

# SHRM

## Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

### General Membership Meeting

**Date:** Thursday, March 12<sup>th</sup>, 2020  
**Topic:** **Love Languages for Employees**

**Speaker:** **Andrea Lewis**  
Human Capital Services, LLC

**Sponsor:** **Pack Health**

**Time:** Lunch Meeting  
11:30 AM

**Location:** Capital City Club  
201 Monroe Street #2100  
Montgomery, AL 36104  
Parking Deck Code: 698648

**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 should be sent to [shrmmontgomery0092@gmail.com](mailto:shrmmontgomery0092@gmail.com) at a minimum of 1 business day before the scheduled meeting. If you send notification within the cancellation time, we will apply the money to your next meeting; otherwise, you will lose your payment (it will be applied to the food that was ordered).

Basic Members (excluding all-inclusive members) - \$15

Guests - \$20



#### Please Welcome New Members:

- Darrell Nelson

#### Upcoming Meeting:

- 4/16/2020 – HR Recruitment Strategy
- 5/5/2020 – Labor and Employment Law Seminar



# Speaker's Biography



## **Andrea Lewis** CEO & Sr. Consultant Human Capital Services, LLC

Ready-Set-Engage! Is the best way to introduce Andrea and the passion for the work she does with her clients.

Andrea Lewis, PHR is founder and CEO of the Human Capital Services (HCSLLC) firm based in Birmingham, AL. Andrea is an award winning and Certified Human Resources professional with 15+ years' experience in progressively responsible strategic leadership role. Her business experience spans diverse cross-functional skills including human resources, operations and customer service, marketing, and training.

Andrea's firm conducts HR assessments to help organizations with improved effectiveness. She also provides Human Resource strategic consulting solutions including training and development, business planning & strategy development to Business Owners.

Andrea has previously served as President, Birmingham Society for Human Resources (BSHRM), Advisory Council member for BSHRM and Board member for the Alabama SHRM Council. She was also the recipient of the Birmingham Business Journal's HR Executive of the Year which is awarded based upon a selection process among her peers and that of the judging panel.



# PACK HEALTH<sup>®</sup>

## More Than A Health Coach

**What if you had someone paying attention to your goals, texting you right when you needed a reminder, and finding new ways to make healthy living easier and more enjoyable for you?**

### You Set the Goal, We'll Help You Get There



#### Finding Your Motivation

Where do you want to be in 3 months? Your Health Advisor will help bring this goal into focus so you can achieve it.



#### Set Weekly Tiny Steps

Your Health Advisor will help you set and stick to weekly goals through calls, texts, and emails, based on communication preference.



#### A Network of Resources

From free consultation with our on-staff dietitians to drug discount cards, we get you what you need to succeed.

## We Hear You

There's no problem too big or small to share with your Health Advisor.

## We Help You

Your Health Advisor will share information and resources for your specific needs.

## We're on Your Team

Your Health Advisor will cheer you on and hold you accountable.

# Legislative Update from Carla Copeland, SHRM

## Montgomery Board Member



Attending the ALSHRM Legislative Symposium, I had the opportunity to meet some of our representatives and SHRM advocates. One piece of information that stood out is SHRM’s Chief of Staff, Emily Dickens’ discussion about, “Policy, not Politics”. She stated SHRM’s focus is only on employment-related policy. By SHRM focusing on policy, not politics, they’re able to concentrate on the important factors of employment policies, reaching all parties in a civil discussion.

I encourage you to join the SHRM’s A-Team. Download the SHRM A-Team app to receive the latest political information, notifications about policies and how to reach your representative.



# Upcoming Events

A promotional poster for a seminar. The background features a colorful, striped Mexican serape and a woven straw hat. The text is centered in a white box with a decorative border.

CAPELL & HOWARD P.C.  
ATTORNEYS AT LAW

SEMINAR ON CINCO  
**SAVE THE DATE!**

Capell & Howard P.C. and SHRM Montgomery present the  
**2020 Labor & Employment Law Seminar**  
Tuesday, May 5, 2020 | Auburn University Montgomery

*Registration opens soon!*

**Free Webinar on 3 Steps Women Leaders Take to Overcome  
Fears and Stand Strong**

**Time and Date: 11:00am March 24<sup>th</sup>, 2020**

**Register at**

**[https://zoom.us/webinar/register/4615834284635/WN\\_k43G3R8ITnG2PSmz2Bx4jw](https://zoom.us/webinar/register/4615834284635/WN_k43G3R8ITnG2PSmz2Bx4jw)**



**#ALSHRM20**

The 2 Day Conference Provides:

- Relevant Content for Today's HR Needs
- Vendor Solutions
- Fun & Engaging Networking Opportunities

*Content is being submitted for 12.5 recertification credits for SHRM & HRCI*

Your SHRM Montgomery Board will be drawing for a free registration for the ALSHRM 2020 State Conference to be held on May 11-12, 2020 in Birmingham, Alabama. If you are a SHRM Montgomery member (in good standing) that is interested in attending the ALSHRM State conference, you should bring your business card to the March meeting to be entered into the drawing. You must be present to win. This is for conference registration only.

**Register here:** <https://www.eventbrite.com/e/2020-alshrm-state-conference-exposition-registration-84602886511>



## **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>

# SHRM Program

## 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).





## SHRM Recertification Counselor Hotline

**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.

## 2020 SHRM Montgomery Board Members

### Board Members:

President	Paula Barlow, SHRM-CP, PHR
Past President	Dee Cook, SHRM-CP, PHR
Treasurer	Larissa Southey, SHRM-CP
Membership Programs	Andrea Jordan, SHRM-CP, PHR
Webmaster	Cierra Belser
Newsletter	Tara McDowell
Secretary	Thomas Anile, SHRM-CP
	Tara Gibson, SHRM-CP, PHR

### Core Leadership Areas:

Governmental Affairs	Carla Copeland, SHRM-CP, PHR
SHRM Foundation	Fereisie King, PHR
Certifications	Stephanie Fulmer, SHRM-CP, PHR
Workforce Readiness	Robin Ricks
College Relations	Logan Dudley, SHRM-CP, PHR

**\*Reminder\***

**Don't forget to renew your SHRM Montgomery membership at**

<https://shrmontgomery.shrm.org/membership-dues-and-payment-options>