

THIS WEEK
 PHRA Board of Director Spotlights
 With Guest Host Ron Kubitz

Tesha Ellison
 SHRM-SCP
 North Side Christian Health Center
 HR Director

Brian D. Lipkin
 LPD Chair
 Attorney at Law

Karen J. Mancini
 SHRM-SCP, SPHR
 Human Capital Advisors, LLC
 Senior HR Consultant

**WE'RE TALKING TO
 TESHA, BRIAN & KAREN**

Introductions and Personal Backgrounds

Tesha Ellison is the Human Resources Director for North Side Christian Health Center, a Pittsburgh-based Federally Qualified Health Center. A three-time Carlow University graduate and SHRM-SCP certified professional, she actively engages with PHRA, HR First, and the Professional Women's Network to enhance her expertise and build impactful relationships. Tesha is a proud Pittsburgher, a dedicated sports fan, and a strong advocate for community and professional development.

Brian Lipkin is a lawyer who helps businesses to solve employee issues. Brian advises human resources leaders on legal issues involving hiring, paying, disciplining, and terminating employees. He prepares employment agreements, policies, and handbooks. In court, he handles discrimination, non-compete, and

wage & hour claims. He also advises businesses on occupational safety and health issues and defends them before the Occupational Safety and Health Administration.

Karen J. Mancini is a Senior Human Resources Consultant at Human Capital Advisors, LLC, with over 35 years of experience and SPHR and SHRM-SCP certifications. She is committed to fostering professional growth through certifications, mentoring, and teaching, including assisting university students with career preparation. Karen's volunteerism spans HR initiatives, non-profit events, and supporting organizational development, reflecting her dedication to community and professional excellence.

Key HR Trends and Challenges

The participants discussed several key HR trends and challenges they are currently facing:

- Workforce recruitment and retention, especially for roles like dental assistants and hygienists (Tesha)
- Changes to non-compete laws and the need to revisit policies (Brian)
- The impact of artificial intelligence and automation on the workplace (Karen)

The Value of PHRA Membership

The participants shared the value they have gained from being members of the Pittsburgh Human Resources Association (PHRA), including:

- Networking and building relationships with other HR professionals
- Continuous learning and professional development opportunities
- Gaining new perspectives on industry challenges and best practices They encouraged other members to get more involved by joining committees and taking advantage of the PHRA's events and resources.

Closing and Fantasy Careers

The participants shared their "fantasy" careers if they were not in their current roles, including:

- Tesha - Professional poker player
- Brian - Pilot or baseball umpire
- Karen - Makeup artist or animal advocate