

December 2015

**Central Iowa Chapter of
SHRM 2015 Board of
Directors**

President

Sarah Charlier, SPHR

President Elect

Terry Welker

Vice President - Membership

Julie Caspar

Vice President - Programs

Katie Byam, PHR

**Secretary & Volunteer
Coordinator**

Kelly Rico

Treasurer

Brent Steemken

Vice President - Certification

Marilyn Kline-Johnson, SPHR

**Vice President - Workforce
Readiness**

Katie Stull, PHR

**Vice President - Legislative
Action**

Amanda Smith, PHR, JD

**Vice President - SHRM
Foundation & Strategic
Partnerships**

Danni Morton, PHR

**Vice President - Member
Communications**

Sara Deich, SPHR

**Vice President - Competency
Development**

Danielle Gohr

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 Holidays!

I hope you and your family had a wonderful Thanksgiving. While often busy and a bit chaotic, the holidays are a time to appreciate our friends and loved ones, and yes, even our co-workers!

In this, my final letter as Chapter President, I would like to express my deep appreciation and gratitude for my fellow CISHRM volunteers who have served on our Board and committees during my two years as Chapter President and who have raised their hand to be involved in 2016. You have all, certainly more than I, contributed to the growth and wonderful programs and events CISHRM has been able to provide our members. Thank you.

If you have your PHR, SPHR, or GPHR Certification, December is your final opportunity to receive the SHRM-CP or SHRM-SCP for free by following the Online Tutorial Pathway to SHRM Certification. Visit www.shrm.org/certification to review the Competency Model, Body of Knowledge, and additional information regarding the Tutorial Pathway.

The CISHRM Iowa Career Expo on January 14th is THE event of the year if you have positions to fill at your organization. Employer and Sponsor registration is now open - make sure to reserve your spot! A huge Thank You to our 2016 sponsors, Robert Half, Midwest Professional Staffing, LLC, Portico Staffing, Volt Workforce Solutions, UTC Aerospace Systems, and Businessolver. Your sponsorships help to make connecting members of our community to great career opportunities possible.

I hope you have reserved February 25th for CISHRM's 24th Annual Legal & Legislative Conference. Staying current with ever-changing legislative and regulatory activity is critical for HR Professional in our fast-changing world. The anticipated changes to the Fair Labor Standards Act are sweeping and could have an enormous impact on most organizations. HR Professionals must be equipped to prepare and guide our organizations through this and many other regulatory changes. I hope to see you there!

Wishing you and your family a wonderful Holiday Season!

Sarah



December Monthly Meeting

December 8, 2015

Business Networking, One Person at a Time

Presented by Danny Beyer with Kabel Business Services

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

[Register](#)

Summary:

As Human Resources professionals, connecting with people is vital to our success. Whether it's someone within our organization or someone from outside, there are many ways we can make connections. During this session, Danny Beyer will explain how to incorporate networking into your strategic plan so it becomes part of your everyday routine. Attendees will learn how to network, build ongoing relationships and stay connected.

Objectives:

- Understand the importance of developing diverse networks through professional organizations, education and volunteer opportunities.
- Learn how to create an effective networking strategy, effectively follow up and stay connected.
- Learn how to network within a group or one-on-one and the skills needed to build business relationships.
- Learn ways to increase visibility internally and externally through social hubs, teams, and networking events.

Speaker: Danny Beyer is a networking specialist and bow-tie aficionado. Through his network, he has achieved success in both his professional and personal life. He helped organize the Des Moines Area LinkedIn Social – an event that draws hundreds of professionals from throughout the Greater Des Moines area to build real-life connections. In 2013, he co-founded the Bow Tie Ball for Young Variety. His book, *Ties that Bind: Networking with Style*, is available at www.dannybeyer.com.

Danny is a keynote speaker on networking and building real connections and frequently blogs on those topics for the Des Moines Business Record. In 2013, he was chosen as the Amy Jennings Young Professional of the Year through the Greater Des Moines Partnership's Young Professionals Connection and was selected to the 2014 Business Record 40 Under 40 group.

Schedule

3:15 p.m.: Registration and Refreshments

3:30 - 5:00 p.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](#)



Facebook



LinkedIn



Twitter

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!

Gain **MORE**
from your search

We're your regional staffing
resource with a **NATIONAL REACH.**

An affiliate of C&A Industries, Inc.

AUREUS
GROUP

Finance | Systems | Executive

- Temp
- Direct Hire
- Match Hire®
- Interim

515.267.0500 • www.aureusgroup.com

Save
the
Date

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

You won't want to
miss it!

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.



New Central Iowa SHRM Members – Roll Call!

Please welcome the newest members of Central Iowa SHRM!

Rachel Giddings

Melanie Scheuring

Avadyne Health

Tammy Mortensen

The Newton Group Inc.

Spencer Shafer

SHRM Foundation News



CISHRM and the SHRM Foundation would like to thank you for all your support in 2015! With your support and generous donations, the SHRM Foundation was able to award 140+ scholarships to deserving HR professionals, award grants for new cutting-edge research and create new strategic thought leadership resources.

We couldn't do it without you!

Thank you for taking the time to make an impact.

MAKE AN IMPACT

DONATE TO THE SHRM FOUNDATION



Now more than ever, HR impacts the success of the workplace. And, for more than 45 years, the SHRM Foundation has studied the workplace and supported HR professionals.

Make your impact on the future of HR by donating to the SHRM Foundation.

<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.