



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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August, 2022

THE PRESIDENT'S POST

You Can't Spell Hero Without HR

How are we already in the month of August and halfway through the 3rd quarter of my first year as President. Time really does fly when you're having fun but it goes even faster when you have an amazing chapter and a board that gets things done. I can't boast our board enough because our chapter has achieved so much over the past year including some positive recognition for SHRM National. Through out this year I have had the honor of representing SHRM Montgomery by speaking at conferences and chapters across the south. This has allowed me the opportunity to share and gain ideas with others that are equally as passionate about the HR profession. We have done some big things this year but I am super excited about year 2 of my term. In the coming months as we get closer to closing out 2022, we have some big plans that we're discussing for 2023. We will also have some openings on our board for the upcoming year. If you're interested in being a part of an awesome team and want to help shape our chapter for the future, this is your personal invitation. If you have ideas or things that you would like for us to do in 2023, I am always open to having a conversation and getting to know your thoughts and passions. We have finally moved past the pandemic and are getting into the new norm of what our chapter will look like post covid. As we continue to grow and expand, feedback from each of you is vital to our process. We value all of you as members and thanks for making us great!!!



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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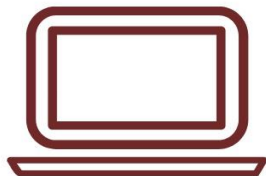
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BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

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: Thursday, August 18, 2022
Topic: Workplace Ethics: HR's Role in Shaping Your Organization's Culture

Speaker: Brian Butler, Cobbs Allen


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:

September 15, 2022: How to Avoid Office Injuries

October 2022: TBA

November 2022: TBA

December 2022: TBA

Post Card 

SPEAKERS:

September: Anthony Hall, Rehab Associates

October: TBA

November: TBA

December: 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, August 12, 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, August 12, 2022.

BRIAN BUTLER



COBBS ALLEN

HR'S ROLE IN SHAPING YOUR ORGANIZATION'S CULTURE

Brian Butler is a Senior Human Resources Consultant and the Public Administration Practice Group Leader for Cobbs Allen; an independent, national agency providing market-leading service in traditional commercial insurance, employee benefits, and alternative risk financing.

Brian came to Cobbs Allen with over 25 years of experience in the public sector where he last served as the Chief Human Resources Officer for the City of Tuscaloosa. He is certified as a Senior Professional in Human Resources (SPHR) and has held additional certifications as an APOST Police Officer and Alabama Fire College and Personnel Standards Commission Firefighter.

Brian also serves as an instructor for Auburn University and the Alabama Association of Public Personnel Administrators where he has developed and taught various human resource-related topics including Fundamentals of HR, Performance Management, Job Evaluation & Compensation Basics, and Influencing the Character and Culture of Your Organization.

A graduate of the University of Alabama, Brian is a retired Navy Captain having served over 30 years and multiple overseas tours of duty including Operations Iraqi Freedom and Enduring Freedom.

Brian's community involvement includes serving as a Commissioner on the USS Alabama Battleship Commission, member and past President of the Tuscaloosa Character Council, member and past Chairman of the Tuscaloosa Veteran's Memorial Park, Chairman of the Chamber of Commerce of West Alabama Veterans Affairs Committee, and member of the Tuscaloosa Human Resource Professionals (SHRM Chapter) where in 2010 he was awarded Human Resource Professional of the Year.

Brian and his wife Kim reside with their children, Maggie, Will, Mollie, and Macy in Tuscaloosa, Alabama.



Samantha Stroup ~ Office Manager ~ Kelly Aero
 Fatima Bowen Clark ~ City Clerk ~ City of Tuskegee
 Shirly Wyatt ~ HR Generalist ~ International Paper

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.

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>



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@ieionline.com

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



“Successful people have fear, successful people have doubts, and successful people have worries. They just don’t let these feelings stop them.”

~T. Harv Eker



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

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



**Ashley
Spiegner**

How did you end up in HR?

I graduated from AUM with a BA in Business Administration with a concentration in HR. Since graduation I have worked in the HR field.

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

It's the people that drives me to work so hard in the HR field. Without people there would be no business! I love to give people opportunities and watch them grow in their career.

Tell us about yourself

I have lived in the River Region my entire life. While I am not being an HR Hero you can find me at the lake fishing or relaxing on the beach. I love to camp in my RV and spend time with my family and fur babies. I also have a green thumb and enjoy gardening and landscaping my yard. I volunteer at the Prattville Chamber as an Ambassador which I love. It keeps me involved in the community and up to date with the local manufacturing industry.

Why are you a member of SHRM?

I love being a Montgomery SHRM member. The relationships that I have developed here has been priceless. I enjoy learning about HR and the speakers are great. It's nice to network with other professionals in your same field. As HR professionals a lot of times you are a department of one. It's nice to discuss topics, talk about issues and get advice from other HR professionals.

Employment Law and Compliance CONFERENCE

Join friends and colleagues this Labor Day for a unique opportunity to meet experts and discuss the big issues

SEPTEMBER 5-7, 2022

AUBURN/OPELIKA, AL



REGISTRATION  conference.alshrm.org

INDIVIDUAL

TEAM

DEPARTMENT

10 SHRM/HRCI PDCs

\$169/night resort rate

2 Receptions

2 Breakfasts/ 1 Lunch

Resort Recreation

\$250
PER

3 Registrations

10% Discount

Team Meeting Space

\$675
PACKAGE

5 Registrations

20% Discount

Team Meeting Space

Resort Coordinated R&R

\$1,000
PACKAGE

[Register Now conference.alshrm.org/elcc](https://conference.alshrm.org/elcc)

[Learn More conference.alshrm.org](https://conference.alshrm.org)



2022 BOARD MEMBERS

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Sheral Ware