

SHRM Alabama State Council 2009 Leadership Meeting

December 3, 2009

Jamie Yeaman Brown, SPHR

Welcome, Introductions and
Ground Rules

Ground Rules

- Share ideas
- Ask questions
- Be on time and stick to the schedule
- Be the best you can be!
- If your phone rings or you are found “praying” over your PDA, we will let you make a \$5.00 donation to the SHRM Foundation (forms available on-site)

2009 Leadership Conference Review

<http://www.shrm.org/Conferences/leadership/Pages/VirtualMaterials.aspx>



- Sonia Aranza, Self-Leadership: Aspire to Inspire
 - Confront your own limiting views/ beliefs.
 - What is getting in the way of us being the most effective leaders?
 - Create your own luck.
 - Work hard, create your own opportunities.
 - Be intentional.
 - Steer your life where you want to be.

2009 Leadership Conference Review



- State of the Society
 - New and updated website
 - Diversity initiatives
 - Academic initiatives
 - Work on Capital Hill
 - Media Strategic Partnerships
 - Anti-trust Policy adopted
 - Financials – CSFP will not change in 2010
 - Strategic Business Review
 - Office of Disability Employment Policy
 - <http://www.pueblo.gsa.gov/rc/odep.htm>
 - What's Next video

2009 Leadership Conference Review



- Ed Robinson, From Fighting the Storm To Dancing in the Rain.



- Change and other storms in your life are guaranteed.
- Continue to be a leader.
- Remember you became a leader being a doer. You need to be a developer of future leaders.
- Be proactive. Results = Ability – Distractions
- Four Giant Steps to Leadership
 - Empowerment, Vision, Communication, Role Model

2009 Leadership Conference Review



- Ed Robinson, From Fighting the Storm
To Dancing in the Rain



- Focus on developing yourself
 - Mission, Enthusiasm, Need satisfaction, Be committed
- Success in the Middle of Your Storm
 - Drink
 - Swear
 - Steal
 - Lie

State Council and MAC Roles and Structure



<http://www.shrm.org/Communities/Pages/structure.aspx>



State Council and MAC Roles and Structure

- MAC
 - The MAC serves as an interface between the volunteer leaders and the SHRM Board of Directors. The MAC is composed of one elected representative from each of the Regional Councils. The MAC provides input from the membership through the regional councils to the board and feedback from the board to the membership, back through the regional councils; and provides operational input to SHRM to ensure optimum service/support to and from the volunteer leadership.

State Council and MAC Roles and Structure

- Regional Councils
 - SHRM-affiliated chapters and state councils are divided geographically into seven regions. Each of the regions has a council composed of the state council directors in each of the five domestic regions and the chapter presidents in each of the island nation regions.
 - Regional Councils provide opportunities for best practice sharing among and between the council members. In addition, regional councils: Provide channels of communication on human resource management issues. Encourage connections with business leaders and the general business community to advance the profession. Play a key role in identifying and communicating emerging strategic issues. Provide input to the SHRM Board of Directors. Facilitate the achievement of SHRM's seven strategic objectives by providing state councils and chapters with guidance and assistance. To see a map of the regions, [click here](#)

State Council and MAC Roles and Structure

- State Councils
 - Each state and designated territory within the United States is governed by a state council, headed by a state council director who is automatically a member of one of the seven regional councils. State councils provide a structure for key volunteer leaders in the state to consult together on the affairs, activities, needs, and problems of the Society in the state (or territory) and to adopt programs to promote the progress and welfare of the Society as a whole, including providing channels of communication between chapters, state councils, and regional councils; services to members of the human resource management profession within the state, and leadership training at the state level.

State Council and MAC Roles and Structure

- Professional Chapters
 - The Society has a growing network of more than 550 professional chapters and 400 student chapters across the United States. Professional chapter presidents are automatically a member of the applicable state council.
- Student Chapters
 - The SHRM student program was created in 1965 to promote mutually beneficial interaction between HRM students and practitioners. Membership offers students the opportunity to supplement their classroom education with real-world knowledge and hands-on experience.

Your Role as a Chapter President and Resources Available



<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/default.aspx>

- Expectations and Participation
 - Attend each council meeting or send someone in your place.
 - Respond to e-mails and deadlines in a timely manner.
- Communication Flow
 - Communicate information to your local Board after each state council meeting.

Your Role as a Chapter President and Resources Available

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/default.aspx>

- SHRM Affiliate Program for Excellence (SHAPE)
 - Road map for chapter operations
 - Keep track of activities throughout the year to avoid last minute capturing of information.
 - Let your CLAs complete their sections and report back to you.
 - **Deadline to have back to SHRM is January 31, 2011.**
 - Chapter Financial Support Payments will be impacted by the completion of this document.
- Resources from the VLRC
- http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/2010_SHAPE_Chapter_Planning_Workbook_FINAL.pdf
- <https://admin.na3.acrobat.com/a751956163/p44465940/>
- http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Documents/2010_SHAPE_FAQs.pdf

Your Role as a Chapter President and Resources Available

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/default.aspx>

- Chapter Leader Information Form (CLIF)
 - The completion of this form should have been completed by December 1, 2009. It includes information for your 2010 chapter leaders.
 - SHRM will upload this information to the chapter link on the www.shrm.org website.

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/clif.aspx>

Your Role as a Chapter President and Resources Available

<http://www.shrm.org/Communities/VolunteerResources/ResourcesforChapters/Pages/default.aspx>

- Volunteer Leader Resource Center (VLRC)
 - Site developed to assist volunteer leaders with their roles
 - Many resources available for every volunteer
 - Don't reinvent the wheel!
 - Updated frequently with new information, links, and toolkits!
- <http://www.shrm.org/Communities/VolunteerResources/Pages/default.aspx>

2010 Assignments and Responsibilities

Carmen Douglas, SPHR

Mike Bean, PHR

Budgets and Scholarships

Bill Rush, SPHR

State Conference Update

Jamie Yeaman Brown, SPHR

Investing in our Future
Possible Pinnacle Award Project

Investing in our Future



<http://www.youtube.com/watch?v=GbSp88PBe9E>



Dorothy Knapp, SPHR

SHRM as a Resource

What's on Your Mind?

Open Forum and Best Systems

Resources from Questions

- How to use Logo:
 - <http://www.shrm.org/Communities/StudentPrograms/echoes/Documents/07manual.pdf>
- SHRM Connect
 - <http://www.shrm.org/Communities/VolunteerResources/Pages/SHRMCONNECT.aspx>

Core Leadership Areas

<http://www.shrm.org/Communities/VolunteerResources/Pages/clas.aspx>

Core Leadership Areas



- Governmental Affairs
- Certification
 - Changes taking place
 - Pay if you Pass
- College Relations
- Diversity
- SHRM Foundation
 - Ann Byrnes Scholarship
- Membership
- Workforce Readiness

2010 Dates

- State Council Meetings, Montgomery
 - March 12, 2010
 - May 18, 2010 (in Birmingham)
 - August 20, 2010
 - December 3, 2010
- Volunteer Appreciation Week
 - April 19-23, 2010
- Annual Conference, San Diego, CA
 - June 27-30, 2010
 - As a volunteer leader, you can register for a reduced rate of \$1,070 by February 1, 2010.
- Leadership Conference, Arlington, VA
 - November 18-20, 2010

Questions?

Thank you for being here and making
a difference!