



SEPTEMBER 2015



SHRM *Montgomery*

ADVANCING THE PROFESSION AND SERVING THE PROFESSIONAL

General Membership Meeting

Date: Wednesday, September 30th, 2015

Topic: Employee Handbooks

Speaker: Carla Gilmore
Capell & Howard

Sponsor: Raymond James

Time: Luncheon Meeting
11:30am – 1:00pm

Location: Capital City Club
201 Monroe Street #2100
Montgomery, AL 36104

Registration Deadline: Monday, September 28th, 2015

NOTE: All registrations should be submitted 2 business days prior to the meeting.

Meeting Guidelines Checklist:

- Please go to <http://shrmontgomery.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



Please welcome new members:

Shantay Bolton
Ashley Brown
Janet Chappell
Virginia Lee
Cassandra Stallworth
Celeste Talley



Sponsor Spotlight

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Spotlight from the president

How Your Company Can Plan for a Surge of Boomer Retirements

By Mike Polis



Thirty million people will turn 65 this decade, if born between 1946 and 1964. I am one, and proud to be part of this iconic generation, known as a baby boomer. Research shows that companies are largely unprepared for the inevitable brain drain that will occur as boomers, who are now between the ages of 50 and 68, leave the workforce. Companies aren't ready for the exodus, particularly small to midsize companies that don't have astute human resource departments.

Currently, the corporation I work for is made up of thirteen-hundred employees within thirteen business units. One of these business units is comprised of three - hundred employees, 65 percent of this particular workforce were born between 1946 and 1964. The realization is sobering, members of my generation won't work forever.

In 2012 a [Strategic Workforce Planning survey](#) conducted by the Society for Human Resource Management and AARP found that:

- 72 percent of the poll's 430 responding human professionals described the loss of talented older workers to be "a problem" or "a potential problem" for their organizations.
- 71 percent had not conducted a strategic workforce planning assessment to analyze the impact of workers age 50 and older who will leave their organizations.
- 60 percent had not even identified their company's workforce needs over the next five years.

Companies of all sizes are going to be impacted, so how do we plan for this impending exit of seasoned, and talented people?

1. Examine and identify existing skills and knowledge within your organization. Once you know who has what skills, you can create a strategy to develop talent from within and transfer knowledge from senior leaders before they trade the office for the golf course.
2. Develop a company "college." In our office we've established for each major business unit a "material parts college", where senior people, who are subject -matter experts, take on the role of teacher. We found younger employees like learning in a 'college' setting, and experienced employees are proud to share stories of their success.
3. Start a 6 month mentorship program. Employees learn most through live work situations. Mentorships can accelerate the transfer of knowledge and development of the next generation X, Y, or Millennial employee. Personally, I was fortunate to have a Socrates like mentor when I began my career in Human Resources. I often recall his sage advice, *'Be the expert, be productive, be innovative, and be polite'*.

It's never too late to incorporate these practices into an overall company or corporate succession plan, as an HR leader your vision should be to inspire others to take action and plan their future career.

Have Fun!

Mike

**Annual Human Resources and
Management Team Workshop
Presented by
Cullman Area Society For Human Resource Management
(CSHRM)**

**October 14, 2015 @
Wallace State Community College School of Nursing Building
801 Main Street NW Hanceville AL 35077
From 8:30am – 3:30pm**

****5 General Credit Hours for HRCI
5 PDC's for SHRM-CP/SCP



To register online go to <http://cshrm.shrm.org>. For more information about the workshop and sponsorships opportunities call Jennifer at 256-636-2006.

****Approval Pending**

September SHRM National Membership Promotion

September SHRM Membership Tote Bag Promotion gives all first-time members joining through the [online membership application](#) a free SHRM tote bag and \$15 savings by using promotion code 0118.




Are you eligible for SHRM's new certification—at no cost?

If you're not SHRM-certified, but have a valid HR generalist certification (including: PHR, SPHR, GPHR, HRBP, HRMP, IPMA-CP) which you obtained by January 31, 2015, you are eligible for SHRM's new certification—at no cost to you—by completing the Online Tutorial Pathway before December 31, 2015. Visit www.shrmcertification.org/pathway to start this process, or e-mail shrmcertification@shrm.org for more information.

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.

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