

Winona, Minnesota

Winona Area SHRM Newsletter

May 2017



President's Notes

By: Kubilay Gok

We had an excellent Annual Leadership and Development Conference at the TAU Center on April 11, 2017. We brought two wonderful professionals with extensive knowledge and experience leadership training. Matt Booth engaged our audience in the "Value of Attitude in Being a Resilient Leader" and Anne Finch spoke on "Engaging for Performance." We thank and appreciate all the support we received from the event and gift sponsors. In addition, we also want to thank all the attendees for enjoying the day with us!

Dr. Kubilay Gok, an assistant professor of Human Resources management at the College of Business of Winona State, will be our guest speaker for our May monthly meeting. He will share the latest professional and research insights about team building, the role of fault lines and diversity in the management of teams for more effective HR practice.

Please continue to part of our local chapter and support us. Thank you!



LASHRM (La Crosse, WI SHRM) is hosting their Professional Development Symposium May 17th at WTC! Please visit their website to learn more or ask questions.



LASHRM Professional Development Symposium
May 17, 2017 • WTC, Lunda Center

Employer Branding – Become an Employer of Choice

How Can **YOU** Attract & Retain Talent in the Coulee Region?



LASHRM

HR and business professionals must learn to create a strong employer brand to attract and retain top talent. **Employer branding** is multi-faceted and vital function of any business, large or small. LASHRM's symposium on May 17, 2017 at WTC, Lunda Center will give you the tools you need to create and enhance your employer brand.

Respected, local business leaders will share their expertise on...

- Developing YOUR **Brand**
- Creating **Diversity**
- Coulee Region **Offerings**
- **Talent** Recruitment & Retention
- **Team** Building
- Economic **Value** of Brand Development

Learn ways to promote the Coulee Region as a great place to work, live and play!

LASHRM's Vision...
to be the trusted partner of choice for excellence in human resource practices



Symposium Agenda

- 7:30-8:00 **Check-in** (Refreshment provided)
- 8:00-8:30 **La Crosse Chamber Commerce**—Executive Director Vicki Markussen
Addressing employment trends in the Coulee Region
- 8:30-10:00 **Interactive Employer Panel**—Sharing best practices, followed by Q&A
Trustpoint | Dynamic Recycling | Organic Valley | YMCA
- 10:00-10:30 Break and Networking
- 10:30-11:00 **Creating a Diverse Team**—Ricardo Acevedo
Social Security Administration District Manager
- 11:00-11:15 **Seven Rivers Alliance**—Lisa Herr, providing overview of organization's
focus on economic development in the Upper Mississippi Region.
- 11:15-Noon **Explore La Crosse** —Amy Gabay & **Outdoor Recreation Alliance**—Jeff Wordell
Leveraging the uniqueness of La Crosse area to recruit and retain top talent

~ Symposium attendance eligible for SHRM and HRCI re-certification credits ~

REGISTER ONLINE

Name: _____ SHRM-CP ☐ SHRM-SCP ☐
PHR ☐ SPHR ☐ GPHR ☐

Organization: _____

Address: _____

Phone: _____ E-mail: _____

Please make checks payable to: **LASHRM**

- ☐ \$50 – LASHRM Members ☐ \$60 – Non-LASHRM Members
- ☐ \$25 – FT Undergraduate Students
- ☐ \$150 – Business Sponsorship

College Relations

By: Jenn Davis

I hope everyone had had a wonderful April as we welcome May in! April was the last full month of the semester for our college students and they sure had a busy one. The Month started with our annual Mentorship Panel on the 5th of April. We're very happy to report that we had 27 students attend the panel this year! During this hour and a half event students were able to ask the mentors a variety of questions. I would like to once again give a big thank you to all the mentors that participated this year. We had great student reviews and we truly believe that this event gave students a real life glimpse into HR. Please see the names of the HR mentors listed below.



| Mentor | Company |
|-----------------|-----------------------|
| Brandon McQuinn | HBC |
| Mike Kreiling | Express Employment |
| Ashley Zweep | St. Mary's University |
| Kelsey Franzen | Anova Furnishings |
| Linda Digby | Winona ORC |
| Melissa Nadeau | Winona Health |
| Rebecca Rowe | City of Winona |

As many of you know we also had our annual SHRM Leadership Conference in April as well. This year we held the conference on the Winona State campus and because of this we were happy to invite 10 of the SHRM students to join the event. The conference went very well and the students enjoyed themselves!

On Wednesday the 26th we held our final SHRM student meeting of the semester. It was an anxiety stricken meeting due to upcoming exams however it was wonderful to listen to the graduating seniors talk about their plans! We wish the graduating seniors all the best in their HR careers! At the end of the meeting we were excited to present the 2017 SHRM president with the Wolfmeyer scholarship! We appreciate all of the students who submitted applications this year! Have a great summer and we'll see you in the fall!

Scholarship Winner



Upcoming Events”

May Monthly Meeting

Teambuilding



*Tuesday, May 9, 2017
Green Mill in Winona, MN*

Dr. Kubilay Gok, an assistant professor of Human Resource Management, at the College of Business of Winona State, will be presenting on teambuilding.

He will share with you the latest professional and research insights about team building. He will also present on the role of fault lines and diversity in the management of teams for more effective HR practice.

RSVP today!!! Please [click here](http://winona.shrm.org) to register or visit the winona.shrm.org website!

Approved for 1 SHRM Certification credit!

Legislative Relations

by Beth Eide

Washington Update

SHRM Advocacy Reaches New Heights

April 5th marked the first time in SHRM history that two of its members testified before the same committee hearing in the U.S. Congress. The House Subcommittee on Workforce Protections held a hearing to discuss Congresswoman Martha Roby's (R-AL) Working Families Flexibility Act, which would allow private-sector employers the option of offering compensable or "comp time" programs to their hourly employees. The bill would allow employees the choice of receiving cash payments for hours worked in excess of 40 hours in a week, as they do today, or taking paid time off for overtime hours worked.

The SHRM advocacy representatives highlighted how the majority of employees would benefit from having the choice to select paid time off rather than overtime pay to better meet their work/life balance needs – adding that the opportunity to offer comp time would complement many workplace flexibility offerings that bolster recruitment and retention efforts.

"Blacklisting" Executive Order and Regulations Officially Dead

On March 27th, President Trump signed resolution H.J. Res 37, disapproving the regulations implementing former President Obama's Fair Pay and Safe Workplaces executive order.

On the same day, the President issued an executive order revoking the blacklisting executive order and instructing all federal agencies to rescind the regulations and guidance associated with blacklisting.

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