

Winona, Minnesota

Winona Area SHRM Newsletter

October 2021



President's Note

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

I'm excited to welcome the newest member of our Board of Directors: Tyler Kiel. Tyler will be serving as our Certification Director.

Tyler is currently the Human Resources Manager for the Watkins Company located in Winona, MN. He has been with Watkins for 5 years and served in a variety of Human Resources positions within his tenure. Prior to join Watkins, Tyler was part of the Human Resources team at Fastenal for 3 years working both in the Payroll & Diversity and Compliance departments.

Tyler earned his SHRM-CP in June 2020. Tyler describes it as one of the most satisfying accomplishments within his professional career. He currently resides in Winona with his wife, Elizabeth, and Golden Retriever, Nellie. In his spare time, Tyler enjoys spending time with his family and friends. He is an avid sports official, officiating volleyball at the division I, II, III and high school levels; as well as high school basketball and baseball in and around the Midwest. In addition to working full-time as an HR professional and sports official, Tyler also owns and manages an officiating contract business, assigning youth baseball umpires to officiate over 2,500 baseball games in and around the central and east central part of the state throughout the spring and summer months,

If you have questions about SHRM-CP/SCP certification or recertification, please feel free to contact Tyler.



Register today for the 2021 State Conference

October 11-12

Mystic Lake Center

[Attendee information and Registration](#)

[Exhibitor/sponsor information and Registration](#)



Winona Area SHRM has started a Slack channel! Slack is an online platform, specific to Winona Area SHRM. Members are able to ask questions and get guidance from other Winona Area HR professionals. For our longtime members, you may remember a Yahoo email group. Unfortunately, the capabilities of the email group are limited and we are hoping to have an easier way for our members to communicate with each other.

Join us for a HR discussion in Slack – click [here](#)!

Workforce Readiness

Julie Kiehne – Workforce Readiness Director



Run Better Meetings: How to Manage ‘Over-Sharers’ and ‘Silent Types’

What two personalities pose the most risk to a successful meeting?

The over-sharer and the stone-silent type. Persuading the over-sharers to ease up and the silent ones to participate will lead to better, more balanced, and productive meetings.

Consider a pre-meeting. Invite over-sharers to a brief one-on-one pre-meeting. If they have a chance to give you some ideas then, they may monopolize less time at the group meeting—especially if you mention their ideas to the larger group. You can also take the pre-meeting opportunity to remind them that not everyone is as verbal as they are, so remember to step back and let others talk. You can also assign them just one or two points to research and discuss at the meeting.

Coax the silent workers. A few days before the meeting, alert them that you'd like their input at the meeting on one specific topic. That will give the workers time to research, perhaps come back to you with preliminary ideas and not feel put on the spot at the meeting. Offer encouragement and let them know you want them to succeed.

Accept that people contribute in different ways. If it doesn't work to ask the silent types before the meeting to be prepared to share more, then a manager might have to accept that people contribute in different ways. Ask workers how they're most comfortable contributing and receiving feedback.

[READ MORE](#)

Source: Kathleen Doheny, SHRM 2021

Contact Workforce Readiness Director, Julie Kiehne jkiehne@winona.edu for resources and strategies on how to run more productive meetings in your workplace.

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!



2021 Winona Area SHRM Calendar of Events

Date	Presenter	Topics
November 9 th	Nancy Biber WA Group	Secret Sauce to Obtaining & Retaining Top Talent, Improving Profitability, and Increasing Customer Satisfaction
December 14 th	Sue Sieger	Year End Compliance Review



Monthly Meeting: Being, Belonging & Becoming: An Interactive Experience Exploring Diversity, Strengthening Equity, and Cultivating Inclusion

Date: Tuesday, October 19th from 12:00 p.m. – 1:00 p.m.

Where: Zoom (link to follow registration)

Description

To be seen, heard, and valued is a common human desire. In this session, we begin by focusing on how we can strengthen and accept our sense of identity – our being. We then transition to how we can create more inclusive spaces at work and beyond so that we can ultimately become the best version of ourselves leveraging both our self awareness and connection with others. Through storytelling, reflection, interactive exercises, and resource sharing, we equip participants with the mindset, knowledge, skills, and tools to explore diversity, strengthen equity and cultivate inclusion.

Facilitator: Daniel Horgan, CEO of CoLabL

Click [here](#) to register.

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

Legislative Update
Beth Ede

COVID-19 Vaccine Mandate – Hurry Up and Wait

As most all of us are aware, on September 9, 2021, President Biden announced the Path Out of the Pandemic Plan. Among other things, the plan includes mandatory COVID-19 vaccination for certain employees in the private sector, the federal government, and health care settings.

There are many unanswered questions for various employers such as “Are we a federal contractor and does the federal mandate cover us?” to “We are close to 100 employees; how do I count my employees?” to “When will further guidance be released from OSHA on the emergency temporary standard?” to “How will we be able to not overwhelm the healthcare system with weekly employee testing of the unvaccinated?”

These are just a sample of great question and additional guidance is starting to trickle out there – some guidance creating clarity while other guidance creating more questions.

As we all hurry up and wait, we encourage you to reach out to professional organizations representing your industry for additional guidance as well as familiarize yourself with the various resources from SHRM that can be found [HERE](#).

Membership
Tabitha Newton, Membership Director



Interview Questions - Another Way your SHRM Membership Works for You!

Did you know that your SHRM membership gives you access to sample interview questions? There are questions available in competencies such as, Business Acumen, Communication, Flexibility, Leadership & Navigation, Relationship Management and more. What’s great about the questions is that there are Behavioral, Situational and General questions which help you gain a more complete picture of the candidate being interviewed.

Not only that, but opening questions are also on the website as a tool to help you break the ice and ramp up to the competency-related questions. The Closing questions are also helpful to conclude the interview and give both the candidate and the interviewer(s) an opportunity to make sure their all of their questions are answered.

If you’re still gaining experience in interviewing, it may not be clear what is appropriate to ask from a legal standpoint. But, not to worry, because SHRMs got you covered! If you’re wondering if it’s appropriate to ask to see an applicant’s prior performance reviews or how to respond to a candidate who isn’t selected for a position, the link below will help navigate these conundrums and others.

All of the answers you need may be found here: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/interview-questions/Pages/default.aspx>

SHRM Board of Directors

President

Rebecca Rowe, SHRM-CP
(507) 454-4664 X 135
rebecca.rowe@behrensmfg.com

President-elect

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Secretary

Melissa Shore
(507) 494-3018
melissas@WNBFinancial.com

Treasurer

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

Legislative Representative

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

College Relations Chair

Nicole Volner
nvolner@winonaymca.org

Marketing Director & Web Coordinator

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

SHRM Foundation Director

Cassie Zinns
(507) 454-4664 x 112
Cassandra.zinns@behrens.com

Workforce Readiness Director

Julie Kiehne
(507) 457-5088
jkiehne@winona.edu

Membership Director

Tabitha Newton, SHRM-SCP, SPHR, CCP
(507) 453-8619
newton@fastenal.com

Certification Director

Tyler Kiel, SHRM-CP
(507) 457-5959
Tyler.kiel@watkins1868.com