

Winona, Minnesota

# Winona Area SHRM Newsletter

November 2020



## President's Note

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



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**We don't know who needs to hear this,  
but your HR department has been  
working hard during this time of crisis  
and a thank-you could mean a lot. 😊**



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As we shared last month, our President-elect role recently became vacant and we are looking for someone to step into that role. The President-elect will serve in that role for one year and come January 2022, will take over as President of our chapter (2-year term) and I will step into our Past President role. Throughout 2021, I will work directly with this person to learn the role and help them feel comfortable transitioning into the role by 2022. The role of President-elect and President are so rewarding 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!

If you are interested in hearing more about this roll, email me at [rebecca.rowe@pfc.coop](mailto:rebecca.rowe@pfc.coop) to set up a virtual (or socially distanced in-person) coffee meeting to learn more!

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MEMBERSHIP DRIVE! Is it time to renew your membership? If so, use code "DigitalHR" if you renew between October 1, 2020 – November 30, 2020. For each new member or member who renews, our chapter will receive \$15.00 (you can renew early too!) Not only will our chapter receive funds, but YOU will receive a SHRM tote bag and a book titled "Digital HR". Let's all renew now (or renew early!) so our chapter can gain some additional funds. Our Board of Directors plan to return all these funds directly to our members through a new Professional Development Scholarship we will be announcing later this year!

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### MNSHRM Sponsored Events

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#### Nadya Okamoto presents: Generation of Changemakers

**November 13<sup>th</sup> from 9:00 a.m. – 10:00 a.m.**

During this presentation, Nadya will discuss understanding Generation Z and Gen Z values. She will also share her personal story of how she began her career as an organizer when she was 16, how her career as a social entrepreneur has developed over the last few years and how it affects the workplace.

#### Learning Objectives

1. Inspire the audience to 'stretch' beyond what they think they can do – unleash their true capabilities
2. Inspire a culture of service – although I pedaled alone, the service of others got me there
3. Find and draw out the very best in others and the performance of the entire team explodes.

Click [here](#) to register and use code: **CY3DUA3X** for FREE registration.

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#### Jerry Holl presents: Downhills Don't Come Free

**December 3, 2020 from 12:00 p.m. – 1:00 p.m.**

This LIVE session is a unique and uplifting keynote that inspires audiences to strive for more than they ever thought possible - both professionally and personally and will contain a 45-minute live presentation through Zoom followed by a 15-minute Q&A session.

As an ordinary everyday person, he took a risk to do something extraordinary. After 33 years of sales and executive level leadership, at the age of 57, as an untrained and inexperienced cyclist, he pedaled solo and unsupported out of Anchorage Alaska and into the complete unknown - all the way to Mexico, encountering "everything weird and wondrous North America had to offer".

Click [here](#) to register and use code: **8K0C61DB** for FREE registration

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SHRM is aware of the great amount of work many of you have done to support your organizations and/or communities COVID-19 needs and would like to acknowledge the countless hours that you have dedicated to this effort. **If you are a SHRM-CP or SHRM-SCP credential holder who is working toward recertification you can earn all 60 PDCS for your work in this area.**

To take advantage of this opportunity, simply summarize your activities using this [COVID-19 Response Summary Form](#) and following the instructions outlined in the form to redeem your credits. If you have questions, please email [recertification@shrm.org](mailto:recertification@shrm.org).

**The following examples offer a possible framework for documenting your activities on the form.**

- CARES Act and its impact on unemployment
- Communicable disease exposure issue and quarantine pay
- Essential business and essential workers
- FFCRA law implementation and exceptions
- Furloughs, pay reductions, layoffs, WARN
- Hiring in a COVID-19 and virtual world (rescinding and delaying offers, i-9 issues)
- PPP loans and loan forgiveness
- Return to work issues (recall, health screening/testing, social distancing, feat of returning to work)
- Transitioning to a virtual workforce (telework, addressing employees are unable to telework, keeping employees engaged)



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](https://www.shrm.org/learning/veterans-at-work/certificate-program) website.

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!



## 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!**



**2020 Winona Area SHRM Calendar of Events**

Month	Presenter	Topics
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	The Power of LinkedIn

**Date:** November 10, 2020, 12:00pm – 1:00pm

**Location:** GoToMeeting

**Price:** FREE for SHRM Members | \$15.00 for Non-Members

**Event Type:** Meeting

**iCal link** [Add to Calendar](#)

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**Year End Compliance Review: Updates, Reminders, Legislative and More!**

Join us for a webinar on Nov 10, 2020 at 12:00 PM CST.

Join us for a year-end compliance round up. We will review the regulatory items that have happened throughout 2020 including COVID 19 guidance and the legislative outlook on the horizon post-election. Learn what needs to be on your radar during open enrollment and at the beginning of 2021.

[Register now!](#)

After registering, you will receive a confirmation email containing information about joining the webinar.

[View System Requirements](#)

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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

## Workforce Readiness

Julie Kiehne – Workforce Readiness Director

### Understand the Change and Adapt

The pandemic has amplified the presence of disruption in our lives. It is hard to think of an organization that has not been affected somehow. All of this amid a call to action to respond and adapt with limited face-to-face collaboration and an increasing dependence on a digital way of working.

It is critical that human resource professionals understand the implications and how they shape actions to ensure organizations respond with relevance and recognized impact.

### Understand the Change for the Business

- What is the magnitude of change—fundamental versus fleeting, permanent versus temporary?
- What are the resulting priorities that require capability and learning acceleration?

### Understand the Change for Talent Development

- What capabilities and new roles are needed to ensure your function succeeds?

### Understand the Change for You

- What can you do to focus on the big picture, maintain your perspective, and perform at your best?

While change is inevitable, the opportunities that accompany it can be incredible. Now is the time to understand the change for your business, for talent development and for yourself. Then adapt and act.

[Read More](#)

Source: Association for Talent Development (ATD), Adrian Stevens

Contact Julie Kiehne – Workforce Readiness Director [jkiehne@winona.edu](mailto:jkiehne@winona.edu) for more information on strategies for how to adapt to limited face-to-face collaboration and an increasing dependence on a digital way of working.

## Legislative Update

**Beth Ede – Legislative Representative**

### *Guidance from ICE on Updating Form I-9 for Remote Hires*

Immigration and Customs Enforcement (ICE) has released updated instructions for updating Form I-9 for hires made virtually during the COVID-19 pandemic. Click [HERE](#) for guidance.

## SHRM Board of Directors

### **President**

Rebecca Rowe, SHRM-CP  
(608) 784-5798 x 1007  
[rebecca.rowe@pfc.coop](mailto:rebecca.rowe@pfc.coop)

### **President-elect**

OPEN

### **Secretary**

Melissa Shore  
(507) 494-3018  
[melissas@WNBFinancial.com](mailto:melissas@WNBFinancial.com)

### **Treasurer**

Linda Digby, SHRM-CP, PHR  
(507) 452-1855 Ext. 108  
[ldigby@winonaorc.org](mailto:ldigby@winonaorc.org)

### **Legislative Representative**

Beth Ede, SPHR, SHRM-SCP  
(507) 457-1193  
[baede@merchantsbank.com](mailto:baede@merchantsbank.com)

### **College Relations Chair**

Nicole Volner  
[nvolner@winonaymca.org](mailto:nvolner@winonaymca.org)

### **Marketing Director & Web Coordinator**

Brandon McQuinn, SHRM-CP  
(608) 787-4551  
[bmquinn@altra.org](mailto:bmquinn@altra.org)

### **SHRM Foundation Director**

Cheri Duffenbach  
(507) 474-9520  
[Cheri.gabbert@hco.org](mailto:Cheri.gabbert@hco.org)

### **Workforce Readiness Director**

Julie Kiehne  
(507) 457-5088  
[jkiehne@winona.edu](mailto:jkiehne@winona.edu)

### **Membership Director**

Tabitha Newton, SPHR  
(507) 453-8619  
[tnewton@fastenal.com](mailto:tnewton@fastenal.com)

### **Certification Director**

Grant Carr, SHRM-CP  
(507) 457-3311  
[grant.carr@expresspros.com](mailto:grant.carr@expresspros.com)