

THE RESOURCE



Valley Society for Human Resource Management

Saginaw, Bay City and Midland - Michigan

Published for Members of the Valley Society for Human Resource Management

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September Meeting Info

Date

Tuesday
September 12, 2017

Location

Horizons Conference Center
6200 State St
Saginaw, MI 48603

Topic

Capacity: A proven system to fuel performance, boost engagement, and drive growth

Speaker

Matt Johnson

Time

Networking/Registration @
11:00

Lunch

11:30-12:15

Program

12:15-1:15

Cost

Members \$25.00 & Guests
\$35.00

Please visit vshrm.org and log in to RSVP

President Update Yvette Serrato



I am very honored to be your President for this upcoming program year. I served the VSHRM board in 1991-1996 as secretary/treasurer. I have a Bachelor's Degree in Communication and Business from SVSU. I have over 29 years of experience in staffing, recruiting and management. In 2010, we opened Moreno Services LLC servicing clients throughout the United States. I am married to my husband, Eduardo for 26 years and have two children, Eduardo, 21 and Jordon, 15. We enjoy music, traveling and being with our extended family.

I would like to take this opportunity to welcome to you the 2017-2018 VSHRM program year. The Board has planned some very exciting events, which will continue to grow our professional career in the HR field. We listened to our member's comments and feedback from the survey and we feel that you will enjoy this program year. We are looking forward to having many new members and re-acquainting ourselves with existing members I look forward to seeing you at our first meeting on September 12, 2017, at the Horizons Conference Center in Saginaw. This will be our typical luncheon meeting with a start of 11:30 a.m. This meeting has been awarded 1.0 HRCI and 1.5 SHRM continuing education credits. We are excited about the event and hope you can make it!

President-Elect -Scott Reed:

Scott Reed graduated from Michigan State University in 2001 with a Bachelor's Degree in Human Resources Management. He began his career in 2001 at a small privately owned company in New Jersey as a Human Resources Representative. In 2004,



Scott and his wife Kristen, moved back home to Michigan to start a family. Scott joined Pfizer in west Michigan as a Human Resources Generalist and remained there until 2010. While at Pfizer, Scott returned to school and earned an MBA degree from Western Michigan University. He also earned his SPHR certification in 2009.

In 2010, Scott and Kristen jumped at the opportunity to move back to mid Michigan when Dow Corning offered him a position. Now a family of four, Scott, Kristen, Makenna and Ethan moved to Midland where they hope to remain for the rest of their lives. At Dow Corning, Scott performed a Human Resources Business Partner role for a variety of functions at the corporate headquarters. Scott's final role at Dow Corning was Team Leader in the Global Human Resources Services group. He led a team of 12 individuals and was responsible for Onboarding, Domestic and International Relocation, Employee Training Processes and Systems. Not to mention hands on people management experience.

In 2014, Scott decided to change careers after 13 years in Human Resources. He is now a Financial Advisor with Edward Jones. His experience educating people about their employee benefits helped him realize how important planning for the future is and, more importantly, how few are really prepared. His desire to switch careers comes from an ambition to have his own business and impact people's lives beyond the corporate structure.

Scott and his family enjoy camping as much as possible in the short Michigan summers. Kids activities keep them busy the rest of the year. Makenna, 11, likes gymnastics and Ethan, 9, is trying a little of everything. Scott's wife Kristen is a master cake decorator, which is why Scott "enjoys" running long distances.

October Meeting Date Changed

Due to the MISHRM event (October 11-13 in Grand Rapids) and our regular scheduled monthly meeting in the same week, our membership has asked to adjust our schedule to accommodate both. Therefore the October meeting will be on the 17th, the Third Tuesday of the month. This luncheon meeting will be held at the Horizons Conference Center.

We look forward to seeing everyone on October 17, 2017 at the Horizons

VSHRM has a Leadership position open!

The Programing Chair positions is currently open. As a volunteer leader, you have a chance to earn recertification credits along with networking with your peers in HR! If you are interested in helping out in this role, please contact any Board Member.

Position Summary:

Manage the activities of the program committee to provide monthly and satellite programs for the chapter membership

Responsibilities To:

The members of the chapter

The chapter president

Responsibilities:

Chair meetings of the program committee to select topics and speakers for monthly program and satellite meetings in order to provide information on topics of broad interest to chapter members.

Recruit members to serve on program committee

Coordinate efforts with other members of the chapter board of directors to best serve the membership

Serve as resource to committee members in arranging monthly meetings

Contact potential speakers and make arrangements for selected meetings. Write articles for newsletters describing the programs.

Provide information regarding programs and services to the administrative office, newsletter editor, members and others through presentations, written communications, and personal contact

Review final preparations for meetings to assure that meetings run smoothly.

Serve as liaison between the members for the program committee.

Participate in the development and implementation of short-term and long-term strategic planning for the chapter.

Represent the chapter in the human resource community.

Attend all monthly membership and board of directors meeting.

If you are interested, please do not hesitate to contact myself @ yvette@morenoservices.com or any other VSHRM Board Member.

**Past President Update / Interim Programming Chair
Jennifer Westphal, SPHR, SHRM-SCP**

CAPACITY: A proven system to fuel performance, boost engagement, and drive growth.

Please join us for our September 12th meeting presented by Matt Johnson, President of On Target Living. This event has been awarded SHRM and HRCI Certification Credits.

Matt Johnson is an internationally recognized expert in expanding human capacity. He helps organizations and individuals boost performance, achieve more with less, and drive engagement using his proven, science-based method.

In these unprecedented and unstable times, the pressure to do more with less has reached epidemic levels of concern. Burnout, low engagement, and overwhelming stress are jeopardizing the organizations' ability to scale and win. As the outdated performance models of the past crumble under the pressure, internationally- recognized performance expert Matt Johnson has cracked the code. What if you could beat the clock and expand capacity by 6 hours per week? Or 11? Think about the organization impact if your workforce were given fresh capacity to perform, lead, and grow.

In this energizing, humorous, and practical keynote, Matt dispels the myths and barriers that restrict performance, while providing simple, actionable tools to boost achievement. The audience will be transformed to seize newfound capacity, boosting individual and organizational performance.

CAPACITY: A proven system to focus performance, energize engagement, and drive growth.

The world is changing faster and faster. Disruptive new technologies are emerging daily. Everything feels like it's speeding up. And yet, organizations are under pressure to do more with less. Stress in the workplace continues to rise. Burnout, low engagement, and fragmented focus are jeopardizing the organizations' ability to win. Outdated performance models promise results but fail to deliver real change.

Internationally-recognized performance expert Matt Johnson has cracked the code. What if you could beat the clock and expand capacity by 6 hours per week? Or 11? Imagine the impact if people had more capacity to perform, lead, and grow.

In his energizing, humorous, and practical keynote, Matt dispels the myths and barriers limiting performance. He delivers simple, actionable tools to create immediate impact. The audience will transform as they learn the secrets to create laser focus, boundless energy, and the unstoppable drive to win.

**Congratulations & Welcome to our new 2017-2018 Board Members!
Positions were effective July 1, 2017**

President, Yvette Serrato

Past President & SHRM Foundation Chair, Interim Program Chair, Jennifer Westphal

President Elect & Certification Chair, Scott Reed

Secretary, Charity Redfern

Treasurer Co-Chairs, Bill Livingston & Patty Alfano

Communications & Web Chair, Mike Major

SHRM-CP, RSVP Co-Chairs, Suzanne Schreiner & Kristina Rubis

Membership Chair, Robert Dotson

Treasurer Co-Chairs, Bill Livingston & Patty Alfano

Diversity & Legislative Chair, Josh Leadford

Workforce Readiness Co-Chairs, Kathy Harris & Louann Lerche

College Relations Chair, Jennie Wideman

MCC, Annette Mast

MSA Representative, Elaine Reinke

Thank you to all of our volunteers!!!

We look forward to a great 2017-2018 year.



Please Join the Board in Welcoming Our New Members!!!

Misty Janks
YWCA Great Lakes Bay Region

James St. John
PeopleLink Staffing Solutions

Angela Dodge
Midland Daily News

Graciela DeLeon
City of Saginaw

RSVP Co-Chairs

Suzanne Schreiner, SHRM-CP / Kristina Rubis, SHRM-CP

2017-2018 MEETING PRICES

Members:

- * \$25 Members who log in with their Username and Password to register
- * \$30 for late registration (Deadline to register is the Thursday before the meeting.)
- * \$200 Fast Pass (Must be purchased by September 30)

What is Fast Pass? A convenient way to "pre-register" for all 10 meetings and save some money, too! Fast Pass is a \$175 value that includes the half day conference. You must sign up for Fast Pass by September 30 to take advantage of this great deal. You can sign up and pay for your Fast Pass just like you do for meeting registration by using the RSVP feature on the chapter's website (after you log in of course!)

Fast Pass is only available to members in good standing. Questions? Contact the Treasurer via email at treasurer@vshrm.org

Guests and Non-Members:

- * \$35 Guests
- * \$35 Members who have not renewed their membership
- * \$40 for late registration (Deadline to register is the Thursday before the meeting.)

Students:

- * \$20 Students

Late Fees:

- * All who sign up late will pay an additional \$5.00 late fee

Communications and Web Chair

Mike Major, SPHR, SHRM-SCP

NEW WEBSITE COMING SOON!

Yes, that's right! The Gremlins that have haunted many of us (and kept me up at night) should be going away as we transition to a new platform. There's bound to be some transition bumps along the way, but if you were one of the unfortunate few who received over 50 emails in a day from the old one, it should be nothing compared to what you previously experienced!

I am VERY appreciative of everyone's patience as I developed workarounds to the bugs of our previous system. I was hoping that one of you would pay \$50,000 for the Fast Pass Guest Fee, but I'm pleased to report that everyone logged in to receive the \$49,800 discount, setting a possible world record for largest membership discount ever to an event. If you haven't yet signed up for Fass Pass, it's a great deal... all VSHRM meetings for only \$200! Sign up at: <http://www.vshrm.org/index.php/events-4/event-rsvp> (just be sure you log-in to website using your membership account first ☐☐)

You will receive updates on the new website, but my dream is to go live on October 1st.

Treasurer Co-Chairs
Bill Livingston / Patty Alfano, PHR,SHRM-CP

Income/Expense

4/1/2017 through 8/30/2017

Category	Apr-17	May-17	Jun-17	Jul-17	Aug-17	OVERALL TOTAL
Income						
Meeting Receipts	\$1,297.52	\$2,315.26	\$1,156.07	\$0.00	\$0.00	\$4,768.85
Seminar Income	\$0.00	\$330.00	\$0.00	\$0.00	\$0.00	\$330.00
SHRM Rebate	\$1,530.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,530.00
TOTAL Income	\$2,827.52	\$2,645.26	\$1,156.07	\$0.00	\$0.00	\$6,628.85
EXPENSES						
Uncategorized	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Advertising	\$42.27	\$75.94	\$25.00	\$41.79	\$0.00	\$185.00
Board Expense	\$0.00	\$0.00	\$0.00	\$54.95	\$0.00	\$54.95
Board Meeting	\$0.00	\$136.01	\$0.00	\$861.98	\$0.00	\$1,017.99
Correction	\$0.00	\$0.00	-\$0.18	\$0.00	\$0.00	-\$0.18
Lunch Meeting	\$1,324.68	\$2,351.11	\$1,304.80	\$0.00	\$0.00	\$5,180.59
Meeting - MMHRA	\$0.00	\$1,049.72	\$0.00	\$0.00	\$0.00	\$1,049.72
Name tags	\$0.00	\$0.00	\$75.00	\$0.00	\$0.00	\$75.00
Postage	\$14.91	\$0.00	\$25.08	\$0.00	\$0.00	\$39.99
Refund	\$0.00	\$100.00	\$0.00	\$0.00	\$0.00	\$100.00
Speakers Fee	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$1,500.00
Website Fees	\$0.00	\$0.00	\$800.00	\$0.00	\$0.00	\$800.00
TOTAL EXPENSES	\$1,581.86	\$5,232.78	\$2,229.70	\$958.72	\$0.00	\$10,003.06
OVERALL TOTAL	\$1,245.66	-\$2,587.52	-\$1,073.63	-\$958.72	\$0.00	-\$3,374.21

Balance as of July 31, 2017 \$28,926.23

Trial Balance as of August 3, 2017 \$28,926.23

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



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