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# NUHRA Newsletter

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## 2015 Board Members

<b>President</b>	Veronica Akers
<b>President Elect</b>	
<b>Secretary</b>	Alison Evans
<b>Treasurer</b>	Darrel May
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<b>Programs</b>	Shauna Greer
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<b>Workforce Readiness</b>	Saralyn Barnes
<b>Diversity</b>	Christina London
<b>Legislative Representative</b>	Jesse Oakeson
<b>Public Relations</b>	Kathy Hammerle
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<b>Student Liaison</b>	Pat Wheeler
<b>Student President</b>	Reese Driscoll
<b>Past President</b>	Christina London/Crista Sanchez
<b>Golf Committee Chair</b>	Shawn Choate

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## President's Address

Thanks SO much to Summer Palmer for bringing the interesting topic of Progressive Discipline to our members at our July meeting. It's nice to hear from one of our own NUHRA Members! Great job!

Remember the annual NUHRA Golf Tournament which will be held at Wolf Creed on August 10<sup>th</sup>. It is a wonderful place to spend the day and is for a GREAT cause – to financially assist HR students from Weber State University. Thanks to Shawn Choate for heading up this great tournament!

Next up will be the Crossroads Conference put on by the Utah Human Resources State Council. It will be held at the Davis Conference Center in Layton, UT on September 22<sup>nd</sup> and 23<sup>rd</sup>. There will be great topics presented by fantastic speakers. Also, you can receive credits towards both HRCI certification and SHRM certification. For more information, please go to [www.crossroadsconference.org](http://www.crossroadsconference.org).

### **NUHRA wants you!!!**

NUHRA will be getting ready for 2016 soon. Hard to believe we are already into the second half of 2015. If you have an interest in volunteering to be on the NUHRA Board or a committee, please contact myself or any current board member for more information. We are planning to grow our membership and will need a strong board to meet this goal. Being on the board is a lot of fun, another way to make contacts within the chapter and a great help to the whole membership.

Veronica Akers, PHR, SHRM-CP  
NUHRA Chapter President

AFFILIATE OF

SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

**SHRM Certification Pathway**  
**Obtain your SHRM certification at no cost!!**  
**Say What!?! Yes, you read it correctly -**  
**it is FREE**

*for those who were PHR or SPHR certified prior to January 31, 2015*

The SHRM Online Pathway Tutorial provides Pathway participants with an introduction to the SHRM Competency Model and explores how it can be used to support one's professional development. During the Tutorial, participants will have the opportunity to complete a Competency Self-Portrait, which will identify individual strengths and weaknesses across the eight behavioral competencies in the SHRM Competency Model. After you obtain your SHRM certification, the recertification process provides you with additional opportunities to continue building your skills and capabilities as a successful HR Professional.

#### **WHAT IS COVERED IN THE ONLINE TUTORIAL PATHWAY**

**An Introduction to the HR Competency Model:** The online tutorial is an educational program that focuses on the eight behavioral competencies found in the SHRM Competency Model and the SHRM Body of Competency and Knowledge (SHRM BoCK).

**An Opportunity to Rate Your Proficiency:** The tutorial comprises five modules, including an interactive tool to create an individual Competency Self-Portrait, as well as an opportunity to experience the scenario-based questions on the SHRM certification exams.

***So what are you waiting for---- go now to the link below: (it doesn't take very long)***

<http://www.shrm.org/certification/pathway/pages/about.aspx#>

After you have completed it, go to the NUHRA Facebook page and let us know!

Rumor has it that NUHRA will receive a donation from SHRM for every member who earns their SHRM Certification by the end of CY 2015.

So remember to let us know☺



**#SHRM2015**

**Theme:  
tHRive**

We had several NUHRA members who were able to attend the 2015 National SHRM Conference. This year we had an opportunity to volunteer which lowered the cost of the conference. Three volunteer shifts = free conference registration!

So was it worth it???? Here are the stories-

*After 15 years in the HR profession, I attended my first national SHRM conference this year! What an amazing experience. In addition to being able to network and learn from HR professionals from around the globe (over 15,000 to be exact), we were able to meet for dinner and socializing as a Utah Delegation thanks to Utah State SHRM. One of my favorite presentations was Coach Kzyzewski (Coach K) from Duke University. I have a new found appreciation for some of the athletes he coached on both the Olympic and Collegiate level. He spoke about a young LeBron James, talented beyond his years, wanting to be teamed up with people he knew he could learn from. As professionals, we need to remember the importance of always surrounding ourselves with people who will push us to greater heights. He also spoke of a young freshman with very little playing time coming in off the bench in the last few minutes of this year's final four championship game. In a 9-point deficit, the team's starting play was in foul trouble and Allen stepped in. He came in to what his own team members at the time considered a losing battle. He yelled at them! Told them to get fired up! And then showed them what being "fired up" looked like by scoring 16 points in the final minutes for the win! What a great team player. He was able to come in and by setting a great example and having a positive attitude rally the other players.*

*Continued on Page 5*



**HR TIP:**

Listen and Respect. It is likely that line managers will have different views and attitudes with HR Tasks. This doesn't mean their views are any less important. Taking the time to properly listen and provide a platform for discussion will help build an effective working relationship. If line managers feel their views are welcome/considered, they will more likely have a greater buy-in to new challenges.



The 2015 NUHRA Golf Tournament will be on Monday, August 10<sup>th</sup> at Wolf Creek Golf Course in Eden. As always, our tournament will support the NUHRA Student Scholarship Fund at Weber State University.



Upcoming Events

NUHRA 2015 Calendar

	<p><b>Golf Tournament</b>                  August 10, 2015                  Wolf Creek Golf Course                  Eden</p>	<p><b>Crossroad Conference</b>                  September 22-23, 2015                  Davis Conference Center</p>
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see calendar items in detail:

[www.nuhra.org](http://www.nuhra.org)

*(SHRM 2015 National Conference take-aways continued from page 2)*

*I give credit to the team members as well. It takes a lot of humility to let a young kid off the bench show you how it's done, take direction and support the team while someone else takes the reigns. My take away...I've got a lot to learn! And I'm thrilled to be a part of a profession that provides me opportunities for learning and growth like the SHRM National Conference!*

*Summer Palmer*

*This is the first year I was able to attend a SHRM National Conference. I signed up as a volunteer to help cover the cost of the entire conference, and I must say, it was quite the experience! I met so many different types of HR professionals and they all fascinated me. I have been in the HR field for about 5 years now, so I'm still fairly new. I met others who are even newer to the field and showed interest in learning more and becoming more involved, but I also met a lot of seasoned HR professionals who were absolutely fascinating to talk to as well. Each and every one of them were so friendly and had such great stories to tell. I enjoyed working along side many of them, while helping the rest find the types of materials they were seeking at the bookstore and/or finding their way to a particular session. I think I learned more from my informal discussions with these professionals than I did during any of the sessions. I really enjoyed all aspects of the conference!*

*My favorite session was one that I volunteered at; Adidas: NWOW (New Way of Working) - The Evolution. The session was packed full. The HR Manager of Adidas spoke about how to attract, retain, and manage the changing workforce and the new generations that are coming into it. I found a statement of his very compelling, and it goes something like this: 'There's this thing called the War for Talent. We've all been fighting in the trenches for years. I'm here to tell you that the war is over. Talent is still extremely important to a business' success, but no longer are companies able to go out into the workforce and fight for the talented employees. Nowadays, they find themselves having*

*to sit back, hoping that a talented employee chooses them among a list of other potential employers that are also interested in them. More than ever before, companies are having to reevaluate their culture, benefit packages, and marketing techniques to draw these talented individuals in. It comes down to so much more than just a starting salary.'*

*Personally, I still see this as a war for talented individuals, but the way he described the shift of power from the employer to the applicant blew my 'new to HR' mind. As HR professionals, I think it would do us some good to change our point of view to match this way of thinking. We must focus on our internal culture, benefits, and image if we are wanting to find talented individuals who will thrive within our environment. This focus is what will draw in the right types of candidates, not out fighting to convince the wrong ones to work for us.*

*Alison Evans*

*Every year when I am putting together my travel and education budget, I ask myself, "What is the best use of these dollars this year?". Every year, my answer to this question, is SHRM National. There is not another program out there that provides such a broad range of topics for all skill levels. I have attended basic, early career sessions, to brush up on topics that I haven't had to deal with in a while and I have attended advanced, executive level, sessions to learn about new strategies and gain new skills.*

*In addition to the sessions, I have made connections with HR professionals throughout the country. These connections provide advice, education and experience that help me grow and be a better HR professional.*

*If you've never been...Consider attending! It is well worth your time and money!*

*Shawn Choate*