

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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March Meeting Info

Date

Tuesday
March 13, 2018

Location

The Great Hall Banquet &
Convention Center
5121 Bay City Road
Midland, MI 48642

Topic

Don't Focus on Your Weaknesses;
Build on Your Strengths!

Speaker

Stosh D. Walsh
Center for Creative Leadership

Time

Networking/Registration @ 11:30

Lunch

11:30-12:15

Program

12:15 - 1:15

Cost

Members \$25.00/ \$30 (late) &
Guests
\$35.00 / \$40 (late) Students: \$20 /
\$25 (late)

Please visit vshrm.shrm.org
to RSVP

President Update Yvette Serrato



Please, plan on joining us for our March 13, 2018 event regarding "Don't Focus on Your Weaknesses; Build on Your Strengths! - Presented by nationally acclaimed speaker, Stosh Walsh. Please share with others that you think may be interested in hearing this great speaker! We are so excited to have with us! Approved for 1.5 SHRM-CP AND 1.0 HRCI credits

Our next meeting on April 10, 2018 will be held at the Horizons. Talent and Reward Trends - Approved for 1.5 SHRM-CP and 1.0 HRCI credits!

Time: 11:30am to 1:15pm

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

Presented by Patrick O'Cull from Mercer.

Just a few reminders:

Please fill out the surveys for every program so that the board can make sure that we are covering areas of interest of our membership. We appreciate your input!

May Meeting: Note the date is a Friday. Please wear comfortable clothing. This will be a simulation.

Make sure you have registered have registered for our Active Shooter -May 4, 2018, 11:30am - 4:00pm meeting



at Davenport University - Midland Campus 3555 E. Patrick Road, Midland Mi 48642.

Great News: Approved for 4 SHRM-CP and HRCI continuing education credits

Please print the waiver on our website and email it to rsvp@vshrm.org as soon as you register.

Waivers will NOT be accepted the day of the event. No waiver = no participation. Thank you!

Our board welcomes any comments / suggestions / concerns that our VSHRM membership may have. Please contact me @ yvette@morenoservices.com.

Thank you for continued support!

Yvette Serrato
Valley Society for Human Resource Management
Great Lakes Region - President

President-Elect/Certification Chair Scott Reed

GOVERNOR'S EDUCATION & TALENT SUMMIT

Those of you that attended our January meeting heard an excellent presentation from Lori Flippin with the Great Lakes Bay STEM Initiative. To further our engagement in this effort, consider attending the [Governors Education and Talent Summit](#) coming up this March 12-13.

It's critically important for Michigan students to graduate with in-demand skills. The Governor's Education & Talent Summit is an opportunity to start relationships and explore opportunities that will make Michigan stronger now and in the years to come. The Summit is a certified education provider through HRCI as well as SHRM. When registering look for the certification information within the session details. If you have any questions regarding continuing education please contact Amiee Evans @ evansa3@michigan.org.

**DID YOU KNOW YOU CAN EARN UP TO 30
RECERTIFICATION CREDITS FOR READING HR
BOOKS?**

SHRM maintains a vast library of books that are approved for up to 3 Professional Development Credits toward SHRM certification and 2.5 credits toward HRCI certification. Not only that, you can earn a total of 30 credits for SHRM in the three year certification cycle, and 20 credits for HRCI. 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](#)

DID YOU KNOW YOU CAN EARN 1 PDC EACH YEAR FOR TAKING A FREE SHRM COMPETENCY ASSESSMENT?

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 March Event



Please plan on joining us for our March event **Don't Focus on Your Weaknesses; Build on Your Strengths!**

For this session, we welcome Stosh D. Walsh. Stosh D. Walsh serves others through speaking, coaching, workshops and writing. He is a TEDx speaker, an adjunct executive coach with the Center for Creative Leadership, and the author of *Along the Way: Leadership Stories from Everyday Life* (2012) and several articles.

He began his career in traditional education settings, honing his leadership as a classroom teacher for middle school through college, and as a university residence life director and athletics coach.

After those experiences, he spent nearly a decade with The Gallup Organization as part of their executive leadership practice, where he contributed to the best-selling *Strengths Based Leadership*, won several awards as Gallup's top presenter in his practice category, and published "Five Questions You Must Ask Your Team" (Gallup Business Journal May 2013-subsequently named top read article of 2013), and "Leadership is More Than the C-Suite" (Gallup Business Journal September 2013). He

is an expert in strengths-based organizational development, including leadership and executive coaching, employee engagement, and talent management, having spent thousands of hours consulting, coaching and training on each. In 2014, he joined the largest credit union in IL (8B in assets) to direct their learning and organizational development efforts, and in 2016 he founded his own company, Constant Organizational Development.

Over the course of his career, he has delivered keynotes, facilitated workshops and coached leaders in both non-profit and for-profit organizations, including many Fortune 500 companies. His experience spans a wide variety of industries, including healthcare, financial services, automotive, government, retail and manufacturing, a partial client list of which includes GE, HP, Boeing, Microsoft, Cardinal Health, Johnson & Johnson, State Farm, Caterpillar, Northrup Grumman, Alcoa, Johnson Controls, US Bank, Old Navy, Banana Republic, Waste Management, Kiewit, Stryker, Eastman Chemical, Harley Davidson, Charles Schwab, McKinsey, Federal Aviation Administration and Kohler.

When Stosh was 5 years old, he lost his father to addiction and suicide. Moving toward that pain instead of away from it in subsequent years, he embraced his role as a hope bringer and a courage giver, centered on the truth he discovered on his journey: that courage is not merely having the strength to overcome hardship or fear; courage is envisioning the world as it could be, and creating that world with intentionality. As a speaker and facilitator, he invites individuals and organizations to live with greater courage and create the best world they can envision.

Stosh's formal education includes a BA in Education and an MA in Leadership. His other interests include photography, hiking and spending time with his wife and 2 children.

Learn more at stoshdwalsh.com or email booking@stoshdwalsh.com for inquiries

We look forward to seeing all of you on March 13th at The Great Hall in Midland. This will be our typical luncheon meeting with a start of 11:30am. HRCI/SHRM Credits have been approved for 1.0 and 1.5 respectively.

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

Co-Program Chairs

Kari Back, PHR and Corrie Piotrowski, SHRM-CP

Upcoming April Event

Our April event, **Talent and Rewards Trends**, will provide organizations with insight on key issues and innovations that will help frame a successful and meaningful talent and rewards program in 2018.

For this session, we welcome **Patrick O'Cull and Jason Welsh** from the Mercer Group. They will highlight benchmarking trends in U.S. compensation, drawing from Mercer's annual study of over 1,200 organizations representing 15 million employees. You will also get select insights from Mercer's "Global Trend Study" that will inform your planning for rewards in the United States.

This presentation will help you understand the economic, regulatory and workforce trends that affect compensation decisions and critical priorities for 2018. Use this information to strengthen the return on investment for compensation budgets and drive higher employee retention and engagement.

Patrick O'Cull is a Partner and Office Business Leader for Mercer's Detroit office Career business. He is responsible for advising organizations on how to strengthen the relationship between strategy, management processes, and the creation of shareholder/stakeholder value through the use of total rewards. These efforts regularly involve developing compensation/total reward strategy, assessing the competitiveness of workforce, executive and board of directors compensation, developing salary administration programs, designing annual and long-term incentive plans, and leading due diligence assessments.

Patrick's consulting experience covers a broad range of industries, including manufacturing, healthcare, professional services, and consumer goods. His clients have range from small entrepreneurial firms to Fortune 500 companies. Patrick has over 15 years of compensation consulting experience with Mercer. Additionally, Patrick worked for two years with Ally Financial (formerly GMAC Financial) as a Compensation Manager focusing on executive compensation and variable pay plan design. Patrick has been quoted in publications such as Becker's Hospital Review and Crain's Detroit Business, as well as served as a guest speaker at numerous national and regional conferences. Patrick holds a Bachelor of Science degree in Finance from Miami University.

Jason Welsh is a Principal in Mercer's Career business, specializing in executive and broad-based compensation, annual and long-term incentive compensation and plan design, and director compensation. Based in Detroit, Jason provides these services for a variety of companies ranging from small entrepreneurial firms to Fortune 500 companies, including organizations in energy, manufacturing, consumer packaged goods, financial services, healthcare, and professional services industries to ensure that total compensation programs are aligned with the company's business strategies. Jason has over ten years of compensation consulting experience with Mercer. Jason received a Bachelor of Arts degree in Finance from Michigan State University.

We look forward to seeing all of you on April 10th at the Horizon Conference Center in Saginaw. This will be our typical luncheon meeting with a start of 11:30am. HRC/SHRM Credits have been approve for 1.0 and 1.5 respectively.

Should anyone have any questions, please do not hesitate to contact myself at (989)

VSHRM Website and Communications Chair Mike Major, SPHR, SHRM-SCP

CALL FOR PROPOSALS!

The Michigan Career Educator and Employer Alliance (MCEEA) invites you and your colleagues to submit a proposal to present at our 8th annual conference in Traverse City, Michigan. We are looking for 60 minute breakout session proposals that present new ideas and best practices to "Cherry Pick" talent in a competitive hiring environment. Proposals should encourage dialogue between recruiters and career educators before, during and after the conference.

CONFERENCE DETAILS

The Great Wolf Lodge
June 13-15, 2018 3575 N US Highway 31 S Theme: Cherry Pickin' Talent
Traverse City, MI 49684

<http://www.mceea.org/Call-for-proposals>

Michigan Career Educator and Employer Alliance (MCEEA)

Please Join the Board in Welcoming Our New Members



January 2018

Susanne Gandy
City of Mt. Pleasant

Shar Rappuhn
City of Mt. Pleasant

Michael Roberts
Hemlock Semiconductor

Heather Gill
The DM Burr Group

Shelby Miller
Looking for a great company!

Ashten Feltman (referred by Jodi Ross)
Community Mental Health for Central Michigan

February 2018

Barbara Reynolds
Hausbeck Pickle

Jeff Adamo
American Mitsuba

Janet Gray
Standard Electric Company

Brenda Pollard
Midland County

Sara Harris
Saginaw Medical Federal Credit Union

Renee Evoy
Belfor Property Restoration

Jessica Moore
Frankenmuth Insurance Company

Amanda Buck
Central State Community Services

Coming Events:

Active Shooter Training: VSHRM May Half Day Seminar

VSHRM Half Day Conference: Active Shooter Training

Friday, May 4, 2018, 11:30 a.m. - 4:00 p.m.

Davenport University- Midland

3555 E. Patrick Road, Midland, Michigan 48642

Here is a repeat of the information for the VSHRM half day training session for Friday, May 4, 2018:

The Training: Chris Schoenberg, Director of Public Safety for Davenport University, and his team will lead in our half-day session on the subject of Active Shooter Training. There will be reenactments, hands-on sessions, informational sessions, and Q&A time. Chris has led this training for several university and corporate entities around Michigan.

The Location: The half-day session will take place on Friday, May 4, 2018, from 11:30 a.m. - 4:00 p.m. at the Davenport University - Midland campus, located at 3555 E. Patrick Road, Midland, Michigan 48642. The campus is located on the corner of E. Patrick Road and Ridgewood, just east of Waldo Road on the east side of Midland.

The date and location of the campus allows for maximum training opportunities. By having the training on Friday, Davenport University graciously made the main campus building available on a day where there are no classes; this allows for the maximum impact of reenactments and hands-on training without conflict with or interference from other business, student, or public groups.

VSHM wishes to thank our own Amanda Irwin, Davenport University and the entire Davenport Public Safety team for their generosity in making their facility and personnel available for this significant event.

The Format: The session will begin at 11:30 a.m. with lunch. Beginning at 12:15 p.m., there will be a live reenactment, followed by an informational session, small group breakouts with extensive hands-on training in various aspects of dealing with emergency situations like this, and finally a Q & A on active shooter and other emergency situations, company security strategy, and more. **It is very important that participants be on time for this session, as the initial reenactment will involve the participants.**

All participants will be expected to participate in the extensive hands-on training in the small group sessions, as this is a critical part of the training experience. Everyone will be involved in some physical effort, even if it only amounts to throwing nerf balls. **Participants are asked to dress in casual wear, given the hands-on nature of the training.**

Waivers Required: Because this is a hands-on, participation-based training event, **ALL** participants are required to submit a signed and witnessed waiver for Davenport University (there is a link on the website along with the May registration) along with their registration (submit registration and waiver to RSVP). Your registration is not considered complete until the waiver is received.

Fast Pass registrants can download the waiver from the website and bring it to a meeting or send it to VSHM by April 15, 2018. There will also be waiver forms at the members' meetings in February, March, and April. **All waivers MUST be received by April 22, 2018.**

Active Shooter Waiver

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Registration and Limitations: REGISTRATION FOR THIS EVENT IS STRICTLY LIMITED TO 100 PARTICIPANTS!

Registration for the half day session is open on the VSHRM website, along with the waiver document. Members are asked to limit the number of guests to 1 so that as many as possible may attend. Registration for members or guests is not complete until the registrant's signed waiver is received.

If you have bought a Fast Pass for the year, you are automatically registered; however, your registration is not complete until your signed waiver is received. If you have a Fast Pass, but will NOT be coming to the May event, please let us know as soon as possible so that we can open your slot for someone else, as we anticipate that registration will fill up quickly.


We will answer any other questions about this event at the upcoming meetings.

Amanda Irwin, Davenport University

Bill Livingston, Baker College Center for Graduate Studies

Chris Schoenberg, Davenport University

Treasurer Co-Chairs Patty Alfano, PHR, SHRM-CP

 Valley Society for Human Resource Management Saginaw, Bay City and Midland - Michigan								
Income/Expense by Category								
8/1/2017 through 2/15/2018								
Category	Aug-17	Sep-17	Oct-17	Nov-17	Dec-17	Jan-18	Feb-18	OVERALL TOTAL
Income								
MMHRA - Account	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,408.75	\$1,408.75
Meeting Receipts	\$1,120.00	\$4,330.00	\$1,825.00	\$2,100.00	\$1,105.00	\$055.00	\$2,340.00	\$13,335.00
Membership Dues - New	\$0.00	\$0.00	\$140.00	\$0.00	\$0.00	\$0.00	\$0.00	\$140.00
Membership Dues - Renewals	\$0.00	\$110.00	\$0.00	\$266.25	\$1,000.00	\$950.00	\$1,230.00	\$3,556.25
Memberships	\$50.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$50.00
SHRM Rebate	\$2,839.78	\$520.00	\$0.00	\$102.31	\$0.00	\$0.00	\$0.00	\$3,462.09
TOTAL Income	\$4,009.78	\$4,960.00	\$1,965.00	\$2,528.56	\$2,105.00	\$1,005.00	\$4,978.75	\$22,152.09
EXPENSES								
Advertising	\$25.00	\$25.00	\$45.00	\$31.94	\$61.06	\$32.00	\$18.36	\$238.36
Board Expense	\$0.00	\$259.42	\$1,172.70	\$0.00	\$115.80	\$0.00	\$0.00	\$1,547.92
Board Meeting	\$0.00	\$144.86	\$0.00	\$136.52	\$0.00	\$153.45	\$0.00	\$434.83
Charity	\$0.00	\$0.00	\$0.00	\$0.00	\$572.00	\$0.00	\$0.00	\$572.00
Gifts Given	\$0.00	\$0.00	\$0.00	\$449.00	\$87.82	\$0.00	\$53.57	\$590.39
Lunch Meeting	\$0.00	\$2,040.08	\$1,737.57	\$3,178.04	\$2,030.94	\$1,020.08	\$2,103.44	\$12,710.15
Name tags	\$0.00	\$60.00	\$0.00	\$127.50	\$0.00	\$0.00	\$0.00	\$187.50
P.O. Box Renewal	\$0.00	\$76.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$76.00
PayPal Fee	\$38.94	\$69.30	\$40.14	\$56.91	\$61.68	\$49.71	\$115.83	\$432.51
Refund	\$0.00	\$0.00	\$0.00	\$0.00	\$75.00	\$0.00	\$0.00	\$75.00
Silent Auction Receipts	\$0.00	\$0.00	\$0.00	-\$389.00	-\$123.00	\$0.00	-\$60.00	-\$572.00
Speakers Fee	\$0.00	\$1,081.00	\$625.00	\$0.00	\$1,000.00	\$0.00	\$0.00	\$2,706.00
VSHRM Speaker Gifts Purchased	\$0.00	\$25.00	\$0.00	\$0.00	\$21.12	\$25.00	\$25.00	\$96.12
Website Fees	\$0.00	\$0.00	\$0.00	\$132.39	\$525.00	\$0.00	\$0.00	\$657.39
TOTAL EXPENSES	\$63.94	\$3,780.66	\$3,620.41	\$3,723.30	\$4,427.42	\$1,880.24	\$2,256.20	\$19,752.17
OVERALL TOTAL	\$3,945.84	\$1,179.34	-\$1,055.41	-\$1,194.74	-\$2,322.42	-\$275.24	\$2,722.55	\$2,399.92
Balance as of January 2018	\$28,603.00							
Trial balance as of February 15, 2018	\$31,326.15							

Mike Major, SPHR, SHRM-SCP



[VSHRM FACEBOOK](#)

-Join our group on LinkedIn



[VSHRM LinkedIn](#)

