



Southeast South Dakota SHRM

HR HAPPENINGS

JUNE 2019

AFFILIATE OF



SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



Upcoming Events:

June

**SD Leadership
Academy**

July

No meeting

August

TBD

**Click here for more
Information!**

2019 - Year Breakdown

With only a few meetings left of 2019, it's time to recap the past meetings and look to the future of the SESD SHRM Chapter!

- **January:** Mike Henke, Business Trainer and Consultant, presented “Building a Positive Workplace Culture and Keys to Retention”. In this two-hour presentation Mike discussed how to promote your company direction, help others overcome obstacles and the three new Keys to Retention.
- **February:** Current Yankton Chief of Police, John Harris, presented “Succession Planning”. Chief Harris was hired by the Yankton Police Department, for his ability to help lead and develop current employees to take on leadership roles. Chief Harris shared his experience with the chapter.
- **March:** Spring Conference - Attorney Melanie Carpenter and Jeff Shultz presented employment law and South Dakota Workers Compensation updates for employers.
- **April:** Dan La Rock, SilverStone Group, presented “2019 Hot Trends in Employee Benefits”. Dan presented a deep dive into the moving parts of health & ancillary benefits trends across the Upper Midwest and reviewed the latest in regional and super regional benefits benchmarking data.
- **May:** Bobbi Blath, First Dakota National Bank, presented “5 Tricks to Better Communication”.

Bobb discussed the different behavioral styles and how our emotional intelligence plays a key role how we communicate with others.

- **June:** Connie Schroeder - Executive Director, South Dakota Leadership Academy Mitchell Technical Institute. Leading Yourself/Leading from Where You Are.

Upcoming meetings are in the works, the SESD SHRM Board will have details out soon!

Looking to get SHRM Certified?



A SHRM-CP or SHRM-SCP credential makes you a recognized expert and leader in the HR field—and an asset to your organization, keeping you and your organization more competitive in today's economy.

This professional distinction sets you apart from your colleagues, proving your high level of knowledge and skills. For more information about SHRM Certification visit:

<https://www.shrm.org/certification/about/pages/default.aspx>

The SESD SHRM Chapter will be starting a SHRM CP / SCP study group. Please contact a board member if you are interested in joining.



SoDak SHRM State Conference

As a part of our commitment to the SHRM Foundation, each year the Southeast SD SHRM chapter donates a basket to the state conference raffle.

This year we donated items from the Lemonade Stand in Yankton.

A special thank you to Jana Lane for organizing this year's basket and delivering it to the conference!

Member Spotlight: Jackie Backer, TruXedo, Inc.



- **What is the #1 thing you always carry with you?** Lip Balm!
- **Tell us something about yourself that would surprise people.** I used to sell my artwork. Personalized prints and rubber stamps. My company name was “From God’s Country”
- **Books or movies? Favorite?** Love the Guardians of the Galaxy movies and Greatest Showman – Any musicals
- **What one thing would you do if you knew that you couldn’t fail?** Run my own bakery-sandwich-coffee shop in Randolph from 7am to 5pm everyday but Sunday! ☹️
- **Tell us about a favorite family tradition.** Beef and Chicken Fondue on Christmas Eve with my husband and children
- **What is the #1 thing you carry with you at all times?** My cell phone!
- **What is your favorite smell?** Restaurant Fajitas!
- **What did you want to be when you grew up?** Nurse
- **Where would you go if you had a time machine? Why?** Back to see how people worked/lived in the 20’s
- **Mayo or Miracle Whip?** Mayo
- **What outside activities or recreation do you enjoy?** Golf, Cooking, Road tripping to small towns
- **It’s the weekend...what are your plans for relaxation and fun?** Time with friends and hubby at the local pub
- **What do you think the greatest invention is in your lifetime and why?** Cell phones and how you can face time with Family. I keep connected daily with many of them in a group text message
- **Describe your perfect vacation.** On a beach in the Caribbean with family
- **What’s the best piece of advice you’ve ever been given? By whom?** You can be whatever you want to be, but it is up to you. No one else chooses it for you.
- **What is your most prized possession?** My family
- **Favorite TV show?** Two and a Half Men
- **What super power would you like to have and why?** Fix everyone’s problems!
- **Paper or plastic?** Paper

Share **SESD SHRM!**

Is your coworker interested in an upcoming meeting? Would your team member benefit from attending a meeting? Is your company struggling with communication, leadership, or management skills?

SESD SHRM meetings are open to the public ... Invite them to a meeting!

For a small charge of \$15, they too can benefit from the meeting and eat lunch.

Cost for Non-SESD SHRM members to attend a meeting is \$15, unless stated otherwise.

Every company struggles with similar issues... Let's work together!

If you are looking for specific professional development or training opportunities for your staff, contact a board member. Help the Chapter develop its monthly topics and conference speakers.

WIN in Workforce Summit 2019

Registration opening soon! Want to WIN in Workforce? We can't say we blame you! Workforce is one of those continual hot-button topics and always seems to be top-of-mind of almost every employer. Join us in Sioux Falls where we will help guide your workforce efforts forward!

08/22/2019

10:45 AM - 5:00 PM

Sioux Falls Convention Center

More information can be found here:

<https://www.seshrm.org/event-3307808>



Do You Even Work in HR if You've Never Experienced...?

HR professionals have heard and seen it all and been asked to handle tasks that are nowhere in their job descriptions. SHRM Online collected the following responses from a SHRM Connect discussion board on the important question: Do you even work in HR if you have never...

Read more [here!](#)



Join the SESD SHRM Board

This is your chance to get involved! We are looking for a Secretary and President-Elect!

STEP UP

Your chapter needs you to step up and volunteer for a Board Position!

Yes, becoming a Board Member will come with responsibilities, however it will take less than a few hours each month. When you think about it, it's a small commitment that can lead to unlimited personal and professional rewards.

Please consider investing in yourself and in our chapter.



Treasurer

2 Year Commitment:
Manage chapter financials,
receive and submit
payments, assist chapter,
attend meetings



Membership

2 Year Commitment:
Manage chapter roster,
compile membership
reports, assist chapter,
attend meetings



Secretary

2 Year Commitment: Take
meeting minutes, provide
correspondence to the
chapter, assist chapter,
attend meetings



President

3 Year Commitment:

Year 1: Learn from and assist President and Past President.

Year 2: Arrange programming, lead chapter and board meetings, develop and implement chapter goals, participate as a member of the SoDak State SHRM Council.

Year 3: Assist the President.

SESD Chapter will cover the cost of a National SHRM membership for year one and two of the term, and the National SHRM Leadership Conference in Washington, DC.

You Still have time to Register for SHRM 19!



REGISTER NOW

Keynote speakers will inspire and energize you

Hear from five visionary keynote speakers, whose experience runs the gamut from founding iconic brands to pioneering an employee-first mindset. You'll walk away with insights you can apply as you work toward a better workplace.



Johnny C. Taylor



Martha Stewart



Brené Brown



Vineet Nayar



Blake Mycoskie

SESD SHRM Board Members:

- **Jana Lane, SHRM-CP** | President
- **Lacey Johnson** | President-Elect
- **Drew Christensen** | Secretary
- **Cassandra Haas** | Treasurer
- **Nathan Gotto** | Membership Director
- **Rachael White, SHRM-CP** | Past President
- **Jennifer Trenhaile, MS, CRC** | Diversity Director
- **Lizz Nedved, SHRM-CP** | Technology Director

Visit the chapter website! sesd.shrm.org