

Winona, Minnesota

Winona Area SHRM Newsletter

September 2020



President's Note

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

As announced this morning via email, we have rescheduled our monthly meeting from Tuesday, September 8th to Tuesday, September 29th. If you already registered – you are all set for the 29th. If you still need to register, see the information below.

I am sad to share that Lisa, our President-elect, has stepped down from her role. Lisa will still be actively involved in our chapter at meetings and events. We wish her nothing but the best!

With that said, we are actively recruiting for a President-elect. If you are interested, please contact me at rebecca.rowe@pfc.coop to learn more. I'll set up a virtual one-on-one with you to discuss what the role looks like, time commitment and the MANY perks for joining our Board of Directors. I will still be actively involved with Winona SHRM once my term is up so you will get as much guidance and support as you want and need.



Tune in Tuesdays

NEXT EPISODE: OCTOBER 13, 2020 • 2 PM EDT

A brand-new digital series of interactive episodes brought to you by SHRM21!

Join us right here on this page on the second Tuesday of each month for fresh perspectives from leading experts, curated news you can use, and solution-based insights focused on all things work. Going beyond a typical webinar or virtual event, Tune in Tuesdays take learning and connecting to the next level.



Individuals with disabilities are a high-performing labor force who are facing employment challenges. The SHRM Foundation, in partnership with the Workplace Initiative By Understood, has launched this initiative to strengthen the skills and abilities of professionals to hire, develop, advance and retain individuals with disabilities in their workplace.

Through the certificate program, you will learn:

- Learn the value of employing someone with disabilities
- Demonstrate your commitment to attract, hire and retain employees with disabilities
- Earn 10 professional development credits toward your SHRM-CP or SHRM-SCP recertification

The Employing Abilities @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 Employing Abilities @Work Certificate Program](#) website.

Workforce Readiness

Julie Kiehne – Workforce Readiness Director

Talk Work Culture

40% of American employees say their manager fails to frequently engage in honest conversations about work topics.

Business strategy alone is not enough for an organization to thrive. It takes a strong organizational culture that is supported by strategy and structure. Building strong workplace cultures is rooted in organizational trust. This trust is developed by firmly outlined expectations, open communication, and feedback. If individuals do not trust their employer, it is unlikely they will seek out opportunities to sharpen their skills. The professional investment relationship between a company and an employee is a two-way street.

Success in the workplace means prioritizing the management of people, guiding employees' development, and cultivating a strong sense of collective purpose at work. Culture impacts the workforce and the bottom line.

SHRM provides resources on how to build a strong workplace culture, and you can test your culture conversation IQ at <https://www.talkworkculture.com/>

Source: Sarah C. Purcell, SHRM Specialist, Social Media Engagement

Contact Julie Kiehne – Workforce Readiness Director jkiehne@winona.edu for more information on building your workplace culture.

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
September	Tom Revnew	Avoiding the Wrongful Discharge Claim
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

- September 25 - [Dr. Jermaine Davis](#) will be presenting: [Trust-Based Leadership: The Key to Building Communication, Collaboration, and Cooperation in the Workplace](#). This event is open to the public for \$35 and encourage you to invite your chapter members to attend at no cost (use code **CY3DUA3X**). We will update you with specific date and SHRM/HRCI CEU information as soon as it is available.
- October/November - Our previously scheduled 2020 State Conference Keynote Speakers [Ryan Estis](#) and [Jerry Holl](#) are recording their 60-minute presentations in September and we will be setting up virtual events in October and November for you to provide to your chapter members at no cost. We will update you with specific date and SHRM/HRCI CEU information as soon as it is available.
- December - [Nadya Okamoto](#) will be providing a 30-45 minute recorded presentation and will attend the session for a 15-30 minute live Q&A after her presentation. We are tentatively looking at an early December date for this event. We will update you with specific date and SHRM/HRCI CEU information as soon as it is available.

MNSHRM Partner Event

- [Strategic HR Summit at Mt. Washington](#) for their virtual event on October 21, 22 and 28. This annual conference is an oasis of learning associated with Mt. Washington. The 2020 edition will arrive in your living room, with new meaning and purpose. As an attendee, you will participate in several interactive forums with subject matter experts, CHRO's and industry leaders. This conference is designed to keep you informed and engaged all while obtaining the credits you may need for SHRM and HRCI.

Membership

Tabitha Newton, Membership Director

National SHRM Membership Resources and Tools

We don't always have the resources we need right at our fingertips to fulfill our daily responsibilities. Let's face it, we can all use a little help from time to time! Were you aware that there are a multitude of tools and resources available to you as a part of your national SHRM membership? There are amazing interactive tools to which you have access to help you with some of the more specialized tasks. Once logged in to the SHRM website, if you visit this site: <https://www.shrm.org/ResourcesAndTools/tools-and-samples/Pages/Interactive-Tools.aspx>, you will find interactive tools such as COBRA Notices Generator, Employee Cost Calculator, Interview Question Builder, and many more. Be sure to keep your membership active as you don't want to miss out on wonderful benefits like this!

Certification

Grant Carr

As the new Certification Director, I wanted to take a step back on PDCs. I plan to introduce different ways you can obtain PDCs for recertification. First off, let's go back through how to track your PDCs. It is actually quite simple: [SHRM PDC Portal](#)

You then have 4 options for PDCs:

- Advance your Education – Instructor Led. This is where most of your SHRM meeting PDCs would go, along with conferences, seminars, webinars, etc...
- Advance your Education – Self Directed. SHRM has a great library of books to read that come with quizzes to earn extra PDCs on your own.
- Advance your Organization. Did you come up with a great COVID preparedness plan for your organization? Save your company money with a great new Total Rewards Program? Enter it here!
- Advance your Profession. Did you work with other organizations to help them with their COVID plan? Present at a SHRM meeting? Enter it here!

And of course, the "Veteran's at Work" Certification Program is an excellent program to go through. There are many great courses involved to help in attracting and retaining our veterans. For instance, one big barrier is they have the skills you may be looking for, but only know the military language to describe what they can do. Learn how to break down that barrier. It is an easy 10 PDCs, yet very worthwhile. [SHRMs Veterans at Work Certificate Program](#)

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