



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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March, 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



March is my favorite month of the year. It's not just my birthday month, but it's also Women's History month and my favorite season. Fun fact: did you know that my daughter and I were both born on March 17th? Needless to say, a lot is happening this month but a lot is happening within our chapter.

We have added several new members to our chapter which is always exciting so if you see a few new faces this month, be sure to make an introduction. We're also glad to see a lot of our members at our monthly meetings. Hopefully, the new normal has settled in and we will get to see more of you as the year progresses. I know how difficult it can be to leave the office but it's important to ensure that we as HR professionals are balancing the workload and self-care daily. I enjoy getting together with all of you each month and to be honest, everyone knows that I can't be reached for that hour and a half and it's awesome.

On Friday our board held its first meeting of the year and I am so happy to have our 2023 board members. We have an amazing group and because of that, our year is planned and there is a great lineup of speakers. We have listened to our members to ensure that we're providing the topics that are most important to you. So please keep the feedback coming.

As we leap into this new season I hope that you all will remember to keep your mental health first. We all have so much going on professionally and personally. Make time for yourself and enjoy this beautiful season that we are in. Get out of the office and make time for yourself. I look forward to seeing you all at our March Meeting.



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, ages, and genders, all smiling. The Excelsior Staffing logo is prominently displayed in the center. The background is dark blue with a red vertical line on the left and a grid of white dots in the top right corner.



GOLD SPONSOR

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



**COLUMBIA
SOUTHERN
UNIVERSITY**


Date: Thursday, March 16, 2023
Topic: Avoiding Workplace Injuries
Speaker: Anthony Hall, Rehab 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:

April 20, 2023:	Employee Investigations
May 18, 2023:	TBA
June 15, 2023:	Compliance
July 20, 2023:	TBA
August 17, 2023:	TBA
September 21, 2023:	Leadership and Employee Development

Post Card



SPEAKERS:

April:	Tom Tielbur & Sommer Mason~Gallagher
May:	TBA
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, March 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 by 12:00pm on Friday, March 10, 2023.

Anthony Hall, P.T., DPT

Market Manager



Anthony Hall, P.T., DPT, Multi-Site Manager, was born and raised in Mobile, AL. While pursuing a Bachelor of Science in Recreational Therapy from Alabama State University, Anthony was also a multi-sport athlete lettering in football, baseball, and golf. Anthony earned a Doctor of Physical Therapy degree from Alabama State University's Physical Therapy program in 2013. His clinical interests include sports rehab, manual therapy, and industrial rehab. In his free time, Anthony enjoys spending time with his wife and family. He also enjoys being involved in the community, hunting, fishing, golfing, officiating local sporting events, and pulling for the Crimson Tide.



Shanoyah Caldwell
Susan Davis
Brylee Ford

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>



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

“Wisely, and slow. They stumble that run fast.”

~William Shakespeare

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



Susan Story

How did you end up in HR?

I started my career in HR when I worked for a staffing agency. In that position, I was able to meet customer needs and help people find jobs that would ultimately make them feel like the best versions of themselves. Seeing the success many of them had after I was able to help them was a thrill and I knew then I wanted to spend my life in HR. I advanced my career from working in a staffing agency to onsite management, followed by corporate recruiting, and finally spending the last 16 years in human resources management.

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

To this day being able to help others and find solutions to problems is the reason I give my all day in and day out. I strive to be a confidant and sounding board for the employees while helping the company meet its strategic goals and leverage its talent to be a leader in the industry.

Tell us about yourself

A military brat by birth, I was raised with a strong work ethic and heavy dose of patriotism. I gained my Bachelor's degree in Business from UT Southern and then went on to get my Masters in Human Resources and SHRM-SCP certification. I have two grown sons, one in college and the other with his own family, which includes a son and daughter. I currently work for Alabama Ag Credit where I have the privilege of guiding our employees with their HR needs so they, in turn, can provide sound, constructive credit and financial service to enhance the quality of life for people in the agricultural industry and rural Alabama. This mission is important to me on a personal level as well, with many of my relatives going into the agriculture industry after their retirements.

Why are you a member of SHRM?

I believe the Montgomery SHRM chapter offers an opportunity to get to know others within our industry where we can share great experiences, be a sounding board for challenges, and offer insight into what has worked for others in our profession. This group has a vast amount of knowledge and the members aren't afraid to share with each other or with those interested in this field of work.



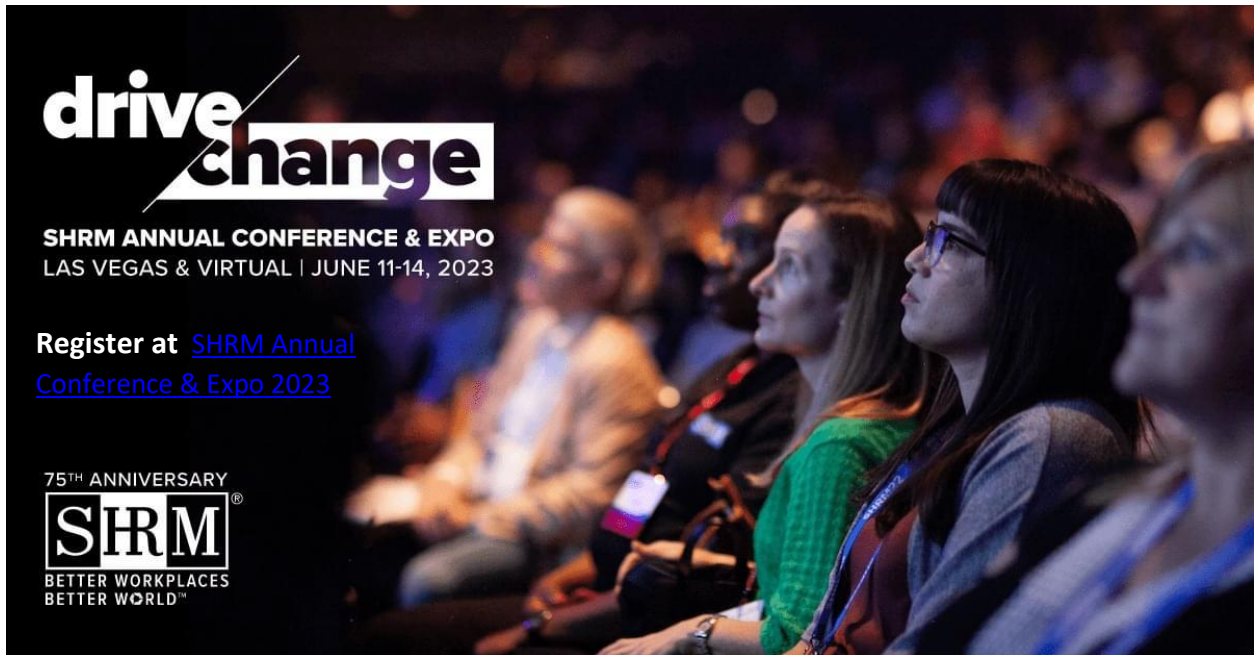
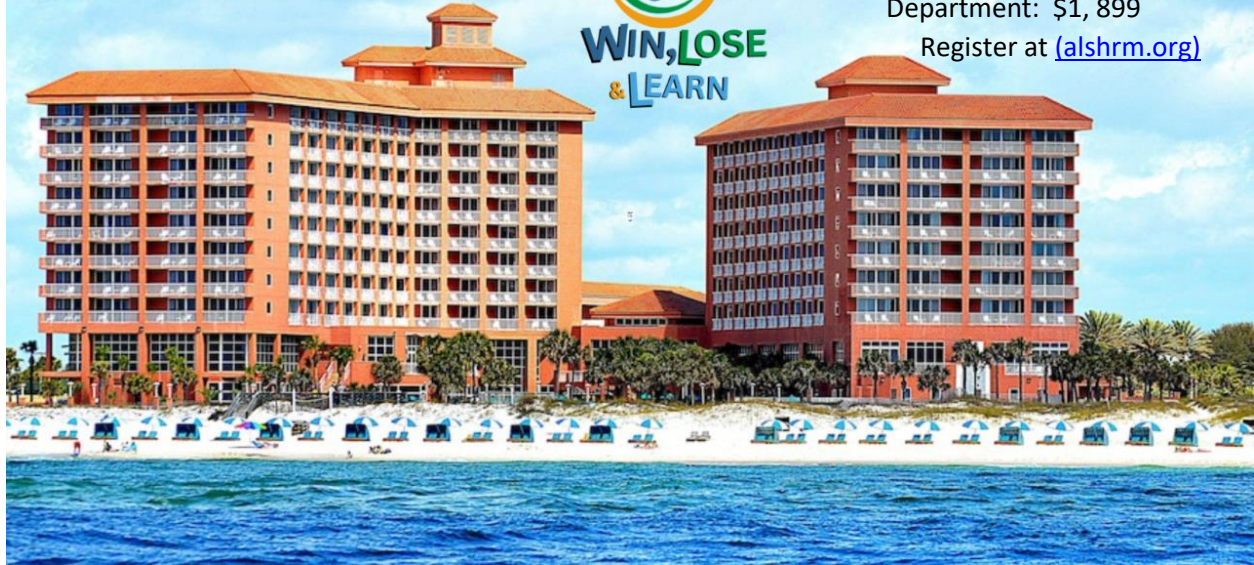
ALSHRM STATE CONFERENCE

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



drive change

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

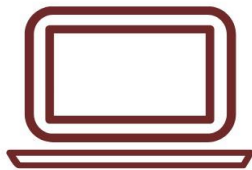
Register at SHRM Annual Conference & Expo 2023



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.

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