



MM SHRM RESOURCE

Advance the Profession—Serve the Professional

Spring 2020

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PRESIDENT’S MESSAGE

What a difference a day makes.... And yet it’s been far more than a single day.

Years from now, we’ll have a collective memory of having been through this shared experience, but I don’t know that we will ever be able to pin it down to a particular day. Collectively, we’ve all come to understand the meaning of July 4, September 11, or December 7.

I think it’s probably better to embrace the idea that we are living in a period of time that is yet unknown, but will be defined by the onset of COVID-19 and, ultimately, its demise. All of us hope that the time from beginning to end will be brief, but none of us really know.

During one of our recent HR Happy Hours, a question was asked, “When we will be able to *not* talk about the coronavirus?” There will be a day, but that day likely isn’t today or even tomorrow. In the here and now, we are focusing on the challenges it has brought, both personally and professionally.

It’s important to remember that what we are dealing with is a global pandemic, the likes of which hasn’t been seen for a century which has caused us to reorder our personal and professional lives. Many things are beyond our control at this time, yet it is important to remember those which are.

There are lots of choices regarding how we respond and the attitude we carry with us as work though our days. We have been asked to drop everything and respond.

And let me be clear on this: Your response has been amazing!!

HR friends, I couldn’t me more proud of your response. Today, six-plus weeks into the Safer at Home order, with a few more weeks to go, we are hearing from our members the many ways that they have been there for the organizations they work for, the people they work with, the communities they live in, and the families they live with.



Sheree Yates

Continued on page 2

And now, you are preparing for what comes next. Your work has been tireless in the effort to regain control of the ship, and now you are at the time and part of the discussion about where we are going, and how we are going to get there.

Let's face it, that future is still very unclear, but it holds an unprecedented opportunity for HR to lead.

SHRM Chief Knowledge Officer, Alex Alonso, shares this "Think back upon every major change in your life. If you're like me, you probably hated it every day for six months. Then something amazing inevitably happened. The new normal was better than the old normal. I've learned change is paralyzing because of the unknown but each example comes with countless growth opportunities. The most successful leaders not only embrace change but they look forward to it."

A leader's ability to be fluid, and to re-evaluate a situation and look for better solutions is a valued skill. The ability to think critically and act creatively rather than accepting status quo can differentiate a good leader from a great one. This is a time of great opportunity, but ensure that this does not come at the cost of the things that are most important things in life. As Steven Covey reminds us, remember to focus on the big rocks in our lives first, whatever those may be for you - family, friends, community, health (physical /mental), religion. Give yourself some credit, we are all trying our best, and that is all anyone can ask. You have been through a lot and there's a lot of road ahead of us. Do what you do. Be great.

Take care of yourselves. We're here for you and your talents and energy have never been more needed....

Sheree Yates,
MM SHRM President

Leadership Survey

Thank you to everyone who recently completed our Volunteer Leadership Survey. It's one thing to ask for an opinion, and something quite different to ask for someone's commitment. Your response was overwhelming!

We're working our way through the responses and will be in touch soon. If you didn't complete the survey but still have an interest in working with Metro Milwaukee SHRM in a volunteer capacity – and there are lots of opportunities – call the MM SHRM office and let us know.

The Future of Work – Facilities Survey

We also want to thank everyone who completed the survey sponsored by Metro Milwaukee SHRM and the Commercial Realtors of Wisconsin. That survey asked MM SHRM members to weigh in on their plans for work arrangements in the post-COVID environment, including work practices, changes in space utilization, the effect on organizational culture and more. The results of that survey will be shared with local media, members of the sponsoring organizations, and others to facilitate discussions about the future of work in the Milwaukee area.

SHRM Certification Study Group

Our Spring Certification Study Group never missed a step, shifting from face-to-face to a virtual without missing a session. We remain committed to preparing members for the SHRM Certification examination. Many thanks to the instructors and leadership team that made this happen. Thanks also to Alverno College who had been hosting our Spring sessions!



Looking to prepare for your examination? Soon, we'll be announcing our plans for our Fall Certification Study Group! Our first-time success rate for those attending our Study Group is well above 90 percent and has the added benefit of developing mentor and peer relationships that can last your entire career!

For more information: www.mmshrm.org/professional-development/certification/

HR Happy Hours Continue - Virtually

Some programs were a little bit easier to continue virtually, but we're looking forward to the time when we can all be together again too! We've held two virtual Happy Hours in the past few weeks, with a great dialogue during each. Networking may not be happening the way it used to, but it's still happening and there is still plenty to learn from conversation with your fellow members!

Join us for our next HR Happy Hour:



Wednesday, May 20th
4:30 pm

I'LL BE THERE



GoToMeeting login information will be e-mailed to participants on Tuesday (5/19) by noon.

Recent Programs

HR Night at the Bucks

It seems like forever ago now, but we had a great time at our Annual HR Night at the Bucks in February. We have more than 80 people attend the event which included a program and reception and tickets to the Bucks versus 76ers game – which the Bucks won!

Many thanks to our panelists from the Milwaukee Bucks and to the Bucks organization for making this event happen again!



Personal Development

On March 5, Darren Fisher of SPEARity presented on the topic of Leadership Fundamentals. The program was one of a series that Metro Milwaukee SHRM has and continues to offer related to personal development, defined by skills that are not necessarily related to the HR Body of Knowledge, but ones that provide value – personally and professionally – to those attending. Personal Development programs remain a key initiative of the chapter.

The program received nearly perfect ratings from the attendees on the basis of content and delivery. A reception followed, allowing participant to continue their learning and to develop their personal networks.

A partial list of the program take-aways were a leadership strategic plan based on individual wants and objectives; key leadership behaviors; a strategic process to continuously understand the goals and plans to reach the established goals; and six key performance indicators for strategic leaders at any level.



Look for more Personal Development programs from Metro Milwaukee SHRM!

Help United Way reach its goal of creating 3.5 million homemade masks for essential service providers in Milwaukee.

United Way of Greater Milwaukee & Waukesha County is proud to partner on MaskUpMKE with the Milwaukee Bucks, Medical College of Wisconsin, Greater Milwaukee Foundation, Zilber Family Foundation, Ignite Change, FiservForum, Rebel Converting and Habitat For Humanity.

Volunteers are invited to pick up a mask kit from Fiserv Forum in Milwaukee, take the kit home to assemble the masks, then in 4 days return the assembled kits to Fiserv Forum.

Click [HERE](#) for more details



Programing

Having to cancel and postpone events in March and April was a disappointing time. We had a great Spring Conference planned for you. More than 50 people had submitted proposals as speakers and we had two fabulous keynotes lined up as well. Sponsor opportunities were filling up quickly....

Today, we have pivoted to a new plan. We have decided to combine our Spring Conference with our Fall Forum under the title of the MM SHRM Annual Conference. The event is scheduled for Wednesday, November 4 at the Italian Conference Center.

Josh Schneider, will still be with us as our opening keynote, speaking on the topic of *Better Work*. We've invited most of our session speakers back, but asked a few to present their programs virtually in the coming months. The content of their programs, we believed, was more relevant now than ever, and we wanted to bring that to you as soon as possible in a series of no-cost, high-value programs.

Replacing these speakers in November will be four speakers on legal, legislative and regulatory matters. There has been a lot of change in that space in a brief period of time, so there will be plenty to talk about. More than that, our Annual Conference will be the morning after the Fall General election, so we will get a first look at the results and implications during our second keynote presentation that day.

What happens after that? We return in 2021 with something that looks more like our usual calendar of programs and events – with the Annual Conference in April and the Fall Forum in November, surrounded by the many programs and events that make membership in Metro Milwaukee SHRM so valuable!



WISHRM Conferences

State Conference*
October 14-16, 2020
Wisconsin Dells, WI

* Volunteers are needed for the conference! If you are interested in being part of the team planning and pulling off this top-tier event, go to <https://www.wishrm.org/2020-state-conference>



WI SHRM STATE CONFERENCE
HRs Bright Vision

5K Famous Racing Sausages Run/Walk at Miller Park

If it happens, we'll be there!

There has been no official announcement regarding the 5K Famous Racing Sausages Run/Walk at Miller Park, so we're still planning on fielding a team.



A generous Enterprising Leadership Grant from the Wisconsin State Council of SHRM will allow us to offer reduced fee registration as we support Fisher House and veteran hiring initiatives.

The course goes around and through Miller Park and each registrant receives a Brewers' ticket voucher, a commemorative tech shirt featuring the Johnsonville Famous Racing Hot Dog, and complimentary food & beverage at the post-5K tailgate party!

Our goal is to field a team of more than 40 Metro Milwaukee SHRM members and to grow that number beyond 40 by including family and friends of our members. The goal is to raise money for the Fisher House, which supports veterans in our community, but also to advance the education and participation of the HR community regarding the benefits of hiring veterans.



Interested in participating?

Look for registration emails before long!

Welcome to our New Members

Maureen Aliota
Sonia Allana
Karla Baierl
Kathy Bernaden
Jane Beyer
Robert Bilsborough
Emily Blakeslee
Amanda Boehm
Melissa Caldwell
Alexis Carter
Kelly Cartwright
Mary Casey
Lori Casterton
Lori Cavitt
Kelly Conrardy
Manuel Cruz
Denise Domian
Fabio Duarte
Hanna Eden
Tina Gallup
MJ Gilfillan

Ellen Gutierrez
Cheryl Hernandez
Alexis Holland
Dan Huber
Denise Huebner
Melissa Jack
Trina Jashinsky
Ann Klitzke
Heather Kozik
Lori Krzewinski
Bonny Kuphall
Angela Lahr
Chanler Leonard
Rachel Lloyd
Dana Lobocki
Brian Mason
Emily Mason
David McCormack
Mike McElherne
Joseph McKearn
Lori Merkle

Bridgette Miller
Laura Miller
Amy Minnich
Dean O'Gorman
Roshani Patel
Nicole Peller-Smith
Sarah Rolfs
Jackie Ruhland
Daniel Sager
Elizabeth Shickles
Jake Siudzinski
Susan Smieja
Melissa Stauber
Kristin Strunk
Elsa Travieso
Ryan Vecitis
Zachary Vredevelde
Shellee Vue
Rob Whitacre
Melynda Wondra

Meet our Directors

Stella Terry, PHR, SHRM-CP

Did you grow up around here? Where do you live now? And what can you tell us about your family?

I grew up in the suburbs of Chicago but have been in the metro Milwaukee area for almost ten years, I guess I'm here to stay!

Who do you work for?

I work for Tandem HR, a Professional Employer Organization based in Westchester, Illinois.

How long have you been a member of MM SHRM and why did you first join?

I first joined around 2012-2013. My main reason for joining was for professional development and to start identifying my HR resources in the area.

What's your position on the MM SHRM Board of Directors?

I am currently the Secretary/Treasurer.

What's the best thing you've gotten out of your membership?

I love the community of HR professionals that I have met and the ability to share ideas and best practices.

What's the best thing about being a volunteer leader? Why did you decide to step into your leadership role?

Being a volunteer leader helps me step outside my comfort zone and supports my professional development which was a big reason for wanting to take the role. I also had very few resources

at the start of my career and I like that I can be a resource to others who are in the same situation.

How long have you been doing HR?

12+ years

Did you major in HR? If not, what did you study and how did you make your way into this field?

My major was Psychology. My path into this field has too many forks in the road to stay within newsletter word limits, but feel free to ask me at the next MM SHRM event.

What's your favorite part about being in HR?

I really enjoy being a strategic partner to leaders within the organizations that I support. I love collaborating and being the HR subject matter expert. I also love employee relations, the complexity of the issues and the never-ending scenarios that come across my desk lead to a job that is always interesting.

What was your first job?

I sold shoes at Footlocker in the mall starting at age 15. My first job out of college was a Community Prevention Educator for a Mental Health Center. My most *interesting* job though was as an improv actor for the Illinois State Police Training Academy (yeah, that's a thing).



What book are you reading right now?

The Power of Habit by Charles Duhigg as well as my workbook to pass the Illinois Insurance Producers Licensing Exam!

Favorite band?

Nine Inch Nails

Favorite movie?

What Dreams May Come (starring Robin Williams)

What's the most exciting/adventurous thing you've ever done?

I'd say one of the most adventurous things I've ever done was when I accepted my former job as an HR Director of a large (ish) healthcare company. It was a job that was bigger than I felt I was experienced for and it held a lot of risk but it definitely felt exciting and adventurous!

What's the best career advice you've ever gotten?

Pretty much all the contents of *Lean In* by Sheryl Sandberg

People would be surprised to know that...

I fly drones for fun and to make travel videos.

Board Roles for 2019/2020

Here are your Directors and Board responsibilities for 2019/2020:

Executive Committee/President	Sheree Yates
Executive Committee/President-Elect	Kristy Kintop
Executive Committee/Secretary & Treasurer	Stella Terry
Executive Committee/Past President	Bob Von Der Linn
Executive Committee/Executive Director	Jeff Beiriger
Certification Director	Claire Evans
College Relations Director	Melissa Engaldo
Communications/Social Media Director	Sarah Fastner
Community Outreach Director	Amy Spahr
Conference/Events/Professional Development Director	Erica Hornburg
Diversity & Inclusion Director	Darlene Austin
HR Executive Outreach Director	Kelly Renz
Legislative Director	Angela Novotney
Membership Director	Greg Bachrach
Program Coordinator	Vacant

Member Program Co-Chairs

We are proud to introduce our Member Program leaders for 2019/2020:

HR Business Partner (HRBP) Resources

Glenna Cose Brin
Brenda Barker

Legislative

Dawn Schicker, PHR, SHRM-CP
Suzanne Schwartz

Talent Acquisition

Margita Baricevic
Devon Vance

Workforce Diversity, Inclusion & Readiness

Lindsey O'Connor
Leia Ferrari
Yvette T Alicea-Reed

HR Department of One

Loren Brandrup
Lindsay Lloyd

Performance & Development

Jennifer Buchholz
Kristin Strunk

Total Rewards

Brenda Baas
Christopher Seidling

Board Service – Want to Know More?

Board nominations happen in April/May for two-year terms beginning July 1, 2020. If you are interested in learning more about Board service – it's rewards and responsibilities – we encourage you to have a conversation with current president Sheree Yates or President-Elect Kristy Kintop.



Social Media

We invite you to connect with us online and to get involved in our social media community!



Facebook Page



Facebook Group
(Members only)



LinkedIn Group
(Members Only)

Dues Renewals & Membership

Before long, you will be receiving your membership renewal for 2020/2021. We thank you, in advance, for your ongoing commitment to your professional development, to the profession, and to the association.

Getting the Most from Your Membership

- Consider a two-year renewal to save money!
- Attend one of our conferences/events at a discount.
- Join us for one of our monthly HR Member Meet-Ups.
- Get the discount on job postings to fill your HR positions using our job board.
- Sign up for our certification study group and save!
- Attend one of our focus-area membership meetings.



Membership Merchandise

Want to show your pride in your profession and your professional association? Consider purchasing one of the many MM SHRM logo-identified items available through our merchandise portal!

The items in the catalog are embroidered or printed to include the Metro Milwaukee SHRM logo. You can find the complete catalog of available products online by clicking [HERE](#).

Not a member? Find out more by clicking [HERE](#).

Corporate Sponsorship

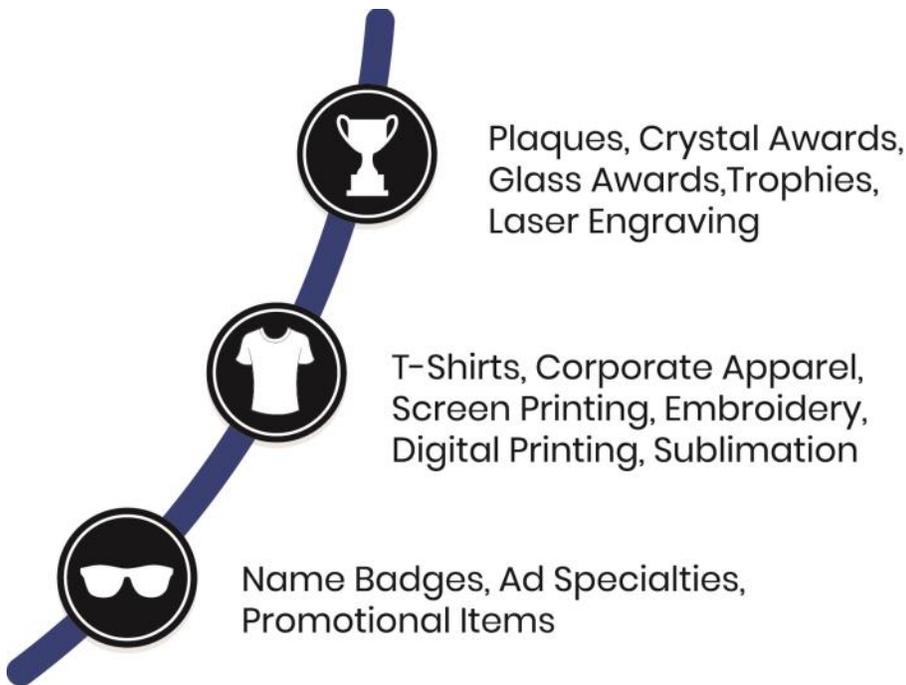
We pride ourselves on the amount of educational programming that is available to our members but also recognize that not every great idea comes from one of our session leaders. At our various programs and events, in this newsletter and on the website, we welcome the participation of various sponsors who are looking to promote their products and services. Certainly, sponsorships help us support our programs and events, but the end-game of sponsorship is to help connect our members with new ideas – ones that can save time and money and solve problems. Whether the problem is pressing or not, just knowing a resource is critical when the time for action comes.

Corporate Sponsors receive...

- Membership
- Web site Listing
- Listing and Ads in E-Newsletter
- Recognition at Annual Events
- Tabletop Displays Opportunities
- Access to Mailing Labels
- And MORE!

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Our thanks to our Annual Corporate Sponsors and all of our program and event sponsors throughout the year!



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The **CORPORATE TRAINING CENTER (CTC)** provides customized training to meet the professional development needs of your employees. We partner with you to determine the root cause of your business challenges to design, develop and deliver relevant, innovative and affordable training.

CTC also offers professional development workshops and consulting services in topics such as:

- Leadership • Process Improvement • Strategy • Talent Management

Registration is now open for our workshops.

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WAUKESHA COUNTY TECHNICAL COLLEGE

Hands-on Higher Ed

WCTC prohibits discrimination or harassment based on any status protected by applicable state or federal law.

Metro Milwaukee SHRM is proud to sponsor the following SHRM Student Chapters in our area:



As part of our commitment to Student Chapters, we provide discounted rates to our programs/events, provide financial support, provide outreach to each group, support teams attending the WI SHRM HR Games each year, and make available scholarship opportunities for chapter members. We also like to connect students with internship opportunities, and we encourage you to contact the Metro Milwaukee SHRM office or College Relations Director Melissa Engaldo if you have an internship opportunity you'd like to share.

Student Chapter members are the future of our profession and our association, and their support is perfectly aligned with our mission to advance the profession and serve the professional.



Metro Milwaukee SHRM's Job Bank is for employers and HR professionals alike. This service seeks to connect HR professionals with outstanding job opportunities.

The content of the advertisements posted are submitted by employers and are not drafted or otherwise independently verified by Metro Milwaukee SHRM staff. We believe in transparency to our members; therefore, we will not post confidential positions.

If you are an employer looking to reach Metro Milwaukee SHRM's extensive network of talented HR professionals, visit our [Post A Position](#) page for more information. If you are an HR professional looking for a position, visit our [Find A Job](#) page. Or, if you are a student looking for an internship in this area, visit our [Find An Internship](#) page.

If you have a posting that would benefit from statewide exposure, you may want to consider listing your job with the [WI SHRM Job Bank](#) as well.

Metro Milwaukee SHRM currently has a members-only Linked-In page and a members-only Facebook Group. We also have a Facebook page for members and non-members.

We invite you to connect with us online and to get involved in our social media community!



Contact Information

Please note that some of the contact information for Metro Milwaukee SHRM has been updated!

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