
JULY
2017



President's Message

Hello!

As I shared last month, we are quickly approaching the annual Wisconsin SHRM conference. Make sure to take advantage of early bird pricing, which ends on July 31st! The conference is October 11-13 at the Kalahari Resort in the Wisconsin Dells. The theme for the conference is "HR's got Talent".

We'll be emailing out closer to the conference to coordinate carpooling & meetups in the Dells. For more information, please visit

<http://www.wishrm.org/2017-State-Conference>.



WI SHRM ★ 2017 STATE CONFERENCE

I'm also excited to announce our next programming event: Leading Change with Grit, Compassion, and a Bit of Humor. Brooke Richartz from Festival Foods will be presenting on this topic. Please register in advance at <https://chippewavalley.shrm.org/events/2017/08/leading-change-grit-compassion-and-bit-humor>.

As always, feel free to reach out to me if you'd like more information on getting involved with CVSHRM. We are always looking for board volunteers, newsletter contributors, and out-of-the-box thinkers to help bring our organization to the next level.

Karla Dickson
CVSHRM President

Free Service for CVSHRM Members!



Did you know that you can post HR jobs on the CVSHRM website for free?

Did you know that you can receive email notifications when new positions are posted on the CVSHRM website?

If you are interested in either, please contact **Betty Laskowski** at bettyl@rcu.org.

Upcoming Events

Wednesday, August 2, 7:30 - 9:00am: Compensation Networking Group at Sacred Heart Hospital (Eau Claire) Atrium

Thursday, August 24, 7:00 - 8:30am: "Leading Change with Grit, Compassion and a bit of Humor "at Staybridge Suites, in Altoona (off the River Prairie exit).



Brooke will take us through a series of stories and lessons learned on dealing with change big and small in the ever-changing world of retail. Discover how she made it through some tough times with her teams as well as kept it light using humor - there are bigger things in the world to worry about than a broken jar of pickles. Her hope is that you take away one little nugget of wisdom and laugh at some of her jokes, even the bad ones. We will serve a continental breakfast from Festival Foods.

Brooke has over 12 years experience working in retail operations and Human Resources for Target and Festival Foods in various leadership positions. She feels having fun at your job is a #1 requirement and thinks you can deliver any sort of message if it comes from the right place. Brooke also serves on our Chippewa Valley SHRM board as the Director of PR and Marketing and loves serving our chapter members in this role. Connect with Brooke on linkedin or via email at brichartz@festfoods.com.

Tuesday, September 19, 3:00 - 5:30pm: 2017 Fall Employment Law Update in Eau Claire (Clarion Hotel) with Jerilyn Jacobs, Attorney, Weld Riley S.C.

Thursday, September 28, 3:00-5:30pm: 2017 Fall Employment Law Update in Menomonie (Stout Ale House) with Jerilyn Jacobs

Thursday, October 26 (evening): Membership Appreciation Party and Annual Membership Drive (Johnny's, Holiday Inn, Eau Claire)

November Annual Meeting & Wellness/Personal Development Session (date to be determined)

Tuesday, December 7, 4:30 - 6:00pm: Social event: HR Happy Hour and Ugly Holiday Sweater Contest

Tuesday, December 19, 3:00 - 7:30pm: Season of Giving Charity Event - Volunteer at Community Table

Congratulations!

A big congratulations to the **University of Wisconsin - Eau Claire student chapter** for receiving one of the **2016-2017 Student Merit Awards** from SHRM.

The Student Merit Award program recognizes the activities and initiatives undertaken by SHRM's affiliated student chapters. Their work throughout the year supports our student members, the future of our profession!

Empathy: The Key to Employee Engagement and Retention

By: Kelsie Beckfield, Past President

Workplaces today have often become a place of indifference which leads to turn over and disengaged employees. Empathy is a skill that reverses indifference and helps us to understand and appreciate each other's differences leading to a more effective and innovative organization.

This skill comes easier to some than others. For examples, those with a Myers Briggs type of (F)-"Feeling" and (I) -"Intuition" have a much easier time with this skill as they tend to be more open and generous in their evaluations of others. However, as an ENTJ myself, I can tell you that not all hope is lost and that everyone is capable of successfully utilizing empathy to create a better work environment.

Empathy is a skill that I struggled with for years early in my career. I used to believe that it was an unnecessary emotion in the workplace and was proud of my nick names: "battle-axe" and "cold hearted". I thought those nicknames meant that I was powerful and successful, but in reality I was unapproachable and ineffective. It took a few eye opening moments for me to change my thoughts on empathy, including one involving an emotional team member and the words "there-there" partnered with a pat on the back.

It was not easy for me to change my behavior and thoughts on empathy as I thought it was more of a personality type than a skill. As a result, I developed the K.I.N.D. model to not only help myself but to help others with honing in on this powerful skill.

K-Kick negative history to the curb

- Before you even begin to build empathy, you must kick out any previous bad experiences with those on your team. If you don't do this, future interactions will

just stir the pot of past issues leaving you in anger. This anger prevents you from ever seeing the other's person's feelings clearly.

To read the entire article, [click here...](#)

Fun and Networking...

Thanks to the nine CVSHRM members and two guests who attended the CVSHRM July social and networking event at Cheers Pablo, where everyone painted their version of a moon with a tree. After the paintings were complete with all final touches, attendees were asked to select the painting they felt answered these fun human resources-related questions:

- Which painting epitomizes a happy and engaged employee?
- Which painting would you choose to hang in your CEO's office?

Of course, the selection was grueling as all paintings were quite diverse and fabulous in their unique way. We are happy to congratulate our very own Vice President of Membership, Laura Schick (for the painting representing a happy and engaged employee), and long-time member and CVSHRM Workforce Readiness Coordinator, Betty Lakowski (for the painting most wanted to hang in their CEO's office). Both won a \$10 gift certificate to Famous Dave's.



Monthly Member Highlight



Name and Job Title: Nikki Yankton, Director of Human Resources

Company and Industry: OakLeaf Surgical Hospital, Medical

What are some of your major job functions? I am the HR Director, which involves everything from benefits, payroll, employee relations, recruitment, compensation, evaluations, training and development, resignations, policy creation and

administration, leave of absence administration, worker's compensation, management consultation, and unemployment administration. I am also the Facility Compliance Officer working with OSHA, HIPAA and ethics. As part of the Executive Committee, I am also learning emergency management practices.

How long have you been a member of CVSHRM? Since December 2012

Are you a member of National SHRM? How long? Yes, since August 2013

How long have you been practicing HR? 10 years

What is your favorite part of working in HR? I enjoy the variety. Every day is different in the HR field. You meet amazing people and see crazy things. My tagline is "I help people do great things that I do not understand." It is always an adventure, and I love my job and my field.

What do you see as some benefits of your CVSHRM membership? I love the networking and being able to have a conversation with other HR professionals who have experienced similar situations. HR sees so many different scenarios on a daily basis. I love the programs put on as it allows us to dig deeper and continually learn and develop.

What are some of your hobbies/interests outside of work? I have 2 small children (2 & 5), so I do not get hobbies right now...kidding. I usually have tons of activities with the kids: swimming, hiking, soccer, cheer-leading, etc. When I get a few minutes for myself, my husband and I watch movies or read. I also volunteer for the Red Cross. I like to be busy :)

We Need You!



As you may be aware, CVSHRM is a strong supporter of the SHRM Foundation. We could not do this without your help-so thank you for your commitment!

We will be raising money for the SHRM Foundation a little different this year. There will be door prizes and games at the Legal Update events which are being held on September 19th in Eau Claire, and September 28th in Menomonie. To make this a success, we need your generous support and ask each of you to make a Donation.

All proceeds will benefit the SHRM Foundation, a nonprofit affiliate of the Society for Human Resource Management. The SHRM Foundation supports academic research, scholarships, and educational materials that advance the HR profession.

Please let me know if you or your company would be willing to provide an item(s) or make a monetary donation. I can personally arrange to pick up the item or you can drop them off or mail them to me at NBI, 1218 McCann Drive, Altoona. You can also bring it when you attend the Legal Update but if you are making a donation, let me know so preparations can be made.

Please let me know by August 15, 2017 if you will be making a donation.

Programming Chit Chat

Tanya Hubanks, SHRM-SCP
VP of Programming



Are you interested in taking the SHRM Certification exam? Would you like assistance studying? Chippewa Valley Technical College will offer the SHRM certification prep course, which utilizes the 2017 SHRM Learning System. This course gives students access to the most comprehensive, effective, and up-to-date exam preparation tools available. For those not seeking certification, this course provides an accelerated option for professional development. And, the best news is that CVSHRM members receive a substantial discount on the twelve-week course.

Participants will:

- Learn from a certified instructor who provides expertise, insights, and one-on-one guidance.
- Network, share experiences, and discuss topics with a diverse group of HR professionals.
- Stay on track with a structured learning experience.

We also encourage CVSHRM members to apply for a **\$750 SHRM Foundation scholarship**. A number of our members received this scholarship last year and were able to be reimbursed for a part of their preparation and exam fees.

[Apply Here](#)

Contact

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Stay Connected



If showing up in a robe and tiara with a box of wine is wrong, then maybe I don't fully comprehend how Casual Friday actually works.

