



MARCH 2015



SHRM Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Tuesday, March 24th, 2015
Topic: **Affordable Care Act Update**
Speaker: **Matt Stiles**

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

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



Save the Date
SHRM Montgomery
Spring Social
May 14th, 2015

Registration Deadline: Friday, March 20th

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



From the President's Corner...

By Mike Polis

If you ever played or have been around sports, there is a phrase often used called “Hitting the Sweet Spot”. It just could be achieving your race time on a 5 kilometer run. Or returning a tennis ball perfectly of your racket for a baseline winner, or maybe using your seven iron to drive that little white ball right down the middle of a 150 yard fairway. You get the picture.

Everything is relevant so let's apply this sports phrase to the work place. For example: I often get a thank you for just asking about employees lives, listening to their stories and treating them like a person versus a problem. It's easy as Human Resource Professionals to be a “yes man” or “yes woman” to the President or CEO. It is much harder to take the road less traveled and do the meaningful work that makes a positive difference for your employees as well as your employer. It's that “in between” which makes you feel professionally satisfied inside!

Helping your leaders make sound business decisions or the little things like assisting an employee with lowering a payroll deducted garnishment makes our job more meaningful. As HR practitioners' that's all in our sweet spot.

I recall when working for a previous employer: they were going to promote a Supervisor all the way up to Director to oversee one of their satellite operations. – He was an awful employee as well as an awful supervisor. The higher ups perceived him differently. One Saturday morning I caught the CEO in the hall and shared my thoughts about this person supervising people. Then Monday – another large flag went up with him. I followed my gut, and sure enough – we found he was using company credit cards for his own personal use.

Another was when one of our long term employees was having hip replacement surgery and was scared about the surgery and the possibility of losing her job. I explained to the employee her legal protections of FMLA and told her if she had an upbeat outlook she would come through this much quicker and be okay. She was very appreciative of the time I spent to advise her and about keeping things positive.

When one of your Company leaders acknowledges to you that HR is a difficult job and a necessary component of business then intrinsic and/or extrinsic rewards will follow. You then will know that you have “Hit the Sweet Spot”.

Reminder: SHRM Montgomery posts the chapter bylaws on our website for members to view.

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/>

**2015 ALABAMA
SHRM
STATE CONFERENCE
AND EXPOSITION**

**MAY 19 - 20, 2015
BIRMINGHAM, AL**



2015 Alabama SHRM State Conference

This year we have designed a program that will educate, inspire and connect Alabama HR leaders like never before. Expect high quality speakers, a better quality exhibit experience, among other improvements. Our conference will once again take place at the Sheraton Birmingham Hotel in Downtown Birmingham in the Uptown District featuring additional entertainment options. We will soon submit this program to HRCI for as many as 10 re-certification credits.

We have improved our Opening Networking Reception which will serve as our primary social and networking event on Tuesday evening. All registrants are welcome to attend this event at no additional cost.

Go ahead. Register now! <http://al.shrm.org/events/2015/05/2015-alabama-state-conference-and-exposition>

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