



*Chippewa Valley Society
for Human Resource Management*

March 2018

President's Message

CVSHRM Members,

When you think "March" what comes to mind? "Whew, January and February are behind us?" Darker mornings and lighter evenings with daylight savings, spring break, St. Patty's Day, green beer and cabbage, March Madness, or "In like a lion, out like a lamb?" All very possible.

This particular March of 2018, however, we might also think about the National School Walkout in the protest about gun violence. As human resources professionals, we might think about the impact of workplace violence, mental health issues affecting our employees and their families, our company's background check process, or possibly, whether our employees know about the resources offered by our Employee Assistance Program. All critical, but difficult challenges in our profession, in our workplaces.

SHRM and CVSHRM both offer resources and programming to assist you in tackling these difficult challenges. Have you ever used a SHRM Express Request? Using the Express Request benefits, national SHRM members can find a variety of resources, all in one place, on today's trending topics - like workplace violence. Choose a topic and you will be e-mailed links to policies, articles, presentations, and other toolkit information. Additionally, national SHRM members have access to a sample workplace violence training for supervisors that is customizable to incorporate an employer's policy, as well as various other training sessions. Would you rather talk about these issues with other local human resources professionals? For only \$89 (\$119 for non-members), you can't miss the CVSHRM/Eau Claire Chamber Annual Human Resources Conference, held on Tuesday, April 3 at the Florian Gardens. Your registration includes the keynote presentation, a networking/discussion lunch, refreshments, and five breakout sessions, one of which is: Lifesaving Tips When Facing an Armed Intruder or Active Shooter at Your Company. We also have knowledgeable sponsors who provide services to local employers on benefits, training, and other employment-related matters. We hope you consider attending - it truly is an incredible value.

Also, be sure to mark your calendars to attend Leadercast on May 4, 2018, which is described in more detail in later in this newsletter. This program is sold out in various locations across the country, and CVSHRM brings it to you at a low cost. Those that attended Leadercast in 2017, gave it excellent reviews. We expect another

stellar Leadercast conference this coming May.

In closing, thank you to our members who have renewed their CVSHRM membership and to those who have attended our successful January, February, and March programming or participated in our networking group meetings. Thank you to our local college students who participated in the WISHRM HR Games and Student Conference in La Crosse, Wisconsin earlier this month and to our local professionals who volunteered their time to ensure the success of the event. (Check out the article on this event.) And, finally, thank you to our Board members who are working incredibly hard to serve you, our members.

In our next newsletter, I will provide an update on all that CVSHRM has accomplished to date in 2018; it is quite remarkable - from vision/mission work, to logo redesign, to insurance review, to website implementation, to providing informative and valuable programming and networking opportunities. In the meantime, please connect with us on social media to stay on top of what CVSHRM is up to and reach out to any of our Board members if you have suggestion or questions.

Tanya A. Hubanks, SHRM-SCP

CVSHRM, President '18

Visit Our Website

Programming Chit Chat

Laura Schick
VP of Programming

The Chamber and the Chippewa Valley Society of Human Resource Management (CVSHRM) will present its sixth 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.



6th Annual
HUMAN RESOURCES
Conference

Tuesday, April 3, 2018
8 a.m. to 3:45 p.m.
The Florian Gardens Conference Center, 2340 Lorch Ave, Eau Claire

Coordinated by **CVSHRM** **the CHAMBER**

The conference will begin with a keynote presentation from Jim Chiolino, who is the Wisconsin Department of Workforce Development's Equal Rights Division (ERD) deputy administrator and deputy of the Labor Standards

Bureau. Chiolino will provide an update on ERD issues and trends, including proposed rule changes and legal decisions. This "what's up" in Wisconsin labor and employment law opening session is a "can't miss" opportunity!

After the keynote session, attendees will have the opportunity to attend four breakout sessions. Please view [the conference brochure](#) for a full description of all breakout sessions.

\$89 for CVSHRM and Chamber members

\$119 for non-members

includes the keynote presentation, all breakout sessions, and a networking lunch

[Register Here](#)



**Join more than 100,000 leaders for
the largest one-day leadership event
in the world!**

**CVSHRM is Excited to Host Leadercast Conference by
Simulcast:**

**CVTC - Clairemont Campus, Eau Claire
Friday, May 4, 2018
8:30am - 2:30pm**

Broadcast live from Atlanta to hundreds of locations around the world each year, Leadercast Live brings together some of the most recognized and respected global leaders to create a leadership experience unlike any other.

This year, the Leadercast Live stage will feature leaders who will explain the power and importance of leading yourself first so you can lead others well.

- **What does it look like to lead yourself?**
- **How can you intentionally develop your own leadership skills and style?**
- **What qualities do you hope to embody as a leader?**

Leadercast Live focuses on the leadership issues most relevant to today's leader. It is a pairing of inspiring messages and rich interaction with fellow leaders who are being intentional about raising their standard of leadership, through a creative, energetic and memorable experience. Leadercast exists to serve leaders across all industries and various career experiences so they leave this event better equipped to take on their next challenge.

**Tickets: \$95 for single
\$500 for a table of 6**

WISHRM HR Games and Student Conference

Jayme DeYot, Volunteer

As someone who is naturally introverted, sometimes volunteering for events can bring anxiety, but at the same time, it is exciting and I know the value that the event brings. This is what happened when I volunteered for the WISHRM HR Games. This was my first time volunteering to be part of the games and, in the end, I think I took as much out of the games as the students did, maybe more. Not only was it a tremendous amount of fun, but it was a great refresher on a number of HR topics.

CVSHRM and WISHRM offer a number of tools and resources to help our student members make that leap into the professional world and help them to be successful. One of these opportunities is the HR Games, which are coordinated by WISHRM. The HR Games is a Jeopardy-style competition using categories of human resources related knowledge with teams of students from throughout Wisconsin competing against each other in multiple rounds. The HR Games are held



annually and float to various locations throughout the state, relying on colleges to volunteer their space and time. This year, on March 2nd and 3rd, the HR Games were held at the Western Technical College campus in La Crosse. The games included 225 questions in total between the rounds and covered many HR topics and ranging in difficulty.

This year's competition had 22 participating teams with a strong local presence from both UW-Stout and UWEC. In total, the two universities sent 7 teams. Additionally, several Chippewa Valley SHRM board members volunteered their time to help facilitate this event. We would like to extend a special thank you to Jen Fetherston, Tabitha Newton, and Chippewa Valley SHRM's president, Tanya Hubanks who serves an additional role on the WISHRM State Board as the College Relations Director and was tasked with coordinating and planning this year's event.

This year's event began on Friday evening and the teams participated in five rounds. For each round, two teams would compete head-to-head for points that would contribute to their overall final ranking. There were a number of classrooms set up for the competition with 3-4 volunteers in each room including a presenter, judge, timekeeper and matrix manager. I was thrilled to see such positive interactions among the different teams. Although they were competing against each other, there was lots of laughing and conversation. By the end of the night, the teams had dwindled down to the top four. Of the top four teams, one was from UW-Eau Claire (the Pay Rollers), two were from Western Technical, and one was from Blackhawk Technical. In speaking with students, the questions were challenging and the competition was tough, but the experience had a tremendous value even if they didn't make it to the finals.

Saturday was the finals and included a number of speakers, including Tabitha Newton, the CVSHRM College Relations coordinator for UW-Eau Claire, who was part of an open forum panel presentation. Many teams may not have made it to the finals, but there was quite a few who stuck around for day two to watch the finals and see the presenters. Ultimately, the two Western Technical teams took first and second place, Blackhawk Technical took third place,

and the UWEC Pay Rollers took fourth.

For anyone that may have been on the fence about volunteering for the event or looking for another way to be involved, I highly recommend that you volunteer next year. It was well worth my time and it was a great deal of fun! Not to mention that I was lucky enough to meet many great current and future HR professionals from around the state and across multiple industries, many of which I continue to be in contact with and include in my arsenal of HR experts.

Human Resources Certification Preparation at CVTC

Prepare yourself for HR management with a SHRM certification from CVTC. These 12 week programs provide training to advance your career in human resources. This program is offered in-person and online for three Saturdays (April 7, April 21 and May 5). [Click here](#) for more information or to register.

Membership Mentions

Heather Murray, VP of Membership

Changes...Couldn't be Better!! Don't forget to update your CVSHRM membership profile! If you have become a National SHRM member, had a change in employment, received a promotion/new position or have earned your SHRM Certification, please remember to log in and update your account. Thank you to those members who have renewed their membership for 2018 and welcome to all new members! Do you know someone who could benefit from our great organization...invite them to join us! We have many wonderful programs coming up or bring them to a networking group. If you have not received confirmation, or want to learn if your membership is expired, please contact Heather Murray at hmurray@ccf.us. To complete the renewal or application process online, click here: <http://chippewavalley.shrm.org/node/49>.

Chapter Awards



SHRM
EXCEL
PLATINUM CHAPTER
2016

SHRM
Foundation
2016 CHAPTER CHAMPION

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