



Southeast South Dakota SHRM

HR HAPPENINGS

December 2017

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

SHRM
EXCEL

PLATINUM CHAPTER

2016



Upcoming Events:

December

No Meeting – Happy Holidays!

January

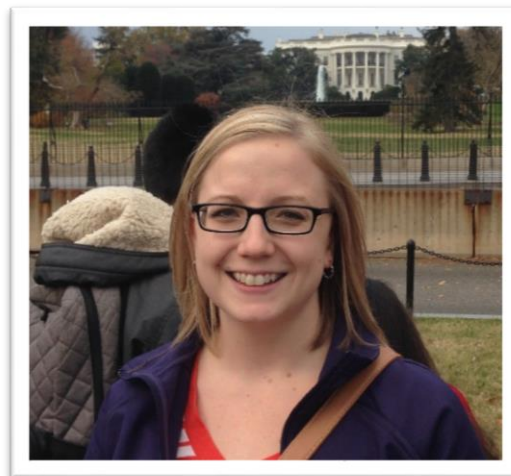
Apprenticeships-DLR

February

Speed Solutions

**Click here for more
Information!**

Welcome Rachael!



Congratulations to Rachael White as she becomes the 2018 SESD SHRM Chapter President!

After growing up on a farm in central Iowa, attending college at Iowa State University, and working for the Department of Labor and Regulation, Rachael joined the Coyote Nation as a HR Representative II. Rachael resides in Vermillion, with her husband, Sam, and their rambunctious dog Pippa.

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

How long have you been involved in SHRM? I have been involved with SHRM for over three years.

What attracted you to SHRM and the SESD chapter? I was drawn to SHRM in general because I was looking for the professional growth and networking opportunities that SHRM offers. I had been a member of the Sioux Empire SHRM while I was living in Sioux Falls but sought out the Southeast South Dakota chapter when I moved to Vermillion. I am so grateful to have joined our chapter and to have the opportunity to serve as President. I likely

would not have had the chance to create a study group and lead the chapter if I had been in a larger organization.

What challenges do you think the HR field will face in the future?

I think that one of the biggest challenges we will face, especially in the Midwest, is diversity and retention of our diverse employees.

As demographics continue to change throughout the country, we need to continue adapting in the Midwest. It is not enough to hire diverse employees but we need to, train and implement a culture of diversity to ensure retention.

What's your favorite thing about working in HR?

Two aspects of my job stand out in my mind, when I think about why I enjoy HR. First, being able to successfully recruit, hire and retain the right candidate for openings. This gives me such a sense of accomplishment to know I helped that employee, department and the organization as a whole.

Secondly, I really enjoy being able to help staff navigate the Family Medical Leave process. This can be a stressful time for workers and I find it truly rewarding to be able to do my part in mitigating some of that stress by providing those requesting leave with efficient and compassionate service.

What's the worst thing about working in HR?

I think we can all agree that one of the worst parts about working in HR is to have the difficult but necessary conversations.

As the President of SESD SHRM, what are your plans for the year?

My plans this year are for total success! One major change involves our meeting venue. Starting January 9, 2018, we will be meeting at the new Perkins in Yankton at 2216 Broadway. However, the day and time of our monthly meetings will remain the same.

Additionally, if there is continued interest, I would like to see another SHRM Learning System Study group formed. Lastly, we will be having several agencies coming in to speak, such as Department of Labor and Regulation, Lutheran Social Services, and Yankton Chamber of Commerce just to name a few. Further, we hope to collaborate with USD and Vocational Rehabilitation for the fall conference. More details to come. As always we ask for input, please let me know what I can do to make your experience better!

Where would you like to see the chapter heading in the future?

We have an amazing chapter and I want more people to know about it. So in the future, I see us growing and expanding not only our membership but also our topics. I want our chapter to be the HR thought leader and authority in our region as well as a successful example!

Please "Like" us!



Find us on
facebook

SESD SHRM Chapter is now on Facebook!! We will be posting information about local meetings, events and opportunities for our members to get more involved with our community.

<https://www.facebook.com/sesdshrmyankton/>



Membership Registration is now open on our website!

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, 2018, 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 2/1/2018.*
- **National Basic Membership** (\$50.00 annually): Local SESD SHRM membership, meals \$12.00 at door. **You must have a National SHRM membership by 2/1/2018.*
- **Plus Membership** (\$125.00 annually): Local SESD SHRM membership with meals included.
- **Basic Membership** (\$50.00 annually): Local SESD SHRM membership, meals \$12.00 at door.

To renew your membership, please complete the on-line form and send your chapter dues to Julie Oien by January 31st, 2018 or your membership status will become inactive.

If you know anyone who can benefit from a meeting, please encourage them to join!



Congratulations is in order!

We are pleased to announce that SESD SHRM Chapter has been awarded 2017 SHRM Learning System Champion status!

The SHRM Learning System Champion status is a recognition of our chapter's hard work to elevate the HR profession through professional development, gained from SHRM certification.

Congratulation also to Rachael White, the recipient of the SHRM Foundation 3M Certification Scholarship!

SESD SHRM Chapter would like to thank the members who have served this past term and welcome the new members to the board.

Thank you for your service!

- Lizz Nedved ~ Chapter Past President
- Megan Tjeerdsma ~ Chapter Secretary

Welcome to the Board!

- Jana Lane ~ President Elect
- Drew Christensen ~ Chapter Secretary



Member Spotlight: Drew Christensen, Vermeer Freeman Manufacturing

- **Tell us something about yourself that would surprise people.** I am super interested in investing and saving for retirement. To the point where it's a little weird and super annoying to my wife.
- **Books or movies? Favorite?** I don't know about favorite but recently I was looking for something to read after *Game of Thrones* and I really enjoyed *The Name of the Wind* by Patrick Rothfuss.
- **What one thing would you do if you knew that you couldn't fail?** Selfishly – Play the lottery. Unselfishly – Find a cure for cancer. Maybe Even Better – Potty train my 2 year old and 7 month old in a day. More Realistically – Start my own business
- **It's the weekend...what are your plans for relaxation and fun?** Ideally it would involve, golf, cooking some good food, and a campfire but really get any one of those is pretty great.
- **What's the best piece of advice you've ever been given? By whom?** Favorite quote about managing and delegation is from "Toughness" by Jay Bilas. "Responsible to the element, accountable to the mission."
- **What do you keep in the trunk of your car? Are you a cop?**



Looking for an easier way to track your Professional Development Credits?

SHRM Certification App is now available for SHRM-CP and SHRM-SCP credential-holders. All of the convenience of tracking your professional development credits in your hands!

The new app allows you to:

- Easily add your PDCs under the **Advance Your Education** section.
- Track all of the activities you have already added to your record.
- Search and filter approved activities by competency, date and location.
- Discover upcoming approved activities in your area.
- Find out when you're eligible to apply for recertification.

[More Info...](#)



As we reflect on the last year and look ahead to 2018, I would like to thank you all for making 2017 a great year! I am very grateful you allowed me to serve as your SEDS SHRM Chapter President this last year. I would like to thank all of the board members for your support and assistance with all of the initiatives and your dedication to make our SEDS SHRM Chapter great! In the past couple of years serving on the board I have had the opportunity to meet many great people and learn so much more about SHRM. I hope you all continue to be involved in SEDS SHRM and consider the opportunity to serve on the board.

Jennifer Trenhaile
2017 SEDS SHRM Chapter President

Member Spotlight: Jana Lane, Yankton School District

- **Tell us something about yourself that would surprise people.** I like to hunt deer and pheasants.
- **What one thing would you do if you knew that you couldn't fail?** I would build furniture.
- **Tell us about a favorite family tradition.** Every year my family takes a trip to the Black Hills, our daughters love to plan the trip.
- **What is your favorite smell?** Pine trees
- **What did you want to be when you grew up?** An artist
- **Where would you go if you had a time machine? Why?** My grandparents especially, but I would love to go back and get to know my ancestors.
- **If someone would describe you in 3 words, what would they say?** My husband said positive, persistent, and resilient. I'm glad I asked him. That's not what I was expecting.
- **Mayo or Miracle Whip?** Mayo
- **What outside activities or recreation do you enjoy?** Riding horses, hiking, gardening, hunting, fishing.
- **If you weren't in HR what would you be doing? Why?** I'm not sure, I want a change, happened upon HR and I am enjoying it.
- **It's the weekend... what are your plans for relaxation and fun?**
It involves my daughters, horses and board games.
- **Hobbies you enjoy?** Raising horses, painting, and hunting.
- **Favorite TV show?** Sunday Morning on CBS
- **What super power would you like to have and why?** Flying. I love traveling.
- **Paper or plastic?** Paper
- **What do you keep in the trunk of your car?** Picnic blanket and a backpack.

SESD SHRM Board Contact

Chapter President - Jennifer Trenhaile MS, CRC

President-Elect - Rachael White

Treasurer - Julie Oien

Secretary - Megan Tjeerdsma

Chapter Membership Director - Julie Dather

Chapter Past President - Lizz Nedved

Visit the chapter website! sesd.shrm.org