

Winona, Minnesota

Winona Area SHRM Newsletter

January 2020



President's Note

By: Rebecca Rowe, SHRM-CP – Winona Area SHRM Chapter President

I hope everyone was able to welcome in the new year with relaxation and a renewed mindset going into 2020. Winona Area SHRM will be hard at work continuing to offer monthly meetings, newsletters, job postings for HR positions and other opportunities. Many of you know that in April each year we host a Leadership and Development Conference. We still plan to host the conference this year but are going to approach it in a little different format. We will be hosting in in early-to-mid summer with a different layout of the day. Stay tuned for more details to come soon!

I am excited to announce that Julie Kiehne has joined the Winona Area SHRM Board of Directors at our new Workforce Readiness Director. Julie will focus on monitoring and evaluating local activities concerning workforce readiness issues, plan and encourage chapter involvement. We are so excited and privileged to have Julie join our Board of Directors. On January 12th and 13th, Julie and myself will attend the MNSHRM Leadership and Development Conference in Brooklyn Park, MN. This annual business meeting brings together anyone who serves on a Board of Directors for their local SHRM chapters throughout the state to share best practices, hear world-class speakers, learn about what SHRM can offer chapters and individual members along with encouraged collaboration among the chapters. Keep an eye out for next months newsletter to hear all about what we learned during our two-day conference! The Winona Area SHRM Board of Directors is excited for the next year and all of the things we are able to offer to our chapter members. If you have any ideas or topics you would like us to find speakers for, feel free to contact Rebecca Rowe or Lisa Towner. We appreciate any and all feedback we receive from our members.

Don't forget to register for the MNSHRM 2020 State Conference

October 12 – 13th
Mystic Lake Center

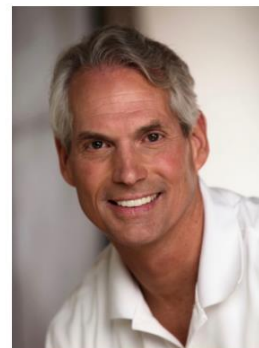
Ryan Estes

Monday Keynote Speaker



Jerry Holl

Tuesday Keynote Speaker



Monthly Meeting- Tuesday, January 14th 2019 from 11:30 a.m. – 1:00 p.m.
To Badge or Not to Badge? Employee Engagement in the Digital Age

Presentation Summary:

Ensuring your employees are engaged in their work is the easiest way to increase productivity and retain your best talent! Digital badging is transforming the way professional development is communicated and understood. If you're interested in exploring this digital credential or want to gain the necessary tools for implementing your own badging program, don't miss our real-time, interactive session. Bring your cell phone, no app required.

Learning Objectives:

- Understand what digital badges are...and aren't.
- Develop a core suite of essential competencies, or 21st-century skills, to maximize your team effectiveness.
- Create an example of a digital badge that could be designed to add value to your professional development training program.
- Learn how digital credentials can save your organization money on marketing, human resources and recruiting costs.
- Recognize how digital badging creates a culture of recognition.

Speaker: Julie Kiehne

Business Outreach Coordinator, Adult & Continuing Education (ACE) Winona State University.

Pending approval for 1 SHRM-CP | SHRM-SCP PDC.

The Tandesk Center Southeast Technical College Campus
1200 Storrs Pond Road Winona, MN 55987
Click [here](#) to register!



The Veterans at Work Certificate, developed for HR professionals, hiring managers, and front-line supervisors, is a multi-faceted program from the SHRM Foundation and brought to you with generous support from Comcast NBC Universal. Through the certificate program, you will learn:

- Learn the value that skilled veterans bring to the civilian workplace
- Demonstrate your commitment to attract, hire and retain these talented professionals
- Earn 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification

The Veterans at Work Certificate is completely free and open to all. You do not need to be a SHRM member, and you do not need to hold a SHRM credential to earn this certificate.

To learn more, go to [SHRMs Veterans at Work Certificate Program](#) website.

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!

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!



2019 & 2020 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
January	Julie Kiehne	To Badge or Not to Badge? Employee Engagement in the Digital Age
February	Jessica Roe	Managing Complicated FMLA and ADA Requests
March	Kate Bischoff, SHRM-SCP	Policies The Work
April	Zachary Schmoll	Navigating Short and Long-Term Disability Claims
May	Penelope "Penny" Phillips	10 Tough FMLA Questions and Their Answers – Working Through Leave Law Issues That Are Often Difficult and Confusing
June	SHRM Annual Conference San Diego, CA Click here for registration information!	
July	Jay Kirschbaum	Why Does Our Plan Say That? Hard Facts Make Bad Law
August	Winona Area SHRM Board of Directors	Get to Know Your National & Local SHRM Benefits
September	Tom Revnew	Avoiding the Wrongful Discharge Claim
October	MNSHRM State Conference Prior Lake, MN Registration Coming Soon!	
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	TBD

If you would like to post an HR-related position with Winona Area SHRM for 70+ HR professionals to view, please email Rebecca Rowe. All postings are active for 30 days and can be renewed. Job postings are included in the upcoming monthly newsletter and all social media outlets.

- HR Internships for companies with a Winona Area SHRM member in good standing – FREE
- HR job postings for companies with a Winona Area SHRM member or other regional member or other regional SHRM chapter member in good standing - \$40.00
- HR Internships and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter member - \$60.00



With the beginning of a new year, it is time to start recruiting for new HR professionals who are looking for a great opportunity to grow in the HR profession, network with an amazing group of HR professionals and be involved in exciting opportunities like a yearly HR conference with professionals all around the great state of Minnesota, professional development opportunities, resume building and much more! Below is a listing of the roles we have open on our Board of Directors and a brief description for each role. If you are interested in either role, please contact Rebecca Rowe, Winona Area SHRM President for more information.

Immediately Open Board of Directors Role

Certification Director (1 yr. term)

In this role, the Certification Director will manage the chapter's certification study program, encourage members to become SHRM-CP or SHRM-SCP certified and assist those who are recertifying. The member who fulfills this role must be SHRM-CP or SHRM-SCP certified.

Membership Director (1 yr. term)

In this role, the Membership Director will manage the membership functions to successfully maintain and/or increase the chapter's membership. The Membership Director will also maintain the chapter's membership database/roster and online directory. Finally, this board member will guide or assist with any membership drives, events or activities.

If you are interested in fulfilling any of the roles listed above, please contact Rebecca Rowe at rebecca.rwowe@pfc.coop or (608) 784-5798 x 1007 to set up a meeting to discuss your interest and answer any questions you have.



SHRM Foundation

Cheri Duffenbach – Foundation Director



Thank you for helping us mobilize the power of HR to lead positive social change impacting all things work, workers and workplace.

As 2019 comes to a close, we're excited to share some of our success. This year, we:

- Engaged 9,000+ HR professionals with the SHRM Foundation Veterans at Work certificate program.
- Delivered \$50,000+ in Innovation Grants to help SHRM chapters and state councils make a difference in their communities.
- Awarded \$500,000+ in certification, academic and professional development scholarships and grants to HR professionals and students.

Introduced our new initiative, Employing Abilities @Work, to make a positive impact on individuals with disabilities.

Will you join us to create better inclusive workplaces and elevate the HR profession?

[DONATE TODAY](#)

SHRM Student Engagement

Nicole Volner – College Relations Chair

This semester the Winona student chapter was up for the SHRM scholarship. We had great applications submitted and the selected winner of the scholarship was awarded to Madison (Maddy) Klostermann. Maddy is a member of the Winona State University student chapter and has been since her freshman year. She is an HR major at Winona State University and was the chapter's president. Maddy has participated in internships, career fairs, various SHRM conferences, and tours of local businesses. Maddy will be using the scholarship to continue to help her in her financial and professional needs as she continues to expand her experiences and knowledge in the profession of Human Resources.

Legal & Legislative Update

Did you know that there are many tools available to you on SHRM's website as a professional member?

Does your organization have business operations in multiple states? SHRM has a solution for that! Part of SHRM's new interactive tools is a **Multi-state Law Comparison Tool**. This tool will build a side-by-side comparison chart that features state labor laws that are relevant to you!

Does your organization process COBRA in-house? If so, SHRM has a **COBRA Notices Generator**. This tool generates notices that will help organizations satisfy their COBRA notice obligations.

As a member, SHRM offers webcasts at no additional fee! Below are a listing of upcoming compliance webcasts available to SHRM members.

A Safer Workplace: Understanding State Legislation for 2020

When: Thursday, January 9th at 1:00 p.m. CST

Sponsor: Paycom

Summary:

Laws preventing sexual harassment and other forms of bias vary by state. In this program, former Oklahoma State Senator A.J. Griffin will review anti-harassment laws from around the country and look at how pending legislation may impact your business.

Click [here](#) to register!

Are you in Compliance? Labor Law Poster Update 2020

When: Monday, January 13th at 1:00 p.m. CST

Summary:

States and cities have been busy passing laws requiring posting updates or new employment law posters. Are yours up-to-date and compliant? Terri Dougherty and Judy Kneiszel of J.J. Keller & Associates will look at recent posting changes, including more than 40 federal, state and municipal changes for 2020.

Click [here](#) to register!

One Answer to the Talent Crisis: Training for Middle-Skilled Jobs

When: Thursday, January 16th at 1:00 p.m. CST

Summary:

Many jobs in corporate America really don't require degrees of any kind. These "middle-skilled jobs" just might be the answer to the talent crisis that companies are facing. This program will explore the untapped potential of middle-skilled jobs and how you can fill your organization's skill gaps.

Click [here](#) to register!

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Vacant

Certification Director

Vacant