

Winona, Minnesota

# Winona Area SHRM Newsletter

November  
2018



## President's Note

By: Rebecca Rowe, President



Whew! Was it just me or did November fly by?! I was lucky enough to attend the SHRM Volunteer Leader's Summit in Washington, D.C. again this year. SHRM Conferences never disappoint! I was able to listen to a multitude of key note speakers who discussed the future of HR and how the HR profession is going to continue to grow and become strategic partners in the business. It was motivating and uplifting to hear about all of the great things local chapters are doing to promote the profession and SHRM. I heard speakers from Zappos, John Deere, Booz Allen Hamilton and SHRM's CEO Johnny C. Taylor. If you are interested in listening to the presentation from SHRM VLS titled **What Happens at Work Will Change the World: A Conversation with Top Execs** click [here](#) and earn FREE SHRM-CP/SCP PDCs.



Did you know that Winona Area SHRM is a 100% chapter? What does that mean? That means that all of our local chapter members are also national SHRM members. That being said, it's important that you renew your national SHRM membership each year. If you still need to renew your national SHRM membership for 2019 enter code **CHAPTERS25** to receive \$25.00 off.

The Winona Area SHRM is about to begin planning for the 2019 Leadership and Development Conference. If you are interested in being a part of the planning process, please contact me for more information.

For those of you that are certified – did you know that you can submit your work projects for PDCs? Work projects are a great way to earn 10-20 PDCs. PDCs are calculated based on the time spent on the project, and each project must be described to explain how it aligns with the competencies. To learn more, go to the [SHRM Certification website](#).

It's time to think about MNSHRM19 State Conference. The conference is going to be in our neck of the woods next year in Rochester, MN! If you are interested in attending the conference next year, enter promo code: **SAVE50MNSHRM19** to get \$50.00 off your registration fee! The theme of next year's conference is:



**Ultimate**  
SOFTWARE

LIVE WEBCAST December 11<sup>th</sup> at 2pm ET

**Employment Law in 2019:  
The Complete Guide for Employers**

**REGISTER NOW**

**Kate Bischoff**  
Employment Attorney & HR Consultant  
tHRive Law & Consulting LLC

Back by popular demand!

To register for this FREE webcast, click [here](#)!

As a reminder, the following positions are currently open and need to be filled include:

- President-elect (2 yr. term)
- SHRM Foundation Advocate
- Certification Director



If you are interested in any of our open Board of Directors position, please contact Rebecca Rowe to learn more!



**Monthly Meeting- Tuesday, January 8th from 12:00 p.m. – 1:00 p.m.**  
**Animals in the Workplace: Service, Emotional Support and Therapy**

This session is designed to discuss the differences between service, emotional support and therapy animals in the workplace and the must-know items for employers.

Alec Beck, Attorney at Law, SPHR Certified Labor and Employment Specialist from **Ford Harrison Global HR Lawyers** will present on this ever-evolving topic.

Click [here](#) to register!

### **2019 Winona Area SHRM Calendar of Events**

Month	Presenter	Topics
January	Alec Beck	Animals in the Workplace: Service, Emotional Support and Therapy
February	Janet Pool	Driving Change – Improving Organizational Performance
March	Logan Joyce	StengthsFinder Assessment
April	<b>Winona Area SHRM Leadership &amp; Development Conference</b>	
May	Andy Goldman-Gray	Connecting People with Purpose
June	Sarah Bridges	Unconscious Bias
July	TBD	Drowning in Documentation: Staying Compliant and Current with Handbooks, Investigations, and Other Employment Documentation
August	Liz Uram	Performance Feedback: The Gift That Keeps Giving
September	Anna Kraemer & Jim Miley	Creating Confident Retirees
October	<b>MNSHRM State Conference in Rochester, MN</b>	
November	Jana O'Leary Sullivan	Free Speech in the Workplace
December	<b>Holiday Social</b>	



## **2019 Winona Area SHRM Professional Development Scholarship**

The Winona Area SHRM is dedicated to advancing the HR profession by developing chapter members through monthly meetings, an annual Leadership and Development Conference, networking opportunities and other forms of professional development. To support professional development objectives, Winona Area SHRM has created a scholarship program where one (1) scholarship will be awarded to an eligible member for continuing their education or professional development.

Winona Area SHRM will provide one (1) scholarship up to \$1,000 to an active chapter member to be distributed at the discretion of the Winona Area SHRM Board of Directors. With the scholarship, the member could attend a national or state SHRM conference, study for the SHRM-CP/SCP certification, attend a HR-related workshop or further their education by working towards an Associates, Bachelors or Master's degree from an accredited school in an HR-related program.

Consideration for the scholarship will be heavily based on chapter involvement. Scholarship eligibility will include the following:

1. Active national SHRM membership
2. Active Winona Area SHRM membership
3. Actively participating on either the Winona Area SHRM Board of Directors or a committee
4. Attend at least 50% of monthly meetings

A timeline for the scholarship process will be released later in 2019. The application deadline will be in early fall 2019 and the scholarship will be awarded at the end of 2019. The award may be prepaid directly to the entity (school, organization, etc.) by Winona Area SHRM. Any applicant seeking the scholarship for the SHRM-CP/SCP certification will need to provide a receipt and proof of passing the test to be reimbursed.

Please email Winona Area SHRM President Rebecca Rowe at [rowe@ci.winona.mn.us](mailto:rowe@ci.winona.mn.us) with any questions.



**Winona Area SHRM has been recertified to be a provider of SHRM-CP/SCP PDCs for 2019!**





## Chief Human Resources Officer

Merchants Bank established in 1875 is a growing, employee owned company, dedicated to a philosophy of community banking with total company wide assets of \$1.7 billion. Due, to a retirement, we are searching for a **Chief HR Officer** to lead the Human Resources function in our Company. This role must:

Provide leadership and coordination of the Human Resource (HR) functions of the Company. Establish, implement, and administer HR systems, practices and approaches to support the achievement of the Companies' strategic goals; as well as maintaining Merchants position as an employer of choice. As a member of the executive management team, participate in the formulation and implementation of Bank-wide strategies and objectives. Have direct oversight of the Human Resources Department and Training & Education Department. Must have strong Human Resource management skills, be familiar with all aspects of human resource management including performance appraisals, job performance documentation, disciplinary actions, career development, interviewing, etc.

**Experience & Knowledge:** A college degree or advanced degree is required, preferable in Human Resources. A PHR or SPHR designation is preferred. A minimum of ten years' experience in the areas of required knowledge, specifically Human Resources. Strategic and business planning experience is preferred.

Competitive salary and benefit package provided, including an ESOP. Please apply by mail at Merchants Bank, Attn: Alberta Rosburg, CHRO 102 East 3<sup>rd</sup> St., Winona, MN 55987, or e-mail your resume and cover letter to [aarosburg@merchantsbank.com](mailto:aarosburg@merchantsbank.com).

***Employer of women, minorities, protected veterans and individuals with disabilities.***

## SHRM Private Email Group



Do you wish you could request feedback from your local HR colleagues on various topics? Well now you can!!! Winona SHRM offers a private email group to all of its members!

Visit <https://groups.yahoo.com/neo/groups/winonashrm/info> and you will have three options:

1. Login to your existing Yahoo account
2. If you don't already have a Yahoo account you can create an account
3. Or you may choose to use an existing email account

Once you complete this step you will be asked to enter the Account Key which is sent to your designated email. Lastly, you will click "Join Group" and request to become connected. Once you receive the approval email you are now enrolled in the group and you may begin participating in the conversation!



### 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!**



## Legislative Update

Beth Ede, Legislative Representative

## Washington Update

### ***SHRM's Post-Election Overview and What's Ahead for 2019***

It's been almost a month since Mid-Term Election Day which resulted in a tilt power for the 116<sup>th</sup> Congress. Democrats clinched the majority in the House of Representatives while Republicans expanded their majority in the Senate.

SHRM has been extensively engaged in the issues through direct lobbying and member advocacy efforts and will continue to service in leadership capacities on many of the agenda items in 2019.

For more information on the impact of the mid-term election on the workplace, see SHRM's new resource page [HERE](#).

In addition, check out [SHRM's Post-Election Outlook](#).

## **SHRM Board of Directors**

### **Past President & Membership Director**

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### **President**

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### **President Elect**

Open

### **Secretary**

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