

Winona, Minnesota

Winona Area SHRM Newsletter

November
2017



President's Notes

By: Ashley Zweep



I hope you enjoyed seeing the cute or scary costumes this year and had your fair share of candy! This year has flown by and we have a handful of activities coming up in the next two months. I hope those who were able to attend the MN State SHRM Conference in Duluth had a chance to network with other SHRM members throughout the state, enjoy good food and learned a thing or two! A fellow Board Member mentioned, "The most valuable part of the MN State SHRM Conference for me is the opportunity to network with other HR professionals. My favorite breakout was with Dan Day and learning about the Versatility Factor – the ability to build effective relationships. *"Versatility is what truly separates high performers from average performers. More than intellect, education, or job experience, Versatility is the key to high-performing relationships and business success"* – Dan Day."

Moving to November we are so excited to see John McHugh, from Kwik Trip, present on *Great Workplace Culture*. This meeting will be held back at our regular location, Green Mill.

Before John presents on November 14th we will ask our members to **vote for upcoming 2018 Board Members** on an anonymous ballot. Results will be shared at the end of the meeting. In order for our SHRM Chapter to continue to be successful we need a full Board of Directors and we would love for you to join! We are in need of the following positions:

- **President Elect (Vice President)**
- Certification Representative
- Workforce Readiness Advocate

If you are interested in becoming a Winona SHRM Board Member please contact Ashley Zweep at azweep@smumn.edu as soon as possible with your interested board position and a short biography. Please visit the Winona Area SHRM website to view all Board Positions descriptions; <https://winona.shrm.org/board>.



Annual Elections for 2018 Officers

Below consists of our current Board Positions and the candidates who have interest in either continuing in their role or a new candidate who is interested in a particular role. Ballots will be created and handed out upon your arrival and will be collected prior to the presentation. At the end of the monthly meeting on November 14th we will announce the final decisions of the 2018 Winona Area SHRM Board of Directors.

President – Rebecca Rowe

As the current President-elect I am excited to expand on my duties and be even more involved with the chapter. I have enjoyed finding presenters to discuss a variety of topics with our members. I was also involved with planning the Leadership and Development conference for 2017 and am already getting ideas together for the 2018 Leadership & Development conference to make it another great event! In November, I will be taking a trip to Washington to meet with other SHRM volunteer leaders to find ways to improve on our practices, introduce new ideas to the chapter and find ways to partner with other local chapters to have more connections within our community. I want to be a integral part of the Winona Area SHRM chapter and help improve our local HR community to offer more resources, learning opportunities and networking opportunities. I hope to be your President for 2018!

Legislative – Beth Ede

I have been privileged to serve the Winona Area SHRM members with legislative updates for several years and look forward to serving you for another year. My unique HR position allows me the time and opportunity to stay current on changing legislation and impacts on our organizations and more specifically, HR.

College Relations – Jennifer Davis

I, Jennifer Davis am interested in continuing to stay apart of the SHRM board representing as the College Relations Chair for 2018. This is currently my 4th semester serving as the Winona College Relations Chair partnering with Winona State University. Within this role I am able to assist in building the student SHRM calendar of meeting and events, attend monthly student meetings, promote and administer scholarships and coordinate an annual mentorship program! I enjoy this role because it allows me the opportunity to work closely with vibrant, ambitious, enthusiastic minds! I feel that I'm a good fit for this role because I'm able to easily connect students and companies for various opportunities due to my profession. I also truly enjoy feeding off the contagious positive energy this group of students has!

Membership Director – Brandon McQuinn

Hello, my name is Brandon and I am the current Membership Director. In my role this year I have gotten to know more of the people in our chapter, meet all of our new members, and engage our chapter in a deeper way. There is still more work for our board to do and I would love the opportunity to continue to help us grow and evolve as HR continues to do the same!

Marketing Director – Kelsey Franzen

Greetings All, I would like to continue my role on the Winona Area SHRM board through the year of 2018. The board has given me the opportunity to grow as a professional with in the community of Winona, while directly giving back to the professional community that has helped shape us all. I greatly enjoy all the professional colleagues that we interact with daily and monthly and hope to continue to serve our community as a board member.

Financial – Linda Digby

I would like to continue in my role as a member of the Board of Directors & Officer of the Winona SHRM chapter to be able to serve the Human Resources community in the Winona area. I feel my work, educational and professional experiences add meaning and benefits to our mission and goals. I truly enjoy volunteering for SHRM and want to continue in the role of Treasurer

Melissa Shore

I am currently the SVP of Human Resources Winona National Bank where I have worked for the past 6 years! Since coming to work in Winona I have been a member of the Winona SHRM. I have truly enjoyed being a member and have gotten great benefit from it. One of the most beneficial things for me is the networking and resources. I have enjoyed this last year serving as the Winona Area SHRM Secretary. I would like to continue to give my time and resources back to others and contribute at the board level.

*Help us Celebrate with a **Holiday** Luncheon*



Details!

Please join us for our **Annual SHRM Holiday Party** - this year we are hosting a luncheon at Jefferson Pub & Grill! Winona SHRM is **providing lunch** (more details coming soon) and a monthly speaker.

Speaker Details: **How to Handle Employee Mental & Medical Illnesses**

Research has shown that Adverse Childhood Experiences (ACEs) can have a lifelong impact for individuals. ACEs change brain development, impair cognitive and social emotional skills and puts individuals at higher risk for chronic disease, mental illness and substance abuse. In this training you will gain an understanding of the key concepts of the ACEs and Resilience curriculum; facilitate community conversations as presenters of the content, and model community change through deep dialogue with cohort and community members.

Angela McQuinn, a licensed school social worker, has been employed with Winona Area Public Schools for seven years. Angela currently serves at the school social worker for Winona Middle School, Winona Senior High, and Winona Area Learning Center.

SHRM Private Email Group



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!



The U.S. Dept. of Labor's Veterans' Employment and Training Services (VETS) held a webcast designed specifically for employers on the benefits of hiring veterans. The webcast featured two employer win-win experiences as well as free resources designed specifically for employers – to help find, attract, and retain employees with a military background.

Visit:

<https://www.shrm.org/learningandcareer/learning/webcasts/pages/default.aspx> to watch the recorded webcast. *Create a Successful Workplace by Hiring Veterans & Reservists*

Upcoming Events

By: Rebecca Rowe

SHRM Monthly Meeting November 14th

Kwik Trip INC.



John McHugh is the Director of Corporate Communications, Leadership Development, and Training for Kwik Trip, Inc., based in La Crosse, Wisconsin. In his role at Kwik Trip he has helped the company achieve recognition as a Top Workplace as listed by the Milwaukee Journal Sentinel, the Minneapolis Star Tribune and the Des Moines Register.

John will discuss what makes for a Great Workplace Culture. Regardless of your role, what are people, customers and visitors looking for in you? What is the workplace culture you have created with your team that leads to success? Creating a mission driven culture with compassion and trust turns satisfied customers into loyal customers. In addition, if the work we do is tied into a purpose beyond profits, our job satisfaction increases substantially and employee turnover is reduced.

Join John McHugh on **Tuesday, November 14th from 12pm-1pm at the Green Mill in Winona** as he explores the role you play in your organization's success and how you can find the key people to help you achieve that greatness! His examples and stories are ones that you won't forget!

Registration is now open! This is a great meeting for not only HR professionals but supervisors as well – be sure to promote this meeting to your entire organization! Guests are welcome for \$15! Arrive at 11:30a.m., before the presentation begins, to network with your fellow HR professionals and leaders in our community. The program will start promptly at 12 p.m.

Click [here](#) to register!

Job Opportunities on Website

By: Rebecca Rowe

The Winona Area SHRM Chapter has made a change to our *Job Opportunities* section of our website.

If you click on the *Jobs* tab of our website you'll see some new information. Below is a summary of the changes that have been made. If you have an HR position or internships you'd like to advertise on our website, newsletters and on our social media pages, please email Rebecca Rowe at rrowe@ci.winona.mn.us.

If you would like to post an HR related position with Winona Area SHRM and for it to be sent to all of our members, please email [Rebecca Rowe](mailto:Rebecca.Rowe@ci.winona.mn.us), President-elect. All postings are 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 SHRM chapter member in good standing - \$40.00. *Proof of membership must accompany regional SHRM Chapter job submission.*
- ▶ HR internship and/or job postings for companies with no Winona Area SHRM or regional SHRM chapter membership - \$60.00.

When applicable, payment must be recieved prior to posting

<https://winona.shrm.org/job-opportunities>

Director of Human Resources, *Missouri Slope Lutheran Care Center*

Missouri Slope Lutheran Care Center is seeking a Director of Human Resources. The position is full-time (40 hrs. per week). Primary job functions will include:

- ▶ Direct the operations of the Human Resources Department
- ▶ Oversight of professional development programs
- ▶ Development and implementation of personnel policies within the organization
- ▶ Oversight of Payroll & Benefit Administration
- ▶ Oversight of the Safety & Health Programs
- ▶ Collaborate with President/CEO, Vice President/CFO, Vice President of Resident Services, and Department Directors on human resources issues
- ▶ Oversight of planning and development of recruitment and retention of employees
- ▶ Oversight of personnel records management

Qualifications:

1. Bachelor's degree within five years with HR Management experience
2. Certified in Human Resource Management (SPHR, PHR, SHRM-SCP, or SHRM-CP)
3. Master's degree in HR, Business, or related field is desirable.

Click [here](#) for additional information and how to apply.



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!

Legislative Relations

by Beth Ede

White House Update

President Trump Issues Executive Order – Focused on Expanding Access to More Affordable Health Options

Mid-October, President Trump ordered the Departments of Treasury, Labor, and Health and Human Services to look into numerous changes to assist in making health care more affordable.

The Executive Order directs federal agencies to:

- Expand access to multiple employer welfare arrangements (MEWAs) through association health plans – potentially allowing for “across state lines” plans
- Allow HRAs to be used in conjunction with individual health insurance coverage
- Consider expanding coverage through low-cost, short-term, limited-duration plans not subject to the ACA’s market reform requirements

It’s important to note that an executive order is a broad policy directive that directs federal agencies to consider new regulations or guidance to implement the order’s policies – the order does not make any changes to existing regulations.

The order gives agencies 60 days (December 11, 2017) to draft regulations to implement the changes related to MEWAs and short-term insurance and 120 days (February 9, 2018) to draft regulations to implement changes related to HRAs.

Stay tuned...

SHRM Board Members

Interim President

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President Elect

Rebecca Rowe
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Secretary

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Treasurer

Linda Digby
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Legislative Representative

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Marketing Director/Web Coordinator

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Membership Director

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