



December 2023

NUHRA Newsletter

www.nuhra.org

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SHRM Foundation	Ronda Bateman
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Past President	Rachel Child
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President's Address

Happy Year-End!

I hope you all survived Open Enrollment, and you are looking forward to some great things in the coming year.

We hope you have enjoyed your NUHRA membership this year, which has included the new, quarterly Ask-An-Attorney event, and that our speaker topics were relevant to you.

We also moved to a new venue this year and feel like it has been great.

It has been a pleasure to serve NUHRA as the president this year,

Jonathan Katseanes
2023 NUHRA President

AFFILIATE OF



SOCIETY FOR HUMAN RESOURCE MANAGEMENT



Staying Positive at Work

Has year-end got you down or did open enrollment not go as smoothly as you'd hoped? Or maybe the weather isn't as sunny and warm as you'd like.

Don't let life get you down! Stay positive at work and brighten up your day along with that of many others.

Here is some reading on the topic:

<https://www.bamboohr.com/blog/stay-positive-at-work>

<https://hrexecutive.com/5-ways-to-create-a-culture-of-positivity/>

<https://builtin.com/company-culture/positive-work-culture>

The commonalities include:

- Practice gratitude
- Celebrate
- Take breaks
- Build friendships
- Let everyone share
- Create opportunities

The number one idea shared by many is to practice gratitude. Start by identifying three things each day for which you are grateful. It can be hard to be grumpy when your heart is full. We can take this a step further by expressing our gratitude to others. So many times employees don't feel valued or lack feedback – be the one to provide that feedback and to say thank-you, genuinely, for their efforts.

Another common thought was to celebrate. Celebrate successes, no matter how small. By identifying your victories, you tell yourself and others that you matter and validate the hard work you put into your project.

Taking breaks can be crucial. We often work through breaks and meals and try to plow through our to-do list, only to find another to-do list. It never ends! Don't cause yourself to burn out. Set a timer or schedule a day to take a break, breathe, and rest. Encourage others to do the same and see what happens to your productivity.

Build friendships. Reaching out and getting to know co-workers helps you and them. Everyone needs a friend and it can make work so much brighter when you share it with someone who cares. You may also find that being that friend reduces employee turnover. It is a lot harder to leave a place where you are valued and feel you have connections.

Let everyone share. Nobody wants to feel silenced or stifled and good ideas deserve to be shared.

Create opportunities. This could be for promotional opportunity (the ability to learn and feel valued) or the opportunity to make new friends.

We look forward to a bright future with you!

Upcoming Events

December Luncheon

When: December 21

Time: 11:30 – 1:00

Where: Courtyard Marriott & Zoom

Leah Lobato, Director of the Governor’s Committee on Employment of People with Disabilities & Business Relations, will present *Utilizing IWD, What Supervisors Need to Know*.

Please RSVP by Monday, December 18.

This presentation has been submitted for SHRM and HRCI credit.



January Luncheon

When: January 11

Time: 11:30 – 1:00

Where: Courtyard Marriott & Zoom

Please note that this is the 2nd Thursday, due to a scheduling conflict.

Please RSVP by Monday, January 8.

NUHRA 2023–2024 Calendar

<p>December 21 Luncheon 11:30 – 1:00</p>	<p>January 11 Luncheon 11:30 – 1:00</p>	<p>February 15 Luncheon 11:30 – 1:00</p>
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see calendar items in detail:

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