

JULY 2017 HR EXPRESS

Upcoming Events

[Why Culture Matters to EVERY Generation: CEO Panel on the Why's and How's of Building Culture](#)

July 11, 2017 7:30 am

[LSHRM Summer Pop Up Mixer](#)

July 12, 2017 5:30 pm

[Retaining Millennials for your Workforce Webinar](#)

July 26, 2017 12:00 pm

Committee Chair Meeting Update

For the past year, the Chairs of all LSHRM committees have met on a quarterly basis to discuss chapter goals, brainstorm ideas to improve the association, and find ways to partner amongst the different committees. The meetings are led by the First Vice President of the chapter.

This meeting has occurred twice in 2017 so far, and several new initiatives have been identified, established, and when needed, brought to the Board of Directors for consideration. The following are some highlights from the last two sessions:

- Established ways that Committee Chairs can educate LSHRM members on what their committees do by providing podium time for each committee at breakfast meetings as well as highlighting a committee each month in the newsletter.
- Define committee Chair descriptions for Board approval and to post on the website.
- Review committee policies to compile into a chapter policy manual.
- Discuss and present to the Board of Director's ways LSHRM can partner with non-profits.
- Create a standardized form for committees to provide updates to the Board.
- Term Limit recommendations for Committee Chairs.
- Disseminated important information from the Board to Committee Chairs, such as SHRM's Volunteer Leader Resource Center, PA State SHRM events, SHAPE, and other state and national initiatives.
- Discuss ongoing website improvements and training.



New Member Orientation

Learn about Lancaster SHRM and how to get involved! An orientation webinar for new members will be held on Wednesday, July 12th at 12:00 Noon. If you would like to participate in this 20-30 minute session, please contact Kathy Horne at khorne@smilebuilderz.com

Upcoming Events from the Outreach Committee

The Outreach Committee is excited about the remaining events we have this year. There will be a special “Pop-up” Mixer on July 12th at Columbia Crossings. This venue offers spectacular views of the Susquehanna River. Join us and your fellow LSHRMers for a relaxing time after work. The event is free to members. All we ask, is that you bring a dish to share. More information about the event is located on the Lancaster SHRM website.

In October we will be hosting a Murder Mystery dinner at the General Sutter Inn in Lititz. Watch the mystery unfold before you.... Was it Mr. Green, in the Parlor, with a candle stick??? Save the date for Tuesday, October 24th to help figure out “Who done it”... Registration will be open as the event date gets closer.

Upcoming Events, Continued

In December we will be wrapping up the year with a Holiday mixer at the Eden Resort. Come drink and be merry as we socialize and relax before the holidays consume us. Members will also have the ability to have a new head shot taken so that you can update your business profiles and start the new year out right.

Listen to a short panel discussion on keeping your personal marketing up to date (think LinkedIn). Save the date! Our final event for 2017 will be held on December 7th.

We are already thinking about 2018! If you have a favorite spot that you think would be PERFECT for one of our events, please reach out to one of the committee members. We are always looking for exciting places to visit or a hideaway that offers great food and drink in a great space.

*Christina M. Myers, SPHR SHRM-SCP
Exec Director, HR – Employee Relations &
Compliance
Harland Clarke Holdings*



Workforce Development Committee Seeks Volunteers for Junior Achievement

JA is seeking volunteers for the upcoming school year! In 2017-18, JA will reach more than 38,000 students with the following 3 programs. This will require over 4,000 volunteers. All training and materials are provided. The day begins at approximately 8:00 am with volunteer training. Volunteers work with students during the entire school day. The programs end at 2:30 pm. A light breakfast and lunch are provided. All activities are fun and engaging. Choose from the following:

REAL Life is a day-long program designed for students in 11th or 12th grade gain an appreciation of good financial decision-making. Help facilitate one of five sessions.

STEM Summit is a day-long program designed for 9th or 10th grade students. This program includes nine 30-minute sessions with science experiments; science, technology, and engineering competitions, and career panel presentations. Work with 9 different groups of students during the day.

YES! (Your Economic Success) is a day-long program held at the middle school. It consists of a series of activities intended to help students realize the importance of financial and career decisions. The program's synergy is created by every student in the building participating in JA in a single day. The volunteer in this program takes on a classroom-based JA approach. The difference from the regular JA program is that the volunteer does one activity with six different groups of students during the day.

For more information, please contact: Allison Kierce, Director of Volunteer Engagement (allison@iascpa.org)
610 South George Street York, PA 17401 (717) 843-8028 <http://www.iascpa.org>

To view all available opportunities, go to:

Fall 2017 Sign Up form: <http://www.123contactform.com/form-2760712/Fall-2017-STEMREAL-Life-YES-Sign-Up-Form>

Spring 2018 Sign Up form: <http://www.123contactform.com/form-2760760/Copy-Of-Fall-2017-STEMREAL-Life-YES-Sign-Up-Form>

*Cindi Moses, MBA
Professional Development & Training Manager
Lancaster Chamber*



LOTS OF LEARNING AND SOME FUN AT THE 2017 SHRM ANNUAL CONFERENCE & EXPOSITION

I had the pleasure and fortune to attend, along with over 15,500 other HR professionals, this year's SHRM Conference & Exposition from June 18th – June 21st in lively New Orleans. Many of our fellow Lancaster SHRM members attended as well, including our Board President Theresa Mongiovi, our 1st Vice President Harold Ford, our Board Secretary Sue Overly, the Chair of our Professional Development Committee Angela Sanders, and at least 3 other Board members, so our Chapter was very well represented.

Lancaster SHRM hosted a social Sunday evening, which was attended by about 12 of our members, and some of us also attended the social event hosted by the PA State SHRM Council. In addition, we had a great time dancing and singing along Bourbon Street in the evenings and at the Harry Connick, Jr. concert Tuesday night.

Of course, we didn't spend all of our time dancing the nights away. The educational and development opportunities the Conference provided were phenomenal! The theme of this year's Conference was "All In". There is not nearly enough time or room in this article to detail everything I learned from the many informative sessions I attended, so I thought I would focus on some of the key takeaways from each of the 4 Keynote Speakers who presented at the morning General Sessions.

Kat Cole, *President of FOCUS Brands (Cinnabon, Carvel, Auntie Anne's to name a few)*, started her career in the food/restaurant franchise industry as a hostess and server at Hooters. Among the many inspiring leadership "best practices" she shared were the following:

- The importance of creating a culture of openness – Where employees have "the permission to step up and challenge something at all steps along the way".
- Effectively utilizing a "Coalition of the Willing" – A small group of employees who believe in the idea and are rewarded for their willingness to try.
- Doing the right things for the right reasons will always come back to serve you as a leader and as an individual. And, keep in mind, that front-line workers "know the right thing to do long before the leaders do".

Lazlo Bock, *former SVP of People Operations for Google*, offered the following 6 Tips for Building a Better Workforce ("If you treat people right, they will do the right thing"):

1. Give jobs meaning
2. Build trust
3. Hire people better than you
4. Pay "unfairly" – pay top performers significantly more
5. Offer a nudge
6. Repeat (the above) – It's a never-ending process

Lots of Learning, Continued

Patrick Lencioni, author and founder/President of *The Talent Group*, presented us with 3 Traits Effective Team Players Must Exhibit:

1. Being Humble – humility is essential
2. Being Hungry – eagerness to push forward
3. Being People Smart – common sense and emotional intelligence

Laila Ali, world champion athlete, entrepreneur, TV personality and author, spoke to us about living life with an “All-In Attitude”. She shared her life story and the many lessons she learned along the way. The advice she shared included the following:

- Always ask “What more can I do?”
- “You can’t underestimate the effort it takes to reach your goals.”
- “You have to be relentless – put actions behind your intentions.”

The above is just a small taste of the wealth of information, advice and knowledge shared at the Conference. If you have the opportunity and means, I strongly recommend attending next year’s SHRM Conference and Exhibition in Chicago.

Becky McClure, SPHR, SHRM-SCP
Member of Lancaster SHRM Board of Directors



New Members

NAME	COMPANY	POSITION
Misty Bencak	Lancaster Parking Authority	HR Assistant
Denise DePaul	Precision Medical Products, inc.	Human Resources Manager
Michele McHenry	WellSpan Health	Sr. Employer Liaison
Katrina Johnson	Scantron Corp.	Sr. HR Generalist
Ann Thompson	Franklin & Marshall College	Assistant Director, HR
Brian Mulligan	Target	Executive Team Leader
Dale Ober	Hershey Equipment Co	Director of Human Resources
Kayla White	WSP	HR Intern
Kim Fausnact	Eagle River Homes, LLC	Controller
Cathy Rychalsky	Lancaster County Workforce Development Board	Executive Director

Becca Rogers, HR Generalist
SouthEast Lancaster Health Services





Lancaster SHRM

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