



Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

April 2024

VSHRM REVIEW



WHO WE ARE

VSHRM is an affiliate of the [Society for Human Resource Management](#) and an organization dedicated to helping professionals with human resource functions in the [Great Lakes Bay Region](#). Our intent is to provide our members with an educational forum, and an opportunity to network and enhance their volunteer skills.

UPCOMING EVENT

April Luncheon

Tuesday, April 9, 2024

11:20 AM - 1:15 PM

Networking: 11:20 - 11:40 a.m.

Lunch: 11:30 a.m. - Noon

Program: Noon - 1:00 p.m.

Closing: 1:00 - 1:15 p.m.

Horizons Conference Center

6200 State Street
Saginaw, MI 48603

Emotional Intelligence - The Key to Successful Leadership

Cathy Mott, MCC, ISEI

Executive Coach/Author/Consultant/Trainer, CWC Leadership Development

During this presentation, participants will learn:

- Understanding the 4 Quadrants of Emotional Intelligence
- Leading Self with Emotional Intelligence
- Leading Others with Emotional Intelligence

Cathy Mott is an Author, Executive Coach, Keynote Speaker, facilitator, and trainer who has had the pleasure of working closely with senior leaders for more than 25 years. She is very insightful and has a great talent for helping others discover their natural gifts and talents, which often results in authentic leadership and resilience. Cathy has used her expertise to help change cultures within organizations and inspire leaders to reach new heights of performance and passion. As a certified Social & Emotional Intelligence Coach, Cathy has distinguished herself by her ability to create a place of safety for her readers and clients to explore and define their identity as a leader as they walk through the four quadrants of Emotional Intelligence. She currently serves as an ICF Coaching Education Global Community Ambassador - NALAC North American Latin Asia & Caribbean. Cathy has coached hundreds of executives (C-Suite) and has trained thousands on a national and international level with consistent passion and enthusiasm.

Cathy is authentically living a life of purpose, helping others discover and step into their greatness through leadership coaching. Whether serving as Executive Coach, Trainer, Speaker or Business Consultant, Cathy's ultimate passion is found in creating the space for her clients to come face-to-face with themselves and empowering them to create a life of joy and authenticity.

Fast Pass Participant Reminder

Please complete the registration if you are attending the meeting.

Please note – registrations received after Thursday, April 4th, will be subject to an additional \$10 late fee.

The virtual version of this meeting will go live no later than 11:45 a.m.

The virtual meeting link will be sent to participants via email on Tuesday morning.

[Register Here](#)



MESSAGE FROM THE PRESIDENT Ricardo Resio, SHRM-SCP, SPHR

Spring is finally here, bringing with it a basket full of opportunities for growth and connection! As we embrace the season of blooming flowers and colorful eggs, let's dive first into the world of emotional intelligence with Cathy Mott. Get ready to hop into action as we explore the four

quadrants of emotional intelligence and learn to lead with heart and humor. Just like the Easter bunny spreads joy with every gift, let's spread positivity and understanding throughout our workplace, nurturing a culture of empathy and resilience.

Next, be sure to mark your calendars for the HR Legal & Employment Update on May 7, 2024. It's not just any seminar; it's an egg-citing opportunity to stay up-to-date with the latest legal insights while supporting a great cause with the SHRM Foundation. It's a week early due to schedule conflicts at Soaring Eagle. Registration is now open. Interested in being a sponsor? Please complete the sponsorship form (you can find it [HERE](#)) to decide which sponsorship level is best for your organization and Alan Osburn will work with you to get it arranged.

Finally, in partnership with Our Community Listens, VSHRM is happy to bring to you a three-day training session at no cost to you, our valued member. Hop on board to learn more about better communication skills. This training promises to unlock the secrets of effective listening and clear expression. It's an Easter egg hunt of discovery and connection!

This Spring, be ready to learn, grow, and celebrate together as this season promises to bring a lot of laughter and learning, and plenty of growth.



at the Bay Area Business & Education Partnership

on **Friday, April 19th** at the Bay City Western High School. You would be conducting mock interviews with high school students.

The proposed times available are:

- All day: 8:30 a.m. - 2:00 p.m.
- Session I: 8:30 a.m. - 10:34 a.m.
- Session II: 11:04 a.m. - 2:00 p.m.

Lunch will be provided for all volunteers from 10:34 a.m. - 11:04 a.m. If you have any questions or would like to sign up to volunteer, you may contact Jodi Lamont at the Bay Area Chamber of Commerce by emailing jodi@baycityarea.com or by calling (989) 893-4567.



SAVE THE DATE

for the annual HR Legal & Employment Update

May 7, 2024

*(Note the date change - this is the **FIRST** Tuesday in May)*

**Soaring Eagle Conference Center
Mt. Pleasant**

Click **HERE** for meeting and registration information!

Sponsorship opportunities are available! You can find the sponsorship form at
<https://vshrm.shrm.org/half-day-seminar-sponsor-form>.

Silent  Auction

VSHRM is seeking organizational donations for our annual silent auction to be held on May 7, 2024. Proceeds will support the SHRM Foundation and VSHRM funded scholarships.

Please contact Julie Bellamy at julie@sequellehrsuite.com for more information.

Our Community **LISTENS**

a foundational course from the Chapman Foundation for Caring Communities

MORLEY/VSHRM MAY 21-23, 2024

4075 Bay Road, Saginaw, MI | All classes are 8:30 - 4:30 EDT

This is a dedicated class for Morley and VSHRM Only.

"I found Our Community Listens to be super impactful to the point that we have had our entire Pitkin County Human Resources team go through the training and we've referenced back to those skills a lot."

-Jeff Hembury | Human Resources Manager | Pitkin County, CO

What will you do in this course?

- ◆ Examine your **behavioral tendencies** and learn how to better communicate with others
- ◆ Explore how the communication cycle forms the foundation of your **interpersonal communication**
- ◆ Learn how to listen to **connect with others**
- ◆ Appreciate the impact your **nonverbal behavior** has on your verbal communication
- ◆ Develop an effective way to handle **confrontation**
- ◆ See and **celebrate** the good in others



SCAN or CLICK
to register now!

The **highly-acclaimed** three-day course designed to help you learn how to **listen effectively**, express yourself **clearly**, and build **better relationships**.

 Chapman Foundation for
CARING COMMUNITIES
ChapmanCommunities.org



As announced at the March meeting, this event is open to VSHRM members.

We received an update this week!! Companies may enroll up to **TWO** attendees. Seating is limited, so be sure to register a.s.a.p.!!!

Note, there is NO CHARGE for this event!!



TO OUR NEWEST MEMBERS!!

John Kantos - *Michigan Planners, Inc.*
Cassandra Honsinger - *Frankenmuth Insurance*
Denise Robertson - *STT Security Services*
Chrystal Rapp - *MyMichigan Health*

Monthly Gift Card Winner!!

The winner of the gift card drawing is

Vicky Berreles

*All meeting attendees who respond to the survey
and provide their name at the end are eligible for the drawing.*



Did you know... you can post any HR-related job openings on the VSHRM website ([click here](#)) *free of charge*! With a membership base covering the entire Great Lakes Bay Region and beyond, you can cast your net to a larger talent pool. It is a great **FREE** way to find the right HR professional you have been looking for.

Are you currently seeking your next HR opportunity? There are currently two manager level positions posted on the website. Be sure to check them out at <https://vshrm.shrm.org/job-postings>.

Email your job posting to:
tomb@outdooradventuresinc.com



ASK THE LAWYER

Submitted by Joshua J. Leadford
VSHRM Board of Directors
Diversity & Legislative Chair

Jackie Chan is an Asian-American martial arts master and an aggressive civil rights attorney. He brings his kung fu attitude with him to the courtroom and workplace. After decades of private practice, Chan decided to move into the non-profit sector and is now a trial attorney for a national civil rights organization. The organization represents individuals of all races, sexes, and orientations. Its mission is to eradicate discrimination of any kind.

After a few years of practice with the organization, Chan has become disillusioned with its leaders. He considered his boss, the big boss, and the bigger big boss to be absolute charlatans. Chan has become vocal in his protestations and has faced much criticism from leadership as a result. Chan does not remain silent during these interactions. He has told the leadership that he will not be “beaten” into submission. He has said he is “afraid” to be honest in his discussions, for fear management will act in retaliatory ways or engage in sabotage. He has admonished management for engaging with employees in a “chastising” manner.

The boss, big boss, and bigger big boss ignored Chan’s communications. However, the focus changed after Chan wrote on social media that he was “physically repulsed” working with such “incompetent/abusive bosses.” Now, Chan’s bosses, all of whom happened to be African American, described Chan’s statements as racist. According to one, Chan’s earlier reference to being “afraid” of the manager was charged with racial animus and hostility, and Chan’s reference to not being “beaten” into submission was akin to a reference to slavery.

The organization found that Chan’s statements, notwithstanding the existence of any express or objective racial overtone, constituted race-based harassment. The organization relied on the three bosses’ statements of their subjective feelings about Chan’s prior comments to make this finding. The organization fired Chan for violating its racial harassment policy.

Not surprisingly, Chan did not tuck his tail or remain silent. Chan filed an unfair labor practice before the National Labor Relations Board. According to Chan, his comments all concerned working conditions, and he alleged that he was fired in retaliation for engaging in Section 7 protected activity.

Who is right? Is Chan a racist who deserved to be fired? Or did the organization violate Chan’s rights under the National Labor Relations Act?

Time will tell. The above fact-pattern is based on a complaint the NLRB filed against the ACLU which makes similar allegations of retaliatory discharge. A trial was recently completed before an administrative law judge, who will issue a decision, which could be reviewed by the NLRB and the courts. However, based on the NLRB’s expanded view of protected concerted activity and the high threshold necessary for such activity to otherwise lose protection under the NLRA, my money is not on the ACLU prevailing. Not to mention the ACLU’s evidence of racial harassment appears highly suspect and objectively inadequate to support a credible finding of a violation of its harassment policy.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP

VSHRM Board of Directors, Treasurer

Income/Expense by Category

8/1/2023 through 3/14/2024

Category	Aug-23	Sep-23	Oct-23	Nov-23	Dec-23	Jan-24	Feb-24	Mar-24	OVERALL TOTAL
Income									
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,265.00	\$0.00	\$0.00	\$9,265.00
fast pass	\$279.00	\$4,743.00	\$1,674.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$6,696.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$2,853.00	\$0.00	\$0.00	\$2,952.00
May Seminar 2024	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,656.00	\$1,656.00
Meeting Receipts	\$260.00	\$645.00	\$940.00	\$410.00	\$680.00	\$75.00	\$750.00	\$1,085.00	\$4,845.00
Membership Dues - Renewals	\$135.00	\$200.00	\$135.00	\$265.00	\$1,115.00	\$1,315.00	\$1,885.00	\$555.00	\$5,605.00
Other Inc	\$0.00	\$3.63	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3.63
SHRM Rebate	\$520.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$350.00	\$870.00
Sponsorships - Jan Event	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,500.00	\$0.00	\$0.00	\$5,500.00
TOTAL Income	\$1,194.00	\$5,591.63	\$2,749.00	\$675.00	\$1,894.00	\$19,008.00	\$2,635.00	\$3,646.00	\$37,392.63
EXPENSES									
Advertising	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$29.00	\$232.00
Bank Charge-checks	\$35.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$35.06
Board Expense	\$30.00	\$158.89	\$108.76	\$0.00	\$700.04	\$36.91	\$590.00	\$0.00	\$1,624.60
Jan seminar - Speaker Fee	\$0.00	\$0.00	\$0.00	\$0.00	\$2,750.00	\$2,912.93	\$0.00	\$0.00	\$5,662.93
Jan Seminar Expense	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,267.37	\$0.00	\$0.00	\$5,267.37
Lunch Meeting	\$609.60	\$1,194.72	\$2,220.80	\$965.76	\$1,220.16	\$0.00	\$1,372.80	\$0.00	\$7,583.84
P.O. Box Renewal	\$0.00	\$0.00	\$176.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$176.00
PayPal Fee	\$29.41	\$211.10	\$115.13	\$32.38	\$82.87	\$164.09	\$103.41	\$144.59	\$882.98
Refund	\$0.00	\$0.00	\$0.00	\$30.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30.00
Speakers Fee	\$0.00	\$0.00	\$500.00	\$653.27	\$56.87	\$0.00	\$0.00	\$0.00	\$1,210.14
Sponsorship	\$0.00	\$1,515.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,515.00
Website Fees	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$372.00	\$372.00
TOTAL EXPENSES	\$733.07	\$3,108.71	\$3,149.69	\$1,710.41	\$4,838.94	\$8,410.30	\$2,095.21	\$545.59	\$24,591.92
OVERALL TOTAL	\$460.93	\$2,482.92	-\$400.69	-\$1,035.41	-\$2,944.94	\$10,597.70	\$539.79	\$3,100.41	\$12,800.71

Connect with us!



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