



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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December, 2022

THE PRESIDENT'S POST

YOU CAN'T SPELL HERO WITHOUT HR



GOODBYE 2022 AND HELLO 2023

Wow what a year!!! It's December and we're officially at the end of 2022. I am fresh off a plane from the annual SHRM Volunteer Leadership Business meeting in DC. It was a great 3 days of learning and networking with other chapter leaders from all across the US. I learned so much and am looking forward to shaping our chapter for the years to come. I know I say this every month but we truly have an amazing chapter that I am honored to represent. Every chapter large and small faced challenges through covid that we're all still recovering from. Our Chapter is finally bouncing back but there are a lot that didn't and some that are still struggling to find balance. As we shift into another year there are a few changes that you will see happening within our chapter as well. We will have a slight increase in our dues moving forward and we are moving away from the basic membership. After much research we have found that over 90% of our chapter is all inclusive. This change will make things easier when trying to track our headcount for each meeting at the Montgomery Country Club each month. An outline of our new dues structure has been included in the newsletter. The Increase in dues will help us with an exciting project that we're looking to announce in January. We want SHRM Montgomery to be at the forefront in the River Region and that starts with connecting with our community and most importantly our colleges to ensure that we have a hand in shaping the HR of tomorrow. I hope that you are making plans to join us at our Christmas social on December 15th. There will be no speaker for this meeting. I hope you come ready to socialize with fellow members, play a few reindeer games and have a great time. We have a special presentation that we will be doing and lots of door prizes. You won't want to miss the fun and be festive because there will be a prize for that too. As we head into the last month of the year I want to leave you with a message that was shared by April Simpkins, at the VLBM. Take the time to lead with empathy every day but especially around the holidays. Mental health can be the most challenging around these times. As HR professionals we get caught up in policies and procedures because that is who we are. This year I am challenging you to lead with a charge to make mental health for you and your organizations a priority now and in the years to come. Stay healthy and have a blessed holiday season. We looking forward to seeing you in 2023.

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.



SPONSOR



Onin Staffing is The Onin Group's industrial and light clerical staffing division. Please visit us at oninstaffing.com for your staffing needs.



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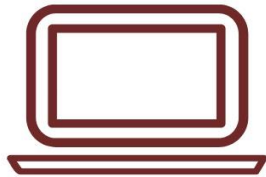
WELLNESS PROGRAMS
BIOMETRIC SCREENINGS
MENTAL HEALTH
COVID 19

VISIT OUR WEBSITE
WWW.HEALTHMEDINC.COM



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: Thursday, December 15, 2022

Event: Social & Networking

Time: 11:30am – 1:00pm

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:

January 19, 2023:	TBA	
February 16, 2023:	HR Technology	
March 16, 2023:	Avoiding Workplace Injuries	
April 20, 2023:	Employee Investigations	
May 18, 2023:	Putting Ethics into Action in the Workplace	
June 15, 2023:	TBA	

SPEAKERS:

January:	TBA
February:	Wendy McGhee ~Wendy McGhee & Associates
March:	Anthony Hall ~Rehab Associates
April:	Tom Tielbur & Sommer Mason~Gallagher
May:	Brian Butler ~Cobbs Allen
June:	TBA

***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, **December 9, 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, **December 9, 2022**.

SOCIAL & NETWORKING EVENT

DECEMBER 15, 2022



11:30-1:00

**Montgomery Country Club
3001 Narrow Lane Road
Montgomery, AL 36106
Food, Fun, Games and Prizes**



Trice Beamon~HR Supervisor~Wayne Sanders Farms
Akia McKee~HR Specialist~KyungshinLear

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://shrmontgomery.shrm.org/news>



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

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

Speaker(s): **Fereisie (Free) King** at
fking@cnhi.com

Sponsorship(s): **Fereisie (Free) King** at
fking@cnhi.com **OR**
Cierra Belser at
careercoachalabama@gmail.com



“Be yourself; everyone else is already taken”

~Oscar Wilde





2023 Membership and Meal Fees

- ★ All Inclusive National SHRM Member \$140*
- ★ All Inclusive Non National SHRM Member \$150*
- ★ Guest Meal Fees \$35*

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

CENTRAL ALABAMA WORKS!

A la carte

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

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

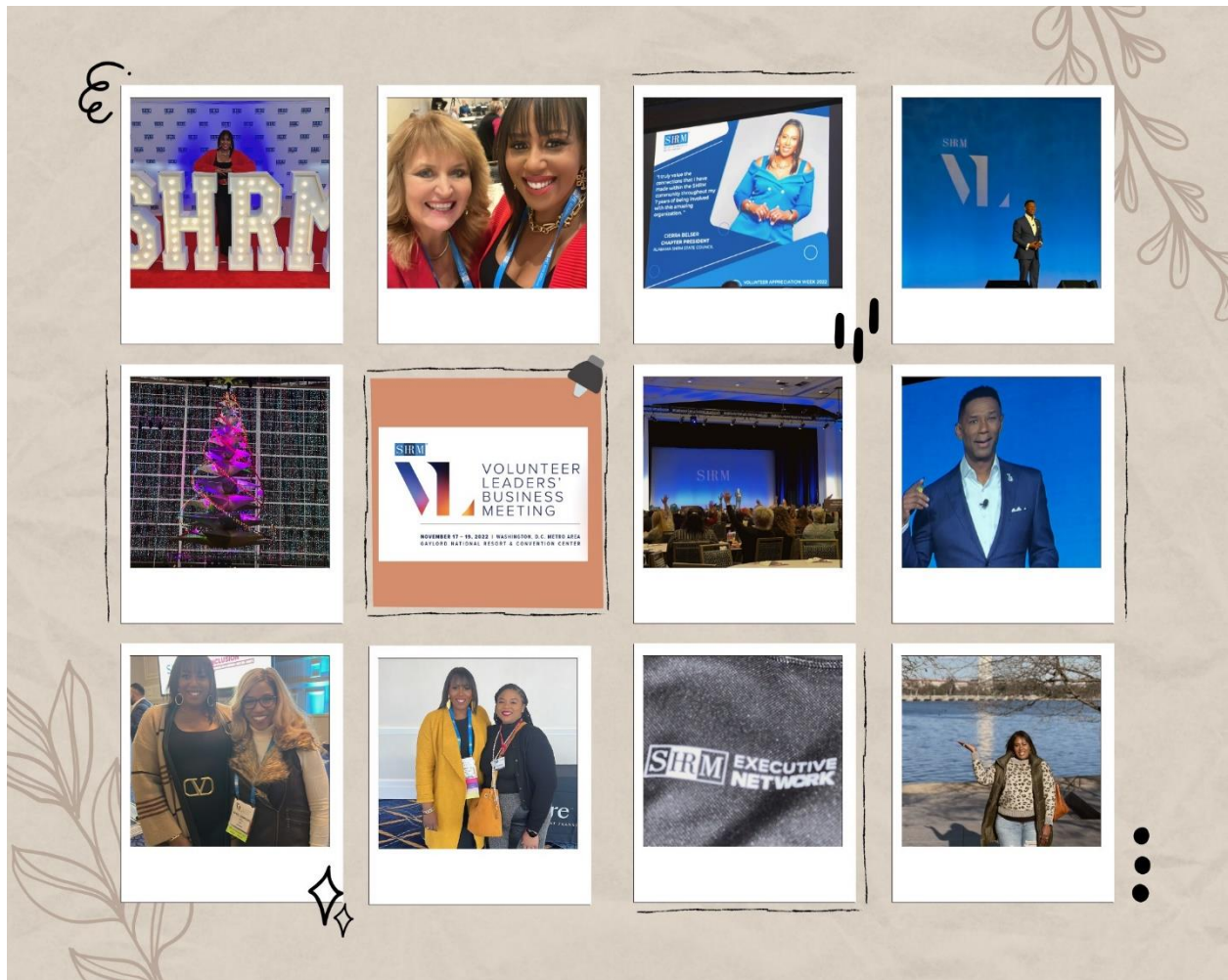
Grow your Own

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





2022 BOARD MEMBERS

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Cierra Belser

Past President

Paula Barlow, SHRM-CP

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Barbara Alexander

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Fereisie King, SHRM-CP, PHR

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Tara McDowell

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Tawanna Bedgood

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Tara Gibson, SHRM-CP, PHR

Secretary Co-Chair

Krystal Bryan, SHRM-CP

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Thomas Anile, SHRM-SCP

SHRM Foundation

Stefanie Player

Certifications

VACANT

Workforce Readiness

Robin Ricks

College Relations

Sheral Ware