

January 2015

Central Iowa Chapter of SHRM 2014 Board of Directors

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CISHRM welcomes articles of interest to the HR community for The HR Central. The HR Central is published monthly. Please contact [Kelly Rico](#), CISHRM Chapter Secretary & The HR Central Editor for submission information.



Letter from the President By Sarah Charlier, SPHR

Happy New Year!

2014 has been a fantastic year for CISHRM and I'm so excited to be sharing 2015 with all of you. It's already shaping up to be a fantastic year with tons of opportunities for HR professionals in Central Iowa to further their education and experience in Human Resources, as well as to volunteer to help Central Iowa SHRM bring knowledge, networking and fun to our members.

Resolve to give some time to your profession and to your career this year by [volunteering with CISHRM](#). We've already got many opportunities available for one-time and ongoing volunteer roles. Most immediately, we're looking for volunteers to assist with the [2015 Legal and Legislative Conference](#) (photography, registration, speaker introductions, logistics, technology) as well as volunteers for the 2015 [Career Expo](#) to assist in event setup and logistics as well as for resume critiquing.

Please welcome our new CISHRM Board Members! Our chapter couldn't survive without dedicated leaders who give their time and talent.

Amanda Smith, Vice President, Legislative Action
Katie Stull, Vice President, Workforce Readiness
Brent Steemken, Treasurer

And a huge THANK YOU to our outgoing board members for their support, time, and leadership!

CISHRM is still looking for a [Vice President of Membership](#) to join our Board in 2015. If you are interested or know someone who is, please [complete this short survey](#) to share some information about yourself and submit an application. Serving on the Board of Directors is a fantastic way to network, gain leadership experience, and to support the HR profession in Central Iowa.

2015 is also an exciting (and maybe a little confusing) year for HR professionals who are certified or wish to become certified. CISHRM is dedicated to help you understand the new SHRM Certifications and navigate the changes this addition has brought to our profession. Mark your calendars for January 5th, which is the date SHRM is making the (free!) 3-step pathway to certification available to those who already hold an established HR certification. While we intend to keep information coming at meetings, events, and study groups, please feel free to contact myself at President@cishrm.com or our Vice President of Certification Marilyn Kline-Johnson at Certification@cishrm.com any time with questions or concerns regarding HR Certification.

Thank you for an incredible year! I can't wait to see how the members of CISHRM will learn, give, and grow in 2015.

Sarah



January Monthly Meeting

January 13, 2015

Mentoring – The Next “Big Thing” in Performance Management

Presented By: Frank Russell, Propositions

Location: Windsor Heights Community Center
6900 School Street
Windsor Heights, IA 50324

[Register](#)

Mentoring in the workplace is on the rise. When determining what the mentor program is going to look like and how it will be managed, there are various structures and processes to consider. This session will explain the latest advancements in virtual mentoring, social media technology and how they are revolutionizing performance management and employee development. Participants will also learn how you can take advantage of some of the latest tools and techniques to build effective coaching and mentoring programs.

Learning Objectives:

- How to design and launch an effective mentoring and coaching program
- How to leverage virtual technology to build “Democratized” mentoring networks
- How to increase active participation in social media and collaboration platforms
- How to find hidden talent within your organization
- How to foster collaboration, improve retention and increase employee engagement

This session has been approved for 1.00 HR recertification credit hour through HRCI.

Schedule

7:15 a.m.: Registration and Refreshments

7:30 - 9:00 a.m.: Meeting begins –Announcements, Updates and More!

*NOTE: To minimize disruptions with the meeting and to give the speaker our utmost attention, please plan to arrive to the program meeting **prior to the start time.***

Cost: CISHRM Members: No charge
Guests: \$10.00

Questions?

Registration or Cancellations, [CISHRM Administrator](#)

Event Details: [VP Programs](#)

***Please note: When registering more than one guest, please complete a separate RSVP form for them.**



Facebook



LinkedIn



Twitter



2015 Iowa Career Expo

Thursday, January 15, 2015

Hy-Vee Hall
730 3rd Street
Des Moines IA 50309

Expo will run from 10:00am - 2:30pm at Hy-Vee Hall. You don't want to miss it! For more information, including information for Employers and volunteer opportunities, [click here](#).



Foundation Fact

Did you know that the SHRM website provides free SHRM Foundation resources that could help your organization? News and updates are posted frequently, simply go here:

<http://www.shrm.org/about/foundation/pages/foundationhome.aspx>



New Central Iowa SHRM Members – Roll Call!

Please welcome the newest members of Central Iowa SHRM!

Sarah Clark
Cumulus Radio

Julie Nuter

Teresea Miles

Denise Parker

Kerri Minor
Dee Zee Inc.



CAREERS!

Want to know about the latest job openings in Central Iowa? Take a look at Central Iowa SHRM's [Job Postings](#) to find out more about these career opportunities!



CENTRAL IOWA CHAPTER
Association for
Talent Development

The Association for Talent Development (ATD) Central Iowa Chapter is excited to invite you to...

ATD Central Iowa Career Development Day 2015 !!

Join us for:

Engaging keynote speakers, 16 total concurrent sessions, time to network with speakers and exhibitors, an introduction to the 2015 Board of Directors, and a networking reception to wrap up the day!

Please visit www.astdiow.org/careerday for more information and registration!

January 16 - 8:00AM-4:00PM - West Des Moines Holiday Inn (Mills Civic)

#atdcentraliowa #atdcdd

Labor Relations and Safety-Related Law

Program Start Date: Feb 2, 2015

- Collective Bargaining and Operating in a Union Environment (Part I)
- Collective Bargaining and Operating in a Union Environment (Part II)
- Violence in the Workplace
- OSHA Law (Part I)
- OSHA Law (Part II)
- Iowa Worker's Compensation



Please watch the [Events Calendar](#) for more information!

Sponsorship Opportunities

2015 Legal and Legislative Conference

Central Iowa SHRM is seeking sponsors for the 23rd Annual Legal and Legislative Conference, which will be held at the Prairie Meadows Conference Center on February 26, 2015. This day-long educational conference is being planned for over 100 professionals and wouldn't be possible without the financial support from our sponsors. The following opportunities exist:

\$1000 Title Sponsor

Named title sponsor on all event signage and video marquee
Opportunity to speak to the general session audience
Highlighted table/booth for company representation and literature
3 free conference registrations
List of conference participants
Company marketing material supplied to all attendees



\$500 Major Sponsor

Name sponsor of speaker, lunch, or break (based on availability)
Named sponsor on video marquee including company logo
Highlighted table/booth for company representation and literature
2 free conference registrations

\$250 Contributing Sponsor

Noted as contributing sponsor to general session audience
Named sponsor on video marquee including company logo
1 free conference registration
Company marketing material supplied to all attendees

Donated items such as bags, notepads, pens, or premium items for door prizes with your company logo on them are also appreciated. If your company is interested in being a sponsor, or if you have questions, please contact one of the following committee members:

Brad Schabel bschabel@dmacc.edu
John Noll jnoll@cds-global.com

We hope to see you Feb. 26, 2015 at Prairie Meadows for a great conference.

Thank you for your continued support of Central Iowa SHRM!



VOTE

Vote Now for the 2015 Central Iowa SHRM Board of Directors

Please vote today for the 2015 Central Iowa SHRM Board of Directors as presented by the CISHRM Nominating Committee. Your vote will help shape the future of CISHRM. Let your voice be heard and submit your vote now!

President - Sarah Charlier, SPHR,

President Elect - Julie Caspar

VP Programs - Katie Byam

Secretary / Volunteer Coordinator - Kelly Rico

Treasurer - Brent Steemken

VP Certification - Marilyn Kline-Johnson

VP Workforce Readiness - Katie Stull, PHR

VP Legislative Action - Amanda Smith, JD, PHR

VP Member Communications - Sara Deich, SPHR

VP Strategic Partnerships & SHRM Foundation - Danni Hintz

[Vote Now](#)

Note: To cast your vote you will need to be signed in to your account.

SHRM Certification - The New Credential for HR Professionals

Effective January 1, 2015 SHRM will have new certification credentials of SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Professional (SHRM-SPC).

This new certification is the culmination of over three years of research, and based on the SHRM HR Competency Model, which was validated by more than 30,000 HR professionals around the world. These HR professionals identified the skills needed to grow and succeed in HR careers. Studies were conducted with five major corporations and five major research universities, including Walmart, Boeing, LWHRA SHRM Chapter, Michigan State University, Pennsylvania State University, Lusida University (Lisbon, Portugal), and University of North Carolina-Charlotte.

The SHRM Certification preparation program will include:

- The new global Body of Competency and Knowledge (BoCK);
- A comprehensive exam; and
- Instructional materials and certification preparation tools

Beginning January 1, 2015, HR professionals with existing HR certifications that are in good standing, will be eligible for the new SHRM Certification – at no cost – by completing the following by December 31, 2015:

- **Document** that your current certification is in good standing
- **Sign** the SHRM Code of Ethics
- **Complete** a brief online tutorial on HR competencies

Professionals successfully completing the PHR or SPHR exam during the testing window of December 1, 2014 through January 31, 2015 are eligible for the new SHRM certification by completing the process outlined above.

Central Iowa SHRM will continue to offer HRCI credit for chapter sponsored programs. Effective January 1, 2015, CISHRM will also offer credits that support the new SHRM certification for chapter sponsored programs.

Central Iowa SHRM will offer a Study Group starting in January 2015 for individuals who wish to prepare to take the new certification exams. Specific information regarding the Study Group will be available on the CISHRM website.

Detailed information on the new SHRM certification is available at www.shrmcertification.org

If you have specific questions regarding certification, please contact:

Sarah Charlier, CISHRM Chapter President at president@cishrm.com

Marilyn Kline-Johnson, CISHRM Certification Chair at certification@cishrm.com

