

Chippewa Valley SHRM Newsletter

January - October 2020

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Something to Say? Write an article!

We are seeking guest contributors for our quarterly newsletter!

If you have a topic that you'd like to write on and share with the CVSHRM membership (~250 members), please reach out!

NOTE: All article submissions will be reviewed and approved by the CVSHRM board.

Board Update

By Heather Murray, CVSHRM President

Hello all...can you believe fall is just around the corner? As a HR professionals we are facing several challenges this year. The ongoing search for quality candidates, managing employee benefits and compensation, building and maintaining a diverse workforce, juggling changes in legislation and laws, understanding workforce planning, and practicing effective time management didn't go away with the coronavirus. Throughout it all, your Board has tried to seek ways to continue as well as enhance the variety of platforms available to assist!

PARTNERSHIPS: Chippewa Valley SHRM serves as a connection to our local business community by partnering on comprehensive programming and initiatives. This year these may look different as we gather together virtually but don't miss out!! The 2020 Diversity and Inclusion Leadership Conference on September 22nd was a huge success. This half-day event provided insight on how to ask better questions, move beyond bias, and taking action to create a more inclusive workplace. It was so great to see so many people at this conference!

Upcoming we have virtual events scheduled that we hope to prove to me a fun time and a great way to connect. Stay tuned for more information on those!!!

PEER NETWORKING: Chippewa Valley SHRM has created networking groups on various HR functional areas to generate new ideas and tap the knowledge of others by engaging in confidential dialogue and exchanges with colleagues. Our networking group areas consist of: Compensation Administration, Employee Benefits, Manufacturing, Recruitment and Selection, and a Sole Practitioner Group. Visit the Members Only tab on our website to learn more.

Keep reading on the next page!



Board Update (continued from previous page)

By Heather Murray, CVSHRM President

SOCIAL MEDIA: Chippewa Valley SHRM has an actively engaged social media presence on Facebook. Like the page to learn about upcoming events, member accomplishments, happenings in the HR community, the latest from SHRM, opportunities to participate in polls, fun pictures and posts from our member events, and so much more!

APPRECIATION: We appreciate each and every one of you. Each October we get together to thank you and show you how much we appreciate you. This year we may not be able to be together in person but we have plans in the works for four-days of fun...virtually of course! Watch for details and don't miss out.

NOMINATIONS: The Board is comprised of dedicated, hardworking, and FUN HR professionals who are connected to the Chippewa Valley through work and home. If you have interest in joining a collaborative team passionate about growing the profession in our community, this is the perfect time to take the leap! The Board positions that will be up for nomination in 2021 are:

- VP- Programming – This is the progressive role that moves into President-elect, President, and Past-President.
- VP-Membership – This is a two-year term.
- VP-Finance – This is a two-year term.

If you are interested in learning more about any of these positions, reach out to Brooke Richartz, Nic Lotzer or me and we will be able to talk over the details.

CONFERENCE NEWS: In case you missed it, the Wisconsin State SHRM conference was cancelled for 2020. If you have not received your registration refund, reach out to the State Council. I hope to see everyone in 2021 at the Kalahari!

FEEDBACK: Soon you will receive a survey asking for your input and feedback. We have had to do things a bit differently this year and would like to know your thoughts on how to proceed into 2021. Please take a few moments to complete the survey when you receive it, we do appreciate each piece of feedback!

BYLAWS: We are going to need your help soon. Our Legislative Director, Jerilyn Jacobs, has been working diligently to update our membership bylaws. These are in a final revisions state and will be sent to you soon. We will need a vote to adopt the updated bylaws from you all in order to send them to National SHRM for final approval. Please watch for these!!!

As we near the close of 2020 (I'm not sure how that happened so quickly) I want to thank all of you for your patience and understanding as we have had to reschedule, rearrange, and cancel things throughout the year. We are excited for what we have on the horizon for the rest of 2020 and are working to bring in some fantastic programming for 2021!



Core Leadership Areas – College Relations, SHRM Foundation, Diversity, Professional Development & Workforce Readiness

By Austin Vogler, Director of Core Leadership

College Relations

Like many things this year, the 2020 school year will look different than in year's past. Chippewa Valley SHRM is committed to supporting our Student SHRM Chapters at the University of Wisconsin-Eau Claire and University of Wisconsin-Stout.

Tabitha Newton has served as our College Relations Coordinator for the past few years. In May, Tabitha and her husband relocated to the Winona, Minnesota area. I would like to thank Tabitha for her service to the HR community, CVSHRM, and our student chapters.

With Tabitha's relocation, I am writing to share the appointment of Kelsey Kemper as the new College Relations Coordinator. Kelsey is the HR Assistant at Scheel's in Eau Claire and a graduate of UWEC. Please join me in welcoming Kelsey to her new role with CVSHRM! I'm looking forward to partnering with her as we continue to build on the great things Tabitha was able to put together during her time in role.

Mentorship Program 2020

Continuing on the topic of things looking differently this year, we've been brainstorming how we can continue our HR Mentorship Program with our college students. We'll be providing updates as the semester begins. If you don't already follow the [CVSHRM Facebook Page](#) and [LinkedIn Group](#) make sure to check them out! As in year's past, we'll encourage the mentor and mentee to set expectations and meeting times/frequency but this year we'll strongly encourage the utilization of technology to conduct the meetings virtually. My hope is that this will increase the participation by HR professionals while we keep each other safe. We will kick the program off this Month. If you have questions or suggestions regarding the mentorship program, please contact [Austin Vogler](#).

SHRM Foundation

One of the SHRM Foundation's latest initiatives relates to advancing the HR profession with training on how to hire, retain, and advance with individuals with a disability. SHRM is offering a free certification that provides professional development credits similar to the Veteran's program they offered last year. This free, multi-faceted educational program will increase your knowledge and skills to hire, develop, advance and retain individuals with disabilities. The SHRM Foundation, in partnership with the Workplace Initiative By Understood, presents this Certificate as an introduction to the benefits and implementation of disability inclusion in the workplace. Learn more about the Employing Abilities @Work certificate [here](#).

HR READING LIST

Here is a list of some good books to read this year:

- ❖ [Generation Z: A Century in the Making](#)
- ❖ [Unleashing Capacity: The Hidden Human Resources](#)
- ❖ [Fundamentals of HR Analytics: A Manual on Becoming HR Analytical](#)
- ❖ [Human Resources Changes the World: How and Why HR and HR Directors Should Step-Up as Leaders in the 21st Century](#)
- ❖ [Belonging at Work: Everyday Actions You Can Take to Cultivate an Inclusive Organization](#)
- ❖ [Talent Wins: The New Playbook for Putting People First](#)
- ❖ [Human Resources Strategies: Balancing Stability and Agility in Times of Digitization \(Future of Business and Finance\)](#)
- ❖ [Bet on Talent: How to Create a Remarkable Culture That Wins the Hearts of Customers](#)
- ❖ [Staying Power: Why Your Employees Leave and How to Keep Them Longer](#)

Membership and Programming Chit Chat

By Danielle Geissler, CVSHRM Member Communications

It sure has been a crazy year! As Heather mentioned we have faced several challenges as HR professionals this year. We have also faced the same for membership and programming. We made the decision to make our events for 2020 all virtual. While it has been an adjustment, it was the right thing to do.

What's next? It is almost time for our annual Membership Appreciation Party/ Membership Drive event. This will be held at the end of the month and more details will be coming soon! As always we will have some fun events and some prizes that you could win! This is the best time to renew your membership!

As always, feel free to reach out if you have any ideas on programming or other ways to get involved. 2021 will bring a lot of great topics and events.

CVSHRM Celebrations

Each quarter we will be highlighting member accomplishments. If you have a new job, promotion/new position, or new certification to brag about, please tell us about it! We'd love to celebrate with you! Share your successes by emailing [Danielle Geissler](mailto:Danielle.Geissler).

Boost Your Business Outreach. Sponsor a CVSHRM Event!

Preparing your budget for 2021? Don't forget that corporate sponsorship opportunities are available for the 2021 programming year! Sponsorship levels are \$250 or \$500. As a program sponsor, you will receive presentation time and a table for promotional items at the event, as well as special recognition, advertising, and networking with CVSHRM members. For more information or to express your interest in sponsoring, please contact [Brooke Richartz](mailto:Brooke.Richartz). Sponsorship are first come first serve, so don't delay!

Stay in touch with CVSHRM by following us on Facebook!



MEMBERSHIP UPDATE

Please help us welcome our new members so far in 2020!!

- ❖ Vicky Gamage
- ❖ Rebecca Gudis
- ❖ Jami Kabus
- ❖ Ashley Stunkel
- ❖ Stephanie Stoik
- ❖ Dena Boiteau
- ❖ Claire Urness
- ❖ Chris Bruni
- ❖ Jennifer Cordy
- ❖ Kara Johnson
- ❖ Alexandra Laffey
- ❖ Lisa Gilles
- ❖ Lisa Wagner
- ❖ Maxwell Kaiser
- ❖ Rachel Bock
- ❖ Christopher Anderson
- ❖ Patricia Isaacson
- ❖ Karley Bahr
- ❖ Glenn Kellner
- ❖ Sadie Yang
- ❖ Karin Schuler
- ❖ Ronnie Roll
- ❖ Kristi Kimpelbein
- ❖ Justina Schoeder
- ❖ Sarah Bell
- ❖ Kevin Dendinger
- ❖ Katherine Palmer
- ❖ Therese Werner

If you haven't yet renewed for 2021, please log in to your account at <https://chippewavalleyshrm.wildapricot.org/>. You can also use this link to update your member profile.

Nicole Kauphusman
VP of Membership

membershipCVSHRM@gmail.com

