



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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April, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

I can't believe we're headed into Q2 of 2022. Time really does fly when you're having fun. It has been an absolute joy seeing more of our members returning to our in person meetings. Our board works hard to provide a safe atmosphere while providing programming that is informative and industry specific. Thank you for those that provide feedback each month on our surveys. I enjoy reading each comment and learning the topics that are important to you. As we continue through this year, it is our goal to grow as a chapter in multiple ways. Of course we want to gain new members but we also want develop as a chapter by ensuring we're providing the knowledge and resources you all need to be the hero's within your daily roles. I hope you all are making plans to attend the state conference being held in Birmingham May 2-4. Yours truly will be speaking about recruitment along with several phenomenal speakers that I can't wait to hear. I always learn so much and meet so many amazing people at state each year. I am truly looking forward to seeing old friends and making new ones. I hope each of you have enjoyed the new look of our newsletter and the additions that we have made. Keep the feedback coming and we can't wait to see you at the April meeting.



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.



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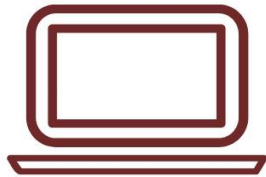
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BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

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 area's 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.


Date: April 21, 2022
Topic: Results through Relationship Intelligence
Speaker: Michael Brown/Kyle Meniq, Core Strengths
Time: 11:30am – 1:00pm
Live Webinar 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:

May 12, 2022: Wellness Initiatives & Trends

June 9, 2022: Embracing the Culture. Changing the Culture Diversity, Equity and Inclusion in the Workplace

July 14, 2022: TBD

Post Card 

SPEAKERS:

May: Sarah Green, Gallagher

June: Montiqua Mathers-Pettway, Waste Management

July: Carla Penton, Capell & Howard, P.C.

***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 \$25.

Reservations must be made by 12:00pm on Friday, April 15, 2022 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 by 12:00pm on Friday, April 15, 2022.**

Michael Brown

MASTER FACILITATOR



Professional Experience

Michael Brown has spent over 10 years consulting, training, and implementing transformational leadership programs for senior-leaders at organizations such as Procter & Gamble, Goodwill, and Hershey, to name a few. Michael is also an author, executive coach, and keynote speaker, addressing audiences from 50 to 2000 leaders.

To ensure he can meet the unique needs and business objectives of his clients, Michael is certified in several industry-leading programs and assessments, including the SDI 2.0 and Core Strengths.

Michael holds a B.A. and a Master of Arts in Strategic Communication and Leadership from Seton Hall University. He is the author of *Fellowship: Servant Leaders Serving Leaders*, which helps managers quickly strengthen relationships with their team members to serve their growth and development. He also served as an Emotional Intelligence adjunct instructor at the University of Arkansas.

Michael makes divots in fairways in his spare time, tries to fly fish and mountain bikes – all while coaching his kids' world championship soccer teams (okay, they might not be world champions yet).

Education

Bachelor's Degree

Ozark Christian College

Master's Degree

Strategic Communication and Leadership,
Seton Hall University

Highlights

- An adjunct instructor at the University of Arkansas
- Author of *Fellowship: Servant Leaders Serving Leaders*

Areas of Expertise

- Leadership Development
- Navigating Personal and Organizational Conflict
- Creating a Connected Culture
- High Performing Teams
- Performance Management
- Collaborative Communication

Kyle Menig

MASTER FACILITATOR



Professional Experience

Kyle brings more than 25 years of leadership experience to his clients. Many of those years were in ministry leadership and coaching roles both domestically and internationally, where he lead positions in Executive Coaching, Marketing, Teaching, Training, Fundraising, Leadership Development and Team Dynamics.

Kyle is passionate about elevating organizational performance by helping individual learners connect their values with their work. Whether he's building leadership capacity or developing teams, he uses creativity to connect the desire for growing productivity with improved relationships. He facilitates audiences from 5 to 1,500 using his expertise, humor and coaching to bring unique and lasting insights.

“Kyle brings humor and authenticity as he trains others to 'be good humans'. He took the time to listen and personalize his presentation, exceeding my expectations for the time.”

– Judi, Supervisor

Kyle is a certified Master Facilitator with TotalSDI and CoreStrengths. Additionally, he is certified in other industry leading personality assessments to meet the unique needs and desired outcomes of his clients.

Kyle has created custom team building and leadership development workshops for a wide variety of people in varied companies throughout his professional career.

Kyle's B.A. is from the University of California, Santa Barbara. He, his wife, and 3 children live in Southern California, where he enjoys surfing, backpacking, strong coffee and street tacos.

Education

Bachelor's Degree

Bachelor of Arts,
UC Santa Barbara

Highlights

- More than 25 years of coaching experience
- Core Strengths Master Facilitator
- Adjunct Instructor:
Brandman University

Contact

Kyle Menig

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corestrengths.com

RQ Results through Relationship Intelligence

LIVE WEBINAR SERIES

Productive Relationships Predict High-Performance

Learn How to Build Agile Teams Where Relationships Thrive

Doesn't it seem like some managers and teams make "it" happen, no matter what "it" is? Even in uncertainty or times of crisis, they find a way to turn opposition into opportunity. They transform the stumbling blocks of conflict and misunderstanding into stepping stones for success.

For these high-achievers, building collaborative relationships is priority one. Whether in-person or dispersed, they understand that members of their teams can go further together than they can alone. The good news is that you, too, can leverage the power of relationships and drive results.

What You Will Learn During the Webinar:

- How to gain a greater understanding and appreciation of individual motives and strengths
- The ability to tailor communication-based on individual motives and preferences
- Understand diverse personalities and how that can trigger conflict
- Discover your strengths and deploy them at the right time for the right reason for greater effectiveness

Before the Webinar

The SDI 2.0

Core Strengths® is powered by the Strength Deployment Inventory 2.0 (SDI 2.0). This award-winning, scientifically validated assessment provides four views of a person. It reveals why they do what they do, and how they relate to others. Using Relationship Intelligence (RQ), the SDI 2.0 provides a common language for understanding what's important to the people on your teams, and how they can work together more effectively. It provides tools for choosing the right strengths to make the right decisions, even in high-stakes situations.

Organizational Impact

After decades of research, we're driven by one central reality: lasting results are the product of resilient relationships. So, we've devoted our entire mission to helping leaders and organizations develop Relationship Intelligence (RQ): the science of relationships and how to improve them.

Our goal is to give your organization a common language and actionable insight where you can:



Improve Collaboration

Leverage differences and build trust to overcome innovation-killers while rapidly achieving goals.

Build Better Teams

Whether in person or remote, teams with resilient relationships achieve breakthrough when others breakdown. Teams with high RQ shape the conversations that solve problems and get work done.

Coach for Performance

Turn managers into effective coaches. Core Strengths' real-time RQ insight elevates the manager-team relationship, allowing them to rise to challenges and respond to opportunities, together.

Bottom line, that elusive “it” factor is Relationship Intelligence (RQ). It is teams who know how to speak each other's language and show up with the right strengths for the moment — all while staying true to their intrinsic motives and values. That's “it”. So if results are your goal, let relationships be the glue. That's RQ.

“Core Strengths gave me a blueprint for how to communicate and engage each person, knowing what matters to them. I delegate more strategically and get better work in return because of it. My team feels more invested and even offer up new ideas and solutions we hadn't considered before. I'm getting the best work out of my team now—because I know how to.”

JENNIFER HOLTHUSEN

VP EMPLOYMENT ENGAGEMENT AND DEVELOPMENT



WHAT'S NEXT

To schedule this webinar for your chapter, email Michael Brown, Core Strengths Master Facilitator, at michael.brown@corestrengths.com or visit [corestrengths.com](https://www.corestrengths.com)



LEGISLATIVE UPDATE



Thomas Anile, Reporting SHRM Montgomery Board Member

Beginning May 1st, employers can only accept unexpired List B documents as the Department of Homeland Security is ending its temporary COVID-19 policy regarding List B Identity documents. If employees presented expired documents from List B between 5/1/2020 and 4/30/2022, employers are required to update their I-9s by 7/31/2022 as long as the employees are still working. Employees can provide any valid, unexpired List A or List B document (USCIS, 2022).

A federal judge in Texas revived a Final Rule by the U.S. Department of Labor clarifying when workers are classified as employees versus independent contractors. This Trump administration rule applied a more limited economic reality test by considering two primary factors, the nature and degree of control over the work and the worker's opportunity for profit or loss based on initiative and investment. It also considered three secondary factors including the amount of skill required for the work, the degree of permanence of the working relationship, and whether or not the work is part of an integrated unit of production. An appeal to the Fifth U.S. Circuit court is likely; however, reinstatement of this final rule retroactively puts it in effect on its original effective date of 3/8/2021 (Nagele-Piazza, 2022).

On 3/3/2022, President Biden signed the Ending Forced Arbitration of Sexual Assault and Sexual Harassment Act of 2021 into law forbidding the use of mandatory arbitration clauses for cases of sexual harassment or assault. This Act does not prohibit employers from mandating arbitration for other cases (JDSUPRA, 2022). The U.S. House of Representatives just voted in favor of the Forced Arbitration Injustice Repeal (FAIR) Act on 3/17/22 which is proposed legislation that would broadly ban the ability for workers and employers to agree in advance to handling legal claims by an arbitrator. The FAIR act now moves to the Senate for consideration but faces a steep uphill battle (Nagele-Piazza, 2022).

On 3/18/22, the U.S. House of Representatives passed the Creating a Respectful and Open World for Natural Hair (CROWN) Act. It will now move on to the Senate for consideration and voting. This proposed legislation would prohibit employers from discriminating against workers based on "hair texture or hairstyle, if that hair texture or that hairstyle is commonly associated with a particular race or national origin (Nagele-Piazza, 2022)."



Hello potential Mates!!!! We'll stay ported until you arrive!!!

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>



A bus station is where a bus stops. A train station is where a train stops. On my desk, I have a work station...

~PUN INTENDED



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...

Member Spotlight/Quote/Pun Intended/ Newsletter Ideas: **Tawanna Bedgood** at tawanna.bedgood@abc.alabama.gov

Workforce Readiness: **Robin Ricks** at robin@manufacturealabama.org

Speaker(s): **Fereisie (Free) King** at FKing@ieionline.com

Sponsorship(s): **Fereisie (Free) King** at FKing@ieionline.com **OR** **Cierra Belser** at 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@mamufacturealabama.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



**Larissa
Southey**

How did you end up in HR?

They say career paths don't always take a straight line and mine certainly didn't. I was "thrown" into the HR field out of necessity when the HR person at the company I then worked for abruptly quit one day after 25+ years. While the company searched for a replacement, I literally started going through the filing cabinets. I discovered a little folder called "I9/e-Verify" and realized we had a problem since we had hired 3 employees and not done any paperwork for them. As the weeks dragged on in our candidate search, I dug my heels in and started learning about the basics of HR. After 3 months of late nights and a whole lot of reading, I marched into the owners office and volunteered to become the new HR person – as long as they agreed I could attend two learning sessions I had found in Atlanta. They happily agreed and my HR career was born!

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

I've always been happiest in jobs where I was actually serving others and making a positive impact. HR is the perfect position to do both. The last two years have brought so many opportunities to help our employees. Whether its designing policies that allow for flexible working hours, reduced hours, work from home or creating entirely new processes on how our managers can develop and mentor their people remotely or how we retain our company culture now that the majority of our employees work remotely – each challenge that we face, presents an opening to positively affect our employees lives. And that is what drives me.

Tell us about yourself

Outside of work, I am a passionate volunteer with the Montgomery Humane Society. I have 3 large dogs – all rescues of course! I love being outside, jogging, traveling and occasionally binging a season of the latest Netflix hit show. In my twenties I worked all over the world on cruise ships and I picture myself one day retiring and moving back abroad. Ciao Italia! Hola Costa Rica!

Why are you a member of SHRM?

I joined MSHRM as a way to connect with other local HR professionals. Remember, I had jumped right into the HR role as a department of one with zero experience and with no one else in the company having any HR experience either. I needed to network with people who had been in the field so that when I came across a hurdle, I would have someone to bounce my ideas off of or offer input on how to handle issues. The fellow members welcomed me into the fold and mentored me in the early part of my HR career.



REGISTRATION IS NOW OPEN!!!!

ANNOUNCING #ALSHRM22!

The 2022 Alabama SHRM (ALSHRM) Conference and Exposition will be held at the Sheraton Birmingham Hotel in Birmingham, Alabama on
May 2-4, 2022

Please use the link below to register:
<https://conference.alshrm.org/>



REGISTER BY APRIL 15, 2022 TO SAVE UP TO \$300

The SHRM22 Annual Conference & Expo will be held *LIVE ONLINE* & New Orleans June 12-15, 2022.

Please use the link below to register:

[SHRM22 Annual Conference - SHRM22](#)

THE OFFICIAL SHRM22 HOUSING BLOCK IS NOW OPEN!!!

[Book Your Stay Today!](#)



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