



HR CONNECTION

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

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June, 2023

THE PRESIDENT'S POST

ELEVATE HR: ACTIVATING THE SUPERHERO IN YOU



It's hard to believe that SHRM 2023 is finally here! In just a few days, I'll be joining nearly 20,000 HR colleagues and sharing the stage with none other than Janet Jackson (Just Kidding). You've likely heard about this for the past six months, so I'm sure you're just as eager as I am. Our upcoming July newsletter will be filled with takeaways and plenty of pictures to make you feel like you were there with me.

In other news, our 2023 board recently held our quarterly meeting and I'm thrilled to report on the progress our chapter has made this year. With all of our programming scheduled and plans in place for a festive Christmas social, we're poised for a fantastic remainder of the year. Be sure to mark your calendars and get ready for plenty of networking opportunities.

June also marks Pride Month, which is an important time for HR professionals to reflect on our efforts towards creating a more inclusive culture and hiring practices. As we celebrate the LGBTQ community this month, I challenge all of us to continue striving towards greater inclusivity and acceptance every day. all this month on my personal LinkedIn page I will be sharing 30 tips for creating a more inclusive workplace culture. Take this month to reflect and look for ways that you can adjust your infrastructure and hiring practices to ensure that your company is being an employer of choice for all. Find ways to celebrate throughout the month and create social media post that show that your company supports this initiative. If you are interested in resources or learning best practices, feel free to reach out to me or visit the SHRM website. There is a wealth of information available for those that are interested. As always, I would love the opportunity to help so please don't hesitate to email me.

Now that the school year has officially ended and summer break is upon us, I hope that you all take some time to enjoy the break and creates tons of memories with your families. Unfortunately I won't be able to attend this month's meeting but can't wait to report back in July.



SPONSOR

EXCELSIOR STAFFING
Platinum Level Sponsor

"Answering the call for diversity in the modern workforce."

ES EXCELSIOR STAFFING

A grid of 15 diverse individuals' portraits, with the Excelsior Staffing logo in the center.

Date: Thursday, June 15, 2023
Topic: Compliance
Speaker: Carla Cole Penton, Capell & Howard
Time: 11:30am – 1:00pm
Lunch Meeting

Location: Montgomery Country Club (MCC)
 3001 Narrow Lane Road
 Montgomery, AL 36106



MONTGOMERY COUNTRY CLUB



CONNECT WITH US

<https://www.facebook.com/shrmmontgomerychapter.chapter>

<http://linkedin.com/in/shrm-montgomery-51125a19>

Save the Date
 for the following topics:

July 20, 2023: TBA
 August 17, 2023: TBA
 September 21, 2023: Leadership and Employee Development

Post Card

SPEAKERS:

July: TBA
 August: TBA
 September: Dr. Khalilah Burton~Bishop State Community College

***Please go to <http://shrmmontgomery.shrm.org> and click the "Meeting and Events" tab to register.

We will be following all CDC and Social Distancing guidelines. There is no cost for All-Inclusive members. The cost for Basic members is \$20 and guest fee is \$35.

Reservations must be made by 12:00pm on Friday, June 9, 2023 by logging into your account on the SHRM Montgomery website. **The number of attendees determines if we will have a buffet or plated meal, so please be mindful of the deadline.** ALL SHRM Montgomery members, guests, and students who register for a meeting/lunch and does not attend/cancel will be subject to a cancellation fee as the Chapter is responsible for the cost of reserved meals. Cancellations should be emailed to SHRMMontgomery0092@gmail.com by 12:00pm on Friday, June 9, 2023.



THE ADVISOR



Carla Cole Penton

Carla has been practicing law for almost 28 years – all of that time in Montgomery. She has been with the law firm of Capell & Howard, PC since May 2015. Prior to that time, Carla practiced with another local law firm.

Carla is originally from Eufaula. She graduated with high honors from The University of Alabama where she majored in Accounting and graduated with honors from The University of Alabama School of Law where she was a member of the *Alabama Law Review* and the Moot Court Team.

Carla concentrates her practice in the area of employment law. She assists employers with daily personnel issues, including the hiring, discipline, and termination of employees and the development and implementation of employee policies and handbooks. Carla represents clients in cases filed in federal and state courts and in proceedings before various state administrative agencies, and she is experienced in defending charges of discrimination filed with the EEOC.

Carla frequently speaks to employers and other groups on various employment law matters.



Tara McDowell

How did you end up in HR?

I actually wanted to be a psychologist, but quickly learned I would need a Master's degree which was a hard no early on in my college career. Consequently, HR seemed like the next best thing. After graduating with my degree in HR and being mentored by some of the finest at my organization, I was afforded the opportunity to lead the HR department. And, I should mention, I have no regrets about my career choice even though I did in fact go to graduate school and obtained an MBA. I truly believe I am living the dream, doing my dream job.

What drives you to work so hard in the HR Field?

I am driven by a passion for helping people, a desire to ensure that the workplace is fair and equitable, a commitment to building strong teams and promoting employee engagement, and a fascination with the ever-evolving landscape of HR practices and technologies.

Tell us about yourself

I work at MAX Credit Union and have done so for 27 years! I married my husband in Vegas...on purpose. We have 2 daughters; one is a sophomore in college and the other is a senior in high school. I have a competitive spirit and love being outdoors. I enjoy spending time with my pups, riding ATVs, and traveling with my family.

Why are you a member of SHRM?

I am a member of SHRM Montgomery because it provides a great opportunity for networking with fellow HR professionals and accessing a wealth of resources that help me stay up-to-date on the latest trends and best practices. Overall, it's an investment in myself and my career.



Tiffany Andrews
Ansely Childs
Larissa Klavins
Chintira Reese
Juvy Thomasson

THE FORUM

For **HOT TOPICS**, please visit the “BLOG” section of our website. This is a place where you can ask questions and get feedback from our members about hot topics, situations, and/or problems you are experiencing.

HR PROFESSIONALS

Check out the latest edition of the HR Professionals Magazine on our website by following the link below:

<https://shrmmontgomery.shrm.org/news>



“The best way for me to give power to other people...is to allow creativity and freedom to explore new ideas and ways of thinking.”

~Jill Cleveland

SHRM-GRAPEVINE: RECRUIT NEW MEMBERS

Encourage current and future HR professionals to join our Chapter. SHRM Montgomery offers opportunities to meet their peers, to exchange ideas and discuss problems through monthly meetings, occasional seminars, legal updates and website information.

We welcome them to use our site as a resource and encourage them to check back frequently for updated information. We also encourage their involvement and suggestions about all of our activities and events.

We look forward to seeing them at an upcoming meeting or event.

For more information, or to enlighten us in the following areas with your thoughts and recommendation(s); please contact...

Quote/Pun Intended/Newsletter Ideas: **Tawanna Bedgood** at tawanna.bedgood@abc.alabama.gov

Workforce Readiness: **Robin Ricks** at robin@manufacturealabama.org

Speaker(s): **Janet Chappell** at janetchappell@live.com

Sponsorship(s): **Janet Chappell** at janetchappell@live.com **OR**
Cierra Belser at careercoachalabama@gmail.com

ANDREA'S ANNOUNCEMENTS



MEMBERSHIP MESSAGE:

✚ Can you believe that 2023 is already almost half- way through the year? It seems to go so fast. If you have not registered for 2023, you can register for the half year membership. The registration fee is \$85 for national members and \$95 for non-national members. You'd be able to start attending meetings in July. To register please log into shrmmontgomery.shrm.org and navigate to the home page. Click [here](#) to join. You can also print an invoice from this page as well.

✚ Effective May 2023, a monthly meeting lunch fee will be required if 2023 membership dues have not been paid.

MAKING WAVES



SUSAN STORY

NEW MEMBER ENGAGEMENT:

**MID-YEAR MEMBERSHIP DRIVE
July to September**

PUT SOME  IN YOUR POCKET!



Your name will be entered into a drawing for \$150 for every new or reactivated member who joins SHRM Montgomery.

(Referring member's name must be listed on the new membership application for credit)

**The more people you refer that join,
the higher your chances of winning!**

Drawing to take place at the October meeting!

Hello SHRM Montgomery Members,

I am Robin Ricks, and I serve as your workforce readiness representative on the SHRM Montgomery Board.

I understand that there are a multitude of organizations that support workforce development and workforce readiness in our area, and through this area of our newsletter we hope to simplify finding and accessing some of those resources.

Here you will see pictured a menu of programs that you can access at little to no cost to your organization. In this issue, I would like to introduce you to Central AlabamaWorks! The team at Central AlabamaWorks! are here to support workforce efforts of business and industry in the 13 counties that make up central Alabama, including Montgomery.

We will return with additional information in future monthly issues, and please feel free to reach out to me if you have questions in the meantime.

Wishing you a Happy and Fully Staffed Year!

Robin Ricks

robin@manufacturealabama.org

Workforce Menu

Train your Own

NEW EMPLOYEES

- Work Based Learning
- On the Job Training
- Alabama Workforce Stabilization Program

EXISTING EMPLOYEES

- Leadership Training
- Alabama Workforce Stabilization Program
- Existing Industry Training Program
- Incumbent Worker Training Program

Grow your Own

COMMUNITY COLLEGES

- FAME (Federation for Advanced Manufacturing Education)
- Apprenticeship
- Work Based Learning
- Ready To Work
- Adult Education

K-12

- Career Discovery
- Career Tech Programs
- Tours (virtual/in-person)
- Work Based Learning
- Mock Interviews
- Ready To Work
- Signing Days

CENTRAL ALABAMA WORKS!

A la carte

For more information, contact Gindi Prutzman.
gprutzman@centralalabamaworks.com / 334-300-8592

A photograph of an audience at a conference, with several people in the foreground looking towards the right. Overlaid on the left side of the image is promotional text for the SHRM Annual Conference & Expo 2023.

drive
change

SHRM ANNUAL CONFERENCE & EXPO
LAS VEGAS & VIRTUAL | JUNE 11-14, 2023

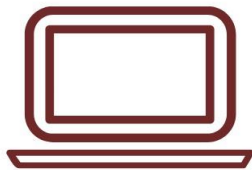
Register at [SHRM Annual Conference & Expo 2023](#)

75TH ANNIVERSARY
SHRM
BETTER WORKPLACES
BETTER WORLD™

We would like to express our appreciation to our outstanding sponsor(s) for the immeasurable display of generosity towards us. It is our hope that this partnership progresses to even greater endeavors.

BECOME A SPONSOR! GET YOUR BUSINESS AND SERVICES NOTICED!

SHRM MONTGOMERY



WHY SHOULD I BE A SHRM MONTGOMERY SPONSOR?

SHRM Montgomery's Mission is to provide networking opportunities, foster closer cooperation, and facilitate the exchange of information and ideas between human resource(HR) professionals. This means that as a sponsor, your business will have the opportunity to promote and share your product with over 100 HR professionals and partners across the River Region. Our Platinum, Gold and Silver sponsorships give you the opportunity to connect with the areas top decision makers.

BRANDING

Your business will be branded on social media and highlighted on chapter literature and communication as well as our website to maximize exposure to our members.

MARKETING

Marketing your business has become a challenge during the pandemic. Partnering with SHRM Montgomery will allow you maximum visibility with our members

PUBLIC RELATIONS

Getting in front of top decision makers is difficult these days. Our sponsorship levels allow you to maximize your exposure to the companies that directly seek your products and services to help them run efficiently.

2023 BOARD MEMBERS



President - Cierra Belser



Treasurer - Barbara Alexander



Membership - Andrea Jordan, SHRM-CP, PHR



Programs Chair - Janet Chappell



Webmaster - Tara McDowell



Newsletter - Tawanna Bedgood



Secretary Co-Chair - Tara Gibson, SHRM-CP, PHR



New Member Engagement - Susan Story, SHRM-SCP



Governmental Affairs/Legislative - Mike Polis



SHRM Foundation - Stefanie Player



Certifications - Thomas Anile, SHRM-SCP



Workforce Readiness - Robin Ricks



College Relations - Jonelle McCollough