

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

Quick Links

- [VSHRM RSVP](#)
- [Board of Directors](#)
- [HR Resources](#)
- [New JOBS!](#)
- [VSHRM Brochure](#)
- [Press Releases](#)
- [MISHRM](#)

November Meeting Info

Date

Tuesday
December 12, 2017

Location

Horizon's Conference Center
6200 State Street
Saginaw, MI 48603

Topic

Train, Retain, & Sustain High
Performing Teams & Individuals

Speaker

Tim Furlong

Time

Networking/Registration @ 11:15

Lunch

11:30-12:00

Program

11:30am - 1:15pm

Cost

Members \$25.00 & Guests
\$35.00 / \$40 (late) Students: \$20
/ \$25 (late)

Please visit vshrm.org and
log in to RSVP

President Update Yvette Serrato



I am so excited about our next meeting on December 12, at the Horizons in Saginaw. The focus of this event is Quarter Turns to "Train, Retain, & Sustain High Performing Teams & Individuals", 12:15 - 1:15 p.m. I was able to attend his presentation at the MISHRM conference and he was an excellent speaker! Hope you can join us!

VSHRM SILENT AUCTION EVENT

I would like to take this opportunity to thank the following sponsors for their participation in the Silent Auction: Adecco, Bay County Golf Course, Catholic Federal Credit Union, Duperon, Fabiano Brothers, General Motors, Lavish Salon, Midland Daily News, Moreno Services, Saginaw Spirit & Trillium Staffing Solutions. We were able to send a check to the SHRM foundation for \$572.00. Thank you so much for participating in the auction. We had such a great time and learned so much at our last event!

The board would like to wish you and your families a Happy Holiday! We thank you for being a part of the VSHRM organization!

I welcome any comments/suggestions/concerns that our VSHRM membership may have. Please contact me at yvette@morenoservices.com or (989)401-3996.

Thank you for your continued support!





Fabiano Brothers, Inc.



Workforce Readiness
Kathy Harris and Louann Lerche

CALL TO ACTION - HELP ON 12/19 NEEDED!

Help Needed on December 19th from 3:00 to 5:00 at the Saginaw City Rescue Mission. Kathy Harris - 989-780-2691

Thank you for giving back to our community.

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

Past President
Jennifer Westphal, SPHR, SHRM-SCP

December Event



Please plan on joining us next week 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 everyday, 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.

**President-Elect/Certification Chair
Scott Reed**

**DID YOU KNOW YOU CAN EARN RECERTIFICATION
CREDITS FOR READING HR BOOKS??**

SHRM maintains a vast library of books that are approved for up to 3 Professional Development Credits. You need only 1) read an **approved book**, 2) take and pass a 10-question quiz on SHRM's eLearning platform, and 3) received the program ID to log for credit! Visit the following link for **FAQs**

SHRM CAN HELP YOU ACCELERATE YOUR CAREER GOALS

Every SHRM member is encouraged to take the **HR Competency Self Assessment (CSA)** at shrm.org/careers and receive 1 Professional Development Credit. Not only that, you are eligible to take the assessment each calendar year so you can stay sharp! You can also use this tool to customized development plan tailored to your learning style, strengths, opportunities, and goals!

Co-Program Chairs

Kari Back, PHR and Corrie Piotrowski, SHRM-CP

Upcoming January Event



Please plan on joining us for our January event **STEM Initiative**

For this session, we welcome Lori Flippin, STEM Initiative Leader. Lori Flippin has a great deal of passion for STEM, which led her to pursue degrees in biology, chemistry, physics, math and secondary education. She gained industry experience in a lab and her first fifteen years were spent in the secondary classroom. She then became an assistant principal in charge of curriculum and school improvement. During that time she realized a love for developing exciting initiatives for students and teachers. Five years later, she became the Assistant

Superintendent where she added offerings such as Google CS First Coding; a Bristlebot program; First Robotics; STEM camps; technology coaching for staff; and a greenhouse, wind turbine and solar array.

In the past year Lori moved into the role of STEM Initiative Leader for the Great Lakes Bay Regional Alliance where she facilitates the Out-of-School-Time Network, Employer Talent Pipeline, and activities related to Career Readiness and Culture of STEM.

The STEM Pipeline is a comprehensive STEM Website for the Great Lakes Bay Region/Prosperity Region 5 (Arenac, Bay, Clare, Gladwin, Gratiot, Isabella, Midland and Saginaw Counties). The STEM Impact Initiative Study recommended that we need to build a STEM Talent Pipeline for the Great Lakes Bay Region.

The world is changing. Gone are the days when a high school graduate could simply show up at the front gates of a manufacturing plant and start working. Gone are the days when companies could produce the same products in the same way year after year.

Success today comes to companies with the ability to adapt and people with the skills needed by those companies. Increasingly, those skills are in STEM (science, technology, engineering, math) areas. STEM skills are required for a wide range of high-demand occupations, including engineers, scientists, computer technicians, health care workers, welders, chemical process operators, electricians and many

more.

Why the Great Lakes Bay Region?

- Roughly 38% of economic output comes from manufacturing & healthcare
- Home to 7 colleges and universities
- Among employers, 71% had difficulty hiring for a STEM job in the last 12 months
- The Great Lakes Bay Region has several large STEM employers, each with a heavy emphasis on manufacturing or healthcare. Roughly 38 percent of the region's economic output is driven by those two industries.
- A tradition of strength in science and manufacturing gives the Great Lakes Bay Region a head start in the race to STEM excellence. Discovery, innovation and the practical application of know-how are in the very soul of the region and its people. Few areas of the nation offer the fertile soil for STEM strength that can be found here.
- We look forward to seeing all of you on January 9th at Horizons. This will be our typical luncheon meeting with a start of 11:30am. HRCI/SHRM Credits are to be determined.

Should anyone have any questions, please do not hesitate to contact myself at (989) 923-2569 or kari.back@aptar.com or Corrie Piotrowski at (989) 923-5016 or piotrowskicm@midlandps.org



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

Brian Pickelman (referred by Kevin Heye)
Greater Midland Community Centers.

**Communications and Web Chair
Mike Major, SPHR, SHRM-SCP**

The new website is live!

Greetings VSHRM friends. I'm pleased to report that we have turned on the new website. For those of you who experienced the Gremlins of the past, I appreciate your patience as we moved through the process.

A couple of notes about how the new website works.

- For event registration, you do not need to log-in in order to receive your membership discount. However, you will need to declare your fee. For example, if you are a member who registered before the due date, then you would apply your own early-bird discount when you submit payment in PayPal. Conversely, if you register late, it is up to you to add the late penalty when you check-out. As HR is a field based on integrity and ethics, we appreciate your support. Plus, do you really want to make our poor treasurers remind you at check-in that you registered late and to please pay the fee next time?
- Logging in to the website grants you access to the following items:
 - Membership directory
 - Josh Leadford's amazing legal updates
 - Board of Director's meeting minutes
 - Membership renewal

VSHRM-Member-Renewal-Guide

As always, please let me know if you have any questions. Happy holidays to all!

Jennie Wideman, SHRM-CP College Relations Chair

- Registration is open for the SHRM SCP/CP Exam Prep course at SVSU for a February 21, 2018 start date
- Cost: \$1,395.00 **Smart Option Student Loan by Sallie Mae is available
- 2018 Spring Exam Window: May 1 - July 15, 2018

Application Accepted Jan 2, 2018

Regular Application Deadline March 23, 2018

Late Application Deadline April 13, 2018

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

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

Income/Expense by Category

8/1/2017 through 12/31/2017

Category	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	OVERALL TOTAL
INCOME						
Silent Auction	\$0.00	\$0.00	\$0.00	\$389.00	\$0.00	\$389.00
Meeting Receipts	\$1,120.00	\$4,330.00	\$1,825.00	\$2,160.00	\$0.00	\$9,435.00
Membership Dues - New	\$0.00	\$0.00	\$140.00	\$0.00	\$0.00	\$140.00
Memberships	\$50.00	\$110.00	\$0.00	\$266.25	\$0.00	\$426.25
SHRM Rebate	\$2,839.78	\$520.00	\$0.00	\$102.31	\$0.00	\$3,462.09
TOTAL INCOME	\$4,009.78	\$4,960.00	\$1,965.00	\$2,917.56	\$0.00	\$13,852.34
EXPENSES						
Uncategorized	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Advertising	\$25.00	\$25.00	\$45.00	\$31.94	\$36.06	\$163.00
Board Expense	\$0.00	\$259.42	\$1,172.70	\$0.00	\$0.00	\$1,432.12
Board Meeting	\$0.00	\$144.86	\$0.00	\$136.52	\$0.00	\$281.38
Gifts Given	\$0.00	\$0.00	\$0.00	\$449.00	\$0.00	\$449.00
Lunch Meeting	\$0.00	\$2,040.08	\$1,737.57	\$0.00	\$0.00	\$3,777.65
Luncheon	\$0.00	\$0.00	\$0.00	\$3,178.04	\$0.00	\$3,178.04
Name tags	\$0.00	\$60.00	\$0.00	\$127.50	\$0.00	\$187.50
P.O. Box Renewal	\$0.00	\$76.00	\$0.00	\$0.00	\$0.00	\$76.00
PayPal Fee	\$38.94	\$69.30	\$40.14	\$56.91	\$0.00	\$205.29
Speakers Fee	\$0.00	\$1,081.00	\$625.00	\$0.00	\$1,000.00	\$2,706.00
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$0.00	\$0.00	\$21.12	\$46.12
Website Fees	\$0.00	\$0.00	\$0.00	\$132.39	\$0.00	\$132.39
TOTAL EXPENSES	\$63.94	\$3,780.66	\$3,620.41	\$4,112.30	\$1,057.18	\$12,634.49
OVERALL TOTAL	\$3,945.84	\$1,179.34	-\$1,655.41	-\$1,194.74	-\$1,057.18	\$1,217.85

Balance as of November 2017 \$31,650.26

Trial Balance as of December 4, 2017 \$30,201.26

#CommunicationChairUpdate

Mike Major, SPHR, SHRM-SCP



[VSHRM FACEBOOK](#)

-Join our group on LinkedIn



[VSHRM LinkedIn](#)

