

# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

- Date:** Thursday, August 29<sup>th</sup>, 2019  
**Topic:** **Rock Star Traits of High Performing Teams**  
**Speaker:** **Melva Tate**  
Tate & Associates  
**Sponsor:** **ARC Realty**  
**Time:** Lunch Meeting  
11:30 AM  
**Location:** Capital City Club  
201 Monroe Street #2100  
Montgomery, AL 36104  
Parking Deck Code: 181369



#### PLEASE WELCOME NEW MEMBERS:

- Lynn Bowen-Popwell
- Nicole Hamilton
- Lindsey McDonald
- Mary Ray
- Erica Shepherd

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

★ NOTE: All registration 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

#### SAVE THE DATE

Upcoming Meetings/Events for 2019:

- August 28<sup>th</sup> Richard Lehr  
Legal Roundtable Meeting

# Speaker's Biography



## Melva Tate

### President and Senior HR Consultant Tate & Associates

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

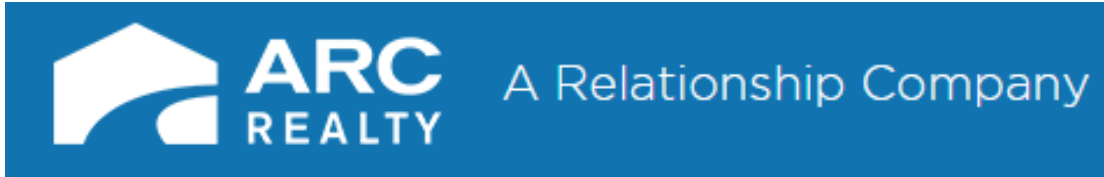
Melva’s been putting in the work for more than two decades, serving as the Director of HR & Administration for two start-up organizations, Nexcel Synthetics and Kelly Construction Company. She’s also a radio personality, best-selling author, and a feature writer and contributor to leading newspapers and magazines including, HR Magazine, Black Enterprise Magazine, The Birmingham News, and the Birmingham Business Journal. In addition, Melva serves as an Adjunct Career Management Consultant for Warren Averett Workplace.

In 2008, Melva went to work for herself, opening Tate & Associates, LLC. The firm specializes in executive talent searches, human resource consulting, training and development, and career coaching to businesses, universities and nonprofit organizations. Tate & Associates’ success stories include clients like The United Way of Central Alabama, YWCA of Central Alabama, REV Birmingham, Birmingham Business Alliance, Birmingham Education Foundation, City of Irondale, City of Tuscaloosa, City of Jasper, Alabama Public Television, Miles College, and Beville State Community College.

But Melva believes that work must extend outside the office and into the community. As an activist, executive advisor, and often board member, she volunteers her time and energy with United Cerebral Palsy of Greater Birmingham, Alabama Workforce Development Council, Jefferson County Workforce Development Board, Alabama Women In Business, and The Birmingham Women’s Network. She is also a past two-term president and current senior advisor for the Birmingham Society for Human Resource Management, one of the national society’s leading chapters with more than 700 members.

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. It’s also earned Melva the BSHRM Leadership Excellence Award, recognition as one of Birmingham’s “Top 40 Under 40” Professionals and Best Minority Business Honoree by the Birmingham Business Journal, and Cox Media’s Best in Minority Business Winner.

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.



## **A full-service real estate brokerage**

ARC Realty is a full-service real estate brokerage specializing in residential and commercial sales, development, relocation and comprehensive move management. We offer advantages to our agents and their clients, who benefit when pursuing real estate opportunities from an informed decision-making process and data we gather from leading industry tools and technologies. More important than the real estate transactions we secure, we build and maintain strong relationships with our agents and clients by providing the highest levels of personalized service and counsel. We are committed to contributing to the communities in which our agents and clients live, and actively serve as engaged corporate citizens.

### **Our real estate services include:**

#### **Residential Sales**

Looking for houses for sale in Birmingham, Alabama and other cities such as Hoover, Mountain Brook, Homewood, and Vestavia? You've come to the right place. We work closely with our clients to connect motivated buyers and investors with homes, sellers and agents suited to their specific needs.

#### **Residential Development**

We partner with homebuilders to market and sell new construction and other residential assets.

#### **Relocation and Comprehensive Move Management**

Our team, including a Certified Relocation Professional (CRP), is trained to work closely with human resources to handle the needs of corporate transferees with issues including, but not limited to, area orientation and tours, comparable data to assist buyers and sellers, REALTOR® matches, travel assistance, broker price insight and inventory home management. Learn more about relocation services.

#### **Commercial Brokerage**

Our commercial brokerage services include, but are not limited to, the sales, leasing, landlord and tenant representation and real estate acquisitions of investment and owner-occupied properties. View commercial properties.

#### **Property Management**

Our team provides property management support to our clients, allowing owners to maintain flexibility and increase profitability by creating efficiencies and streamlining processes.

#### **Beach, Lake and Vacation Properties**

We connect buyers with second homes, sellers and agents specific to their needs in areas including South Walton, Scenic Highway 30A, Destin, Panama City Beach, Smith Lake and Lake Martin. We are partners with The Premier Property Group, the most sophisticated real estate firm in Northwest Florida, to coordinate opportunities for clients seeking second homes on the Gulf Coast.

# Scholarship Winners!

**Congratulations to our SHRM Montgomery chapter members on winning this session!**

**Kaila Matney - Exam Scholarship**

**Larissa Southey - Prep course scholarship**

## Local Community Volunteer Opportunity



Hope Inspired Ministries (HIM) serves low-skilled, poorly educated, and/or chronically unemployed men and women by preparing them to obtain and maintain employment. We do so in a manner that develops individual worth, encourages personal responsibility, and promotes the value ad honor of hard work. HIM provides over 300 hours of training in the areas of soft skills, character building, financial management, wellness, and computer skills during a 9-week course. Professional community volunteers, preferably with HR experience, serve as mock interviewers to assess a students' strengths and areas for improvement in the interview process. This experience allows the students to practice the skills they have learned in the classroom in a real world scenario and receive constructive feedback that they can apply on a real interview. If you are available to conduct mock interviews please contact Jo Ann Johnson at 334-649-4330 or [joann@hopeinspiredministries.com](mailto:joann@hopeinspiredministries.com).

**Date of mock interviews: November 14, 2019**

BECOME A  
VOLUNTEER!



**SHRM Montgomery *WANTS* you!**

2020 is just around the corner.

Individuals who love the community and seek the betterment of Human Resources in the Montgomery and surrounding area are encouraged to submit their name for consideration for the 2020 board year.

For more information about the Board positions, please contact us at [SHRMMontgomery0092@gmail.com](mailto:SHRMMontgomery0092@gmail.com) or contact one of our current board members. We would love the opportunity to collaborate with you.





## Cooperative Education

Cooperative education, or “co-op,” is a unique partnership among employers, students and the university that combines classroom studies with professional work experience. Co-op positions are typically paid experiences in which students work for a minimum of two semesters on either the alternating or parallel work schedule. Co-op positions must be directly related to a student’s major.

## Internships

An internship is generally a single semester work experience (paid or unpaid) that offers students an opportunity to engage in further career exploration. Internships for academic credit must be directly related to a student’s major.

## Job-Shadowing

In a job-shadowing situation, students observe professionals on the job, ask questions and gain a better understanding of a career. The intent of these informal relationships is to offer students a glimpse at a typical workday within a career.

## Mentoring

Mentoring serves to supplement student knowledge through one-on-one interactions with professionals in the field. Mentors are encouraged to advise, inform, clarify and empower students to achieve their educational and professional goals. Through mentoring, students gain firsthand knowledge of the trends, realities and expectations of their chosen career field.

To express an interest in one of the experiential opportunities, please complete the application request below. For more information contact the Office of Student Engagement and Success at 334-244-3398 or [BusinessSuccessCenter@aum.edu](mailto:BusinessSuccessCenter@aum.edu)<<mailto:BusinessSuccessCenter@aum.edu>>.

<https://www.jotform.com/OSES/positionapplication>

Auburn University currently has registration open for a SHRM-CP/SCP Exam Prep Course for fall 2019 located at AUM’s campus. Early bird registration ends 8/15/19!

**September 7, 14, 28 & October 5, 19, 26, 2019 • SHRM CP/SCP Exam Prep Course Fall 2019**  
**Saturdays • 9 am - 3 pm • 204 Clement Hall, AUM Campus • Montgomery, AL**

### Four Easy Ways to Register:

Call 334--844--5100

Fax 334--844--3101

**C190907**

Web [SHRM CP/SCP Exam Prep](#) to register on--line

Mail Office of Professional and Continuing Education  
301 O.D. Smith Hall, Auburn, AL 36849--5608

# New Program Announced by SHRM!

## Getting Talent Back to Work Better Workplaces Include Second Chances

Each year, nearly 700,000 men and women are released from prison and re-enter society. A year after release, 75 percent of them will remain unemployed.

Congress did its part to help them get back to work with the *FIRST STEP Act*. HR professionals are stepping up to do theirs.



### HR DOING ITS PART

SHRM, in partnership with Charles Koch Institute, launched the Getting Talent Back to Work initiative and toolkit.



### BUSINESS TAKING THE PLEDGE

SHRM is asking employers to commit to giving opportunities to qualified people who paid their debt to society.



### TOOLS TO ENCOURAGE EMPLOYMENT

SHRM created a toolkit to help HR pros get qualified talent back to work.



### EVERYBODY WINS

Employers gain valuable employees, deserving people turn their lives around and communities prosper.

### Good for the Economy

Nearly \$87 billion in GDP is lost each year by excluding formerly incarcerated people from the workforce.

### Good for Business

A majority of managers confirm that hiring the formerly incarcerated is cost effective – and 80% say they make valuable employees once hired.

### Good for Communities

Studies show the single most important predictor in recidivism is joblessness.

*People who have paid their debt to society, who want to work and who are qualified for the job should not be re-sentenced to joblessness.*

– Johnny C. Taylor, Jr., SHRM-SCP,  
President and CEO of SHRM



#WeAreWork

Take the pledge and learn more at [www.GettingTalentBackToWork.org](http://www.GettingTalentBackToWork.org).



# Strategy In the Sand

Business Strategy in Today's Job Market Makes the Difference!

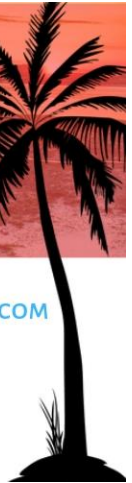
October 11, 2019 - Perdido Beach Resort



REGISTER NOW: [STRATEGYINTHESAND.COM](http://STRATEGYINTHESAND.COM)

EARLY BIRD RATE \$179 - EXPIRES JULY 31

REGULAR RATE \$199 - AUGUST 1 UNTIL



## 2019 Strategy In the Sand

# AGENDA

# AM

- 7:30 to 8:00** Registration
- 8:00 to 8:15** Welcome
- 8:15 to 10:15** Katie Boyd Britt & Jeremy Arthur  
*Alabama and the Southeast's Business & Workforce*
- 10:15 to 10:30** Networking Break
- 10:30 to 11:30** Delphine Carter  
*Strategic Hiring*
- 11:30 to 12:00** Lunch

# PM

- 12:00 to 1:00** Delphine Carter Continues
- 1:00 to 1:15** Networking Break
- 1:15 to 3:15** Pete Blank  
*The Disney Magic of Organizational Culture*
- 3:15 to 3:30** Conclude
- 3:45 to 5:00** Reception







# 2019 Strategy In the Sand

# **SPEAKERS**



## **Katie Britt**

**Business Council of Alabama, President & CEO**

and

## **Jeremy Arthur**

**Chamber of Commerce Association of Alabama, President & CEO**

*Alabama and the Southeast's Business & Workforce*

**Objectives:**

- Discuss current state of business & workforce in Alabama and the Southeast
- Share the Future of Alabama business
- Provide strategies for impacting challenges and opportunities that will arise in the current & future state



## **Delphine Carter**

**Boulo Solutions, Co-Founder**

*Strategic Hiring*

**Objectives:**

- Identify the problem you need to solve
- Establish a problem-solving practice
- Strategically hire to solve the problem



## **Pete Blank**

**Leadership Expert**

*The Disney Magic of Organizational Culture*

**Objectives:**

- Identify the power of organizational culture and its relationship to business success
- Discover how Disney uses organizational culture to positively impact its people, processes, and property
- Determine ways to implement these ideas in the workplace





# 2019 Strategy In the Sand **AGENDA**

## **ALSHRM 2019 Strategy in the Sand**

Perdido Beach Resort, Orange Beach,

AL

SHRM

SHRM-CP | SHRM-SCP

RECERTIFICATION

**PROVIDER**

2019

**SHRM Activity**

**6.00**

**PDCs**

This program is valid for 6.00 PDCs toward SHRM-CP and SHRM-SCP recertification.



**Approved for 6.00 Recertification Business Credit  
Hours**

The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval. This activity, ID No. 393940, has been approved for 6.00 Business recertification credit hours toward aPHR™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®). Please make note of the activity ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).



**Certificants with Recertification Questions?**

Refer them to the **“Recertification Counselor Hotline”**



**(703) 535-6360**

8:30 a.m. – 5:00 p.m. ET  
7:30 a.m. – 4:00 p.m. CT



# SHRM Foundation giveaway!



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.

## 2019 Montgomery SHRM Board Members

President	Dee Cook, SHRM-CP, PHR
President Elect	Paula Barlow, SHRM-CP, PHR
Membership	Andrea Jordan, SHRM-CP, PHR
Treasurer	Larissa Southey, SHRM-CP
Programs	Cierra Belser
Secretary	Tara Gibson, SHRM-CP, PHR
Webmaster	Tara McDowell
Newsletter	Thomas Anile, SHRM-CP
SHRM Foundation	Pam Chut, SHRM-SCP, SPHR
Certifications	Stephanie Fulmer, SHRM-CP, PHR
College Relations	Logan Dudley, SHRM-CP, aPHR
Workforce Readiness	Ken German, SHRM-SCP
Legislative	Carla Copeland, SHRM-CP, PHR