

Winona, Minnesota

Winona Area SHRM Newsletter

October 2020



President's Note

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

As we announced last month, our President-elect role recently began vacant and we are looking for someone to step into that role. The President-elect will serve in that roll 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 to set up a virtual (or socially distanced 😊 in-person) coffee meeting to learn more!

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!

New Resource!

The Minnesota Department of Labor and Industry (DLI) has created a [video](#) that reviews worker protections during the COVID-19 pandemic and that the video is also available in English, Hmong, Somali and Spanish. The video aims to inform workers of their rights and ease confusion for workers and businesses. I thought it might be of interest to your members and so I wanted to be sure to share it with you. [Shorter versions](#) of the video are also available that review workplace safety and health, labor laws and workers' compensation.

DLI's goal is to support and educate workers in the state. Please consider sharing the video with your contacts and members and/or on social media to reach as many people as possible. For more information and resources on COVID related things, visit dli.mn.gov/updates. Please also keep me posted if you have any questions.

Kathleen Gordon

Minnesota Dual-Training Pipeline Consultant

Phone: (651) 284-5388 | Web: www.dli.mn.gov/PIPELINE



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](http://SHRMsVeteransatWorkCertificateProgram) 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!



Nicole Volner
College Relations

Our Chapter President, Rebecca, spoke with the group sharing benefits to being a SHRM member as a student and a professional and what our chapter can offer them. Then she was amazing about showing them what the website has to offer them! Ways to navigate the website and how it can assist them in their studies and work future. Social media has been their big push as not much has been happening on campus, but they continue to get creative and find ways to interact with speakers and get access to HR topics.

If you are interested in speaking with the students, please contact Nicole for more information!

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
October	Andrew Marcotte	Tips for Managing Employees Older Than Yourself
November	Sue Sieger, ACFCI, CAS	Year End Compliance Review: Updates, Reminders, Toolkits and More
December	TBD	The Power of LinkedIn

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

MNSHRM Sponsored Events

October 27, 12-1pm - Ryan Estis presents Rethinking HR - The Future of Work & Human Resources

This recorded session examines the new opportunity for human resources to make a high-impact contribution to the organization. Ryan explores data, trends and the latest thinking on how we work. He highlights what’s needed for HR to deliver talent strategy, workforce readiness and business performance.

As we prepare for new evolutions in the business landscape and workforce, our approach to human capital management has to transform. In this training, Ryan focuses on the evolving role of HR and introduces new techniques and technology that pace with evolving work and management trends.

This training will help HR professionals rethink their role and their opportunity to impact business performance and growth.

Register for the October event

**Generation of Changemakers
November 13, 9-10am**

During this recorded 45-minute presentation followed by a 15-minute live Q&A, 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.

To register, click [here](#).

December 3, 12-1pm - Jerry Holl presents Downhills Don't Come Free One Man's Bike Ride from Alaska to Mexico

One Man. One Bike. One Tent. Without a Doubt, One Heck of an Adventure! This recorded session is a unique and uplifting keynote that inspires audiences to strive for more than they ever thought possible - both professionally and personally. 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".

Cost:

\$0 - MN Chapter Members (register with code 8K0C61DB for \$0 rate.)

\$35 - Regular Rate

Notes:

100 attendee limit

60-minute recorded presentation customized for MNSHRM

SHRM/HRCI CEU credit have been applied for and will be sent to attendees when available

MNSHRM Partner Event

MNSHRM Partners with the Strategic HR Summit at Mt. Washington

"Same old, same old?" No Way!

Because a trio of crises – health, economic, and social justice– aren't the same old, same old. Travel to HR forums in Minneapolis, Chicago, Broadway/NYC, Atlanta, the Grand Canyon, the West Coast, and across the pond to London without getting on a plane! Sample 6 keynotes. Then talk with a police chief, take a trip to campus, and witness conversations between aspiring HR leaders and their mentors and parents. That's just the start of a SHRM 17 PDC experience (plus applying for 17 HRCI credits, including 12 business credits)!

Your time is precious.

Take an active, participatory role still knowing that you can come and go as needed, because all the resources and programming remain available on-demand (at no additional charge).

Follow this link to experience a unique platform for HR leaders and those aspiring to leadership. <https://www.strategichrus.com/conference/strategic-hr/>

MNSHRM Chapter Invitations

We are excited to have Kat Lacey-Wilson present on **Diversity & Inclusion**: Why it is so important, Obstacles to change & Tools to promote progress. Kat is a compliance and workplace solutions consultant. She holds a Bachelor of Arts in Native American Law and Studies from Mount Holyoke College, a Juris Doctorate from Suffolk Law School and LLM in Employee Benefits from John Marshall Law School

Click the link for Quick Registration: https://docs.google.com/forms/d/e/1FAIpQLSf28nMrV2v59qNqxNtMF3Le_Y7e-G5zdUNv8h5x7r7OF9LWhQ/viewform?usp=sf_link

No Cost for this Presentation!

NOTE New Time: 1:00-2:00pm on Wed. Oct. 21st

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Engaging Remote Workers

For some employees, working from home is business as usual. For others, this may be the first time they have telecommuted. This working arrangement may seem exciting at first, but it can lose its appeal over time, resulting in disengaged employees. And, when employees aren't engaged, their productivity and motivation can suffer.

Employees tend to be more engaged when they feel like they are part of a team. When they are working from home, it can be hard for them to buy into that mentality. As a manager, it's your responsibility to make sure employees understand that even though you may not be in the workplace together, you're all working together toward the same common goal.

Read the rest of the How-to-Guide

[How to Engage Remote Employees During the Coronavirus Pandemic](#)

Source: SHRM 2020

[Read More](#)

Contact Julie Kiehne – Workforce Readiness Director jkiehne@winona.edu for more information on engaging remote workers.

Membership

Tabitha Newton, Membership Director

Be Sure that your Membership Profile is Current



It has been a busy year that has been full of change! The Winona Area SHRM Membership Directory is visible to all of members of our chapter. Don't forget to visit our website at winona.shrm.org and click on **Your Account** and **Edit** to update your professional or contact information. If you have had a change in employment, received a promotion or a new position, or have earned your SHRM Certification, please remember to log in and update your profile.

Certification

Grant Carr

Last newsletter, I mentioned the SHRM Library. They offer lots of great books. Here is a list of all of the books you are eligible to receive certification credit, just by reading them and taking a short quiz: [Books Approved for Credit](#) By reading and doing the quiz, you can earn 3.0 PDCs. They allow you to submit up to 10 books for 30 PDCs in a 3 year recertification period.

This month, I have been reading, "Got a Minute: The 9 Lessons Every HR Professional Must Learn To be Successful." About half way through it, and I have learned some new things in regards to different interviewing and question types, culture, and even little things to help with an employee handbook. It comes with stories and examples, and quick helpful tips.

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