



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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May, 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



It's May and that means it's time to get your swimsuits packed and ready for the 2023 ALSHRM State Conference. I can't wait to head down to gulf shores and hang with all my HR friends from across this state. It's going to be a fun time for sure and I can't wait to see you all there. Last's months meeting was full and the speaker was awesome. Our chapter is growing and so is our monthly attendance. Please remember that we have to give the final headcount on Friday prior to the meeting and our room will only hold 50. This means that registration is important so that we can make sure you have a seat at the table. This month we're fortunate to have a representative from the Alabama Department of Labor. We're expecting this to be another fullhouse so please register early as we will be capping off registration at 50. Our first SHRM Scholarship deadline is approaching soon so please be sure to share this information with your friends, families and colleagues. We're excited to promote the educational efforts of our future HR leaders.

May is mental health awareness month and I hope you are bringing awareness to your organizations. It's important to prioritize mental health in the workplace. HR managers can support employees by promoting mental health resources, providing a safe and supportive environment, and encouraging open communication. Remember, taking care of employee's mental health can lead to increased productivity, job satisfaction, and overall well-being. As HR professionals, our mission is to create a supportive and inclusive workplace environment that promotes mental wellness. Encourage open communication and provide access to mental health resources such as counseling services, employee assistance programs, and mental health first aid training. Encourage employees to take breaks, practice self-care, and prioritize their mental health. Foster a culture of acceptance and respect towards those struggling with mental health issues. Remember, a healthy workforce is a productive workforce. The SHRM website has a wealth of information to help you get your organizations mentally fit. Also, remember to take care of you. Every HR HeRo needs to take the cape off every now and then. Find that balance however it works for you.



SPONSOR

EXCELSIOR STAFFING
Platinum Level Sponsor

"Answering the call for diversity in the modern workforce."

ES EXCELSIOR STAFFING

A grid of 15 diverse individuals' portraits, with the Excelsior Staffing logo in the center.

Date: Thursday, May 18, 2023
Topic: Alabama's Child Labor Laws
Speaker: Adam Strickland, Department of Labor
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:

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

Post Card

SPEAKERS:

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, May 12, 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, May 12, 2023.**



THE ADVISOR



May Meeting

ALABAMA'S CHILD LABOR LAWS

Adam Strickland
Child Labor Inspector for State of
Alabama Department of Labor

REGISTER NOW

 **18, MAY 2023**

 **11:30-1:00**

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





Shirlie Wyatt

How did you end up in HR?

Opportunity knocked. I was laid off from being a Loan Officer at a mortgage company. I was collecting unemployment and the Alabama Employment Office called me to interview for a Bilingual HR Administrative Assistance. I was blessed to have been offered the position.

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

Employees. I understand that our employee are our greatest assets. I invest the time to not just assist them in their development and growth, but demonstrate how important they are to me and the company.

Tell us about yourself

I am a Bilingual HR Professional with almost 19 years of HR experience. I have had many rolls in HR from HR Administrative Assistant, Benefits Coordinator, HR Representative, HR Business Partner, HR Generalist, and HR Manager. I have also been a Safety Supervisor. I am a graduate of Troy University, where I obtained my Master's in HR Management and Bachelor's in General Business. I enjoy spending time with my Heavenly Father and Family/ Friends.

Why are you a member of SHRM?

This is an opportunity for me to network and meet other HR Professionals. I also get to attend meetings that talk about current HR Topics which allows me to continue learning and growing.



Hey mates, become a HeRo with us!!!!

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>



MEMBERSHIP ANNOUNCEMENT:

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



“When you start seeing your worth, you’ll find it harder to stay around people who don’t.”

~Arthur Unknown

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

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



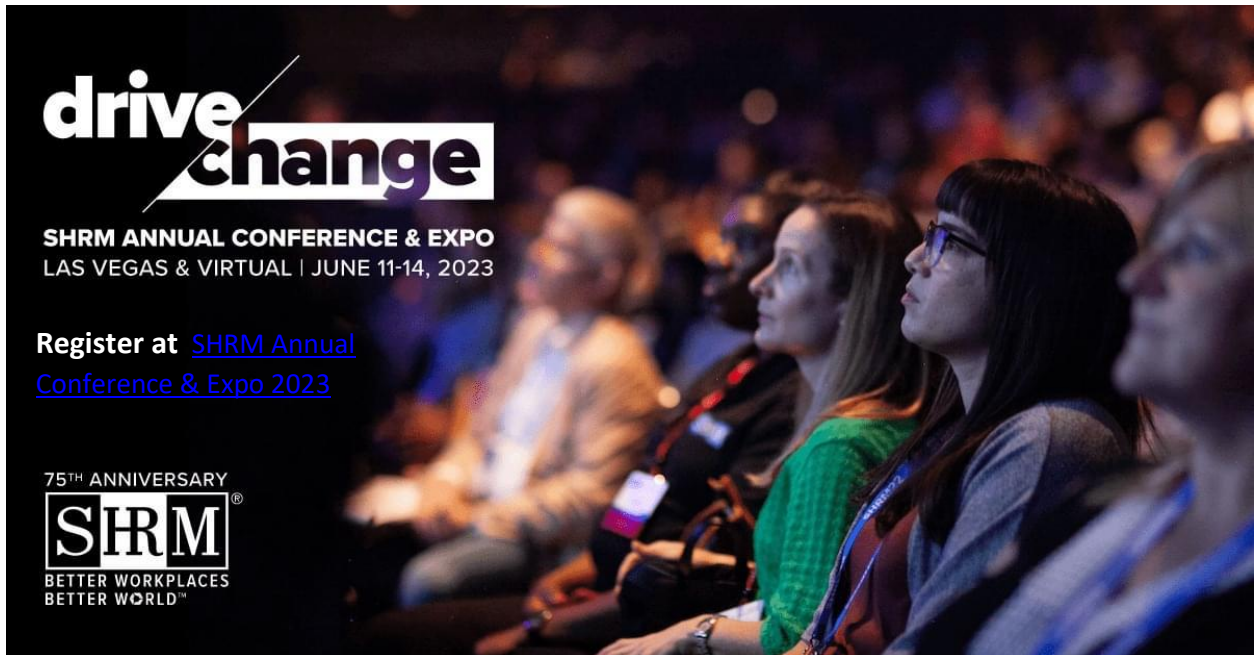
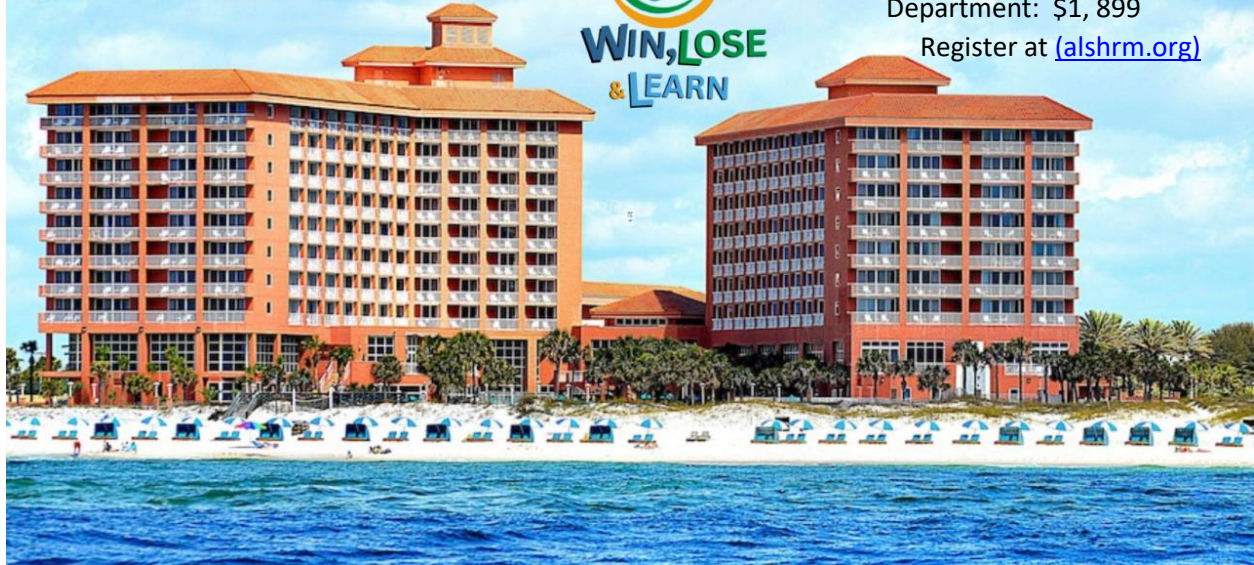
ALSHRM STATE CONFERENCE

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

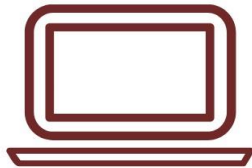
Register at SHRM Annual Conference & Expo 2023



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