



Central Louisiana SHRM Chapter Newsletter

Be the premier voice among human resource professionals among business organizations and the community in central Louisiana.

Vision **O**pportunity
Influence
Competency
Education



Message from the President

Hello CLSHRM Membership:

Well 2020 has infinitely presented itself as a more challenging year to plan for with keeping our membership invested in our cause. However CLSHRM remains here to educate you through these ever changing times. We have geared our meetings more to WebEx and Zoom meetings vs in person to aid in keeping our membership healthy. However once we can move forward with in person meetings safely we will.

Would you like to be a more active part of our Chapter? We have the Foundation Chair open and the following Committees are looking for Volunteers:

- Foundation Committee
- Job Fair Committee
- Seminar Planning Committee

We will be working towards a more interactive newsletter with member spotlights and more accessible opportunities to get engaged with what's current in the Chapter and trending in SHRM, along with our local communities! Suggestions are always welcome!

Here's a quick look at this year thus far and more importantly what's to come-

Rose Wilczewski
Human Resource Specialist, Boise Cascade
CLSHRM President 2020

2020 CLSHRM BOARD

Our 2020 CLSHRM Board from Left to Right: Traci O'Brien - Past President; Carla Works - VP of Finance; Hayley Edwards - VP of Administration; Heather Daigrepoint, President Elect; Rose Wilczewski - President; Millie Price - VP of Membership and Sondra Redmon - VP of Public Relations



Pre Covid-19 (Jan & Feb Chapter Meetings)

Our January Chapter Meeting was an open strategic planning discussion and networking event for our members. We used the traditional SWOT analysis method and learned how to move forward in 2020.

Our February Chapter Meeting was SO MUCH FUN with Julie Couret, *the Executive Coach for Real People*. This was our first Breakfast Meeting, and we will definitely be having more of these in the future!!



RECOVERY RESOURCES

ADP Hosts

Looking Beyond the Curve: Recovery and Engagement in the New World of Work

COMPLIMENTARY VIRTUAL SUMMIT

Are there any questions you need answered as we are entering Phase 1 of recovery? HR staff and other managers will need to continue adjusting to social distancing, remote working and digital transforming of methods to perform HR responsibilities.

ADP will offer a complementary virtual summit on May 29th, to discuss the changes we have had to make to work safely and effectively. Attendees will hear from experts in the field of Human Relations, who will provide insight on what employers need to know about how employees can safely return to work and how to effectively manage employees in our unique circumstances.

There will also be information provided on legislation, as well as adhering to mandatory during these challenging times.

For more information, to register, and other pandemic resources, visit:
<https://explore.adp.com/covid-19-resources-web>

SHRM RECOVERY RESOURCES

Does your organization need more answers to important questions to get back to work? SHRM has a number of informational videos to help businesses return to a new normal, from Workplace Safety to Business Continuity Planning. They answer questions for the following checklist and more:

- How do I institute social distancing as we bring employees back to work?
- What policies do I need to revise to facilitate a return to work?
- Should we conduct temperature checks? And if so, should it be done directly, through a third-party or by self-reporting?
- How should our Business Continuity Planning change because of COVID-19?

Get the answers you need across 10 key issues you will need to start preparing for now. Go to [SHRM.org](https://www.shrm.org).

CLSHRM May 2020 Virtual Chapter Meeting

We hope you all have been taking advantage of some of the resources and third-party webinars we have been sending out since March. The Board has taken this time to reevaluate our methods to continue bringing you good content and decide the best way to move forward with our monthly chapter meetings until we are once again able to meet in-person! At this time, the decision has been made to transition to virtual/webinar meetings so we can continue with chapter business as usual.

Please join us for a virtual chapter meeting of the Central Louisiana Society for Human Resource Management on Zoom. The webinar will be held on Wednesday, May 27, 2020 beginning at 11:30 am. We will begin the meeting as normal with chapter business with an engaging speaker to follow!

Speakers: Sarah Sasser & Carol Hendrix of Crest Industries
Topic: Defining and Bringing Your Talent Strategy to Life

What sets a good talent strategy apart? One thing: Relentlessly focusing on supporting, and in some cases driving, the companies' business strategies. Game-changing HR leaders not only excel at articulating the importance of talent management but also are heavily engaged in their companies' actual business practices and returns. Commitment from the top executive team is central to building and maintaining this mindset.

But what truly makes companies that are talent magnets different? They are purpose-driven, performance-oriented, and principles-led. The game of business is infinite, and it's essential that talent strategies are in place to create a platform of scalability for generational organizations.

Sarah & Carol will discuss some key components of a great talent strategy.

Please click on the link below to register.

[Register Now!](#)

Visit our website

Follow Event for Upcoming Details

Special SHRM Membership Offer for CLSHRM Members



Make a **\$20 donation** to
SHRM Foundation

Receive a
Louisiana HR Wine Tumbler!



Join me.

**I PLEDGE TO PROVIDE OPPORTUNITIES
FOR WORKERS WITH CRIMINAL RECORDS.**



TAKE THE PLEDGE
GettingTalentBackToWork.org

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Getting Talent Back to Work

What are your first thoughts, as an HR professional, when you are confronted with an interviewee with a criminal past? Do you instantly go to the next applicant mentally? Do you look at the applicant, and say, “if it wasn’t for that, I’d hire them”? Society of Human Resource Management (SHRM) is asking you to take a second look.

SHRM has launched ‘Getting Talent Back to Work’, an initiative encouraging organizations to give a second chance to qualified job applicants with criminal backgrounds. SHRM has partnered with a number of companies and trade organizations, including Georgia Pacific, Butterball Farms, U S Chamber of Commerce, as well as a number of manufacturing associations, to show the benefits of extending a second chance. There are many talented individuals that made mistakes and, if given the opportunity, will prove themselves to be excellent employees.

SHRM is encouraging employers to take a pledge to consider providing an opportunity to help people re-enter society by joining the Getting Talent Back to Work movement. The pledge can be found at <https://www.gettingtalentbacktowork.org/pledge/>.

SHRM has also developed a toolkit for employers. The toolkit covers areas such as understanding legal issues, obtaining practical guidance from industry experts in hiring workers with criminal backgrounds, and applying evidence-based practices in hiring.

Ninety-five percent of individuals in prison will be released into our communities. Employment will be a significant factor in keeping them out. For additional information on the SHRM ‘Getting Talent Back to Work’ initiative, go to: <https://www.gettingtalentbacktowork.org/>.

Johnny C. Taylor, Jr. Championing Second-Chance Hiring at the White House - SHRM



**Extra thanks to Tony Murray for all
his extra work on keeping CLSHRM
tech savvy!**



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