



Valley Society for Human Resource Management

Great Lakes Bay Region - Michigan

June 2023

VSHRM REVIEW



WHAT WE DO

Valley Society for Human Resource Management strives to be the principal voice for human resource issues for the Great Lakes Bay Region. It promotes and assists the profession by providing valuable human resource information to area employers, resulting in the highest professional and personal development of their employees.

UPCOMING EVENT

June Luncheon

Tuesday, June 13, 2023

11:20 AM - 1:15 PM

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

Lunch: 11:40 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

[REGISTER TO ATTEND](#)

Developing Business Strategy & Translating it into an Effective HR Strategy

Presented by Lee Ann Rouse, President & CEO of Omni Tech International, Ltd.

This one-hour presentation will cover the following:

- What exactly is Strategic Planning?
 - Best Practices for Implementing Strategic Planning
 - Overview of the Lean Strategic Planning© Process and why it is important for HR to be aligned with the process
- Organizational readiness
 - Utilizing a team approach for planning
 - Collecting data, trends, and information that should support the process (including tools/data that are managed by HR)
 - Use of a SOAR Analysis
 - Linking Core Values and Culture to Strategy
 - Strategic Planning Framework (Long term Goals and Objectives, Annual Plan of Work)
 - Aligning the Strategic Plan to Individual jobs and goals
 - Measuring the Impact (Scorecards, Metrics, Dashboards)
 - Resourcing the Strategic Plan with emphasis on Human Resources
 - Governing the Strategic Plan

Lee Ann Keller has a background in Engineering, Organizational Development, Quality Management, and Business Management with over 30 years of experience working in corporate industry and nonprofit consulting. She is the CEO and Owner of Omni Tech International, a company that has been in existence for almost 40 years. Lee Ann has worked with hundreds of clients throughout the world and has developed a Lean Strategic Planning process that helps organizations reinvent, revision and focus on growth. She volunteers on a number of boards and is currently co-chair of the Midland Flood Reduction and Resiliency efforts. Under her Leadership, Omni Tech was named one of the Top 50 Companies to Watch in Michigan.

As a born and bred “UPER” Lee Ann loves to spend her downtime enjoying Northern MI - hiking, skiing, and boating in Indian River where she and her family have a cabin. She is an avid reader, jigsaw puzzler and painter. She collects cookbooks and loves to entertain and feed people!

Please note – registrations received after Thursday, June 8th, will be subject to an additional \$5 late fee.

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

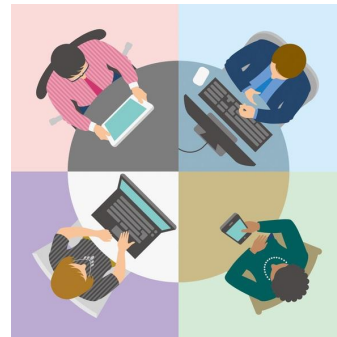
[Register Here](#)



Silent Auction

THANK YOU... to everyone who participated in the silent auction at the May seminar, to the organizations that donated items, and to Shannon Wilkinson, who coordinated the collection of the items. We raised \$1,657! All proceeds support the SHRM Foundation and VSHRM funded scholarships.

Member-to-Member Roundtable



Note! We will not have a Member-to-Member roundtable in June. We look forward to connecting with you once again at our August meeting! There is also a Member to Member Roundtable scheduled for Thursday, May 25th. For information on the May event click [HERE](#).

LAST CALL!!!
SHRM CP/SHRM SCP
Scholarship Grant Opportunity!
Application window closes June 7th!



Apply for the SHRM 2023 Professional Certification Grant

HR professionals and students are encouraged to apply for the **Valley Society for Human Resource Management (VSHRM)** professional development grant. This grant awards one SHRM-CP or SHRM-SCP certification exam, as well as SHRM's online Learning System.

Certification Grant - Window #2

Open: April 11, 2023

Close: June 7, 2023

For more information or to apply, visit [SHRMfoundation.org/scholarships](https://shrmfoundation.org/scholarships)
Questions: SHRMscholarships@shrm.org



TO OUR NEWEST MEMBERS!!

Casey Cadrain - Cignys

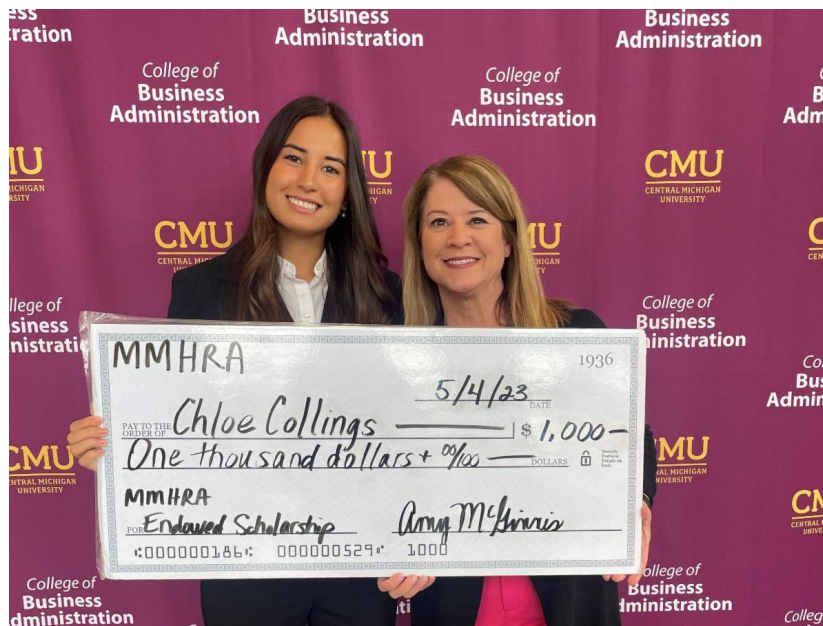
Monthly Gift Card Winner!!

The winner of the gift card drawing is

Kari Conner

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

Congratulations to Chloe Collings Recipient of the MMHRA Endowed Scholarship!



Scholarship recipient, Ms. Chloe Collings, who will be a senior in the 2023-2024 academic year, is pictured with Dr. Amy McGinnis, VSHRM College Relations Director, Scholarship Chair, and HR Faculty member, CMU.

The Mid-Michigan Human Resources Endowed Scholarship committee has selected Ms. Chloe Collings to receive the MMHRA Endowed Scholarship award. Chloe is an Honors student and an HR major at Central Michigan University. She will also graduate with a Spanish minor. In addition, Chloe has served for three semesters as the Vice President of the CMU SHRM Student Chapter, and she has held two HR-related internships: one with Byrne Electrical and one with Spartan Nash. Her experiences with all of these organizations demonstrate her commitment to the HR profession, and they have prepared her for a full-time role in HR after graduation. She will receive the \$1,000 scholarship, as a senior, during the 2023-2024 academic year. Congratulations, Chloe!

This endowed scholarship is awarded every year at CMU, and it was established in 2017 by the former Mid-Michigan HR Association, now a Member Service Area of Valley Society for Human Resource Management (VSHRM), as a way to give back to the profession of HR and continue to support students committed to advancing the field of human resources.

We thank the following volunteers for their help in selecting this year's recipient: Dr. Amy McGinnis (VSHRM College Relations Director, Scholarship Chair, and HR Faculty member, CMU), Dr. Alix MacDougall (HR Faculty Member, CMU), Dr. Lori Olsen (Management Department Chair, CMU),



JOB POSTING

Just a reminder that you can post any HR-related job openings on the VSHRM website ([Jobs Page](#)) *at no charge* to your organization! 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.

Email all job postings to:

tomb@outdooradventuresinc.com



SAVE THE DATE!!!!!!

Join us at
DeVos Place
Grand Rapids, MI

October 18-20, 2023

The MISHRM State Conference is the largest gathering of human resources professionals in the state.

This year's theme is "Untangle Your Inspiration"

HR Professionals know the frequent exhaustion of taking care of everyone else in a fairly thankless role. By this time next year the world and our people should be far more settled but likely the HR professional hasn't stopped to look in the mirror and reflect on themselves and what they need. Coming off a year where HR professionals have been working to 'make their mark', 2023 brings us a fresh perspective to untangle our own development, our growth, and our own careers to focus on what inspires us and where we shall go.

Join us as we engage with world-renowned keynote speakers, an optional pre-conference workshop day

focused on Legal or Leadership, two days of educational sessions, networking opportunities and exposure to the latest HR products and services. Whether you are just starting out in HR or are a senior level executive, MISHRM State Conference has something for you to learn and amazing people for you to connect with onsite.

#MISHRM23

For more information and to register, click [HERE](#).



ASK THE LAWYER

Submitted by Joshua J. Leadford

VSHRM Board of Directors
Diversity & Legislative Chair

Tim works at Omicron Industries (“Omicron”), the leading producer of dilution solution in Covid test kit supplies across America. Tim is a valued Omicron employee. Three years before being hired at Omicron, Tim was diagnosed with generalized anxiety disorder. Tim keeps symptoms at bay through regular therapy, learned coping skills, and a high dose of anxiety medications. Certain situations still trigger Tim, and it is a common topic at therapy sessions.

Unfortunately for Tim, he has a birthday coming up. Surprise birthday parties are common at Omicron. Tim got wind of a birthday surprise his colleagues planned to throw him. At a weekly therapy session, Tim’s therapist suggested telling the company of his condition. Two weeks before the party, Tim had a meeting with Omicron’s Office Manager, Delta. Tim explained his disorder to Delta, showed her his anxiety medication bottle, and asked not to have a birthday party. Without further information, Delta promised that a party would not occur to accommodate his condition. But Delta forgot to tell others not to throw a party.

Tim’s birthday was here. Tim walked gleefully into the office when he was met by Omicron employees holding a cake and singing Happy Birthday. Tim immediately felt like he was being suffocated. His anxiety had gotten the best of him. Tim stared blankly at everyone without response. He sank into the closest chair he could find while doing breathing exercises. The party goes left shortly thereafter, confused and shocked by Tim’s behavior.

Dr. Jab, Tim’s direct supervisor, pulled Tim aside and aggressively inquired why Tim was unappreciative and rude. Tim, feeling the anxiety taking over again, focused on his clenched fists, and shakily howled, “Stop talking! My anxiety has taken over.” Dr. Jab told Tim to leave for the day and “don’t come back until next week, when you are done sucking the fun out of our parties.”

That Monday, Tim returned and was called into a meeting with the Director of Operations and Discipline, Dr. H. Wanenwan, and Dr. Jab. Upon arrival, Dr. H. Wanenwan told Tim that he may have violated the company’s “no tolerance of creating a threatening workplace” handbook policy (the “Policy”). Specifically, Dr. H. Wanenwan alleged that Tim presented at the party as beet-red in the face with clenched fists and yelled “stop talking. My anxiety has taken over.” Upon hearing this, Tim’s anxiety took over again. Tim clenched his fists, became beet-red, started hyperventilating, and could only yell the words, “My anxiety is back. Shut up!” Dr. Jab immediately called security to throw Tim out. Dr. Jab tells security that he and Dr. H. Wanenwan are in immediate danger and Tim might harm them with “those closed fists of his.”

Question: Considering the facts, should the Employer fire Tim because of his alleged technical violation(s) of the Policy?

Answer: Omicron should not fire Tim. Omicron knew of the disability—generalized anxiety—when Tim told Delta of his condition. And, on two separate occasions, Tim said his “anxiety was back,” or his

“anxiety has taken over” to supervisory persons, Dr. Jab, and Dr. H. Wanenwan. Arguably, those statements supply notice of Tim’s condition to other supervisory employees. Further, the alleged Policy violation occurred because of the symptoms caused by his disability and lack of accommodation. Thus, the failure to accommodate caused the very issue complained of by the company.

The main takeaway is that if there is a possibility of an employee having a disability and requiring an accommodation, the interactive process needs to be utilized, documented, and supplemented through an investigation by the employer to make an informed discipline decision. Taking this action would put Omicron on notice of its failure to accommodate and require action on its part to rectify its misstep.

FINANCIALS

Patricia Alfano, PHR, SHRM-CP



Income/Expense by Category

8/1/2022 through 5/12/2023

Category	22-Aug	22-Sep	22-Oct	22-Nov	22-Dec	23-Jan	23-Feb	23-Mar	23-Apr	23-May	OVERALL TOTAL
Income											
Conference Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$7,337.01	\$0.00	\$0.00	\$0.00	\$0.00	\$7,337.01
fast pass	\$0.00	\$4,464.00	\$558.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,022.00
Income/silent auction	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,225.00	\$1,225.00
Meeting Receipts	\$410.00	\$685.00	\$315.00	\$495.00	\$960.00	\$1,310.00	\$535.00	\$935.00	\$765.00	\$0.00	\$6,410.00
Membership Dues - New	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$270.00	\$225.00	\$495.00
Membership Dues - Renewals	\$0.00	\$135.00	\$45.00	\$200.00	\$1,225.00	\$1,070.00	\$665.00	\$110.00	\$0.00	\$0.00	\$3,450.00
Seminar Income	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,765.00	\$4,933.00	\$8,698.00
SHRM Rebate	\$0.00	\$625.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$380.00	\$0.00	\$0.00	\$1,005.00
TOTAL Income	\$410.00	\$5,909.00	\$918.00	\$695.00	\$2,185.00	\$9,717.01	\$1,200.00	\$1,425.00	\$4,800.00	\$6,383.00	\$33,642.01
EXPENSES											
Advertising	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$50.00	\$25.00	\$25.00	\$25.00	\$25.00	\$400.00
Board Expense	\$0.00	\$293.89	\$0.00	\$0.00	\$0.00	\$23.60	\$1,000.00	\$372.00	\$33.42	\$0.00	\$1,722.91
Board Meeting	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$84.76
Lunch Meeting	\$1,030.20	\$0.00	\$2,195.57	\$1,049.40	\$1,500.00	\$1,902.64	\$1,067.76	\$1,401.20	\$1,194.72	\$0.00	\$11,341.49
may seminar expense 2022	\$1,870.97	\$0.00	\$0.00	\$242.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$2,112.97
P.O. Box Renewal	\$0.00	\$0.00	\$166.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$166.00
PayPal Fee	\$23.82	\$194.32	\$38.83	\$35.06	\$104.68	\$116.13	\$53.49	\$52.65	\$192.79	\$208.14	\$1,019.91
Refund	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$99.00	\$0.00	\$99.00
SHRM Foundation	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$55.08	\$0.00	\$55.08
Speakers Fee	\$0.00	\$0.00	\$1,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,115.19	\$0.00	\$2,615.19
TOTAL EXPENSES	\$2,974.99	\$538.21	\$3,950.40	\$1,376.46	\$1,739.44	\$2,092.37	\$2,146.25	\$1,850.85	\$2,715.20	\$233.14	\$19,617.31
OVERALL TOTAL	-\$2,564.99	\$5,370.79	-\$3,032.40	-\$681.46	\$445.56	\$7,624.64	-\$946.25	-\$425.85	\$2,084.80	\$6,149.86	\$14,024.70

VSHRM | PO 5448, Saginaw, MI 48603 <https://vshrm.shrm.org/>

Unsubscribecommunications@vshrm.org

[Constant Contact Data Notice](#)

Sent by communications@vshrm.org powered by



Try email marketing for free today!