

Winona, Minnesota

Winona Area SHRM Newsletter

August
2019



President's Note

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

First off, I would like to congratulate our President-elect, Lisa Towner & Past-President and Membership Director, Ashley Clark. During the month of July, Lisa and Ashley tested for and **PASSED** their SHRM-CP exam. Congratulations Lisa Towner, SHRM-CP & Ashley Clark, SHRM-CP! Who will be next in our chapter to obtain their SHRM-CP or SHRM-SCP?

For those of you who are already SHRM-CP or SHRM-SCP certified, there are [Major Changes to SHRM Recertification](#) starting August 1st, 2019. There will be three major changes taking effect. First, you can earn and record PDCs during the grace period. What that means is “any PDCs that SHRM certification holders earn during their grace period (the 60 days between their certification end date and expiration of their credential) may be applied toward their recertification requirement to earn 60 PDCs within a three-year cycle. There will be no maximum on the number of PDCs one can earn during the grace period, notwithstanding certain categories of recertification credits that have limits.”¹

Next, certification-holders can begin earning PDCs for the next cycle right away! For certification-holders, “the new recertification cycle for recertifying SHRM-CPs and SHRM-SCPs will begin the next day after they recertify (current policy sets the new cycles start date after the previous cycle’s end date). This change is particularly advantageous to those who recertify early. The credential-holder’s end date will not change, and will continue to be on the last day of their birth month.”

The final change is, in my opinion, the most exciting! “Effective August 1st, SHRM credential-holders who have recertified with more than 60 PDCs in their account will be able to carry over as many as 20 PDCs into their next recertification cycle (current policy does not allow for any carryovers). The carry over amount will be auto loaded into the account in the Advance Your Education category.”

If you are a SHRM credential-holder and are looking for a way to earn some additional PDCs, did you know you can earn PDCs from listening to SHRM’s **Honest HR Podcast**? Click [here](#) to listen!



¹ The SHRM Certification Team. *Major Changes to SHRM Recertification Policies Announced*. SHRM.org. July 10, 2019.

Who is planning to attend MNSHRM19 SuperHeRo Conference in Rochester, MN October 13-15? Keynote speakers Neen James and Judson Laipply will not disappoint! Click [here](#) to register!

2019 Keynote Speakers

Neen James

Presentation: *Attention Pays: How to drive profitability, productivity, and accountability*



Judson Laipply

Presentation: *Lead Your Evolution*



2019 State Conference
October 13-15, 2019
Mayo Civic Center - Rochester, MN



Veterans at Work Certificate Program

Veterans at Work Certificate Program

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](#) website.

Talent is the largest, most significant, ongoing investment made by successful organizations. However, most people decisions are made based on intuition and instinct. With the amount of information available in today's workplaces, HR professionals are now able to leverage people-related data and analytics to drive business decisions and make data-based recommendations by earning the SHRM People Analytics Specialty Credential, HR professionals can begin their journey into the field of people analytics, investigate relevant, real-world business issues, and effectively communicate data-supported findings.²

If you are interested in the SHRM People Analytics Specialty credential, click [here](#) to learn more!



² SHRM Specialty Credentials. SHRM.org. July 2019.



Monthly Meeting- Tuesday, August 13th, 2019 from 11:30 a.m. – 1:00 p.m.
Performance Feedback: The Gift That Keeps on Giving

Presentation Summary:

Performance feedback, whether it's given in the formal performance review or in a one-on-one coaching session, can be a stressor for both the manager and the employee. When feedback is not delivered well, or not given at all, it results in extra visits to the HR professionals!

This program was created to address the issues with giving feedback and ways to help managers deliver feedback in a way that is received as a gift instead of criticism.

In this program, attendees will discover:

- Different types of feedback
- The impacts of not giving quality feedback
- The biggest mistake leaders make when delivering feedback
- A 4-step formula for delivering feedback in a way that is received as a gift
- How to make coaching sessions and performance evaluations a positive experience for both the employee and the leader

The Tandeski Center Southeast Technical College Campus
1200 Storrs Pond Road Winona, MN 55987
Click [here](#) to register!

2019 Winona Area SHRM Calendar of Events

Month	Presenter	Topics
September	Anna Kraemer & Jim Miley	Creating Confident Retirees
October	Sarah Bridges	Good People, Bad Decisions – How to Manage Unconscious Bias
	MNSHRM State Conference in Rochester, MN	
November	Jana O'Leary Sullivan	Free Speech in the Workplace
December	Holiday Social	

Do you have your SHRM-CP or SHRM-SCP?

Do you plan to test for it before the end of 2019?

Do you want to join the Winona Area SHRM Board of Directors?

The Winona Area SHRM chapter is seeking a board member to be our resident PRO for all things SHRM-CP and SHRM-SCP! The **Certification Chair** role will focus on managing the chapter's SHRM certification program.; increase the number of chapter members who are certified as SHRM-CP or SHRM-SCP by the SHRM Certification Commission; Encourage members to become certified and assist those who are recertifying.

If you are interested in this role with Winona Area SHRM, contact chapter President, [Rebecca Rowe](#) to discuss!



Click [here](#) to register and learn more about the 4th Annual Breakfast Forum *From: Handshake to #Hashtags*

**4th Annual
Breakfast Forum**
From: Handshake to #Hashtags

9.10.19
Celebrations on the River

Keynote Speaker:
Scott Zimmer


BRIDGEWORKS


Callie Zipple


Garrett Jerue


Jami Gerke


Jeannette Schreier

WorkforceConnections
Your connection to work and training.

WWW.WCIBREAKFASTFORUM.COM



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
-

Are you thinking about getting your SHRM-CP or SHRM-SCP?

The SHRM Foundation provides 220 scholarships annually to those who want to obtain their SHRM-CP or SHRM-SCP certification.

To be eligible:

- Current SHRM member
- Meet eligibility requirements for SHRM Certification
- Plan to sit for the exam within 12 months after the scholarship notification date
- Is not receiving any organizational support or reimbursement for SHRM certification exam or preparation fees

If you are interested in apply for the scholarship, click [here](#) for more details.



2019 Winona Area SHRM Professional Development Scholarship

The Winona Area SHRM is dedicated to advancing the HR profession by developing chapter members through monthly meetings, an annual Leadership and Development Conference, networking opportunities and other forms of professional development. To support professional development objectives, Winona Area SHRM has created a scholarship program where one (1) scholarship will be awarded to an eligible member for continuing their education or professional development.

Winona Area SHRM will provide one (1) scholarship up to \$1,000 to an active chapter member to be distributed at the discretion of the Winona Area SHRM Board of Directors. With the scholarship, the member could attend a national or state SHRM conference, study for the SHRM-CP/SCP certification, attend a HR-related workshop or further their education by working towards an Associates, Bachelors or Master's degree from an accredited school in an HR-related program.

Consideration for the scholarship will be heavily based on chapter involvement. Scholarship eligibility will include the following:

1. Active national SHRM membership
2. Active Winona Area SHRM membership
3. Actively participating on either the Winona Area SHRM Board of Directors or a committee
4. Attend at least 50% of monthly meetings

A timeline for the scholarship process will be released in late in 2019. The application deadline will be in early fall 2019 and the scholarship will be awarded at the end of 2019. The award may be prepaid directly to the entity (school, organization, etc.) by Winona Area SHRM. Any applicant seeking the scholarship for the SHRM-CP/SCP certification will need to provide a receipt and proof of passing the test to be reimbursed.

Please email Winona Area SHRM President Rebecca Rowe at rowe@ci.winona.mn.us with any questions.

“As an HR Department of One, you face unique challenges that require you to bring the full range of HR expertise to your organization. How do you elevate HR as a solo practitioner? Earn your SHRM HR Department of One Specialty Credential to expand and leverage your resourcefulness, agility and ability to focus on the changing needs of your organization” ³



³ SHRM Specialty Credentials. SHRM.org. July 2019.



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!

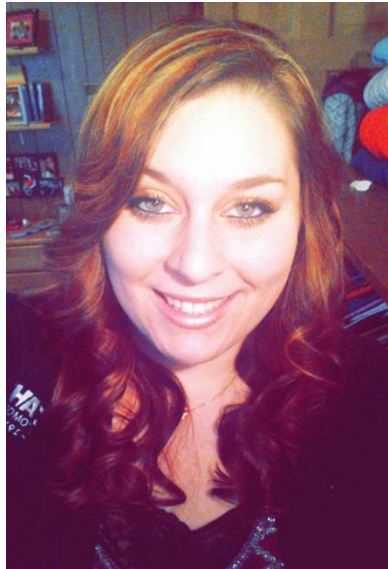
Membership

Ashley Clark – Past President & Membership Director

Katie Erickson

I am currently employed with RiverSide Electronics and my position title is Human Resources and Payroll Administrator. I attended Winona State University for 4 years and graduated in 2017. I have a Liberal Arts Degree, Double Majoring in Human Resources and Social Work, and a Minor in Child Advocacy. My goal is to one day be a Human Resources Manager somewhere in Winona County.

In my free time, I like to read, spend time with family, go fishing and bake. I have my own little baking company, and work out of my house. So on the weekends, I am mostly filling cake orders or sometimes fishing! I like to stay pretty busy, but I also enjoy a good work/life balance.



Pat Buxengard

I have lived in Winona County, all my adult life, moving here to attend Winona State University. My background includes 20 plus years of experience working in various Human Resource roles for manufacturing companies in Winona County. In addition, I was previously employed at Minnesota State College-Southeast, in the Custom Training department, which allowed me the opportunity to work with several Winona area companies, assisting them with their training needs. I was employed by DEED from 2009 to 2011, returning in 2014.

I am currently working as the Business & Employment Consultant at Career Force (formerly known as Winona Workforce Center). Prior to this role I was responsible for the Adult and Dislocated Worker programs offered through Career Force. I enjoy working with businesses to meet their goals and with job seekers, encouraging them to get through a difficult time in their lives. It is a continuous goal and most rewarding for me to help people regain their self-confidence, overcome barriers, make good decisions that impact their future employment and reach their goals. I also find it rewarding to teach our Creative Job Search class and other workshops offered by Career Force, along with assisting job seekers in our Career Lab. I look forward to working with the Winona Area SHRM group.



SHRM Board of Directors

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