

November 2015

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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

October seemed to fly by faster than ever this year, but at least we're that much closer to the holiday season! As I think ahead to Thanksgiving, I realize that I have a very long list of friends, family, colleagues, fellow volunteers, and many, many wonderful opportunities to be thankful for. I hope you can take the time to count your blessings all month and all year long. I'm a firm believer that the more often you take time to appreciate what you have, the more you will have to appreciate.

I hope you had the opportunity to attend this year's Iowa SHRM Conference – I thought it was fantastic, and I heard many of you say the same. Several CISHRM members and Board Members put in a substantial amount of hours and effort to bring you a wonderful conference. Thank you to everyone who volunteered, and a special thank you to Sara Deich, CISHRM's Past President and current VP of Member Communications, who was the Co-Chair of the conference and put in double and triple duty in her SHRM and CISHRM-related volunteer efforts.

If you currently hold a certification through HRCI and haven't yet gone through the relatively painless process of obtaining your FREE certification through SHRM, now is the time to get it done. SHRM Certification is only free to those certified professionals who go through the Certification Pathway by December 31st. You can find the links to the Pathway and additional information on page 3.

Employer registration for CISHRM's [2016 Iowa Career Expo](#) is open! The Iowa Career Expo on January 14th, 2016 will be THE place to connect with great candidates and great employers. The Career Expo also brings many volunteer opportunities to our members, so visit the Volunteer section of our website over the next few weeks to learn more about the various volunteer roles available.

Please remember to vote on our slate of 2016 officers and board members, which should be announced very shortly. We have several new board members on the slate this year, and while we will miss our Board Members whose terms have expired, we also love providing leadership and growth opportunities to as many members as possible.

Happy Thanksgiving from CISHRM to you and your family!

Sarah



November Monthly Meeting

November 10, 2015

Bridging the Gap between HR and Training & Development

Presented by Todd McDonald, ATW Training Solutions

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

[Register](#)

Summary

In this presentation, Todd will establish the importance of training and development for all organizations. He will explain the relationship between organizational structures and HR functions that relate to talent development. Additionally, he will address ways to effectively structure training, to ensure organizational goals are achieved.

Learning Objectives:

- Define standard organizational structures for talent development and the benefits of each.
- Provide a better understanding of talent development platforms and when to use them (classroom, eLearning and mobile applications).
- Review the most common talent development topics among organizations.
- Discuss ways to leverage various levels of talent within organizations and the current challenges with the development of millennials.
- Share the top training priorities for 2016 based on size of organization and industry.

Pre-Approved for 1.00 HR (general) recertification credit hour through HRC and SHRM.

Speaker: Todd McDonald w/ATW Training Solutions. Todd McDonald has been a community and business leader for over 25 years. From 1989-1999 McDonald served in the roles of Vice-President of Research, Marketing and Sales for American Media, Inc., ultimately becoming Executive Vice-President from 1995-1999. McDonald founded his own training and consulting firm, ATW Training Solutions, Inc. in 1999. ATW provides custom training solutions to clients on a local, national and international basis. Todd is also owner of New Horizons Computer Learning Center of Des Moines and is a member of the Iowa Association of Business and Industry Board and Advisory Council.

Schedule

7:15 a.m.: Registration and Refreshments

7:30 - 8:00 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

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

Questions?

Registration or Cancellations, [CISHRM Administrator](#)

Event Details: [VP Programs](#)



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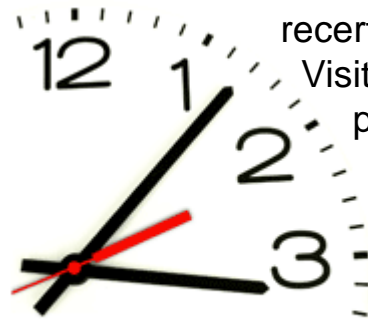
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Interested in job
postings around
Central Iowa? Take
a look at the
CISHRM Job
Postings page to
learn more!



SHRM Certification Pathway Window Closing Soon

If you're not SHRM-certified, but have a valid HR generalist certification (including: PHR, SPHR, GPHR, HRBP, HRMP, IPMA-CP) which you obtained by January 31, 2015, you are eligible for SHRM's new certification—at no cost—by completing the Online Tutorial Pathway before December 31, 2015. Please note that you must complete the pathway prior to earning any SHRM recertification credits.



Visit [here](#) to start this process, or [e-mail](#) for more information.

THANK YOU!

Time is running out



New Central Iowa SHRM Members – Roll Call!

Please welcome the newest members of Central Iowa SHRM!

Quint Bartlett
Merit Resources Inc

Jane Beyer-Victor
Cathy Carr-Davis
Luther Care Services

Thomas Evans
BrownWinick Law Firm

Erika Goodrich
Graham Construction
Company

Shelaine Harbart

Julie Heck
IMPACT Community Action
Partnership, Inc.

Judy Kracht

Rachelle Long
Evelyn K Davis Center For
Working Families

Debbie Marshall
Thrive Consulting

Jeri Martin
ABM Janitorial

Mary Mertz
Merit Resources

J.R. Phillips
Prisma Financial

Mallory Rosenberger
Berry Plastics

Laurie Wellendorf
Concrete Technologies Inc.

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<http://www.ci-shrm.org/donations/>

Your gift to the SHRM Foundation delivers a scholarship to a future HR leader, publishes complimentary educational resources, furthers HR research, and advances thought leadership.



2016 Iowa Career Expo

Thursday, January 14, 2016

Employers Register Now! Sell your company's opportunities to job seekers as we promote Iowa employment opportunities and encourage them to either STAY or possibly RETURN to Iowa. [Click here](#) for more information.



Foundation Fact



Did you know that you can access the SHRM Foundation website, materials, and resources



even if you're not a Global SHRM member?

Click here today:

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

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Shaping the future of HR



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Who We Are

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- More than 1 million identity theft members with nearly 10,000 identities restored
- More than 2 million member calls answered last year
- We have an exclusive partnership with Kroll Advisory solutions, the world's leading company in identity theft consulting and restoration

Businesses Count on LegalShield

- More than 34,000 companies, large and small, provide voluntary legal and identity theft protection benefits to their employees with LegalShield
- Easy maintenance procedures for administrators
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- Identity theft has been the number one consumer complaint filed with the FTC for 15 years straight
- 57 million full-time working Americans experienced at least one significant legal event in the past 12 months

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Shereen Solseth, Independent Associate
LegalShield
515-210-2869 | shereensolseth@gmail.com



Save the date!

Calendar Notice!

The 24th
Annual Legal
and
Legislative
Conference
will be held on
Feb 25, 2016.