionals worked with the SHRM students to help provide examples and coach on essential HR skills!

To close the month students were asked to submit all applications to apply for the 2017 Spring Winona State University Scholarship. This scholarship is sponsored by the Wolfmeyer family. We graciously thank the Wolfmeyer family for supporting the future of HR in Winona! More information to come on the lucky recipient!

Finally, as we look forward we have the Mentorship panel scheduled April 5th! This year we were fortunate enough to speak with college professors and ask that they not only encourage but also incentivize students to attend! We look forward to continuing to grow this event in future years. We greatly appreciate all who have helped with the event and all of the mentors who are participating this year.



Upcoming Events

May Monthly Meeting

Teambuilding



*Tuesday, May 9, 2017
Green Mill in Winona, MN*

Dr. Kubilay Gok, an assistant professor of Human Resource Management, at the College of Business of Winona State, will be presenting on teambuilding. He will share with you the latest professional and research insights about team building. He will also present on the role of fault lines and diversity in the management of teams for more effective HR practice.

RSVP today!!! Please [click here](http://winona.shrm.org) to register or visit the winona.shrm.org website!

Approved for 1 SHRM Certification credit!

Legislative Relations

by Beth Eide

Washington Update

American Health Care Act (ACA Replacement Bill) Withdrawn

On March 24, 2017, Republican leadership in the U.S. House of Representatives withdrew the American Health Care Act, which was their proposed legislation to repeal and replace the Affordable Care Act (ACA). A vote was scheduled that day, but House Republicans could not secure enough votes to pass the legislation, so instead, cancelled the vote.

The result – the ACA will remain in place as is at this time so employers and individuals must continue to comply with all ACA provisions. In addition, both President Trump and House Republican leadership have stated they are moving on and will focus on other issues.

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