

South East South Dakota SHRM

HR HAPPENINGS



**December
2015**

**Upcoming
Events!**

December
No Meeting

January
Equality SD Institute

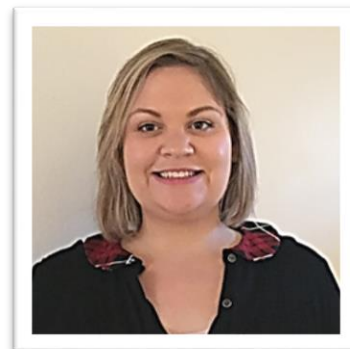
February
Workplace Wellness

**Click here for
more
information!**

Welcome Lizz!

Congratulations to Lizz Nedved as she becomes the President of the SESD SHRM Chapter in 2016!

A Yankton native, music lover, and pretty memo maker, Lizz works as a HR / Payroll Assistant at the Yankton Medical Clinic, P.C. Lizz returned home after college to her family and friends, and now resides in Yankton.



Lizz speaks about her involvement in SHRM and where she thinks HR and SHRM are heading.

How long have you been involved in SHRM? 7 or 8 years. I've been on the board for the past 3 years. First as the Membership Director and now as the President.

What attracted you to SHRM and the SESD chapter? My mentor introduced me to the SESD SHRM Chapter. I am a strong believer in continuing education, and SESD SHRM does a great job of keeping its members up-to-date on the issues.

What challenges do you think the HR field will face in the future? Locally the biggest challenge is building a workforce and filling open positions. Yankton is yearning to grow and our companies want to move forward and it's up to local HR to help facilitate this change. It's an exciting time for us.

What's your favorite thing about working in HR? I love paperwork. There is nothing better than a pretty memo or perfectly completed form. I also enjoy the simple aspect of helping employees, solving their problems, and hopefully taking away their stress – so they can do their work.

What's the worst thing about working in HR? People not returning their paperwork!

As the President of SESD SHRM, what are your plans for 2016? I have some pretty interesting speakers lined up for 2016! I am planning to revisit topics we haven't seen lately and also look at new difficulties that now affect the workplace. Ideally, I would like to continue to publicize our Spring and Fall conferences, develop a Chapter logo, and continue to be a source of HR support to the community.

Where would you like to see the chapter heading in the future? Past Presidents have done an excellent job of making a name for the Chapter in the community. Groups such as YAPG, the Yankton Chamber, and South Dakota Manufacturing & Technology Solutions now look to our Chapter for support and guidance, and I would hope that this continues.

Changing of the Board

With the beginning of 2016, Southeast South Dakota SHRM Chapter would like to thank the members who have served and welcome new members to the board.

Thank you for your service!

Bernie LeCates –President

Megan Tjeerdsma- Secretary

Welcome to the Board!

Jen Trenhaile–President Elect

Janell Worm- Secretary



Join the Workforce Advisory Council



The Workforce Advisory Council will meet monthly to discuss workforce specific topics such as recruitment and training needs, opportunities, retention strategies and updates on our workforce initiatives in Yankton and the surrounding areas.

The first meeting is scheduled for December 8th at 7:00 a.m. at the Yankton Chamber Offices. Please contact Rita Nelson (Rita@yanktonsd.com) with any questions, concerns or to recommend others to join this Council.

2015 Fall Conference



Thank you to all who attended our 2015 Fall Conference!

Don't forget to renew your SESD SHRM Chapter Membership!

If you are or become a National SHRM member in 2016, your rates to be a local SESD SHRM member will only be \$75.00 (with meals) or to \$25.00 (without meals).

If you are not a National SHRM member, rates to be a local SESD SHRM member will be \$125.00 (with meals) and \$50.00 (without meals).

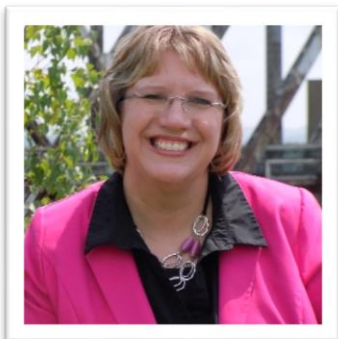
Get a free National SHRM Membership for being the chapter President! This is a great opportunity to see firsthand all of the advantages of a National SHRM membership, without any of the cost!

Effective Jan. 1, 2016, the Southeast South Dakota local membership rates are:

- **National Plus Membership** (\$75.00 annually): Local SESD SHRM membership with meals included. **You must have a National SHRM membership by 2/1/2016.*
- **National Basic Membership** (\$50.00 annually): Local SESD SHRM membership, no meals included. **You must have a National SHRM membership by 2/1/2016.*
- **Plus Membership** (\$125.00 annually): Local SESD SHRM membership with meals included.
- **Basic Membership** (\$50.00 annually): Local SESD SHRM membership, no meals included.

Look for your 2016 membership invoices soon!

Member Spotlight: **Rita Nelson**, Workforce Development Coordinator, YAPG



• **Books or movies? Favorite?** I don't read as much as I should; however, I enjoy the classics. A favorite book of mine is *My Antonia* about pioneer life on the Nebraska prairie and my family enjoys the Laura Ingalls Wilder and John Steinbeck books.

I also don't watch many movies any more as I prefer attending plays at local high schools, colleges, and regional community theatres. As far as movies, it is hard to name only one; therefore, I will list a few that we love, depending on our mood: *High Noon* with Gary Cooper, *Sound of Music*, *Hoosiers*, and *Elf*.

• **Tell us about a favorite family tradition.** One of my favorite family traditions started when I was growing up near Orient, SD. My Dad used to do a little tap dance or jig with us after Church on Sundays. We fondly refer to it now as the "Orient Shuffle". It is danced at every family wedding, baseball game (to Cotton Eye Joe), and recently at my Dad's funeral service. Don't ask me to demonstrate as thankfully it was only danced by the men of the family.

If someone would describe you in 3 words, what would they say? Honest, Open-minded, and Persevering

Hobbies you enjoy? I love following local high school and college sports! You can normally catch me at basketball games in Gayville, Yankton, MMC and USD. My daughter and I enthusiastically watch all the state sporting events on SDPB. I love watching track and XC races. We attend the Summit League basketball games in Sioux Falls and plan to attend the Nike Heartland Regional XC Meet and the Footlocker Meet in Kenosha, WI this fall.

Favorite TV show? I don't stay home to watch a specific show but I love catching the community band concerts each Tuesday evening during the summer!

What do you keep in the trunk of your car? Due to my love of sports, especially track and cross country, I generally have a camping chair, blankets and various layers of jackets and coats. It is important to be ready for any type of weather during these two seasons. Funny thing is my truck is generally empty during the winter months!



As things come to a close for 2015, I just wanted to say Thank You to all of you for helping our chapter have another successful year. I have greatly enjoyed my second President term with the Chapter.

But I am really excited for what Lizz has planned for us next year. I highly recommend getting involved with the board, there have been wonderful friendships made as well as professional experience gained during the last couple terms. Thank you all again for your chapter support and involvement.

Bridget Benson, SPHR, SHRM-SCP
2015 SESD SHRM Chapter President

Member Spotlight: E. Lee Felder, Jr., Major (Ret.), USAF, CM, SPHR, SHRM-SCP, University of South Dakota



Tell us something about yourself that would surprise people. I have 9 children, love country music, and have lived in six different states/three different countries.

Books or movies? Favorite? Both – Favorite book: *The Bible*, Favorite movie: *It's a Wonderful Life*

Tell us about a favorite family tradition. Our dinner table conversation starters – "What made you feel blessed today?" / "What made you laugh today?" / "How did you help someone today?"

Any hidden talents you would like to share? I write poetry.

What is the #1 thing you carry with you at all times? My military dog tag and ID – I served in the U.S. Air Force as an officer for 23 years (it's a habit).

What did you want to be when you grew up? A police officer with a PhD.

Where would you go if you had a time machine? Why? To the '50s to make a difference in Civil Rights by going to any school / drinking out of any water fountain/using any bathroom/eating in any restaurant I chose.

If someone would describe you in 3 words, what would they say? Christian, conservative, and patriotic.

If you weren't in HR what would you be doing? Why? Teaching and being a politician. I love to teach and be involved in politics.

What 2 people, dead or alive, would you like to have dinner with? Jesus and MLK.

Describe your perfect vacation. Going to Greece, Italy, and Germany as I did a few years ago.

What's the best piece of advice you've ever been given? By whom? Be yourself. By a mentor.

What is your most prized possession? My Aggie ring (college ring from Texas A&M University).

Favorite TV show? Andy Griffith.

What super power would you like to have and why? Batman because of the car and the sidekick.

SESD SHRM Board Contact

Chapter President - Bridget Benson, SPHR

President-Elect - Lizz Nedved

Treasurer - Sheri Duke

Secretary - Megan Tjeerdsma

Chapter Membership Director - Regina Rothschild

Chapter Past President - Bernie LeCates

Visit the chapter website! sesd.shrm.org