



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

IN THIS ISSUE

- 1 The President's Post
- 2 Sponsor(s) Appreciation
- 3 HR Exchange: General Membership Meeting
- 4 The Advisor: Speaker
- 5 In It Together: HR Hero Spotlight
- 6 MGM Scoop: News & Information
- 7 Andrea's Announcement: Membership Message
- 8 Making Waves: New Membership Engagement
- 9 River Region Workforce Today: **Red, White, & You**
- 10 On the Horizon: SHRM National
- 11 Become a Sponsor!
- 12 MGM People: 2023 SHRM Montgomery Board Members

June, 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



Happy 4th of July and hello summer!!! I am still getting settled in from my return from SHRM 2023. I had an amazing week with over 25,000 HR professionals from all over the world. Celebrating 75 years of SHRM's accomplishments was the highlight of the week. It was nonstop from Saturday to Thursday with amazing speakers, networking opportunities, and events. As you can see, I did not get to continue with Janet Jackson and her tour, but her concert was amazing and I enjoyed every minute.

This year is halfway over and we have been so fortunate to see our chapter grow continuously each month. I have enjoyed getting to know our new members and seeing more of you at our monthly meetings. We have a great chapter and I love bragging about how great our members are every chance I get. As we continue to grow, I encourage each of you to make an effort to meet at least one new member at each meeting. It's important to grow our networks and to make connections among our peers. Our monthly meetings are a great way to make that happen.

As we continue to navigate through the rest of 2023, I hear Johnny C. Taylor's words from his keynote at SHRM. We're working through the "New Abnormal" which will be another defining moment for HR. As HR leaders, we will have to learn how to truly embrace diversity in our workforce on every level. It will take a balance of using Human Intelligence and Artificial Intelligence to lead our organizations through the next 75 years. Johnny mentioned that we will need to master 3 types of expertise to be successful in this new abnormal. If you're interested in hearing his closing remarks, please visit our social media pages to get the dose of inspiration you need to help put all of this into perspective. HR plays a crucial role in the success of a business. We must be people experts, culture experts, and a business experts to carry our companies to the next level. That is going to take a shift in our mindsets and our hearts to help our employees embrace the future of work. We can do this and SHRM Montgomery will be here to guide your through every step of the way.



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, with the Excelsior Staffing logo prominently displayed in the center.



Date: Thursday, July 20, 2023

Topic: Reskilling & Upskilling: Skills Needed for 2025

Speaker: Dr. Taunya Lowe, The Resurgent Group of Greater Atlanta, GA

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:

August 17, 2023: DEI
September 21, 2023: Leadership and Employee Development
October 19, 2023: A Quiet Space in the Workplace (Health & Wellness)
November 16, 2023: Mental Health: A Pathway to Wellness

Post Card

SPEAKERS:

August: Stacia Robinson-Director at the Alabama Office of Minority Affairs
September: Dr. Khalilah Burton~Bishop State Community College
October: Amy Anderson~Reclamation Center of Alabama, LLC & RCA Foundation
November: Kwatasian Hunt~Department of Finance, Division of Risk Management (DORM)

***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, July 14, 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 by 12:00pm on Friday, July 14, 2023.



THE ADVISOR

July Meeting

RESKILLING & UPSKILLING: SKILLS NEEDED FOR 2025

Dr. Taunya Lowe,
The Resurgent Group of
Greater Atlanta, GA

REGISTER NOW

20, JULY 2023

11:30-1:00

MONTGOMERY COUNTRY CLUB
3001 NARROW LANE RD,
MONTGOMERY, AL 36106

SHRM
MONTGOMERY

Dr. Taunya Lowe, known as The Riot Starter and America’s Favorite Mindset Coach is a national and international consultant, facilitator, trainer, and coach. She is the CEO of The Resurgent Group of Metro Atlanta, LLC and the author of *Wanna Start a Riot? Change. Affirmations, Confirmations, and Prayers* (2013); *Results Driven Organizations: The 4 Keys to a High-Performance Workplace* (2019); and *Results Driven Playbook for Success: A Strategic Thinking Guide and Journal* (2020). She brings over 20 years of strategy, training, and development from various environments to the table. She works with government and mid-market organizations providing all things personal, professional and leadership development; Her areas of expertise include assessments, coaching, training, and speaking to large audiences. Dr. Taunya is witty, engaging and thoroughly enjoys the process of transferring knowledge and collaborating with a variety of clients to equip them with the tools needed to provide quality services and lead during evolving times. Her MOVEMENT is to resolve organizational pain points by developing human capital globally using the Results Driven Philosophy. “We Develop Your Best Kept Secret... Your Human Capital.”



How did you end up in HR?



**Janet Grayson
Chappell**

After years in corporate America, working in various positions, and in various industries, I wanted to be behind the scenes being an advocate. Therefore, I returned to college to receive my master's degree from Troy State University in Human Resources Management. After graduating and knowing there are seven functions to HR and one can commit his/her time for the love of HR, I began working as a recruiter, technical writer/trainer, talent management, and HR educator.

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

What drives me to work so hard in the field of HR is being able to be that silent but vocal advocate that is informing and educating those in the various areas of HR. In addition, the drive is based off of continued drive and focuses to make the world of HR more widely understood and effectively applied.

Tell us about yourself

My professional experience is across several industries from education, business, to public policy & administration. I work for or have worked for various colleges, universities, and organizations from Huntingdon College, Jeff State Community College, Alabama State University, Montgomery Public Schools, University of Phoenix, Colorado Technical University, to Columbia Southern University, where I currently serve as the MPA – Program Faculty Lead for the Public Business Program in the College of Business. And some organizations I have worked for consist of Teksystems, Deloitte Consulting, and NYL-Agent Recruitment.

Why are you a member of SHRM?

I am a SHRM Montgomery member for the continued interaction, engagement, and network with like-minded industry professionals for further growth and development in the field of HR. In addition, I look forward to advocating and giving back to the HR communities.



Arlease Hill-Johnson
 Laura Sears

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): **Janet Chappell** at janetchappell@live.com

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



“You cannot change what you don’t manage; you cannot manage what you don’t track.”

~Valentino Crawford



ANDREA'S ANNOUNCEMENTS



MEMBERSHIP MESSAGE:

✚ Can you believe that 2023 is already almost half- way through the year? It seems to go so fast. If you have not registered for 2023, you can register for the half year membership. The registration fee is \$85 for national members and \$95 for non-national members. You'd be able to start attending meetings in July. To register please log into shrmmontgomery.shrm.org and navigate to the home page. Click [here](#) to join. You can also print an invoice from this page as well.

✚ Effective May 2023, a monthly meeting lunch fee will be required if 2023 membership dues have not been paid.

MAKING WAVES



SUSAN STORY

NEW MEMBER ENGAGEMENT:

**MID-YEAR MEMBERSHIP DRIVE
July to September**

PUT SOME  IN YOUR POCKET!



Your name will be entered into a drawing for \$150 for every new or reactivated member who joins SHRM Montgomery.

(Referring member's name must be listed on the new membership application for credit)

**The more people you refer that join,
the higher your chances of winning!**

Drawing to take place at the October meeting!

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@manufacturealabama.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



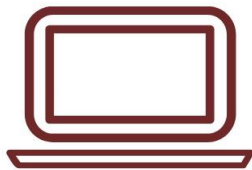
To register, please click the following link:

[SHRM24 Annual Conference - World's Largest HR Convention](#)

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