



April 2017

SHRM



Montgomery

ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

General Membership Meeting

Date: Thursday, April 27, 2017
Topic: Conflicts in the Workplace
Speaker: **Donna White**
Legacy Consulting
Sponsor: Buffalo Rock
Time: Luncheon Meeting
 11:30am – 1:00pm
Location: **Capital City Club**
 201 Monroe Street #2100
 Montgomery, AL 36104



HRCI Pending



2017 SHRM Montgomery Chapter Meetings:

May (TBD), June 15, July (TBD), August (TBD), September 21

...stay tuned, more dates will be announced.



Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meeting.

NOTE: All registration should be submitted 2 business days prior

Welcome New SHRM Montgomery Members:

- Brooke Boddie, Scherika Burt-Loyd, Lanicka Crockett, Alison Dennis, Holiday Free, Vivian Handy, Virginia Kirklin, Nona McMillian, Jessica Minkler, Corria Moore, Kadra Saint, Kate Taylor, Fitzgerald Washington, Melody Wilburn, Latresia Berry, Belinda Johnson, Michaelle Shiffule, Susie White

Meeting Guidelines Checklist:

Please go to <http://shrmmontgomery.shrm.org> and click "Meetings & Events."

All members, guests and students must go to the website to make a reservation in order to attend the meeting.

Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.

Luncheon Meeting Fees, payable at the door

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20



Speakers' Biography



Donna's experience ranges in healthcare from clinical to operational to financial, as well as leadership development for any industry. Her expertise, refined through more than two decades working in the healthcare field, includes revenue cycle management, healthcare consulting, leadership development, billing and coding, compliance, data analytics, policy and procedure development, training and management.

Donna's passion is making office operations and companies more efficient, developing leaders within the organization, and overall improving the bottom line. She consults with Legacy Consulting clients to review and recommend changes for front and back office processes as well as financial analysis, due diligence for mergers and acquisitions and business development strategies. Her vast experience includes staffing, all aspects of revenue cycle management, patient intake, insurance and charge entry as well as claim submission, cash posting, accounts receivable, billing integrity audits, contract renegotiations, practice management and EHR system implementations and more.

As a certified member of the John Maxwell team, Donna also focuses on growing leadership teams through one-on-one coaching, business coaching, Master Mind study groups, and Lunch n' Learns. She has a passion to grow leaders to help businesses succeed. She truly believes that "leadership ability is the lid that determines a person's level of effectiveness." The higher you want to climb, the more you need leadership. The greater the impact you want to make, the greater your influence needs to be. Donna and two of our other John Maxwell certified team members, David White and Carissa Horton, offer speaking, training, coaching to our clients to help them grow leadership teams.

In 2013, Donna decided to transform her passion into a business. Since opening Legacy Consulting with just three staff members, Donna has grown Legacy into a thriving business, helping clients in numerous states to transform processes and improve the bottom line. Now with over thirty employees and counting, as of the Summer of 2016, Donna hopes to make your business' success part of her Legacy. "At Legacy, we Lead, Evaluate, Grow and Create Your Legacy. Let us help you, Simplify the Complex!"



Spotlight from the president



The Widening Skills Gap

By: Mike Polaris

Every once in a while an individual captures your attention with his enthusiasm and passion. Last year I attended the SHRM national conference in DC and heard Mike Rowe speak. Mike is the creator of TV's *Dirty Jobs* and the former pitchman for *Ford Motor Company*. He is now the CEO of his own foundation, which awards scholarships to students pursuing a career in the trades. He spoke about the dysfunctional relationship with work and the widening skills gap, challenging the belief that a four-year college degree is the best career path to take.

To dispel the myths about skilled trade jobs, Mr. Rowe highlighted the truth about the benefits, rewards, and opportunities that blue-collar careers provide.

These myths include:

The best path to a good job is a four-year college degree

There are no good jobs left in America

There is no room for women in the trades.

He said we've discouraged our kids from pursuing a whole group of good paying jobs, because we don't see learning a craft as a dream that could become a reality. This type of bias, he went on to say is completely without merit, which adds to the widening skills gap, and a massive pile of student debt.

To quote Mike, *"We have forgotten, on a fundamental level that jobs are not supposed to come to us – we are supposed to go to them."*

He went on to say if your kids show any level of mechanical aptitude or show a talent for fixing and repairing things, then he would encourage them to investigate every opportunity in the skilled trades. Learning how to weld, or run electrical wire, or install a toilet can lead to a career with better than average pay.

Since the great recession manufacturing has lost close to 2 million jobs coupled with the fact that baby boomers are leaving the workforce at a blistering pace of ten thousand per day.

The No. 1 concern for HR was the lack of skilled workers to fill open positions. A less than adequate technical training pipeline and the industry's inability to connect with young people as they decide on a career are leaving a worrisome void.

DOW CEO Andrew Liveris who is currently leading a panel said he is "very encouraged" by the pro-business approach being taken by President Trump. Mr. Liveris went on to say community colleges need to provide more vocational training for the "noble trades" which also was a priority of the past Obama administration.

The plane maker Boeing is looking ahead and investing in vocational training to try to make manufacturing "cool" to a generation that has never known shop class.

Boeing's Vice President of Human Resources Joelle Denney said the aircraft maker is stepping up training and mentoring programs within all its factories. She went on to say that the corporation is preparing for the day when the manufacturing base in the U.S. will become what it once was.

As a human resources practitioner, I am involved through one of my company's divisions (Jay R. Smith Mfg.) with working with the Department of Labor on crafts and trades. We have entered a 5-year agreement, registering employees to become journeyman apprentices in patternmaking and machining. Our apprentices start working from day one with incremental wage increases as they increase their knowledge of the craft. The program provides opportunity for employees seeking high skilled, high paying jobs and compliments the employer in regard to building a qualified workforce.

The skilled trades are a male-dominated field; although there is no better opportunity for women than those opportunities in the trades. At present, 95 percent of trades people are still men, but companies are looking to change that. Partly because they're desperate for skilled workers and partly because it looks bad currently to have one gender so heavily represented.

Mike Rowe emphasized the attributes sought after by any employer for somebody interested in learning a trade are: a solid work ethic, a willingness to solve practical problems, and a curious mind and desire to succeed.



Foundation

2016 CHAPTER  CHAMPION

CONGRATULATIONS SHRM Montgomery!

Your support of the SHRM Foundation in 2016 has qualified your chapter to be a 2016 SHRM Foundation Chapter Champion!

Your chapter received this honor because you completed all three SHRM Foundation activities outlined in the SHAPE workbook (section 2, #5): made a donation to the SHRM Foundation from chapter funds, conducted a leadership campaign, and hosted a fundraising event to benefit the SHRM Foundation.

Every gift we received, including donations from your chapter and members, will be used to deliver [300+ scholarships in 2017](#), continue our work to [support the aging workforce](#) and launch our new inclusion initiative to [engage and integrate military veterans](#) into the workplace.

Again – THANK YOU. We are proud to partner with you to empower HR professionals, transform the workplace, and make a difference.





The AL SHRM State Conference & Expo is the annual conference of the Alabama State Council, a state affiliate of the Society for Human Resource Management (SHRM). Each year the event attracts over 500 human resource professionals and vendors throughout the state of Alabama and across the nation. Participants represent virtually every industry and companies ranging from small businesses to large industrial centers. Programs presented at the annual conference cover all aspects of the SHRM Body of Knowledge.

Join us for our 2017 conference on May 16-17th at the Birmingham-Jefferson Convention Complex, Alabama's largest meeting complex. The BJCC is adjoined with world-class hotel accommodations, Westin Birmingham and Sheraton Birmingham Hotels. The conference will be held near convenient dining and entertainment in Birmingham's newly renovated Uptown District (uptownbham.com).

WHY YOU SHOULD JOIN US

The AL SHRM State Conference & Expo is the State of Alabama's premier event for human resource professionals from all disciplines featuring:

- Two full days of exhibits (over 7 hours of non-conflicting programming)
- Over 500 HR professionals attend annually
- More than 300 companies represented
- Open reception is the largest HR networking event in the state each year
- Opportunities to engage with leaders in your industry face-to-face, accompanied by a platform to stay connected throughout the year in an online community

FULL CONFERENCE REGISTRATION

\$275 Early-bird Rate / \$325 Regular Rate

- Earn up to 10.25 general SHRM and HRCI credits
- Three pre-conference hour CEU sessions
- ALSHRM marketplace event and networking
- Breakfast, lunch and opening reception

DAY TWO ONLY REGISTRATION

\$175 Early-bird Rate / \$225 Regular Rate

- Earn up to 6.25 general SHRM and HRCI credits
- Three plenary sessions with industry expert keynotes
- Two concurrent sessions
- Breakfast and lunch included

STUDENT REGISTRATION

\$99

Each year students attend the conference at deeply discounted rates due to our generous sponsors.



2017 Alabama SHRM State Conference
Pending 10.35 HRCI and SHRM Credit



2017 ALSHRM Conference at a Glance

Peter Frampton
kicks off the AL SHRM State Conference

The Opening Keynote of the ALSHRM State Conference will feature **Peter Frampton** speaking on "**Color Accounting for HR Professionals**".

Peter is the president and co-founder of Color Accounting International, an education and publishing firm headquartered in Washington, D.C. Originally from Australia where he began his career with KPMG in Sydney, Peter is a Fellow of Chartered Accountants Australia and New Zealand. He now lives in Geneva, Switzerland, and travels widely, leading seminars in financial statement and business acumen skills for lawyers, bankers and business people. Some of his teaching for senior executives is done in secret.

Peter is an award winning speaker and occasional university instructor.

He has presented to national conferences, chapter meetings, postgraduate programs and seminars on the topics of financial communication, accounting, cash-flow, business efficiency, business innovation and courseware design.

Tuesday, May 16 | Conference Day 1

Conference Registration

11:00am - 6:00pm Escalator/Lobby

Session 1: What Plaintiff attorneys look for to succeed in an employment law case! Presented by: Heather Leonard, P.C.

1:00pm - 2:15pm BJCC

Session 2: 2017 Employment Law Update Presented by: Matthew Cannova, Maynard Cooper & Gale, PC

2:30pm - 3:45pm BJCC

Session 3: 2017 Legal Roundtable and Discussion Presented by: Maynard Cooper & Gale, PC

4:00pm - 5:30 pm BJCC

ALSHRM 2017 Marketplace Event and Networking – Cocktail Hour

5:45pm - 7:00pm BJCC

Wednesday, May 17 | Conference Day 2

Conference Registration

6:30am - 8:30am Escalator/Lobby

Breakfast

7:00am - 8:15am BJCC

Welcome & Announcements

8:15am - 8:30am BJCC

Opening Keynote: Peter Frampton - Color Accounting for HR Professionals

8:30am - 9:45am BJCC

Marketplace and Networking Break

9:45am - 10:00am BJCC



2017 Alabama SHRM State Conference
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2017 ALSHRM Conference at a Glance

Concurrent Sessions

10:00am - 11:15am

- Agile HR How To | Presented by Mary White East N-O
- How To Avoid a DOL Audit | Presented by TASC East K-L
- A New Era in Compensation - How to be Innovative and Forward Thinking | Presented by Pam Murray East M

Marketplace and Networking Break

11:15am - 11:45am BJCC

Lunch & Lunch Keynote: Jill Christensen – If Not You, Who? How to Crack the Code of Employee Disengagement

11:45am - 1:00pm BJCC

Marketplace and Networking Break

1:00pm - 1:15pm BJCC

Concurrent Sessions continued

1:15pm - 2:30pm

- Fiduciary Responsibilities under ERISA | Presented by David Joffe,, Partner, Bradley East N-O
- How to Set up a Successful College Recruiting Program | Presented by Kristina Minyard / Jilian Miles East K-L
- Thought Leadership HR Mega Trends | Presented by Dr. Jarik Conrad & Sponsored by Ultimate Software East M

Marketplace and Networking Break

2:30pm - 2:45pm BJCC

Closing Keynote Speaker: Tim Sackett – What Your CEO Wishes HR Would DO!

2:45pm - 4:00pm BJCC

Closing Comments and Door Prizes

4:00pm - 4:45pm BJCC

Register online at alshrm.org & Follow us on Twitter at [@ALSHRM](https://twitter.com/ALSHRM) and [#alshrm17](https://twitter.com/alshrm17)

ALSHRM State Conference

May 16-17, 2017

**Birmingham - Jefferson Convention Complex
 Birmingham, AL**

Top 5 Reasons to Attend the ALSHRM State Conference

1. Hear from the experts

Our speakers are proven business leaders, strategists, practitioners and peers. Many of them are current HR professionals; others are well-respected industry leaders who know what you need to know. You'll get a solid grounding in tried-and-true HR fundamentals and unique insight into the innovative new practices that will change how the world does business.



2. Learn skills and stay up-to-date

No matter how long you've been in HR or what position you hold at your company, chances are, there is always something new to learn. Trends, new strategies, and innovations in HR happen all the time; to stay up-to-date you need an educational opportunity that provides you with the full range of HR knowledge.

3. Recertification

Your attendance earns you credits toward maintaining your valuable certification – SHMR-CP, SHRM-SCP, PHR, SPHR, GPHR or other general designation.



4. Meet with new vendors and suppliers

Our exhibitors are industry experts and solution-providers who truly know what is happening in the world of HR and business – and they have answers to your questions. Invest time in the exposition hall – our vendors are some of the best people for you to get to know if you want to learn more about what's happening in HR now – and what's going to happen in the future.

5. Have fun with your HR peers from around the state and nation

You'll have opportunities to relax and get to know your peers. When you meet with your peers, you have an opportunity to collaborate, hear new ideas, and validate or change your perspectives. You may hear what others are doing and be inspired to implement something similar - or you might find a mentor or even become one.



BOOK DRIVE

Don't forget your new or gently used books for our SHRM book drive!



You can bring your donation to our March or April meetings or bring them to:

Michaela Hutcheson
MAX Credit Union – HR Suite
400 Eastdale Circle
Montgomery, AL

Also we will be announcing reading opportunities soon. If you are already going to schools and reading to students please let me know at mhutcheson@mymax.com .

Thank you for all your help!

It's Time to Renew your 2017 dues!

Payment instructions and options to pay through PayPal are available at:

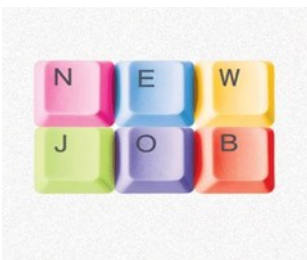
<http://shrmmontgomery.shrm.org/membership-dues-payment-options>

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down $\frac{3}{4}$ of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

If your employer requires a W-9 to process a payment, click on the link above, scroll down $\frac{3}{4}$ of the page and click on the W-9 link.

Thank you!

Social Media SHRM Montgomery



Did you know that you can post your HR openings on our SHRM website.

If you have a career opportunity in HR, please use this resource to help fill your position.

SHRM Foundation



At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

Board Members for the 2017 Montgomery SHRM

Board Members:

President	Mike Polis
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