



March 2016

SHRM Montgomery

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

General Membership Meeting

Date: Thursday, March 10, 2016

Topic: OSHA Temporary
Worker Initiative

Speaker: Sharon Pancamo

Elwood Staffing

Time: Luncheon Meeting
11:30am – 1:00pm

Location: **Capital City Club**
201 Monroe Street #2100
Montgomery, AL 36104



NOTE: All registration should be submitted 2 business days prior

Please make sure you sign up for meetings in advance. We cannot guarantee meals for those who are not registered for the meetings.

Meeting Guidelines Checklist:

Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting Reservation Link."

All members, guests and students must go to the website to make a reservation in order to attend the meeting.

Cancellations must be made 24 hours in advance of the meeting. SHRM-Montgomery reserves the right to bill if cancellation is not made in a timely manner.

Luncheon Meeting Fees, payable at the door

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20



Capital City Club:

Reimagined for the future.



Please welcome new members:

- * Patrick Hart
- * Doug Marshall

Save the date...

Meetings that are already confirmed for 2016:

**April 14, September 15,
November 10...more to come.**



Speakers needed for TSHRM

Montgomery's TSHRM chapter is in need of HR professionals to come speak at their meetings. You can choose your topic. Please contact Paula Barlow at paula.barlow@prattvilleal.gov for more information.

Thank you for your help.

Have you renewed your 2016 SHRM Montgomery membership?

Don't miss the opportunity to continue to receive the many benefits of being a SHRM Montgomery Member.

Contact Andrea Jordan by email at Andrea.Jordan@ledic.com if you have any questions.

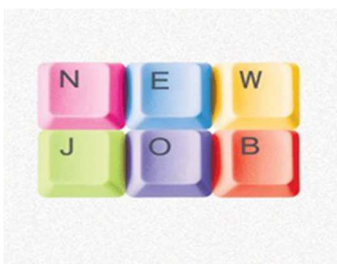
Payment instructions and options to pay through PayPal are available at:

<http://shrmontgomery.shrm.org/membership-dues-payment-options>

If your company requires you to submit an invoice for payment, click on the SHRM Montgomery link above. Scroll down $\frac{3}{4}$ of the page and click on the link "click here" next to the words "if you need an invoice." You will be able to fill in your name, select the type of membership you wish to purchase, print and submit to your company.

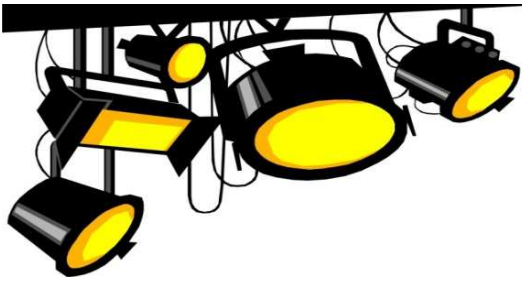
If your employer requires a W-9 to process a payment, click on the link above, scroll down $\frac{3}{4}$ of the page and click on the W-9 link.

Thank you!



Did you know that you can post your HR openings on our SHRM website?

If you have a career opportunity in HR, please use this resource to help fill your position.



Spotlight from the president

Reflection of a “People Person”

By Mike Polis



Having worked in the defense industry for a helicopter manufacturer in my prior HR life, I would like to share with you a short story about a real people person. One of my first assignments in human resources was that of an Employee Relations Representative for hourly employees who worked on a helicopter assembly line. My employer at the time was under contract to build 30 helicopters for the United States Navy, so it was stressful for these production workers to meet delivery schedules. I reported on a dotted line to the plant superintendent. He was a retired naval officer who commandeered a small aircraft carrier during his tour of duty, and with his weathered appearance, as I later found, masked his genuine concern for people. One of my tasks at the end of every work week was to meet in the upper mezzanine where his office overlooked the vast assembly line and brief him on HR issues concerning his employees for that week. He would kick back in his leather chair and listen to me report on some of the complaints his workers had and attempted to solve these problems by sharing episodes he encountered while at sea. He told the story of when he was first given command of a carrier preceding a commander who was unceremoniously relieved from this command, an old school, and top down control type manager.

His style of management did not sit well with the crew, which resulted in subpar performance and low marks given by the top brass. With the crew resenting this type of control my capable boss quickly found that the crew perceived him the same way they did of the old commander. He amusingly drew the analogy of a ‘tree of monkeys’, with him as the leader sitting at the top of the tree, every time he looked down at them he saw all these smiling faces looking up at him nevertheless this is not what it appeared to be, because when the monkey’s looked up they saw the rear end view of their new commander.

So, how was this new commander going to turn around his crew? He began by eating meals in the galley with all enlisted personnel, which was unheard of. Also he persuaded his officers to do the same as he did. He then began to spend less time on the bridge and more time walking the decks of the ship to get to know his crew to the point that he knew about their families and their children’s names.

After conducting one, on, one interviews with his crew members, he was able to empower them, resulting in ideas and suggestions that would add value to the overall performance of the ship. This approach on managing people became so effective the crew was recognized by the upper echelon of command with the carrier receiving several performance awards.

We can transcend this type of success to our workplaces everyday by earning the reputation of being a credible leader and being dependable in the clutch for your people. Sometimes it takes courage to be candid and put yourself out there if it is essential to business, especially as well as being essential to the person.

Have Fun!

Mike

Opportunities for Professional Growth and Development

AL.com River Region YP Summit & Expo

Friday, April 29, 2016

Summit: 1:00pm – 5:30pm

Reception & Expo: 5:30pm – 7:00pm

One Court Square

1 South Court Street

Montgomery, AL 36104

AL.com's River Region YP Summit, themed "Millennials Rising" is your opportunity to hear from Montgomery's top rising leaders. We will be tackling tough issues relevant in our region, talking about real change and steps to make that change happen.

We will also have career and professional development resources, including complimentary marketing strategy consultations from top experts at Alabama Media Group and complimentary professional photos to update your LinkedIn profile.

The event ends with a YP Expo featuring YP organizations and the companies that support them as well as a brief award recognition program, complimentary food and drinks and live entertainment.

Register by Thursday, April 21 to be entered into a **drawing for a free hotel and registration package** for the statewide Alabama YP summit on July 14-15, 2016 in Birmingham.

Individuals: \$10.00

Includes complimentary drinks

YP Organizations (not-for-profit only): FREE

Includes 8 foot display table and listing on event website, and professional group photo featuring all members of your organization. Contact Ed Fields at efields@al.com for your complimentary registration discount code.

<http://www.alabamamediagroup.com/events/river-region-summit/>



Make plans today to join us for the 2016 ALSHRM State Conference and Exposition at the Birmingham Sheraton and Birmingham Jefferson Civic Complex in the Uptown District on May 17th & 18th!

The Alabama SHRM State Conference and Exposition is Alabama's signature gathering of HR professionals.

In 2015 over 575 human resource professionals and like-minded affiliates come together for an exceptional experience with participants from virtually every industry representing companies ranging from small businesses to large corporate centers.

ALSHRM's leadership remains committed to delivering on a conference experience that will educate, inspire and connect HR professionals through high quality industry expert presenters, interactive networking opportunities and enhanced conference accommodations.

This year's conference theme is **"Discover Your Inner Super Hero"** featuring inspiring professional development and networking for professionals across our region.

The Conference supplies a two-day concentrated professional development period to obtain affordable and easily accessible continue education credits for both the HR Certification Institute certification and SHRM Competencies certification. Hosted in our state's largest convention complex conveniently located next to [Starwood Hotels & Resorts](#) accommodations located in the exciting [Uptown District in Birmingham](#) we believe the conference offers an unmatched value proposition in the Southeast for you to obtain quality professional development in 2016.

Our two day conference is going to cover topics such as employment law, talent acquisition, change management, communication barriers, and engagement! In 2015, our conference was approved for 10.25 general SHRM and HRCI credits with 2.5 business/strategic and 1.25 GPHR re-certification credits with HRCI.

More details are to soon follow related to the two day program agenda from the conference's planning committee.

We encourage you to take advantage of our discounted early bird registration today!



WHEN: Tuesday, May 17, 2016 at 12:00 PM - Wednesday, May 18, 2016 at 5:00 PM (CDT)

WHERE: Birmingham-Jefferson Convention Complex - 2100 Richard Arrington Junior Boulevard North Birmingham, AL 35203



2016 Alabama SHRM

State Conference

Pending HRCI and SHRM
Credit hours!



Tuesday, May 17 Conference Day 1

Conference Registration

11:00 am – 6:00pm.....Escalator/Lobby

Session 1: 2016 Employment Law Update Presented by: Matthew Cannova, Maynard Cooper & Gale, PC

1:00 pm – 2:15 pm.....East N-O

Session 2: The Black Guy in the C-Suite Presented by: Marlin Smith

2:30 pm – 3:45 pmEast N-O

Session 3: Generation “THEM” (aka) What’s wrong with these people? Presented by: Kristin Scroggin

4:00 pm – 5:30 pmEast N-O

ALSHRM 2016 Marketplace Event and Networking – Cocktail Hour

5:45pm – 7:00pm BJCC

Wednesday, May 18 Conference Day 2

Conference Registration

6:30 am – 8:30 amEscalator/Lobby

Breakfast

7:00 am – 8:15 amBJCC

Welcome & Announcements

8:15 am – 8:30 am.....BJCC

Opening Keynote: Chuck Blakeman - Why Employees are ALWAYS a Bad Idea

8:30 am – 9:45 am..... BJCC

Marketplace and Networking Break

9:45 am – 10:00 am.....BJCC

Concurrent Sessions

10:00 am – 11:15 am

Background Screening: What You Don’t Know Can Hurt Your Organization

Presented by: Debra KellerEast N-O

Hazard Communication and GHS What Supervisors Need to Know

Presented by: Malcom Ritchie.....East K-L

Strategic Leadership Solutions: Building Vision, Alignment and Execution

Presented by: Mary WhiteEast M

Marketplace and Networking Break

11:15 am – 11:45 am.....BJCC

Lunch & Lunch Keynote: Tim Sackett/ The New HR Math: Dumbing Down HR Analytics for Everyday HR Pros!

11:45 am – 1:00 pmBJCC

Marketplace and Networking Break

1:00 pm – 1:15 pm.....BJCC

Concurrent Sessions continued

1:15 pm – 2:30 pm

Can Health Care Costs Fall While Employee Health Rises: A Case Study

Presented by: Cooper JohnsonEast N-O

Finding Your Super Hero Voice in the Adventurous World of Recruiting

Presented by: Jonathan McKinney.....East K-L

The OC Equation - Unleashing Your Employees’ Passion, Potential and Performance through Organizational Culture

Presented by: Cindy Beresh-Bryant.....East M

Marketplace and Networking Break

2:30 pm – 2:45 pm.....BJCC

Keynote
Speakers

SHRM

2016 D.C.

JUNE
19-22

ANNUAL
CONFERENCE &
EXPOSITION



Paul Begala
POLITICAL ANALYST
AND COMMENTATOR,
CNN



**Tucker
Carlson**
CO-HOST, FOX AND
FRIENDS WEEKEND
AND EDITOR-IN-
CHIEF, THE DAILY
CALLER



Sal Khan
FOUNDER OF THE
KHAN ACADEMY

BACK BY POPULAR DEMAND!

Experience the SHRM Annual
Conference & Exposition with
your fellow chapter members.
Join us in Washington, D.C. for
two and one-half days of learning,
networking and fun.

Find your
BREAKTHROUGH.

Your perspective will
be transformed.

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DELEGATION AND

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\$200*

annual.shrm.org

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*For new registrations only. This rate does not apply to existing registrations; refunds will not be provided. Offer valid through April 8, 2016.

SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM Foundation



At our next meeting you can purchase tickets for our SHRM Foundation 50/50 raffle. Please help the future of HR with your purchase and have the opportunity to win.



We are participating as a chapter in the **1000 Books in 100 Days** workforce readiness initiative beginning February 29th as set forth by the SHRM State Council. The idea is for each chapter to collect at least 100 books for Kindergarten through 3rd grade level, to be distributed in our community.

Board Members for 2016 Montgomery SHRM

Board Members

President	Mike Polis
Membership	Andrea Jordan, PHR
Treasurer	Larissa Southey
Programs	Bonita Heartsill, PHR
Secretary/Wellness	Tara Gibson, PHR
Webmaster	Tara Langley
Newsletter	Dee Cook, PHR, SHRM-CP

Core Leadership Areas

Government Affairs	Pam Chut, SPHR, SHRM-SPC
SHRM Foundation	Dr. David Hoover, SPHR
Certifications/College Relations	Paula Barlow, PHR
Workforce Readiness	Michaela Hutcheson
Community Services	Becky Ellis, PHR