

March
2017



Chippewa Valley Society
for Human Resource Management

President's Message

Hello CVSHRM Members,

I'm happy to share some exciting news! Last fall, 11 HR professionals met at CVTC over the course of 12 weeks to prepare for the SHRM-CP or SHRM-SCP exam. The class was led by our very own VP of Programming & President-Elect, Tanya Hubanks. I'm happy to share that all 11 students passed their test. This is a testament to Tanya's incredible instruction, great participation in the in-class activities, and countless hours of studying. Way to go!

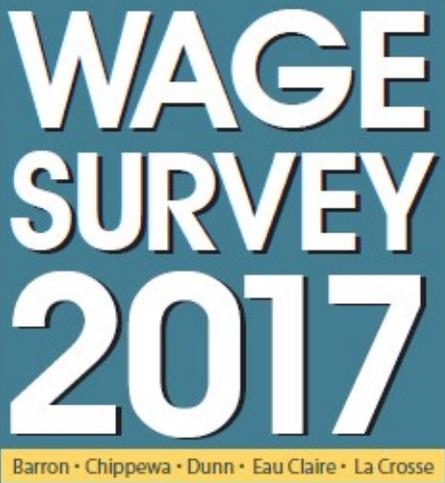
CVSHRM BOARD UPDATES

We have a few board changes that I would like everyone to be aware of:

- Ben Jones has stepped down as Director of Legislative and Legal Affairs because he will be moving to Madison for a position with the Department of Public Instruction. Jerilyn Jacobs from Weld Riley will be stepping up to fill his position on the board. Although we are very excited to have Jerilyn join us, Ben will be definitely be missed. We would like to wish Ben the best of luck in his new position. Thank you for your volunteer service with CVSHRM.
- We'd also like to welcome Vicki Seltun to the board as our new Diversity Representative. Vicki will be working closely with our Core Leadership Director and Director of Programming on various diversity initiatives throughout the year.
- Are You interested in serving on the board? We have a newly created position available – **Networking Group Coordinator!**

This position will act as a liaison between the board and our current networking groups: Benefits Administration, Recruiting, Payroll Administration, Sole HR Practitioner, and Compensation. This coordinator will provide updates on each group, post upcoming group meetings to the CVSHRM website & Facebook page, form new groups as requested by membership, and help new members get added to the group lists. For more information or to express your interest, please email me at chippewavalley.shrm@gmail.com.

18th ANNUAL WAGE SURVEY



Save the Date!

March 20: Survey goes out
May 20: Survey due back
July 20: Survey available for purchase

18th Annual Wage Survey

What is the Wage Survey?

A survey used to gather current and accurate data on wages for 150 jobs throughout the 5 county area (Barron, Chippewa, Dunn, Eau Claire & La Crosse). Participants get special pricing on the survey.

If you are not on the Eau Claire Chamber's email list but are interested in participating, please contact Crystal Mills at mills@eauclairechamber.org.

Well, that's it for my update this month. Please make sure to check out the rest of this month's newsletter for upcoming programming events and other updates from the CVSHRM board. If you haven't done so already, I also encourage you to "like" us on Facebook. It's a great way to stay plugged in.

As always, feel free to reach out if you have any questions.

Karla Dickson
CVSHRM President

Remember to register for the HR Conference on April 4th, co-sponsored by the Eau Claire Chamber of Commerce and CVSHRM.

- The event is approved for 6.5 hours of SHRM PDCs There are fifteen excellent session opportunities.
- CVSHRM members may register for only \$89, which includes beverages and lunch.

We hope to see you there!

HR Conference

Tuesday, April 4, 2017

8 a.m. to 3:30 p.m.

Florian Gardens, 2340 Lorche Ave, Eau Claire

Coordinated by

The CHAMBER
Eau Claire Area Chamber of Commerce

CVSHRM
Chippewa Valley Society for Human Resource Management



The Chamber and the Chippewa Valley Society of Human Resource Management (CVSHRM) will present its fifth annual Human Resource Conference specifically geared for human resource professionals, small business owners and managers. The conference will provide a variety of sessions to keep the HR professional or business owner in the know about key issues affecting the workforce.
(SHRM and HRCI credit approval is pending.)



Monthly Member Highlight

Name and Job Title: Lisa Bella, Human Resources Manager

Company and Industry: Countryside Cooperative, website: <http://www.countrysidecoop.com/>.

Agricultural cooperative providing the following products and services: agronomy, grain, feed, energy, HVAC, small engine shop, auto and tire centers, Ace hardware stores, convenience stores, Country store, rental equipment and wildlife products. Countryside Cooperative employs over 450 people and services 8,000 members and customers throughout western Wisconsin.

What are some of your major job functions? Responsible for Human Resources functions including payroll, benefits administration, talent acquisition, orientation and onboarding, training and development, performance management, employment law/legal compliance, organizational strategic initiatives and change management, succession planning and policies and procedures.

How long have you been a member of CVSHRM? Since 1998

Are you a member of National SHRM? How long? Yes, since 1998

How long have you been practicing HR? 19 years

What is your favorite part of working in HR? The variety...every day is unique and different!

What do you see as some benefits of your CVSHRM membership? Networking with other HR professionals and opportunities for professional development.

What are some of your hobbies/interests outside of work? I enjoy spending time with my husband and our pets, hiking, snowshoeing, riding horse, horse-camping, shopping, going out to eat and occasional travel.

Programming ChitChat

Tanya Hubanks, SHRM-SCP
VP of Programming



CVSHRM is Excited to Host Leadercast Conference by Simulcast on May 5, 2017

[Leadercast](#) is the world's largest one-day leadership conference, broadcast LIVE from Atlanta and simulcast to hundreds of locations around the world on May 5, 2017. This year marks the seventeenth year of the annual leadership conference and the first year that CVSHRM will be at hosting the event.

The theme of this year's conference is, "Powered by Purpose." Purpose is what defines us, drives us, and empowers us. It is the glue for an organization and the fuel for an individual. Today's organization can't rely on old practices. A new organization is emerging and at the center of its driving force is the igniting power of purpose.

- Companies with ideals of improving people's lives at the center of all they do outperform others by 400%
- More than 70% of people consider an organization's environmental and/or social impact when deciding where to work
- Employees that feel they are working towards a good cause show increased productivity by up to 30%
- People who are able to make a social or environmental impact on the job are more satisfied by a 2:1 ratio

The conference will allow attendees to discover the steps they can take to uncover their purpose, to reconnect to their organization's "why", to attract and engage the right people for your efforts and to thrive as a team. Key speakers - with purpose-driven leadership- will inspire those who attend locally, and the more than 100,000 people who will attend the event live in Atlanta or at hundreds of other simulcast locations in more than 20 countries. Among the keynote speakers are:

2017 Leadercast Live Speakers

- Dr. Henry Cloud, *Clinical Psychologist, Leadership Expert, Author*
- Jess Ekstrom, *CEO Headbands of Hope*
- Molly Fletcher, *Former Top Sports Agent & Author*
- Donald Miller, *CEO of Storybrand*
- Jim McKelvey *Co-Founder of Square and Founder of LaunchCode*
- Tyler Perry, *Director, Playwright, Screenwriter, Producer, Actor, Author & Entrepreneur*
- Daniel Pink, *Behavioral Science Expert, Best-Selling Author, and Host of Crowd Control*
- Suzy Welch, *Author, TV Commentator, and Business Journalist*
- Andy Stanley, *Leadership Author and Communicator*

[To view the speaker bios, click here.](#)

For years, Leadercast has brought people together and equipped them to become better leaders, managers, community members, and employees. Here is what people have to say

about Leadercast:

"With a constantly impressive lineup of speakers and the on-target themes year-over-year (and at such a value), I consider Leadercast a 'can't miss' event," Kalpana Oommen, Vice President Talent Acquisition, Cox Enterprises & 9-year Leadercast attendee.

"The whole day was interesting from start to finish. It was valuable to hear from leaders from various fields, as each had different perspectives and experiences. I was able to learn from leaders whom I otherwise would not have known of because I was unfamiliar with their work," Katie Booth, Mount Vernon Nazarene University.

"For me, it's a re-charge. For one day I can plug-in, focus on me - my impact, obstacles, and growth opportunities. I love that it is not only a lecture but it's an immersive experience that keeps me engaged...by a multi-sensory approach," Patrick Williams, Marketing Director, SunTrust Bank.

For more information and to purchase your ticket or group tickets to the Leadercast Eau Claire, WI event, visit: <http://chippewavalley.shrm.org/events/2017/05/leadercast-2017-powered-purpose>.

Other Upcoming Events:

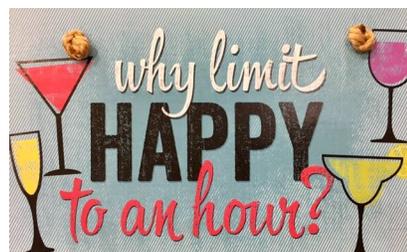
- March 29, 2017: Hump Day Hangin' with HR Happy Hour - *Informal networking 5:00 p.m.*

Hangar 54 Grill - Chippewa Valley Airport
3800 Starr Avenue
Eau Claire, WI 54703

- March 31, 2017: Recruiting Networking Group Meeting - 8:00 a.m.

Chippewa Valley Technical College - Business Education Center Room 100A
620 W. Clairemont Avenue

April 4, 2017: HR Conference - Florian Gardens



Contact

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Stay Connected



"Treat employees like they make a difference and they will."

- Jim Goodnight
CEO, SAS

SIRM Foundation

★ 2015 CHAPTER CHAMPION ★

