

Winona, Minnesota



Winona Area SHRM Newsletter

March 2017



President's Notes

For the Winona Area SHRM Chapter, the month of February has been a blessed time period. We were honored to have the presentation of Barb Breza, Director of HR at Benchmark, about employee retention, engagement and turnover. The meeting was a very constructive and meaningful dialogue among many wonderful Human Resources colleagues from area businesses. This month, Nancy Conway, Field Services Director for National SHRM, will be presenting on *"THE FUTURE OF HR: PROMOTING BUSINESS SUCCESS IN A CHANGING GLOBAL WORKPLACE"*. The attendance to this wonderful presentation is provided 1 SHRM Certification Credit. Please see the details about this event below and RSVP today.

While the Chapter continues to offer high quality professional development opportunities, SHRM Student Chapter at Winona State University, also strives to engage students majoring in human resources management. Jessica Niesling, HR Manager at WS Packaging Group, will be talking to members of our SHRM Student Chapter about recruiting, sourcing, and interviewing candidates on Wednesday, March 1, at 6pm in Somsen 330. Having said that, I am kindly asking all members of our HR Community to step forward to volunteer to share their experiences and engage more closely with our SHRM Student Chapter at WSU. For that, I kindly request that all of our senior HR professionals to step forward to participate in the **"Mentorship Panel"** event that SHRM Student Chapter will host on April 5, 2017, see below for more detail.

Leadership & Development Conference

April 11th, 2017

How Your Communication and Attitude can Effective Employees Engagement

Save The Date
Tuesday, April 11th
8am-4pm
Winona State University
Tau Center

The 2017 SHRM Leadership & Development conference will focus on how communication and attitude can effect employee engagement, as well as strategies to becoming a resilient leader. Plan to attend the full day event with breakfast & lunch included. Formal invitation to follow

Register at winona.shrm.org

Society for Human Resource Management
SHRM
WINONA AREA

Join us to welcome Matt Booth presenting on "Value of Attitude in being A Resilient Leader" and Anne Finch presenting on "Engaging for Performance."

Register now for the early bird specials ending March 10th!!! To complete your registration, visit winona.shrm.org and click on the **Conference Registration Form** tab at the top.

- SHRM Member: \$99.00
- Non-SHRM Member: \$109.00
- Group Discount of 3 or more attendees from the same company:
\$89.00 (group discounts will be honored until March 10th)
- After March 10th all registrations will increase to \$129.00/pp

Marketing Director

By: Kelsey Franzen

Greetings Everyone! As the world quickly moves in front of us the best way to stay connected with our Human Resources colleagues is through social media. For up to date news on events, monthly meetings, awards and special Winona Area SHRM topics please:



Search Winona Area SHRM and stay connected!



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!

Please join the community of Winona, the Catalyst Initiative of the George Family Foundation and Marnita's Table for a brunch feast and exploration of

Creating a Compassionate Community: A Community Conversation

Saturday, April 1, 2017 | 11 a.m. to 2 p.m.

Cotter Schools Gymnasium
360 Vila Street, Winona, Minn.

Free! • Kids and teenagers welcome!

This gathering is inspired by our community needs assessment, agency partnerships, and the 2016 Engage Winona convening.

Expect to be enlivened, engaged and to expand your understanding of integrative healing and wellness, as we explore what it means to create compassionate communities and build our collective capacity for resilience. Receive tips and techniques for holistic wellness. Feel free to reach out to someone across race, class, culture or age and invite them to join you!

Enjoy a complete feast with abundance to allay any dietary concern from vegan to halal to carnivore using the Marnita's Table model (www.marnitastable.org).

RSVP to sammie@marnitastable.org

We look forward to welcoming you!

If you have questions please call Marnita's Table at 612.928.7744.

College Relations

By: Jenn Davis

February has been full of fun for the college students! This month the students were able to partner up with the Miller Mentoring Program!

The Miller Mentoring Program is a program run out of the Winona Middle School and High School. This program nurtures relationships between students and mentors to help gain student academic success, social interactions, and to improve self-confidence. The SHRM college students conducted a mock interview session that focused on, setting up interviews, appropriate dress, interview follow up and general do's and don'ts. The college students plan to team up with the Miller Mentoring Program once again this semester to do one-on-one mock interviews to assist with senior scholarship opportunities! This was a new event that both the college and high school found fun and beneficial! The picture below is of the students who volunteered with the Miller Mentorship mock interviews!



Next week the students will be welcoming Jessica Niesing, HR Manager from WS Packaging Group to talk about her HR career and offer advice on recruiting in today's market! We want to thank her and the valuable information she will be sharing.

Volunteers needed

On APRIL 5th we will be conducting the 2017 SHRM Mentorship Program! This year we are hoping to have 8 HR Professionals (mentors) sit on a panel for just about an hour while students ask HR related questions. During the following 25 minutes we'll matching students up with mentors and ask that they coordinate a date and time for a 2-4 hour working shadow day. During this working shadow day students can observe the work environment, responsibilities, have their resumes reviewed and ask any additional questions. We'll be looking at having this event from 5:30pm – 7:00pm, more exact info to come! If

you're interested please contact me at Jennifer.Davis@expresspros.com or 507-457-3311.

Upcoming Events

March Monthly Meeting

The Future of HR:
Promoting Business Success in a Changing Global Workplace



*Tuesday, March 14, 2017
Green Mill-Winona, MN*

Nancy Conway, Field Services Director for National SHRM, will be presenting on:

THE FUTURE OF HR: PROMOTING BUSINESS SUCCESS IN A CHANGING GLOBAL WORKPLACE

As an HR professional, you can play a significant role in promoting the success of your organization by understanding your business objectives and the changing environment – nationally and globally – in which you compete. In this session, you will learn the business skills you need to develop to become a strong contributor to the “bottom line.” You will also review ways to leverage three key tools – analytics, leadership development, and workplace flexibility – to more effectively engage your human capital assets in fulfilling your business goals.

**** This is a free event so what a great time to bring a guest****
RSVP today!!! Please [click here](#) to register or visit the winona.shrm.org website!

Approved for 1 SHRM Certification credit!

Legislative Relations

by Beth Eide

Capitol Hill Update

Scope of Immigration Enforcement Broadening – Good Time to Ensure Compliance with Employment Eligibility Verification

In mid-February, Department of Homeland Security (DHS) Secretary John Kelly released memos to regulatory agencies implementing President Trump's January 25th immigration enforcement executive orders.

The memos rescind all prior guidance related to the enforcement of immigration laws and signal that DHS will now enforce all immigration laws to their fullest extent, removing any possibility of case-by-case discretion. In addition, the guidance also calls for hiring 10,000 Immigration and Customs Enforcement (ICE) officers; instructs ICE to expand programs deputizing local law enforcement for immigration enforcement; and directs the agency to issue a weekly report containing the names and addresses of any immigrants in sanctuary areas on whom ICE requested information.

With 10,000 additional ICE officers being hired and ICE partnering with local law enforcement for immigration enforcement, now is a good time to put a priority on your compliance with your employment eligibility verification (Form I-9) process. Not only should you ensure you have a properly completed Form I-9 for each required active and terminated employee, but also that you properly dispose of those no longer requiring retention.

For more information on Form I-9 completion and retention, click [HERE](#) for the newly updated employer handbook.

Trump Administration Continues to Define Priorities through Executive Action

President Trump continues to exercise his executive authority to advance his priorities. He has issued executive orders focused on reducing regulations, curtailing immigration, and revisiting controversial regulations issued during the Obama administration.

Work on these executive orders will continue as cabinet members are placed and the Senate aligns to prepare their plans to meet these mandates. For now, continue down the current road of compliance with existing regulations/requirements until we learn of any changes.

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