



JUNE 2015



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, June 25th, 2015
Topic: **Wellness & Health**
Speaker: **Molly B. Killman, MS, RD, LD**
AL Department of Public Health
Sponsor: **Extra Help, Inc.**
Time: Dinner Meeting
5:30pm – 7:00pm
Location: **Capital City Club**
201 Monroe Street #2100
Montgomery, AL 36104



Save the Date
SHRM Montgomery
Chapter Meeting
July 30th



Registration Deadline: Tuesday June 23rd, 2015

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

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



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The Tuscaloosa chapter will be having their upcoming leadership conference held on August 18. This conference provides Human Resources staff and front line supervisors with an array of information to assist leaders with today's workforce challenges and opportunities. HRCI credits are pending. The program agenda and registration are in a separate attachment and overview is listed below.

2015 Leadership Workshop

**Sponsored by Tuscaloosa Human Resource Professionals
Affiliate Society of Human Resource Management (SHRM)**

Date: Tuesday, August 18, 2015

Time: 8:00 AM until 3:30 PM

Location: Shelton State Community College (9500 Old Greensboro Road, Tuscaloosa, AL 35405)

Cost: \$125.00 per person (5-9 from same company - \$110 per person, 10 or more from the same company - \$95 per person)

Fee includes lunch and snacks.



Spotlight from the president

The Importance of Commitment to Human Resource Management:

By Mike Polis

Today's dynamic and diverse workplace contains numerous challenges and issues. The management of human resources has grown in importance in many organizations. As the attraction, retention, and management of human resources has become more difficult and demanding, HR professionals must look at HR management as a commitment both strategically and operationally.

Several years ago, there was a movie released called "Up in the Air". Essentially, the movie is about commitment in life: at work, in our families, and in a relationship. The character, Ryan Bingham is a man whose job is to fly around the U.S. helping corporate clients lay off their staff. Throughout the movie, Ryan is not interested in commitments or relationships and is very happy with his unencumbered lifestyle.

In addition to his role as a "corporate downsizer," Ryan is a motivational speaker. His keynote speech in the movie is titled, "What's In Your Backpack?" Using a backpack as a prop and a metaphor for our lives, the theme of his speech is commitments weigh us down and we would be better off without them. Hence the less we have in our backpack of life, the better.

At the very end of the movie, he begins to wonder whether he should be making commitments to those around him and begins to connect to the real world, realizing that life's relationships at times may be a heavy load to carry; however, in reality, when you truly become committed to something, the reward by far outweighs the risk.

I have put together the following outline of HR functions for you to put in your "backpack". I hope this information will help us all make commitments and become better at what we genuinely do for a living:

STRATEGIST: Establish a seat at the table by being a key decision maker. You can influence organizational decisions by looking at the "Bigger Picture". Learn to take the day-to-day details of human resources and drive your business from managing its people. People who work in your company are your No. 1 asset. Maya Angelou said: I've learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel.

HIRING: Know the skillsets of your employees, so when a need becomes identified to fill an open position, you will know whether to promote from within or hire from the outside.

BENEFITS: Know what companies your size is offering their employees in terms of benefits. The same holds true for compensation plans, compare what wage and salary other companies are paying their employees.

FEDERAL LAWS: Know the laws and what they cover. Stay compliant! If you manage facilities in other states, such as California, be sure to study their state employment laws as well!

PERFORMANCE MANAGEMENT: Create a fair and legal appraisal process.

WORKING WITH YOUR ORGANIZATION'S MANAGEMENT AND STAFF: One of your roles is to support company managers and supervisors and educate your executive leaders on HR matters.

RECORDS RETENTION AND FILES: Know what records to keep and for how long.

MANAGE YOUR VENDORS AND SUPPLIERS: Know what to outsource based on the best price and terms.

METRICS: Gauge how good you are by measuring your performance in terms of lost time accidents, legal charges, employee turnover, etc.

And remember - Dress appropriately for the business occasion!

Jeans are comfortable to wear on Friday, but probably not cool to wear at a corporate staff meeting on Tuesday (unless you work at Apple in Cupertino, Ca.)

Have Fun!

Mike

SHRM 2015 ANNUAL CONFERENCE & EXPOSITION LAS VEGAS

LAS VEGAS CONVENTION CENTER | JUNE 28 - JULY 1, 2014

The SHRM Annual Conference & Exposition is the largest and best HR event in the world, providing your organization with the tools and resources you need to create and implement the successful HR practices that will ensure that your company will thrive. Your company will get the targeted strategies and practical takeaways that you need to achieve your goals – from talent management to federal compliance to cutting-edge business strategies.

COMPREHENSIVE LEARNING

Over 200 concurrent sessions provide a complete education for HR professionals at every stage of their career, based on the **SHRM Competency Model**. You'll be able to choose from a broad range of topics so you can customize the learning you need. Concentrate on solutions designed to help your organization become more compliant; delve into the cutting-edge trends that will impact your workplace in the next few years; build a strategic talent management plan to increase engagement and retention. Whatever you need, our program will have something for you.

Innovative learning opportunities, such as our **Masters Series** featuring high-level academicians, Smart Stage presentations covering innovative new HR practices and Practitioner Exchange sessions featuring HR professionals from well-respected organizations.

Recertification credits for your **SHRM-CP** or **SHRM-SCP** or other HR or general designation.

Preconference programs that allow you to maximize your investment in Vegas by getting a richer, more comprehensive education- choose from our popular **Workshops** or **Seminars** to get high-level strategies or deep dives into HR essentials.

EXTRAORDINARY NETWORKING

Networking opportunities with your peers and colleagues from across your organization, and around the world. From our vast **Exposition Hall**, to our session-based networking, to the hallways of the convention center, there is ample opportunity for you to meet HR professionals who share your goals and your challenges.

And don't forget the online networking! Attendees get access to our **Conference Community** site where you can meet and chat with other attendees and build connections with them before you even get to Las Vegas. And there's always **Twitter**, **Facebook** and **LinkedIn**.

INSPIRING SPEAKERS



Sheryl Sandberg, COO of Facebook, **Marcus Buckingham**, best-selling author, and **Dr. Mehmet Oz**, world-renowned surgeon, will offer fresh perspectives and inspiring stories that can help shift your perspectives and deepen your understanding of leadership, motivation, and success.

For Registration or more information please go to: <http://annual.shrm.org/>

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