

SHRM

Montgomery

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Thursday, September 19th, 2019
Topic: **Understanding the Value of a Solid Human Capital Strategy**

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

Sponsor: **Paycor**

Time: Lunch Meeting
11:30 AM

Location: Capital City Club
201 Monroe Street #2100
Montgomery, AL 36104
Parking Deck Code: 263778



PLEASE WELCOME NEW MEMBERS:

- Mallory Earby
- Sara Kiser

SAVE THE DATE

Upcoming Meetings/Events for 2019:

- October 11th - Strategy in the Sand
- October 24th - SHRM Social Networking Event

★ 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

Andrea Lewis CEO **Human Capital Services, LLC**



Andrea Lewis, PHR is founder and CEO of the Human Capital Services (HCSLLC) firm based in Birmingham, AL. HCSLLC is a certified Minority Business Executive firm (MBE) through the Southern Region Minority Supplier Development Council. A Certified Human Resources professional with 15+ years' experience in progressively responsible strategic leadership roles, her business experience spans diverse cross-functional skills including human resources, operations and customer service, marketing, and training. Her professional background is in the corporate arena, serving in various senior key management positions including telecommunications, utility and travel for organizations such as AT&T, Jones Intercable, Southern Company and ADTRAV. Highly skilled in talent placement, program development as well as people development, Andrea has been responsible for developing Leadership Development programs for departments within the corporation which resulted in effective succession planning and placement of leaders for the overall success of the business. In addition to the work listed above, Andrea's firm also 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, and serves as a Personal and Executive Coach and provides career-planning tools for professionals. 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.



Our Story

In 1990, founder and CEO Bob Coughlin saw an opportunity to provide a new level of personal, proactive customer service to small and medium-sized organizations in need of HR & Payroll technology. Today, we partner with more than 30,000 organizations in all 50 states, and that number keeps growing because we have never lost sight of Bob's original vision.

Our Guiding Principles

Take care of the client first

When you put the client's needs first, everything else falls into place.

Do the right thing

Sadly, in today's business world, this doesn't go without saying, so we say it. And we mean it.

Take care of each other

Most people spend a third of their life working. We want that time to be filled with meaningful, healthy relationships.

Get the job done

We never leave for tomorrow what can be done today.

Foster teamwork

We believe in everyone's individual talent. But to win a championship, you need a team.

Respect diversity

To stay innovative, forward-thinking and ahead of the curve for our clients, diversity is a must, not a nice to have.

Improve personally and professionally

We do not believe in the status quo. Every person has room to grow.

Attack each day with enthusiasm

We believe the secret to success is actually pretty simple: make every day count.

Have fun along the way.

Remember what we said about spending at least a third of your life at work? Well then, by all means, let's make it a fun

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 and 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 student's 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.

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 or contact one of our current board members. We would love the opportunity to collaborate with you.



SHRM Montgomery Letter from the Board



As of September 1st, a change has been made in the membership meeting signup process. A basic member and/or a guest will be prompted to pay for their meal when registering for the meeting. The registration will not be complete until payment is made. Cancellations should be sent to shrmontgomery0092@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). This will eliminate no shows with no payment. The SHRM Montgomery Board wants to be the best stewards of your time and the money that this chapter has.

Thank you for entrusting us as your Board.

October Networking Social



Riverwalk Stadium

Thursday, October 24, 2019

5:00 pm—7:00 pm

No cost for local members and HR guest but
all please register @

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





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/OSSES/positionapplication>

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.



Strategy In the Sand

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

October 11, 2019 - Perdido Beach Resort



REGISTER NOW: STRATEGYINTHESAND.COM

EARLY BIRD RATE \$179 - EXPIRES JULY 31

REGULAR RATE \$199 - AUGUST 1 UNTIL



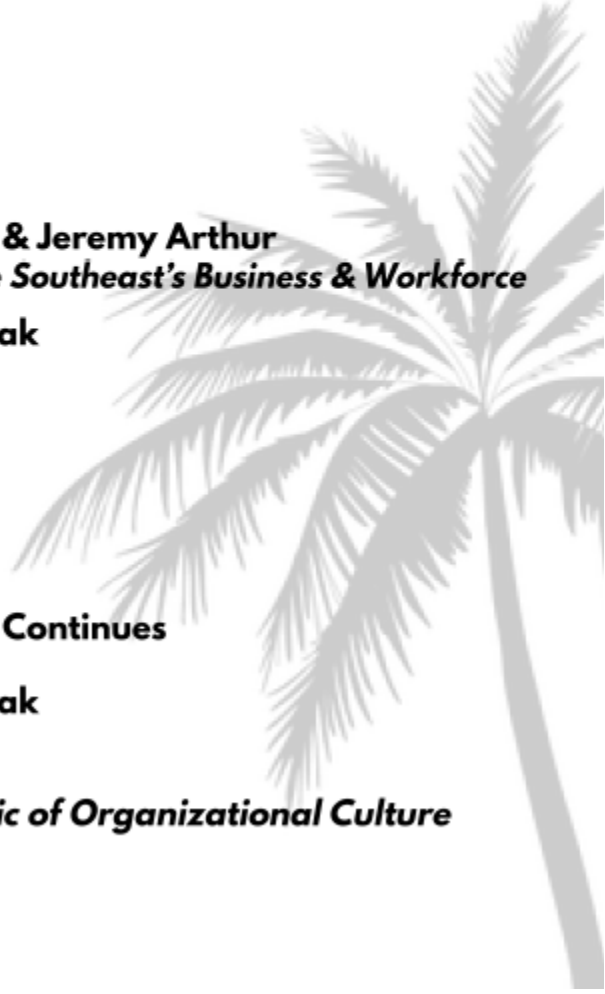
2019 Strategy In the Sand **AGENDA**

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.



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