



March 2018

# SHRM Montgomery



ADVANCING THE PROFESSIONAL SERVING THE PROFESSIONALS

## General Membership Meeting

**Date:** Thursday, March 15, 2018

**Topic:** **Leading HR Like A Rockstar**

**Speaker:** Melva Tate  
Tate & Associates, LLC

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

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



### Upcoming Meeting Dates:

April 19

May 17

### Welcome To Our New Member :

Brett Rape

**Please make sure you sign up for meetings in advance.**



NOTE: All registration should be submitted 2 business days prior to the meeting.

**Please make sure you sign up for meetings in advance. We cannot guarantee meals or 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



# Speakers' Biography

## MARCH CHAPTER MEETING



Tate & Associates

### Speaker Spotlight

Melva Tate lives by one rule: "Put in the work." She also recruits, coaches and owns an award-winning business according to the "PITW" rule.

Melva's been putting in the work for more than two decades, serving as the Director of HR & Administration for two start-up organizations, before launching her own company. She's a radio personality, best-selling author, and a feature writer and contributor to leading newspapers and magazines.

In 2008, Melva followed her dream and launched Tate & Associates, LLC. She manages three unique divisions: Strategic HR Partnerships, Career Touchdown and Melva Tate Speaks. The firm specializes in executive talent searches, human resource consulting, training and development, and career coaching to businesses, universities and nonprofit organizations.

Putting in work like this leads to an impressive list of credentials, including a B.S. degree in Human Resource Management, an Executive MBA, Certified Life Coach and Professional in Human Resources certifications.

While Melva's official title is Human Capital Strategist, she's best described as a networking master and high-energy coach. Her passion is seeing people and companies flourish, and she is driven to nurture dreams and cultivate relationships. While paying clients keep the lights on, Melva also accepts the currency of handshakes, hugs, and Facebook friend requests. You can find her on social media platforms engaging her connections as The Career Coach.



The SHRM Montgomery Board is pleased to announce the availability of certification scholarships for 2018.

### **SHRM-CP or SHRM-SCP Exam Scholarships – Spring Session**

#### **Exams taken between 12/22/2017 – 7/15/2018**

- ❖ 2 - \$250 scholarship will be awarded to a SHRM Montgomery Member in good standing who *takes and passes* the SHRM-CP or SHRM-SCP.

Applicants for SHRM-CP/SHRM-SCP scholarships should submit an email to [paula.barlow@prattvilleal.gov](mailto:paula.barlow@prattvilleal.gov) stating the exam date and include a copy of the preliminary test results, no later than 7/16/2018. Two applicants will be randomly chosen to receive the scholarships.

### **2018 Spring Exam Window: May 1 - July 15, 2018**

<b>Applications Accepted</b>	<b>Regular Application Deadline</b>	<b>Late Application Deadline</b>
Jan. 2	Mar. 23	Apr. 13

Exam information and deadlines for the SHRM-CP/SHRM-SCP exam can be viewed at:

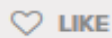
<https://www.shrm.org/certification/apply/examfees/pages/default.aspx>



# SHRM<sup>®</sup> Foundation

*Investing in the Future of HR*

## Scholarship Overview



In 2018, the SHRM Foundation will award almost \$500,000 in support to students seeking undergraduate, graduate, certification and professional development opportunities. We encourage all eligible SHRM members, student members, Chapters and State Councils and organizations to apply for one or more of the scholarships and awards listed below.

*S = student member, P = professional member, A = academic/researcher,  
B = business/organization, SC/C = State Council or Chapter*

Scholarship/Award	Applicant	Application Deadline
Annual Conference & Exposition Scholarships	P, S	March 15, 2018
Certification Scholarships - <i>Winter Exam Window</i>	P, S, SC/C	April 10, 2018
Recertification Scholarships	P, S, SC/C	April 10, 2018
Diversity and Inclusion Conference & Exposition Scholarships	P	July 10, 2018
Michael R. Losey Excellence in HR Research Award	A	July 15, 2018
Susan R. Meisinger Fellowship for Graduate Study in HR	P, S	August 15, 2018
Certification Scholarships - <i>Spring Exam Window</i>	P, S, SC/C	September 1, 2018
Recertification Scholarships	P, S	September 1, 2018
Undergraduate Scholarships	P, S	October 1, 2018
Graduate Scholarships	P, S	October 1, 2018
SHRM Foundation Champion Awards	SC/C	December 31, 2018



## **ALSHRM DIVERSITY/INCLUSION AND WORKFORCE READINESS INITIATIVE**

Rena Ramsey, ALSHRM Diversity/Inclusion Director, and Carol Statter, ALSHRM Workforce Readiness Director, would like to share our 2018 program goals for your local chapter. With Alabama's unemployment rate at 3.5% - 16<sup>th</sup> lowest in the nation – many businesses are facing challenges finding enough qualified workers to fill their staffing needs. These numbers also indicate that few companies can afford to overlook any pool of potential employees. The answer may lie in Alabama's *Untapped Resources* - people with disabilities! People with disabilities make up the largest minority in the world. More than 56 million Americans, or 1 in 5, are living with disabilities. More than 50% of those disabled Americans are in their working years, from 18 to 64.

Our goal for this year is to help you and your members understand the benefits of hiring people with disabilities and dispel some of the myths surrounding their employment. Ever heard any of these?

*Accommodating workers with disabilities costs too much.*

*All people with disabilities require job accommodations.*

*The ADA forces employers to hire unqualified individuals with disabilities.*

*Under the ADA, an employer cannot fire an employee who has a disability.*

All are common misconceptions! To help educate businesses on the benefits of hiring and retaining people with disabilities, we are asking that each chapter schedule one meeting during the year to address this issue. We are working with a great resource, Alabama Department of Rehabilitative Services, to help you secure speakers if needed. If you would provide Carol Statter with some available dates for your program, she will work with ADRS to try to schedule the speaker for you. If your speakers are booked for the year, consider allowing ADRS to set up a table to provide information as attendees arrive.

Hiring a worker with disabilities brings greater benefits beyond just filling an open position. There is a solid business case, too! Hiring people with disabilities can help you access new markets and turn social issues into business opportunities!

Please plan to schedule a meeting for your chapter this year!

You can reach Carol at [carol.statter@infirmaryhealth.org](mailto:carol.statter@infirmaryhealth.org) or 251.591.6180.



## MEMBERSHIP RENEWAL

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!

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***Looking for an HR position? Please make sure to check out the SHRM Montgomery website for [newly posted HR job opportunities.](#)***



**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.**



# Inclusion & Diversity Symposium

## 04.13.18

# Allowing Differences to Make the Difference

Today a commitment to Diversity & Inclusion is much more than a convenience, it is essential for businesses.

The symposium will focus both on diversity and inclusion.

Through diversity of thought we seek out and honor differences, then actively engage those differences to achieve better results.



## The Cost

\$99

Register at Eventbrite - Allowing Differences to Make the Difference

## The Details

April 13th, 2018

8am - 4pm

Botanical Garden, Huntsville AL



Presented by PZI International Consulting, Inc. in partnership with ALSHRM

**Click the below for more details and registration.**

<https://www.eventbrite.com/e/allowing-differences-to-make-the-difference-tickets-42042022822>

**Two important things to note are:**

- There is limited space.
- Promotional code for SHRM members: SHRM\_18

# 2018 ALSHRM STATE CONFERENCE



## Location:

Birmingham-Jefferson Convention Complex  
East Exhibition Hall  
2100 Richard Arrington Junior Boulevard North  
Birmingham, AL 35203

The **AL SHRM State Conference & Expo** is the annual conference of the Alabama State Council, a state affiliate of the Society for Human Resource Management (SHRM). Each year the event attracts **over 500 human resource professionals and vendors** throughout the state of Alabama and across the nation. Participants represent virtually every industry and companies ranging from small businesses to large industrial centers. Programs presented at the annual conference cover all aspects of the SHRM Body of Knowledge.

Join us for our 2018 conference on **May 1-2nd** at the **Birmingham-Jefferson Convention Complex**, adjoined with world-class hotel accommodations, Westin Birmingham and Sheraton Birmingham Hotels. Convenient near by dining and entertainment accessible in Birmingham's Uptown District ([uptownbham.com](http://uptownbham.com)).

## WHY YOU SHOULD JOIN US

The AL SHRM State Conference & Expo is the State of Alabama's premier event for human resource professionals from all disciplines featuring:

- ▶ Over 450 HR professionals attend annually with more than 300 companies represented
- ▶ Opening reception is the largest HR professional networking event in the state
- ▶ Earn up to 10.25 general SHRM and HRCI credits
- ▶ ALSHRM marketplace with the some o four state's most committed product/service providers

**Register Now!**

<https://www.eventbrite.com/e/2018-alabama-hr-state-conference-registration-39399625340>





# SHRM Foundation

At our next meeting you can purchase tickets for our SHRM Foundation giveaway. Please help the future of HR with your purchase and have the opportunity to win an amazing prize.

**Social Media** SHRM Montgomery



## Board Members for the 2018 Montgomery SHRM

### Board Members:

**President**

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**Certifications**

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**Workforce Readiness**

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