

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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November Meeting Info

Date

Tuesday
November 14, 2017

Location

Great Hall Banquet & Convention
Center
5121 Bay City Rd
Midland MI 48640

Topic

Leaves, Absenteeism and other
HR Hot Topics

Speaker

Elizabeth L. Peters / Joshua J.
Leadford

Time

Networking/Registration @ 11:15

Lunch

11:30-12:00

Program

12:00-3:30

Cost

Members \$25.00 & Guests
\$35.00

**Please visit vshrm.org and log
in to RSVP**

President Update Yvette Serrato



I would like to take this opportunity to share with all of you what a great experience everyone had at the 2017 MISHRM Conference. The conference is the single largest event that the council puts on each year. We had the opportunity to enjoy the keynote speakers they had scheduled and had a host of breakout sessions to attend! It was a great experience to enjoy with some of our local members. The knowledge I gained, and the networking opportunities were invaluable to my career! I would like to say thank you for the VSHRM members that volunteered their time during the conference to help make it a huge success: Kathy Harris, Louann Lerche, Kristina Rubis and Kari Johnson. Thank you again for your dedication!

Next year the conference will be in Traverse City, MI. The theme of the conference is "Tomorrow's HR: Beyond the Expected." The conference will be October 17-19, 2017 at the Grand Traverse Resort.

I am so excited about our next meeting on November 14, at the Great Hall in Midland. The focus of this event is Leaves, Absenteeism and other HR Hot Topics, 11:15 a.m. - 3:30 p.m. It will be a great seminar at a great price, and the best news is that this has been awarded 3.50 HRCI continuing education credits. Hope to see you there!

VSHRM SILENT AUCTION EVENT



Just a reminder, we will be holding our Silent Auction November 14. This a great event where our members and guests can bid on gifts, and being close to Christmas it can help you with your holiday shopping! There are usually 60-70 local HR professionals in attendance at the November meeting. We would appreciate anything you might be able to offer. In return, we can offer your company exposure in the way of literature distribution to attendees and/or an honorable mention at the meeting. If your or someone from your office would like to attend as my guest, I would be honored!

President-Elect/Certification Chair Scott Reed

VSHRM's NOVEMBER EVENT DETAILS - MUST READ!!

What Goes Perfect with Turkey, Stuffing, and Mashed Potatoes? Leaves, Absenteeism and other HR Hot Topics!!

Elizabeth Peters and Josh Leadford of Masud Labor Law are facilitating an interactive, fun-filled half day event for our VSHRM members. Please note this event will take place at the Great Hall in Midland and will take place from 11:15 to 3:30pm. Absenteeism can be a human resource nightmare and leaves human resource personnel grappling with questions over what can and cannot be done to bring their employee back to work. This, coupled with the alphabet soup comprising state and federal labor and employment law, requested human resources personnel top be on the cutting edge wen it comes to handling employee absenteeism. Elizabeth and Josh will test your knowledge of leave law and provide a crash course in addressing absenteeism. This is a presentation you will not want to miss!

Event Time:

Networking and Lunch 11:15am - 12:00pm

Presentation 12:00pm - 3:00pm

Closing Comments 3:0pm - 3:30pm

Event Location:

Great Hall Banquet & Convention Center

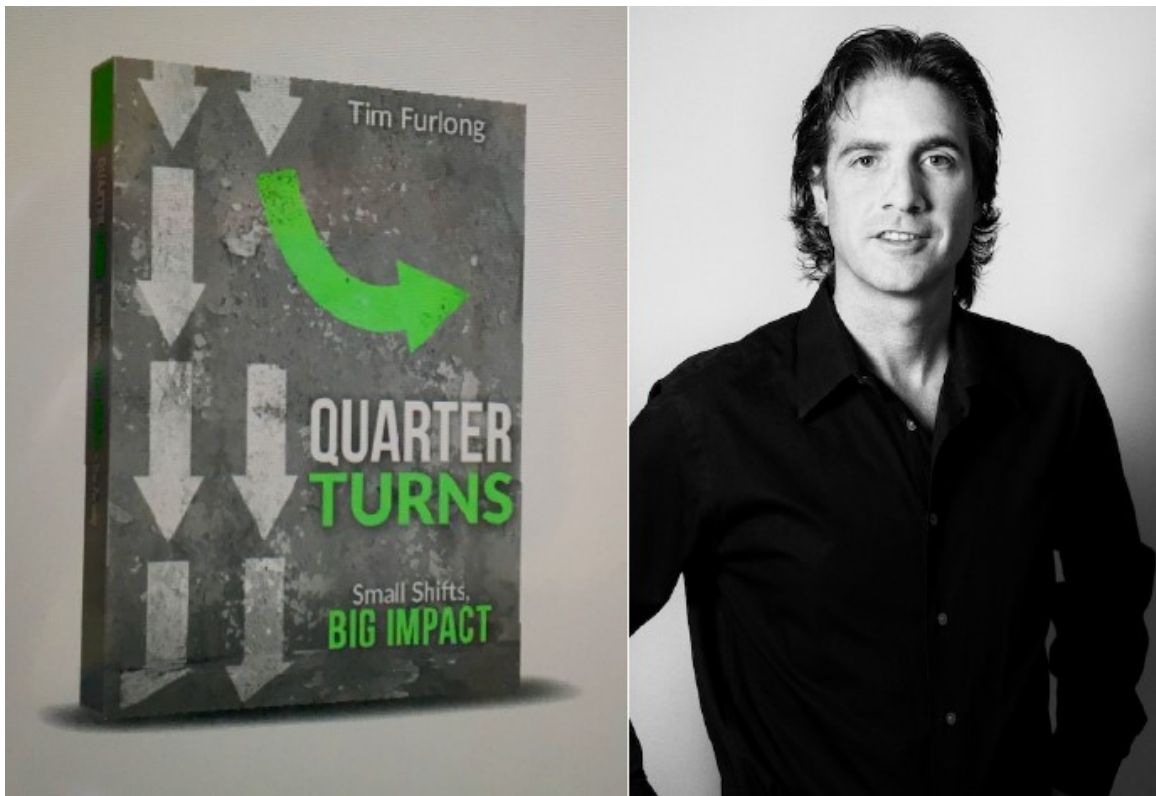
5121 Bay City Rd

Midland MI 48640

Past President/Program Chair

Jennifer Westphal, SPHR, SHRM-SCP

Upcoming December Event



Please plan on joining us for our December event Quarter Turns to "Train, Retain, & Sustain High Performing Teams & Individuals"

For this session, we welcome Tim Furlong. Tim is a Nationally recognized Speaker, Facilitator & Executive Coach, Tim Furlong and his unique brand of "Edutainment" have impacted nearly every type of organization for nearly two decades. The Hard Rock Hotels & Casinos, M&Ms Mars, Whole Foods, Michael Kors, The National Parks Service, New York Life, MTV & VH1, The University of Michigan Athletic Department, and The NHL's Nashville Predators are just a few of broad range of organizations that have chosen to utilize Tim and his dynamic, insightful presentations.

Tim is also the author of the book-Quarter Turns, and the Creator and Founder of the "Quarter Turns" coaching program which enables leaders in any industry to identify small shifts in approach and behavior that yield highly impactful, sustainable results. From CEO's of fortune 500 companies, to platinum selling Recording Artists Tim's coaching & training programs have empowered thousands of individuals and organizations to achieve at the highest levels.

In our ultra-fast paced lives and work environments it's easy to lose sight of what's important. For this high energy-high impact session, Executive Coach and Author Tim Furlong illuminates how even with the best of intentions, our energy can get refocused so easily on the "next thing" reminding us all how to remain engaged in productive habits that lead us to our intended outcomes.

The author of "Quarter Turns- Small Shifts, Big Impact" Tim uses every day, simple and easy to follow strategies that will yield impactful and sustainable results in our business and in our lives.

We are creatures of habit and routine, so big changes-even if they get us good results are hard to sustain. By making small shifts in our behavior and approach, and still getting meaningful results, we begin to feel a sense of real accomplishment. Since the change isn't all that radical, it's much easier to sustain in the long term. In doing so a new habit is formed that is much more productive and in alignment with our business and personal goals.

Tim's engaging and thoughtful presentation will speak to the latest trends that are impacting our organizations, and more importantly gives us tools and real world strategy to help stay focused and energized on what creates the most value in our business and in our lives.

Tim's educational and entertaining presentation style is the perfect session to energize and ignite you long after you leave the meeting.

Key take aways from the program could include but are not limited to:

- **Energy, Attitude and how you show up every day - are you walking to talk?**
- **What Type of "Experience" do you create for those you come into contact with?**
- **What is your personal Brand as a leader and as an individual- Would you buy it?**
- **Who is coaching you? How are you coaching others?**
- **Comforts Zones- The only way improve is to do something you've never done before which requires getting out of your comfort zone.**
- **High Performers- What they do and how they do it.**
- **Change, Opportunity & the New Normal- What changes do we get to make in our approach to be successful in the New Normal**
- **Are you ready for Change? -Define 4 levels of Readiness**
- **How Change impacts you? Discuss the 4 Dynamics of How we deal with and manage change in our business and in our lives**
- **Productive Behaviors- How are you organizing your day?**
- **Time Management Strategies & Productivity- 4 Gems of Time Management and Productivity- do more in less time**
- **Commitments and Applications**
- **What are you taking "Out the Door and On the Floor?"**

I look forward to seeing all of you on December 12th at Horizons. This will be our typical luncheon meeting with a start of 11:30am. This meeting has been awarded 1.0 HRCI and 1.5 SHRM continuing education credits.

Should anyone have any questions, please do not hesitate to contact me at (989) 894-7581 or jennifer.westphal@gm.com.



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

Barbara Reynolds
Hausbeck Pickle Company

Kim Musselman (referred by Valerie Johnston)
Huhtamaki, Inc.

Marianne Huff
Garr Tool

**Workforce Readiness
Kathy Harris and Louann Lerche**

Big thank you to Rachael England and Laura Kolanek for assisting with the Mock Interviews at Saginaw Recuse Mission, this month. Please watch the upcoming newsletters for additional events you might be able to volunteer for.

Thank you again,
Workforce Readiness

If anyone else would like to join the committee, please just drop us an email.

City Rescue - 2 Opportunities to Assist

1. Thursday - November 30th - 2 - 4 pm

- **Employer Panel - In this session they are looking for Employers to talk to the students about Employer expectations:**

**What do you want to see in an employee
How do they succeed and keep the job
Best practices for how to handle themselves conflict situations
Hygiene - Personal appearance including tattoos**

All of this from different employer views - be straight and with them. Depending on if we get several employers - some times we have given a specific topic to speak on - sometimes we simply give a brief description about the company and then what each of us look for.

2. Thursday - December 19 - 3 - 5pm

- **Mock Interviews:**

Currently they have 20 students - we typically try to get them to meet w/at least 4 people to practice interviewing.

Look at your calendars and let us know if you can assist! Thanks everyone - I realize it is a busy time of year for all - so any assistance is greatly appreciated not by us but also those at the rescue mission.

Louann Lerche
llerche@duperon.com

Kathy Harris
kathy.harris@modis.com

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.)

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

Cancellation Process

If you are unable to attend (even if you purchased Fast Pass) please notify us immediately by sending an email to rsvp@vshrm.org.

Cancellation notices must be received by 5:00 p.m. the Thursday prior to the meeting. If your cancellation is received before the deadline, you will not be charged. If you purchased a Fast Pass and are unable to attend a meeting, you will not receive a refund for the missed meeting.

Due to expenses incurred by the chapter, in the event you make a reservation but fail to attend the meeting you are still responsible for payment and will be invoiced accordingly. Refunds will not be given for Pay Pal or credit card payments. Should a meeting be cancelled by VSHRM (i.e. inclement weather), those who made a reservation for the meeting will not be required to pay. However, if the meeting is not cancelled by VSHRM, those who made a reservation would be expected to still make payment for their reservation and refunds would not be given. Monthly meetings are cancelled only under extreme circumstances, such as in cases where city or state officials generally recommend closure due to traffic safety considerations.

Jennie Wideman, SHRM-CP College Relations Chair

Thinking about an HR Certification? Think no further than the SHRM CP and SCP certifications. SHRM has been leading the way in Human Resources since for nearly seven decades, and now it is leading the way in HR Certifications. The SHRM CP and SCP Certifications are a great way to showcase your knowledge, skills, and abilities in the field of HR. But not may know how to go about preparing for the exam or even where to go. We are fortunate that the Great Lakes Bay Region has an Education Partner with SHRM to assist in the preparation to sit for these exams. SVSU Office of Continuing Education and Professional Development offers two options to help you prepare. Whether it is Onsite at SVSU or Online, SVSU and your VSHRM members are here to support you throughout the entire process.

Have taken this class Onsite and now teaching it, I can say that it was a great way for me not only to prepare myself for the exam but also to network with other HR Professionals from all different industries. SVSU Office of Continuing Education and Professional Development offered not only a location to come and learn but also guides those who are in need of a financial for the class. Being that we all have busy lives, SVSU offers not only two ways of preparing, but also two different session dates to choose from. Both sessions dates coincide with the registration window with SHRM to sit for the exams.

Now is a great time to plan for your next career move, and why not do it with a SHRM Certification. Enrollment is now open for the next session to begin February 21, 2018. For more information, you can contact me directly or visit the SVSU Office of Continuing Education and Professional Development website. Oh, and if you are a SHRM member there is a discount!

<http://www.svsu.edu/shrm/shrmlarningonsitehrprogram/>

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



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Income/Expense by Category

8/1/2017 through 11/2/2017

Category	Aug-17	Sep-17	Oct-17	Nov-17	OVERALL TOTAL
Income					
Meeting Receipts	\$1,120.00	\$4,380.00	\$1,825.00	\$0.00	\$7,225.00
Membership Dues - New	\$0.00	\$0.00	\$140.00	\$0.00	\$140.00
Memberships	\$50.00	\$110.00	\$0.00	\$0.00	\$160.00
S-HRM Rebate	\$2,839.78	\$520.00	\$0.00	\$0.00	\$3,359.78
TOTAL Income	\$4,009.78	\$4,960.00	\$1,965.00	\$0.00	\$10,934.78
EXPENSES					
Uncategorized	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Advertising	\$25.00	\$25.00	\$45.00	\$6.94	\$101.94
Board Expense	\$0.00	\$259.12	\$1,172.70	\$0.00	\$1,431.12
Board Meeting	\$0.00	\$144.86	\$0.00	\$0.00	\$144.86
Gifts Given/Gift Cards	\$0.00	\$0.00	\$0.00	\$250.00	\$250.00
Lunch Meeting	\$0.00	\$2,040.08	\$1,467.57	\$0.00	\$3,507.65
Luncheon/deposit payment	\$0.00	\$0.00	\$250.00	\$0.00	\$250.00
Name tags	\$0.00	\$60.00	\$0.00	\$0.00	\$60.00
P.O. Box Renewal	\$0.00	\$76.00	\$0.00	\$0.00	\$76.00
PayPal Fee	\$38.94	\$89.30	\$40.14	\$0.00	\$148.38
Speakers Fee	\$0.00	\$1,061.00	\$625.00	\$0.00	\$1,706.00
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$0.00	\$0.00	\$25.00
TOTAL EXPENSES	\$63.94	\$3,780.66	\$3,620.41	\$256.94	\$7,721.95
OVERALL TOTAL	\$3,945.84	\$1,179.34	-\$1,655.41	-\$256.94	\$3,212.83
Balance as of October 2017	\$34,051.41				
Trial Balance as of Nov 2, 2017	\$32,639.06				

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



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