

November 2019

SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, November 21st, 2019
Topic: **Time Management and Productivity: Do We Need a Wake-Up Call**

Speaker: **Sharon Lavoy**
Lovoy's Team Works, Inc.

Sponsor: **ARC Realty**

Time: Lunch Meeting
11:30 AM

Location: Capital City Club
201 Monroe Street #2100
Montgomery, AL 36104
Parking Deck Code: 467786



PLEASE WELCOME NEW MEMBERS:

- Ayo Atane
- Lindsey Grimes
- Naomi Grissett
- Ashley Janes
- Quarteshia Streeter

★ 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 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

Speaker's Biography

Sharon W. Lovoy

Owner

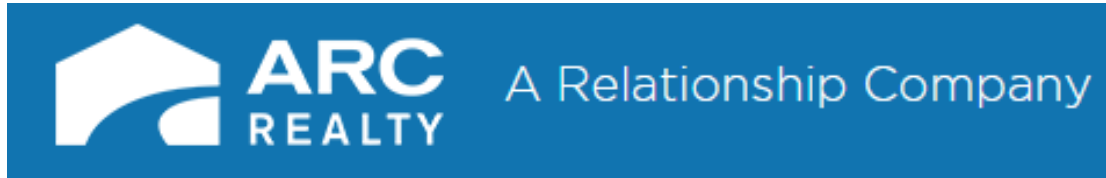
Lovoy's Team Works, Inc.



Sharon W. Lovoy, SPHR, owner of Lovoy's Team Works, Inc., is a training facilitator, executive coach, keynote speaker and intervention specialist in high stakes organizational challenges. She has had the privilege of working with over 300 clients in the US and Canada as well as being a faculty member for the University of Alabama, for the College of Continuing Studies. She won an award for the Outstanding Faculty Member of the Year. She has worked with organizations such as Mercedes Benz USI, UAB Health Systems, Energen, Southern Company, and various state and city governments. Her work includes training, executive coaching, consulting for special projects and facilitating dialogue about difficult topics that are challenging growth and progress. Efforts focus on studying positive deviants in other organizations and learning from their successes rather than staying stuck and feeling the need to invent new solutions or engage in "heroic leadership."

She is the pro bono trainer for Sozo Children International based in Birmingham, AL. This organization's mission is to release Ugandan children from imprisonment in orphanages that thrive on child labor, to building group homes headed by Ugandan parents in a healthy community established by the organization.

Sharon is a certified Master Trainer in Crucial Conversations™, Crucial Accountability™ and Influencer™. A lifelong learner, she seeks out non-traditional forms of continuing education for herself such as Dialogue training from Dialogos; mediation training from CDR and Harvard; Authentic Leadership from JFK School of Management, Harvard; Emotional Intelligence, Corporate Coaching, Daring Leadership, Living Brave and Leaders Rising.



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.



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>>.

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

***** Upcoming 3-Day SHRM Test Prep Bootcamp*****

January 27th – 29th, 2020 at the AUM Center for Lifelong Learning, room 219

The cost would be \$1034 with SHRM member discount & early bird fee.

Register online: <https://www.auburn.edu/outreach/opce/shrm/shrm.htm#RegisterNow>

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.



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



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

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