



# HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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February, 2023

## THE PRESIDENT'S POST

### ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



January is gone and we are running full steam ahead. It was great to see all the faces at our January meeting where Tamula Yelling gave us all the updates and a few good laughs. We have a great year of programming scheduled and are excited about this year. Our new board members are settled into their roles and are hitting the ground running. Some of our board was able to attend the ALSHRM Leadership meeting where we collaborated as a state council to plan for the year. I hope you have marked your calendar to attend the State conference being held in Gulf Shores at Perdido Beach Resort on May 15-17. We have a great 3 days planned and it's always a ton of fun networking with HR Heroes from across the state. This year I am proud to announce that our chapter has added a \$1000 college scholarship that will be presented to a graduating senior this year. More details to come so be sure to check your inbox soon. We always strive to serve our members in the best way possible. Giving back to the next generation of leaders is just one of the many ways we plan to serve the River Region in 2023. I also want to remind everyone that it's time to renew your SHRM Montgomery membership for 2023. If you haven't been receiving our monthly communications, this might be the problem. We have also posted all of the meetings for the the first half of the year on our website to help you plan accordingly. Our membership is growing and we are so excited to see our new members get engaged and network with our longtime members. SHRM is about networking and connecting with other professionals in the the field. We want you all to take advantage of these monthly meetings and other opportunities to network that we will be offering soon. You have been asking and we have been listening. This month we are happy to have Wendy McGhee to speak about HR Tech on February 16th. The theme is showing HR some Love so come dressed up in your Valentine's Gear. We are also grateful for all of our sponsors that help make our meetings possible. If your organization is interested in sponsoring a meeting, please feel free to reach out to our board. We look forward to seeing you in February.



# SPONSOR

**EXCELSIOR STAFFING**  
Platinum Level Sponsor

*"Answering the call for diversity in the modern workforce."*

**ES EXCELSIOR STAFFING**

The banner features a grid of 15 diverse individuals of various ethnicities and ages, representing the company's commitment to diversity. The Excelsior Staffing logo is prominently displayed in the center.



**GOLD SPONSOR**

February 16, 2023 SHRM-Montgomery monthly meeting is sponsored by...



**COLUMBIA  
SOUTHERN  
UNIVERSITY**



**Date:** Thursday, February 16, 2023  
**Topic:** HR Technology  
**Speaker:** Wendy McGhee, Wendy McGhee & Associates  
**Time:** 11:30am – 1:00pm  
**Lunch Meeting**

**Location:** Montgomery Country Club (MCC)  
 3001 Narrow Lane Road  
 Montgomery, AL 36106



MONTGOMERY COUNTRY CLUB



**CONNECT WITH US**

<https://www.facebook.com/shrmmontgomerychapter.chapter>

<http://linkedin.com/in/shrm-montgomery-51125a19>

*Save the Date*  
 for the following topics:

March 16, 2023: Avoiding Workplace Injuries  
 April 20, 2023: Employee Investigations  
 May 18, 2023: Putting Ethics into Action in the Workplace  
 June 15, 2023: Compliance  
 July 20, 2023: TBA  
 August 17, 2023: TBA  
 September 21, 2023: Leadership and Employee Development

*Post Card*

**SPEAKERS:**

March: Anthony Hall ~Rehab Associates  
 April: Tom Tielbur & Sommer Mason~Gallagher  
 May: Brian Butler ~Cobbs Allen  
 June: Attorney Barbara Wells~Capell & Howard  
 July: TBA  
 August: TBA  
 September: Dr. Khalilah Burton~Bishop State Community College

\*\*\*Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting and Events" tab to register.

We will be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$20 and guest fee is \$35.

Reservations must be made by 12:00pm on Friday, February 10, 2023 by logging into your account on the SHRM Montgomery website. **The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline. ALL SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals.** Cancellations should be emailed to [SHRMMontgomery0092@gmail.com](mailto:SHRMMontgomery0092@gmail.com) by 12:00pm on Friday, February 10, 2023.

WENDY K. MCGHEE, OWNER  
WENDY MCGHEE & ASSOCIATES



HR TECHNOLOGY

Wendy K. McGhee was born and raised in Alabama and is a 1990 graduate of Troy University with a Bachelor of Science degree in Computer Science and Accounting with a minor in Speech.

Wendy is the owner of several businesses

- **Wendy McGhee & Associates** – a technology firm specializing in Cloud Services, Data Science Cybersecurity
  - o Website: **WendyMcGhee.com**
- **Wendy on Wealth** – online classes and personal wealth teaching
  - o Online: **Weekly Zoom classes**
- **WMA Learn** – an online Learning Management System, set to launch Summer 2023

Wendy began her career as an IT Professional and spent nine years as a software engineer working for various Fortune 500 firms around the country. In June 1999, she started Kendrick-McGhee Consulting, Inc. a firm specializing in mergers, acquisitions and ERP software projects for large firms. In January 2019, KMC changed its name to become Wendy McGhee & Associates and began specializing in Cloud Services, Data Science and Cybersecurity. In 2019 Wendy partnered with a South African born entrepreneur to form PWM Technologies with offices in Johannesburg. WMA and PWM allows provides 24-hour technology development and support to clients around the world. Expansion to the United Arab Emirates (UAE) is scheduled for late 2023, providing technology services to two of the most progressive cities in the world, Dubai and Abu Dhabi.

Wendy is a Certified Master Baker formally trained at the Institute of Culinary Education Baking and Pastry School in New York City. In 2005, she opened Daisy’s Desserts, she and her staff has provided desserts for television shows, movies and hundreds of birthday parties and weddings. Wendy continues to bake for special occasions and just to relax.

In 2016, Wendy began speaking to groups about investing and building personal and generational wealth. Her classes “*Wendy on Wealth*” a series for those interested in building wealth and gaining financial freedom is renowned as one of the top online financial classes.

WMA Learn an online Learning Management System (LMS) that will launch Summer 2023 and will include a tutoring platform called All A’s. The goal of WMA Learn is to teach anyone, anything, anytime, anywhere, anything. and a fun learning area called “Did you know?”. All A’s will tutor learners on the K-12 curriculum, helping them catch up or get ahead. WMA Learn will expanding to all learning levels and varying subjects by 2025.

Wendy is a proud member of the National Coalition of 100 Black Women, M.E.C.C.A chapter where she serves on the technology and fundraising committees.





Maya Chavez - Chief Human Capital Officer  
Kenya Davis – HR Assistant Manager  
Jeff Hill – Corporate Vice President Bus. Dev.  
Glen King, Jr. – Human Resources  
Barbara Wells – Human Resources  
Miranda Young - Recruiter

## THE FORUM

For **HOT TOPICS**, please visit the “BLOG” section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

## HR PROFESSIONALS

Check out the latest edition of the HR Professionals Magazine on our website by following the link below:

<https://shrmmontgomery.shrm.org/news>



“Doing nothing is very hard to do. You never know when you’re finished.”

~Leslie Nielsen (April 2007)



## SHRM-GRAPEVINE: RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers, to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

For more information, or to enlighten us in the following areas with your thoughts and recommendation(s); please contact...

Quote/Pun Intended/Newsletter Ideas: **Tawanna Bedgood** at [tawanna.bedgood@abc.alabama.gov](mailto:tawanna.bedgood@abc.alabama.gov)

Workforce Readiness: **Robin Ricks** at [robin@manufacturealabama.org](mailto:robin@manufacturealabama.org)

Speaker(s): **Janet Chappell** at [janetchappell@live.com](mailto:janetchappell@live.com)

Sponsorship(s): **Janet Chappell** at [janetchappell@live.com](mailto:janetchappell@live.com) **OR**  
**Cierra Belser** at [careercoachalabama@gmail.com](mailto:careercoachalabama@gmail.com)

Hello SHRM Montgomery Members,

I am Robin Ricks, and I serve as your workforce readiness representative on the SHRM Montgomery Board.

I understand that there are a multitude of organizations that support workforce development and workforce readiness in our area, and through this area of our newsletter we hope to simplify finding and accessing some of those resources.

Here you will see pictured a menu of programs that you can access at little to no cost to your organization. In this issue, I would like to introduce you to Central AlabamaWorks! The team at Central AlabamaWorks! are here to support workforce efforts of business and industry in the 13 counties that make up central Alabama, including Montgomery.

We will return with additional information in future monthly issues, and please feel free to reach out to me if you have questions in the meantime.

Wishing you a Happy and Fully Staffed Year!

Robin Ricks

[robin@mamnuufacturealabama.org](mailto:robin@mamnuufacturealabama.org)

**Workforce Menu**

**Train your Own**

**NEW EMPLOYEES**

- Work Based Learning
- On the Job Training
- Alabama Workforce Stabilization Program

**EXISTING EMPLOYEES**

- Leadership Training
- Alabama Workforce Stabilization Program
- Existing Industry Training Program
- Incumbent Worker Training Program

**Grow your Own**

**COMMUNITY COLLEGES**

- FAME (Federation for Advanced Manufacturing Education)
- Apprenticeship
- Work Based Learning
- Ready To Work
- Adult Education

**K-12**

- Career Discovery
- Career Tech Programs
- Tours (virtual/in-person)
- Work Based Learning
- Mock Interviews
- Ready To Work
- Signing Days

**CENTRAL ALABAMA WORKS!**

**A la carte**

For more information, contact Gindi Prutzman.  
gprutzman@centralalabamaworks.com / 334-300-8592



## How did you end up in HR?



**Tara Gibson**

My parents owned a business so as soon as I could walk I often followed my Dad around in the business. We frequented a local bank to make deposits. He always placed me in a particular area to sit which was right outside of the Personnel Department Office. It was then that my desire to be “one of those people” sparked. They were always nice, helped the people that helped the clients, and always shared tidbits with me. The older I got the more my interest grew. I would say from the age of 12 I have consistently said that I would go to college to get my degree to allow me to work in this field. I achieved that goal at the Masters level and have completed by HRIC and SHRM certifications.

## What drives you to work so hard in the HR Field?

The self-reward for accomplishing tasks that help the team I support is the greatest joy. My work also involves process improvement to which I really do enjoy no matter if at work or my personal life.

## Tell us about yourself

I am a mom of 2 pups that keep me on my toes, my mother is my best friend and one of my mentors, and my husband gets a comedy and musical show often and still keeps coming back for more no matter how poor the quality. I love the beach, kayaking, and the outdoors. My love language is acts of service as I love to do things for others that they can't seem to accomplish due to time or desire. I love to organize and how to one day turn that into a profitable “side-gig”.

## Why are you a member of SHRM?

I enjoy continuing my education, but not in the graded class format. The chapter allows me this option and keeps me engaged in the community of local HR professionals. It is a nice balance for this introvert!





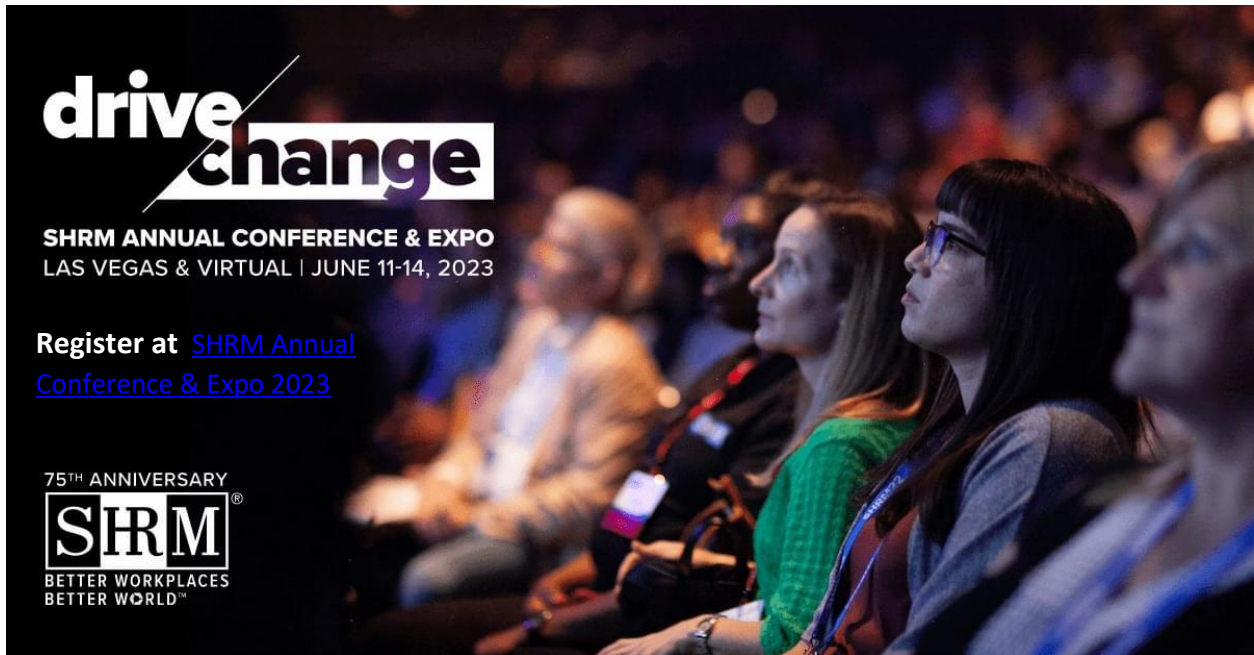
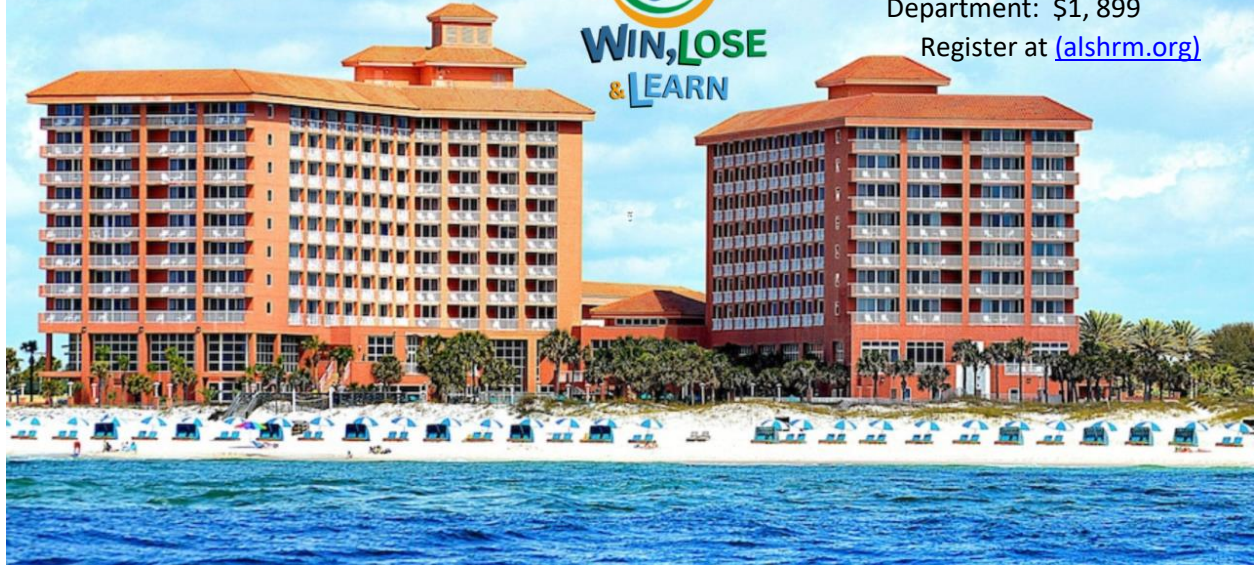
**ALSHRM STATE CONFERENCE**

When? May 15-17, 2023  
Where? Perdido Beach Resort



**Early Bird Registration Rates**

Individual: \$449  
Team: \$1,239  
Department: \$1,899  
Register at [alshrm.org](http://alshrm.org)



**drive change**

**SHRM ANNUAL CONFERENCE & EXPO**  
LAS VEGAS & VIRTUAL | JUNE 11-14, 2023

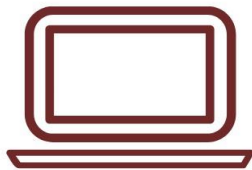
Register at [SHRM Annual Conference & Expo 2023](http://SHRM Annual Conference & Expo 2023)

75<sup>TH</sup> ANNIVERSARY  
**SHRM**  
BETTER WORKPLACES  
BETTER WORLD™

We would like to express our appreciation to our outstanding sponsor(s) for the immeasurable display of generosity towards us. It is our hope that this partnership progresses to even greater endeavors.

# BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

SHRM MONTGOMERY



## WHY SHOULD I BE A SHRM MONTGOMERY SPONSOR?

SHRM Montgomery's Mission is to provide networking opportunities, foster closer cooperation, and facilitate the exchange of information and ideas between human resource(HR) professionals. This means that as a sponsor, your business will have the opportunity to promote and share your product with over 100 HR professionals and partners across the River Region. Our Platinum, Gold and Silver sponsorships give you the opportunity to connect with the areas top decision makers.

### BRANDING

Your business will be branded on social media and highlighted on chapter literature and communication as well as our website to maximize exposure to our members.

### MARKETING

Marketing your business has become a challenge during the pandemic. Partnering with SHRM Montgomery will allow you maximum visibility with our members

### PUBLIC RELATIONS

Getting in front of top decision makers is difficult these days. Our sponsorship levels allow you to maximize your exposure to the companies that directly seek your products and services to help them run efficiently.

# 2023 BOARD MEMBERS



President - Cierra Belser



Treasurer - Barbara Alexander



Membership - Andrea Jordan, SHRM-CP, PHR



Programs Chair - Janet Chappell



Webmaster - Tara McDowell



Newsletter - Tawanna Bedgood



Secretary Co-Chair - Tara Gibson, SHRM-CP, PHR



New Member Engagement - Susan Story, SHRM-SCP



Governmental Affairs/Legislative - Mike Polis



SHRM Foundation - Stefanie Player



Certifications - Thomas Anile, SHRM-SCP



Workforce Readiness - Robin Ricks



College Relations - Jonelle McCollough