

Winona, Minnesota

Winona Area SHRM Newsletter

March 2021



President's Note

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

Are you looking for a way to impact the local HR community? Join the Winona Area SHRM Board of Directors! We are currently looking for a President-Elect for 2021 with the goal of assuming the President role in January 2022. This is a great opportunity to not only network locally but throughout Minnesota and across the country! The role of President-elect and President are such rewarding experiences and full of great opportunities for networking, advancement within SHRM and development of leadership skills. The time commitment for this role is about 5 hours per month, with increased time leading up to our annual Leadership and Development Conference in April each year. Benefits of the role of President-elect: MNSHRM Leadership Conference (typically held in January each year), SHRM Volunteer Leader Business Meeting (typically held in Washington, D.C. annually in November), networking opportunities, leadership experience and so much more!

Introduction to Mental Health First Aid



[REGISTER](#)

Introduction to Mental Health First Aid (1.5 hours) March 9

Mental health and well-being are key to a healthy, productive workforce, but each year, almost one in five American adults experiences a mental health disorder that impacts them at home and work. This may be increasing even more due to changes stemming from COVID-19. This is why it's more important now than ever before for employers to make mental health a priority. Luckily, the Mental Health First Aid movement has been gaining traction in workplaces across the country. More and more, through this training, organizations are equipping their teams with skills on how recognize symptoms of mental health problems, how to offer and provide initial help, and how to guide a person towards appropriate treatments and support.

In this Introduction to Mental Health First Aid we will:

- Discuss the prevalence of mental health illnesses and their impact
- Discuss what is covered in an 8-hour adult Mental Health First Aid course which includes a 5-step action plan
- Engage in an interactive activity to practice listening nonjudgmentally, one of the action steps outlined in the Mental Health First Aid Training.
- Share information on how your organization can start and support the mental health first aid movement



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.



The SHRM Foundation Getting Talent Back to Work certificate program is specifically designed to equip you with the actionable knowledge and tools needed to attract, hire, and retain individuals with criminal and conviction records.

If you are interested in earning the Getting Talent Back to Work certificate, click [here](#) to learn more.



The SHRM Foundation developed a program that offers education and resources to build inclusive workplaces. The goal is to provide an overview and understanding for HR professionals about managing the employment lifecycle for individuals with disabilities.

If you are interested in earning the Employment Abilities @ Work certificate, click [here](#) to learn more.

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!

**Certification Director
Grant Carr, SHRM-CP**

When it comes to trying to get in your PDCs, it can seem stressful and overwhelming. There are so many opportunities to get your PDCs without even attending meetings. You can include your own work that you do. Here is a link to help you get your PDCs: [Qualifying Credit Activities](#) The SHRM Foundation offers a couple of courses that allow for 10 PDCs. Visit the SHRM Bookstore, there are some books that are a quick read and offer a quick 3 PDCs. SHRM also wants to show their appreciation for all of your hard work during the COVID pandemic. Up to 60 PDCs just by working on COVID policies, working hard to ensure the safety of your company, and even going through the struggles of working remotely. [Getting Credit in a Crisis](#) This link will help you determine if you are eligible for it. There are also presentations available on-demand available for credit as well. If you are coming up short on PDCs, there is a plethora of options to get lots of credit, quickly.



2021 Winona Area SHRM Calendar of Events

Date	Presenter	Topics
March 9 th	Elaine Vandenburg & Kate Noelke	Mental Health First Aide
April 13 th	TBD	TBD
May 11 th	Daniel Horgan	Being, Belonging & Becoming: An Interactive Experience Exploring Diversity, Strengthening Equity, and Cultivating Inclusion
June 8 th	Jason Hunt	Full Body Leadership
June 20 th – June 23 rd	SHRM Annual Conference Chicago, IL	
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 10 th and 11 th	MNSHRM Annual Conference	
November	TBD	TBD
December 14 th	Sue Sieger	Year End Compliance Review

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



Saint Mary's University is actively growing and looking for an HR Specialist to join their team. If you want to learn more about the position or apply, click [here](#).

Membership

Tabitha Newton, Membership Director



Are you an HR department of one or the member of a small HR department? If so, you can probably benefit from the assistance of other knowledgeable Human Resources professionals from time to time. SHRM offers a valuable **Ask An Advisor** service where national SHRM members may ask their HR knowledge center advisors up to 15 questions during the 12-month membership period.

You have the option of calling, chatting or emailing an advisor to ask a specific question about any HR topic such as COVID-19 or employment law. There is also a list of Frequently Asked Questions that you may access as needed which may answer some of the questions you have.

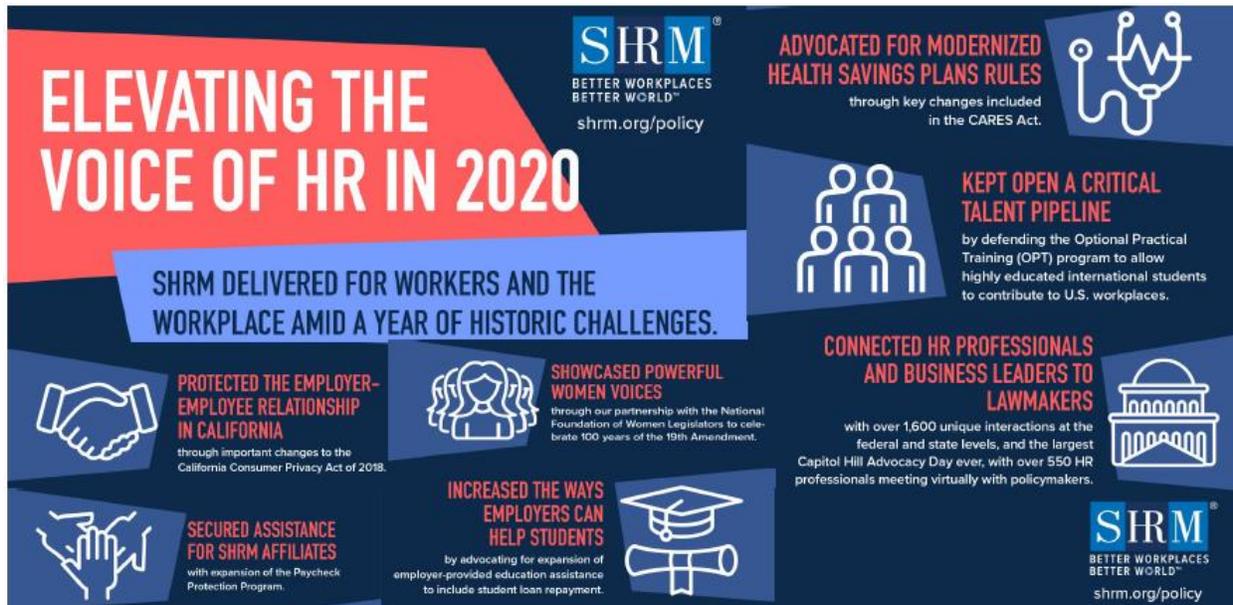
I have used this feature a number of times and have found it to be valuable. One heads up: be sure to check your SPAM folder for the response which may be filtered as the email sender will be knowledge-center@help.shrm.org.

You may use this [link](#) to access this service.

Legislative Update
Beth Ede

SHRM Government Affairs Webcast Summary

On February 18, 2021, I was able to participate in the SHRM Governmental Affairs Core Leadership Area 2021 – Q1 Webcast. SHRM worked very hard to elevate the voice of HR in 2020 and this graphic depicts just some of the efforts:



With 2021 upon us and the 117th Congress at work, here are some interesting facts and some thoughts on what we may expect:

- Legislative and Executive Makeup – Democrats will control the House of Representatives, Senate and the Presidency
- Minnesota is represented by 2 Democrats and Wisconsin is represented by 1 Democrat & 1 Republican
- The 117th Congress is the Most Diverse in History
 - At least 141 women will serve which sets a new record (Michelle Fischbach (MN) is the first Republican congresswoman from Minnesota since 2015
 - The House of Representatives will be made up of 27% people of ethnic/racial background other than White and the Senate will be made up of 12% representation by people of ethnic/racial background other than White (improvement but lots of room for more diversity)
 - Catholicism has the greatest number of members in Congress but 16 other religions are recognized

The Democratic legislative priorities for the First 100 Days of President Biden's term involve the "American Rescue Plan", Climate Change/Infrastructure; Political/Government Reform; Health care Reform; Immigration Reform; and Education Reform.

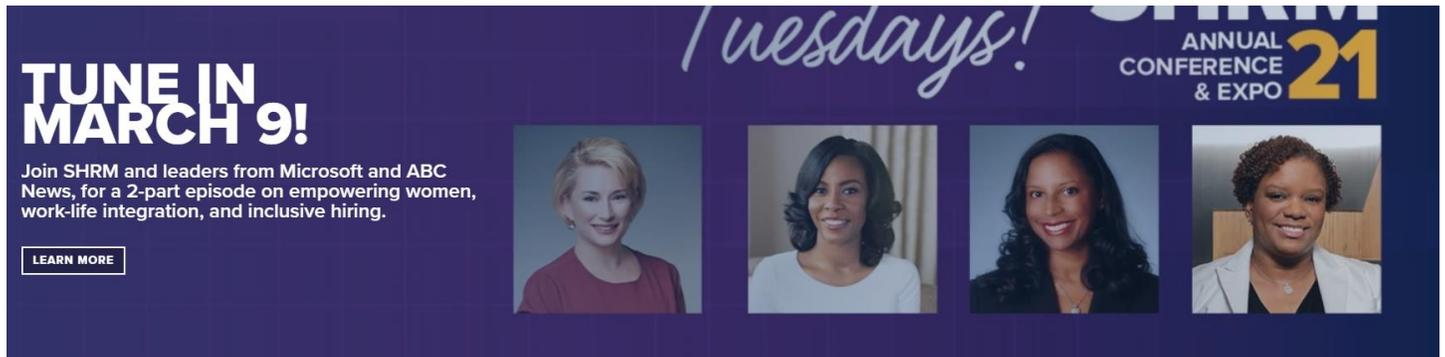
SHRM's 2021 outlook remains on Policy, Not Politics. "As the Voice of All Things Work, SHRM pursues nonpartisan public policy efforts to promote flexible, inclusive and equitable workplaces that help employers thrive as talent is tapped, trained and empowered to reach its full potential".

SHRM's public policy priorities are workforce development, workplace equity, workplace flexibility and leave, workplace immigration and workplace health care.

You are highly encouraged to join the SHRM Member Advocacy Team (The A Team) by texting ATEAM to 52886.

Did you know that SHRM is offering *Tune In Tuesdays*? Click here to learn more: <https://tuneintuesdays.shrm.org/>

The next episode of Tune In Tuesday is Tuesday, March 9th at 1:00 p.m. CST where they will be discussion empowering women, work-life integration, and inclusive hiring! You do not want to miss out!



TUNE IN MARCH 9!

Join SHRM and leaders from Microsoft and ABC News, for a 2-part episode on empowering women, work-life integration, and inclusive hiring.

[LEARN MORE](#)

Tuesdays!

SHRM ANNUAL CONFERENCE & EXPO 21

Four headshots of women speakers are displayed in a row.



SHRM

EMPLOYMENT LAW & COMPLIANCE

Virtual Conference | April 6-7, 2021

[REGISTER NOW](#)

Click [here](#) to learn more!

The banner features a portrait of a smiling man with glasses and a beard on the left, and a decorative background of colorful geometric shapes.

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

What to Consider When Moving to a Hybrid Work Model

With a large-scale vaccine rollout underway, more organizations will be wrestling with how best to transition workers back into their offices this year after spending most of 2020 working from home.

Hybrid work models, in which some employees are onsite while others work from home, have become the keystone to corporate reopening plans. To achieve an optimal balance, employers will need to think through role-specific criteria, but arrangements will also be driven by personal circumstances.

Questions to work through include:

- Why does a specific employee need to perform his or her work in the office?
- To what extent does an employee need to collaborate with others?
- To what extent does an employee need to rapidly exchange information?
- To what extent are specific employees innovating rather than performing more-transactional activities?

Business leaders need a PLAN to help smooth the transition from completely remote work to a hybrid arrangement, said Paul McDonald, senior executive director at staffing firm Robert Half in Los Angeles. "A starting point can be a wider embrace of remote work and making a hybrid workforce model a long-term strategy for the business," he said. "They'll need to decide how many people and how much real estate they'll need to support a hybrid model."

SHRM Contributor, Roy Maurer

[Read more](#)

Contact Workforce Readiness Director, Julie Kiehne, at 507.457.5088 or jkiehne@winona.edu for resources on how to create strategic transitional plans which may include a hybrid work model.

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