

Winona, Minnesota



Winona Area SHRM Newsletter

June 2021



President's Note

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

Typically, in the month of June, SHRM hosts its Annual Conference. Due to COVID, it was delayed to September 9 – 12th, 2021 in Las Vegas, NV. Attendees will have the option to attend in-person or virtually. To learn more, click here: <https://annual.shrm.org/>

Unable to attend SHRM Annual (or looking to attend multiple trainings in 2021)?

MNSHRM will be hosting their annual conference October 11th and 12th at Mystic Lake Center in Prior Lake, MN October 11th and 12th. For more information and registration, click here: <https://mnshrm.com/2021-Attendee-Information-&-Registration>

Elizabeth Smart

Monday Evening Speaker



KEYNOTE SPEAKER ANNOUNCEMENT

		
KEYNOTE SPEAKER Brian Niccol CHIPOTLE MEXICAN GRILL Chairman and Chief Executive Officer	KEYNOTE SPEAKER Marissa Andrada CHIPOTLE MEXICAN GRILL Chief Diversity, Inclusion and People Officer	KEYNOTE SPEAKER Bert Jacobs LIFE IS GOOD Chief Executive Optimist

Have you been thinking about expanding your HR network? Looking to build your resume? We have the role for you! Winona Area SHRM is looking to fill three (3) Board of Directors positions for the remainder of 2021 & 2022.

- SHRM Foundation Director
- SHRM Certification Director (must be SHRM-CP or SHRM-SCP certified)
- President-elect



If you are interested in any of the roles open on our Board of Directors, contact me via email at rebeccarowehr@gmail.com. I'd love to set up a time to discuss the roles and the AMAZING benefits that come with it!



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.



Employing Abilities @ Work is part of SHRMs commitment to offer education and resources to build inclusive workplaces.

Through the certificate program, you will learn:

- Build a more-skilled workforce
- Reach a large untapped talent pool
- Lead the way for employing abilities

The Employing Abilities @ Work certificate is completely free and open to all. To learn more, go to [Employing Abilities @ Work](#) website.

Join us for a HR discussion in Slack – click [here!](#)



Winona Area SHRM has started a Slack channel. Slack is an online platform, specific to Winona Area SHRM. You are able to ask questions and get guidance from other Winona Area SHRM members. For our longtime members, you may remember a Yahoo email group that we had been utilizing. Unfortunately, the capabilities of this are limited and we are hoping to have an easier way for our members to communicate with each other.

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!



2021 Winona Area SHRM Calendar of Events

Date	Presenter	Topics
June 8 th	Jason Hunt	Full Body Leadership
July 13 th	SHRM Board of Directors and Members	Coffee and Convos – Topic TBD
August 10 th	Alexander C. Pullen, Sr. SHRM-SCP	Servant Leadership
September 14 th	Nancy Vollertson	FMLA Update
October 11 th and 12 th	MNSHRM Annual Conference	
November 9 th	Ron Linneman – WA Group	TBD
December 14 th	Sue Sieger	Year End Compliance Review

June Meeting: Full Body Leadership
Tuesday, June 8th from 12:00 p.m. – 1:00 p.m.

We all want to live lives that matter, but just how do we make a positive difference? Some believe that you must have an impressive title to do so, but that is a mistake. The best leaders recognize that no matter where you are in the organization, you have influence - and intentionally using that influence to make a positive difference makes you a leader. This is a powerful session on leadership, breaking this complicated subject down into four simple components: A heart that cares, a head that connects, hands that collaborate, and feet that show courage. Whatever your vocation or aspiration, master these four and watch your influence lead to a greater positive impact in the lives of others - at home, at work, and in every other area of life.

Click here to register: <https://winona.shrm.org/events/2021/06/full-body-leadership>

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

SHRM Board of Directors

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President-elect

OPEN

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Legislative Update

Beth Ede

As COVID-19 Restrictions Loosen – Employer Plans May Require Updating

There has been a lot of discussion as the CDC caught many by surprise with their swift loosening of the mask and social distancing mandate based on vaccination status. Shortly thereafter, the State of Minnesota announced the easing or elimination of mandates.

While this was welcome news to most, it also came with more questions and additional planning for employers. Questions arose around mandating vaccination, asking for proof of vaccination, how to continue to protect employee safety, etc. Also, Minnesota employers are reminded to update their preparedness plan in accordance with how they will make their road forward as we hopefully move past this pandemic.

For those still considering options, below are resource links that may be of assistance:

- [SHRM Coronavirus Resources](#)
- [Centers for Disease Control and Prevention \(CDC\)](#)
- [Minnesota Department of Health](#)
- [Wisconsin Department of Health Services](#)

Workforce Readiness

Julie Kiehne – Workforce Readiness Director
Supporting Mental Health in the Post-Pandemic Workplace

In many workplaces there is still a stigma around discussing employee mental health. Yet the pandemic has created an unexpected opportunity for more open and supportive conversations between HR, employees and senior leadership.

Take a look at the process led by HR director Courtney Mudd, who consulted with mental health experts, benefits specialists, lawyers and senior leaders to guide her through the process:

Acknowledgment. "The first goal of our policy was simply to let the team know that it is OK to disclose a mental illness at work (or not disclose) and to ask for help," Raymond said.

Offerings. An explanation of benefits ensures that employees know what resources are available to them.

Accommodations. The policy also details how employees can ask for reasonable accommodations for a mental health condition and explains that their information will be kept confidential.

Source: SHRM 2021, Arlene S. Hirsch

[READ MORE](#)

Contact Workforce Readiness Director, Julie Kiehne, at 507.457.5088 or jkiehne@winona.edu for resources on how to support mental wellness in your workplace.

Membership

Tabitha Newton, Membership Director

Membership Satisfaction Survey Still Open for Feedback

For those of you who have already completed the Membership Satisfaction Survey, **thank you!** If you haven't already, please take a couple of minutes to complete it to help us deliver a SHRM chapter that meets your needs. You may access the survey here: <https://tabithanewton7433.survey.fm/winona-area-shrm-member-satisfaction-survey>.



Please be assured that your feedback will be anonymous. We are looking for ways to improve on the value of your membership and want to hear from you on areas such as, topics of interest for future events, newsletters and social media posts. We also have wonderful opportunities if you're interested in becoming a Winona Area Chapter Board member!