

FHRA April 2019

Frontier Human Resources Association

frontierhr.shrm.org

PO Box 1771, Cheyenne WY 82003



Frontier Human Resource Association (FHRA) serves the Cheyenne area Human Resource professionals by providing networking, education and resources designed to enhance professional growth and development.

From the President....

I am very excited to announce two additions to our Board of Directors: Brenda Reedy has moved up to the Membership Director position and Stefanie Stack has taken over as Co-Chair;. These two ladies will work together to promote our organization and encourage membership. Jacob Bustos has stepped in for the remainder of the year to serve as Diversity Chair. He has some great ideas and will be working closely with Workforce Readiness Chair Denise Rodriguez to provide some tremendous networking opportunities to the HR community in Laramie County.

The "Ready, Set, Grow" conference is just around the corner! If you have not registered, I invite you to do so. Questions? Brenda Reedy, Dorothy Moen, Mary Augustin and I are all part of the planning committee. We hope to see you in Casper September 19 and 20. Registration information is on our website.

I am so thrilled that we were recognized by SHRM as a Gold Excel recipient for our efforts to achieve our annual goals. Our goals for 2019 include increasing/expanding membership; providing additional networking opportunities; supporting the Laramie HR professionals and student chapter at UW; and, making steps to assure you are getting all you want out of your FHRA membership. I would love to know how you think we are doing! We appreciate those of you who completed our survey; I would also invite any of you to reach out to me directly at fletcherpenny14@gmail.com with your thoughts and feedback.

Planning is already under way for 2020. If you have ideas for programming or networking; or have an interest in serving as a board member, please let Mary or me know.

Penny Fletcher, MEd, PHR, SHRM-CP

Upcoming Events

2019

August

What Accounting Wishes HR
Knew

Cheyenne – August 20

September

State Conference, Casper –
REGISTER NOW
September 19-20

October

Transgender Issues in the
Workplace - Cheyenne
Performance Reviews -
Laramie

FHRA Board Members

President

Penny Fletcher

President-Elect

Mary Augustin

Past President

Amy Stinson

Treasurer

Deanna Lies

Secretary

Dorothy Moen

Membership Co-Chairs

Brenda Reedy

Stefanie Stack

Government Affairs

Bruce Asay

Media Relations

Samantha Ingram

Workforce Readiness Chair

Denise Rodriguez

Diversity Chair

Jacob Bustos

Foundation Chair

Jess Ryan

Certification

Suzie Vanderweide

Laramie Liaison

Christina Snowberger



Frontier Human Resources Association Awarded For Elevating Human Resources, Improving Workplaces

Cheyenne, WY — SHRM (the Society for Human Resource Management) recently awarded Frontier Human Resources Association its prestigious Gold EXCEL Award for the Chapter's accomplishments in 2018.

The Excel award aligns individual chapters' and state councils' activities with SHRM's aspirations for the HR profession. The award recognizes major accomplishments, strategic activities, and tactical initiatives that elevate the profession of human resources.

"So much of SHRM's success in shaping better workplaces—where employers and employees can thrive together—is owed to the hard work of our chapters and state councils such as Frontier Human Resources Association; through their courage and leadership Frontier Human Resources Association is driving true, measurable progress toward the healthy, productive, and dynamic workplaces of tomorrow," said Johnny C. Taylor, Jr., SHRM-SCP, president and chief executive officer of SHRM. "Awarding this Gold Excel Award is just one small way for SHRM to recognize and celebrate the big steps this chapter has taken this past year."

The EXCEL Award can be earned at four levels: bronze, silver, gold and platinum. Each level has a prescribed set of requirements and accomplishments that must be met. Frontier Human Resources Association will receive recognition in SHRM publications and at conferences, a logo to display on its website, and information to share with its members about the significance of this award.

For more information about Frontier Human Resources Association, visit <https://frontierhr.shrm.org/>.

About SHRM (Society for Human Resource Management)

SHRM, the Society for Human Resource Management, creates better workplaces where employers and employees thrive together. As the voice of all things work, workers and the workplace, SHRM is the foremost expert, convener and thought leader on issues impacting today's evolving workplaces. With 300,000+ HR and business executive members in 165 countries, SHRM impacts the lives of more than 115 million workers and families globally. Learn more at [SHRM.org](https://www.shrm.org) and on Twitter [@SHRM](https://twitter.com/SHRM).

Networking: It's Not Just Online

There is a lot of time, energy and money spent on social networks in this era. Congress is considering how to monitor what some could define as monopolies that certain platforms have established. Businesses dedicate budget line items and often have dedicated staff assigned to cultivating and maintaining a social network presence. And let us not overlook all the time spent by individuals on personal social network accounts and the subsequent social "networking" that takes place on these digital platforms. And yet more and more, researchers and lay people alike are asking if all the time and effort spent on social networking is indeed "networking" or time well spent.

The FHRA Board is considering this paradox, too. We strive to keep our members and community updated via several digital outlets and networks. Indeed, my position on the Board is focused primarily on the website, LinkedIn and Facebook accounts that FHRA inhabits (the Secretary position manages our email account) and the upkeep of those mediums. Our Board is asking ourselves right now, thanks in part to the valuable feedback in our recent membership survey, if we are doing everything we can and should to create a HR network. Are we missing out on opportunities to provide valuable in-person networking because a lot of emphasis is placed on social networking?

Elizabeth Millard suggests in her, "How Social Wellness Improves Your Health" article from June 2019, that tremendous value is derived from having strong, live (in-person) social network connections. She states that, "strong social connections can have huge benefits, and may even lengthen your life." FHRA recognizes the value of establishing or deepening social networking as well. And who are we to stand in the way of research and potentially extending someone's life expectancy? Several comments from our membership survey suggested that we offer more networking options in addition to the monthly luncheons. You asked for "casual", "additional", and other events that don't always focus on providing CE's. The FHRA digital presence and effort to expand our social network is not going to evaporate any time in the near future. But we are actively brainstorming and strategizing good old-fashioned networking gatherings, outside of our luncheons and off the digital social networks.

One thing that virtual social networks do not have issue with is being relevant (just don't ask My Space that) or providing convenience. The user chooses what to follow, like, engage with and they do so when it is convenient for them. Enter the FHRA challenge: **what kind of in-person networking events will attract participants and get them to actually show up?** Crowd participation would be really helpful right about now! We want to host, sponsor, and engage in the kind of networking that you want to attend but we are unsure what our audience, our membership, wants in the in-person networking space. I ask you to consider what you would like to see offered and tell us so we can facilitate something meaningful. You can post on the FHRA page, send us an email, bend the ear of a Board member when you see them, whatever makes sense. Tell us what you want and then show up. It's good for your health, after all.

We'll continue to populate our digital presence because it's necessary and convenient for our members and the general public. But be on the look out for different networking opportunities this year and beyond, and provide your input on what you'd like to participate in. Together, we'll help satisfy your wish for more HR networking and maybe even lengthen your life span!

Samantha J. Ingram, PHR, SHRM-CP, Media Relations Chair

Partnerships, Relationships and Mentoring

The process of mentorship can be one of mutual benefit for the mentor and the mentee. As a mentor, you not only get to impart the knowledge and skills you have learned in your career, but you also get the great benefit of helping someone possibly advance in theirs. The mentee is able to take that shared knowledge and apply it to their current and future positions.

One thing to remember is this process will usually only work if both sides are open to the interaction and exchange of information. The mentor/mentee relationship is a commitment of time and energy, and if one side is not invested in the interactions, the benefits will not be realized.

I have been involved in both sides of this process, and I know what worked well for me was having a semi-structured process in place. It was not just getting together and sharing stories and how to handle specific situations. It was books to read, articles to look at, and it was a scheduled phone call or meeting at least once a month as to what was learned since the last meeting. It incorporated visions and goals for the future, and what paths to take to achieve those goals.

A great resource is UC Davis, and here is the link to their program.

<https://hr.ucdavis.edu/departments/learning-dev/toolkits/mentoring>

Please let us know if FHRA can help you in this process. There are many years of experience on your board of directors that are glad to assist or answer any questions!

Mary A. Augustin

President-Elect

Are you interested in SHRM certification? Earning a SHRM-CP/SHRM-SCP certification is a career milestone for an HR professional.

Employers Council has the resources, certified instructors who are subject matter experts, and proven techniques that will help you pass your examination. Sign up now for the next ten-week study program that begins in September!

To register, go to EmployersCouncil.org, email Registration@EmployersCouncil.org, or call 800.884.1328.

Certification

Hello FHRA members! Below is some great information for those wanting to get their SHRM-CP or SHRM-SCP credential as well as information on recertification PDC's for those already certified.



Interested in becoming certified?

You will find necessary information on the SHRM website: <https://www.shrm.org/certification/>

2019 Winter Exam Window: Dec. 1, 2019 - Feb. 15, 2020

| APPLICATIONS ACCEPTED | REGULAR APPLICATION DEADLINE | LATE APPLICATION DEADLINE |
|-----------------------|------------------------------|---------------------------|
| May 13 | Oct. 18 | Nov. 9 |



Many companies sell study books and there are a variety of formal preparation classes (online and in person) in many locations. SHRM has an upcoming Certification Preparation Course in Denver, CO October 23 through 25th, 2019.

Already certified?

Get your PDC's! There are so many ways:

- FHRA meetings (usually give 1.0 PDC or more)
- Attend a conference! SHRM has many pre-approved conferences.
- Attend webcasts
- SHRM membership (3 PDS's per year)
- Read approved books, then take a quiz
- Specific work projects
- Author HR blog posts
- Serve as a volunteer or mentor to other HR professionals
- Advocate for workplace legislation and policies



Please feel free to contact me with any questions about certifications and enjoy this amazing WY summer!

Suzie Vanderweide, PHR, SHRM-CP

FHRA Certification Chair

FHRA Membership

We would like to give a warm welcome to our new members! If you have any questions regarding your membership, please reach out to Brenda Reedy or Stefanie Stack. You can email us at fhrmembership@gmail.com.

Jacob Bustos
Wayne D'Antoni
Julie Fornwalt
Dee Groom

Tara Gross
Amelia Kelso
Danica Lamb
Jamie Lewis-Eastmond

Kelly Roseberry
Diana Schafer
Shea Sparks
Jessica Toman

We would love for our members to bring a guest to the August luncheon in Cheyenne. Members can bring a guest for no additional cost! So, bring your colleagues along for a great learning and networking

Thank you for your patience as we resolve issues with the on-line system. If you have any questions regarding your membership, please reach out to Brenda Reedy or Stefanie Stack. You can email us at fhrmembership@gmail.com.

Here is a list of our current members:

Mike Allen
Bruce Asay
Brittany Ashby
Renee Ashworth
Mary Augustin
Barbara Bagdon
Robert Baker
Tamara Bartlett
Ron Beck
Debbie Bershinsky
Laura Block
Kamy Boller
Diane Brewer
Becki Burke
Jacob Bustos
Linda Butcher
Angelita Candelaria
Cameron Carter
Bradley Cave
Wayne D'Antoni
Rosann David
Jaime Davis
Todd DePorter
Lisa Douglass
Tabith Ennis
Penny Fletcher

Julie Fornwalt
Denise Freeman
Toby Grapes
Dee Groom
Tara Gross
Nellie Hasenkamp
Suzanne Heller
Steve Hodges
Jennifer Hooke
Angela Howell
Samantha Ingram
Judi Just
Michelle Kallhoff
Kathy Kellner
Amelia Kelso
Darci Laird
Danica Lamb
Leslie Lamie
Jaime Lewis-Eastmond
Deanna Lies
Dee Lies
Mandy Liley
Tammy Maas
Marina Malatesta
Jillian McClure
Dorothy Moen

Kim Negich
Lilia Olejnik
Brenda Reedy
Kelsie Renneisen
Denise Rodriguez
Tara Rood
Kelly Roseberry
Jess Ryan
Diana Schafer
Tony Scoville
Tasha Selfridge
Briana Sheeley
Deb Smith
Jacob Sones
Shea Sparks
Stefanie Stack
Maryellen Tast
Jamie Terry
Tammy Testerman
Jessica Toman
Justin Tripp
Casey Turcato
Suzie Vanderweide
Russell Webb
Candy Wright
Lucas Yosten

If you plan to be a 2019 FHRA member and you are not on this list, please contact us to get you started or join on-line at <https://frontierhr.shrm.org/join-now> . If you know someone who needs to join FHRA, tell them about us!



The Wyoming State Council of SHRM is excited to announce Craig Zablocki and Bruce Christopher as the keynote speakers for 2019! The conference will be held in Casper at the Ramkota and is scheduled for September 19-20, 2019. This will be a great opportunity for SHRM and HRCI approved professional development credits, networking and fun!.

Craig Zablocki is a national recognized goofball and speaker who has shared his message of "lightening up" and "reclaiming your natural spontaneity" with groups across industries, and in all fifty states and abroad. Described as a "chiropractor for the soul", Craig does more than just tailor his programs...he rolls up his sleeves and works the audience, where unexpected magic brings real change.

"Laugh 'til you cry...Learn 'til you change!" These are the only rules that apply at a Bruce Christopher presentation. At the heart of it all, what separates Psychologist-Humorist Bruce Christopher from the rest of the pack is his outrageously funny and dynamic deliver of today's hot topics. He has captivated audiences internationally by giving them real and practical solutions for success, without fluff and hype.

Early Bird Registration is now!!

REGISTER at the [Wyoming State Council website!](#)

Department of Labor VETS / Department of Defense Resources to Assist Employers Find and Hire Transitioning Service Members, National Guard and Reserve, and Veterans April 24, 2019

Department of Labor Veterans' Employment and Training Service (DOL VETS) DOL VETS' Veteran Employment Outreach Program has six Regional Veterans' Employment Coordinators who assist employers connect with federal, state, local, and other resources in order to make it easier for employers to find, hire, train and retain veterans. Get one-on-one assistance at <https://www.dol.gov/veterans/employers/local.htm>.

Resources:

Marine For Life (M4L) "The Marine for Life (M4L) Program connects transitioning Marines (TMs) with employer resources, educational resources and community resources that aid in their career and life goals outside of military service. <http://usmc-mccs.org/services/career/marine-for-life-network/join-the-network>

Soldier For Life (SFL) SFL engages and connects Army, government, and non-government organizations to support our Soldiers, Veterans and Families. Soldier for Life builds relationships with these organizations to reinforce the Soldier for Life mindset throughout the Soldier Life Cycle. To contact SFL, email usarmy.sfl@mail.mil or call 703-545-2635.

National Guard Employment Support Program (ESP) ESP is vital in supporting our National Guard Service members in finding meaningful careers and job opportunities as they face the challenges of military life, whether mobilized or in a steady state posture. <https://www.jointservicessupport.org/esp/default.aspx>

Employer Support of the Guard and Reserve (ESGR) ESGR, a Department of Defense program, was established in 1972 to promote cooperation and understanding between Reserve Component Service members and their civilian employers and to assist in the resolution of conflicts arising from an employee's military commitment. <https://www.esgr.mil/Employers/How-ESGR-Can-Help>

Private Public Partnership (P3) -The Army Reserve Private Public Partnership Office (P3O) serves as the single point of entry for all organizations seeking to partner with the Army Reserve. <https://www.usar.army.mil/P3/Resources/>

Citizen Soldier for Life -The Army National Guard - Citizen Soldier for Life (CSFL) is a holistic program tailored uniquely to the National Guard organizational structure which ensures that ARNG Soldiers transitioning from 180 days of continuous AD service to National Guard Status or out of military service receive the same transitioning services as their AC counterparts <https://www.arngcsfl.com/mycareer>

US Army Warrior Care and Transition -The lead proponent for the Warrior Care and Transition Program (WCTP), For employers specifically looking to hire a wounded, ill and injured transitioning service member or veteran, please access the following resources for additional information at <http://www.wct.army.mil/>

Denise Rodriguez

Workforce Readiness Chair



HR Certification Opportunities for You:

Are you considering sitting for an HR certification exam? There are study and preparation opportunities that exist within our region and nationally.

If you want more information about certification and exam preparation, feel please contact our Certification Chair,
Suzie Vanderweide
(suzie.vanderweide@hollyfrontier.com).

A Date to Remember:

September 19-20, 2019 – State SHRM Conference, Casper

Register Today!!!



Happy summer from your Colleagues at
Frontier Human Resources Association

