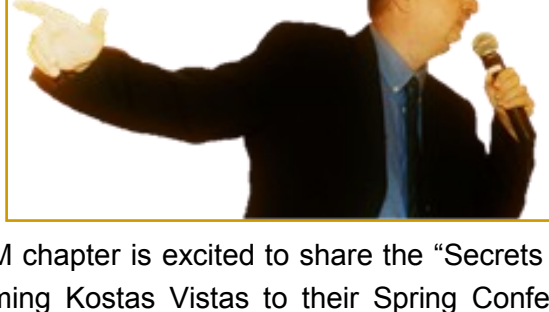


**Spring Conference:
"Secrets to Making Diversity Work"**



The SEDS SHRM chapter is excited to share the "Secrets to Making Diversity Work" by welcoming Kostas Vistas to their Spring Conference on Tuesday, April 9 at the Kolberg Pioneer Training Center.

Known for delivering humorous and dynamic presentations, Vistas' program will focus on simple solutions to managing generational and cultural differences. By recognizing the costs of not dealing with diversity and how cultural differences affect a company's bottom line, those in attendance will learn how diversity management can enhance their organization's competitive edge and how to change the entire organizational culture.

As a tenured Professor of Business at Dickinson State University in Bismarck, North Dakota, Voutsas has a Master of Science in Human Resources and Organizational Development and an MBA from Eastern Michigan University. For 15+ years, Voutsas has taught Management and Human Resources courses receiving numerous teaching and faculty awards. For more information about Voutsas, visit his website at www.diversitykeynote.com

Kostas Voutsas will be available to autograph his book at the end of the presentation.

Please visit <http://sesd.shrm.org> for times, fees, and registration information.

Public is welcome and encouraged to attend!

**January Meeting Recap:
"Worksite Wellness and ROI"**

The January meeting was held at the Marketplace Cafe on 1/15/2013. This was the first time that our group has used this location. From the feedback that was received from the members attending, the location was well liked and will be utilized again in the future.

The topic was Worksite Wellness and ROI. Some great information was provided at the meeting. At the end of the presentation, the members had an opportunity to discuss how worksite wellness is important and a relevant part of business. Human resources professionals are challenged with getting creative in implementing wellness programs at their own locations.

Steps to implementing a wellness program include a needs assessment, planning, marketing, implementation and evaluation. All of the stages are vital and should not be skipped. The door prize was an "I Love HR" water bottle and a book entitled 101 ways to feel good. The door prize was won by Bernie LeCates.

**February Meeting Recap:
"HR Hot Topics Round Table Discussion"**

The February meeting was held at Vishay Conference Room on 2/19/2013. A big "Thank You" to Bernie LeCates for hosting our group. The topic was HR Hot Topics. We requested that our members submit questions and topics to be discussed prior to our meeting.

Topics discussed included background checks, drug testing, wage benchmarking, and employee relations. The hour went by quickly and the discussion could have easily continued. Thank you for sharing your experience and best practices. Your contributions made the meeting a success! We have professionals in our group that are such a valuable asset. Please continue to network with each other.

Due to the group's overall satisfaction, additional discussion meetings may be added to the programming. The door prize was an Magic 8 ball, so you can always have the answers and a bag of Lifesavers candy for the times you are "drowning" in paperwork. The door prize was won by Deb Sage.

Feedback about meeting topics, speakers, places, or meals can be directed to any board member.

Upcoming Events

March

- 3/12 Monthly Meeting: "Workplace Flexibility"

April

- 4/9/13 Spring Conference: "Secrets to Making Diversity Work"

May

- 5/1, 5/2, 5/3 State Conference: "Merging the Past, Present, & Future"

- 5/1 Monthly Meeting: Jackson Lewis presents "FMLA, ADA and Worker's Compensation"

June

- 6/18 Monthly Meeting: "Impact of Domestic Violence on the Workplace"

[Click here for more information!](#)

Membership Director Needed

There is currently a Membership Director position open on the State SHRM Council. If you are interested in the Membership Director position, you are encouraged to submit a resume to:

Laura Millett
SDSHRM
Council Director
Human Resources
Risk Manager
City of Aberdeen
605-626-7005
www.aberdeen.sd.us

[Click here for Job Description!](#)

Need HRCI Credits?

- March's Meeting "Workplace Flexibility" is preapproved for 1.25 HRCI credits.
- April's Spring Conference "Secrets to Making Diversity Work" has been preapproved for 3 HRCI credits.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification



**2013 State SHRM Conference
Merging the Past, Present, & Future**



"Yesterday is history, tomorrow is a mystery. And today? Today is a gift. That's why we call it the present."

B. Olatunji

Hosted by the NESD SHRM Chapter

Watertown, SD

MAY 1, 2, & 3, 2013

[Click for more information](#)

Want to become a member?

Don't forget to fill out a 2013 Membership Application!

Applications can be found: [HERE](#)

Tour of Business

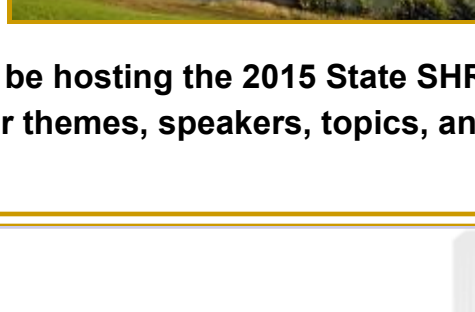
Looking for a host for July's Tour of Business Meeting.

Contact [Traci Beeson](#) if you're interested

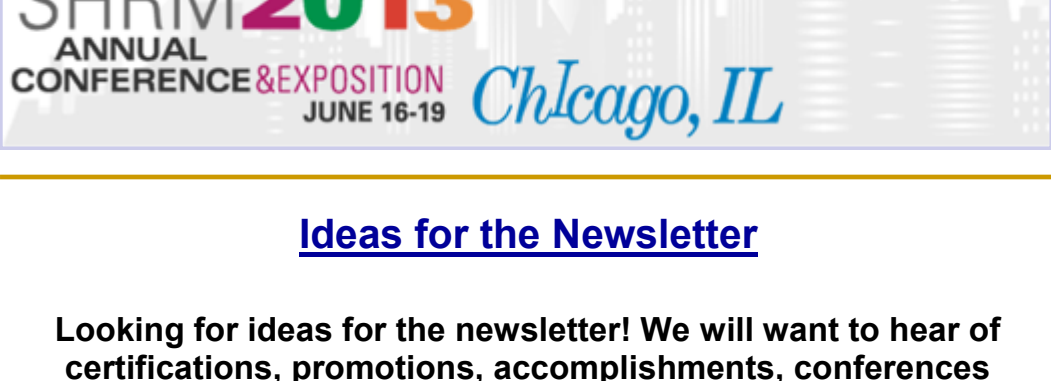
HR Certification for Reading Select HR Books!

For the first time, you can receive HR Certification Institute recertification credit for reading select HR books! The SHRMStore now offers a select number of HR books that have been approved for either General or Strategic recertification credit. Visit the SHRMStore for a list of the [books](#) currently approved for credit. Plus, look for more titles in 2013! And, for a list of frequently asked questions, click [here](#)! Or contact us at shrmstore@shrm.org

State Conference -Getting Local



Yankton will be hosting the 2015 State SHRM Conference! Submit ideas for themes, speakers, topics, and locations [HERE!](#)



Ideas for the Newsletter

Looking for ideas for the newsletter! We will want to hear of certifications, promotions, accomplishments, conferences attended, etc. Please submit ideas to [Lizz Nedved](#).

SESD SHRM Board Contact

- [Traci Beeson](#), PHR - Chapter President
- [Bernie LeCates](#) - President-Elect
- [Linda Anderson](#), PHR - Treasurer
- [Julie Perakslis](#) - Secretary
- [Lizz Nedved](#) - Chapter Membership Dir.
- [Bridget Benson](#), PHR - Chapter Past President
- [Jackie Backer](#) PHR - HRCI Certification Chair

If you are looking for information on your local chapter or need to tap into additional resources, you'll want to check out the SEDS SHRM website! Add this site: <http://sesd.shrm.org> to your favorites and assistance is only a few clicks away!