



Central Wisconsin Chapter
Society for Human Resource Management



Central Wisconsin SHRM Receives Prestigious SHRM Award

Advancing the HR Profession

The Society for Human Resource Management (SHRM) recently awarded the Central Wisconsin SHRM its prestigious Gold Award for the chapter's accomplishments in 2015.

The award is part of the SHRM Affiliate Program for Excellence, which aligns individual chapters and councils' activities with SHRM's aspirations for the HR profession. The award recognizes accomplishments and strategic activities and initiatives that enhance the human resources profession.

"SHRM rewards chapters and councils that demonstrate a strong commitment to advancing the human resources profession through service to the community, local networking and professional development activities," said Henry G. (Hank) Jackson, president and CEO of SHRM.

"Advancing the HR profession is at the heart of what SHRM does and Central Wisconsin SHRM chapter's work this year helps us further showcase that mission."

The Gold award can be earned at four levels: bronze, silver, gold and platinum, and each level has a prescribed set of requirements and accomplishments that have to be met. Central Wisconsin SHRM will receive recognition in SHRM publications and conferences, a certificate of recognition, and a special banner to display at its meetings and events.

Central Wisconsin SHRM provides its members and community with monthly human resources, legal and leadership program events and conferences to



advance the HR profession. The chapter is active in the community providing work force readiness skills to students and other support programs. In addition, the chapter provides a study group for HR professionals to obtain HR certifications.

Volunteer Request

We are looking for three volunteers to assist with a Junior Achievement program on Friday, April 22nd.

- ◆ 1 Volunteer needed for the Mosinee school from 11:45am-3:12pm.
- ◆ 2 Volunteers needed for the Horace Mann school from 9:45am-12:05pm.

The students rotate and the volunteer will teach one lesson to 6 different groups in Mosinee and 3 different groups at Horace Mann. Each lesson will be 45 minutes long.

Topics could be items such as;

- ◆ Personal Brand
- ◆ High Growth Careers
- ◆ Career mapping

Please contact Nicole Williams if you are interested in volunteering: nwilliams@qpsemployment.com

Upcoming Meetings

CWSHRM Annual Human Resource & Labor Law Conference
April 7th 7:30am to 3:45pm
Holiday Inn & Suites, Rothschild, WI
[Click Here to Register](#)

401k Retirement Plans—Mary Ellen Schill - Ruder Ware L.L.S.C.
May 12th: Registration at 11:15am; Meeting 11:30am-1:30pm
Jefferson Street Inn, Wausau, WI
[Click Here to Register](#)

Instructions for Parking at our monthly meetings: Feel free to park at the mall (first two hours free), the parking ramp directly across from Jefferson (small fee if at metered lot), or stop in to the Jefferson Street Inn front desk and pick up a free parking pass.

Volunteer Request—Job Center

We are looking for three volunteers to assist with a job fair preparation workshop at the Job Center on Friday, April 15th from 11:30am to 1pm.

Volunteers would serve on a

panel to discuss first impressions, resume tips, and interview preparation. Please contact Nicole Williams if you are interested in volunteering: nwilliams@qpsemployment.com

2016 Board of Directors

DeAnn Kmosena, SHRM-SCP, SPHR
President
deann.kmosena@cool-drinks.com

Darlyne Keller, SHRM-CP, PHR
President Elect
dkeller@centralcitycu.com

Kelsie Haase
Secretary
kelsie.haase@remedystaff.com

Bob Heyman, SHRM-SCP, SPHR
Treasurer
bobh.cwshrm@gmail.com

Linda Huss
Past-President
lhuss@ruderware.com

Krissy Rodewald, SHRM-SCP, SPHR
Membership Director
krissy.rodewald@aspirus.org

Weng Liew, MBA
Senior Liaison
liew@ntc.edu

Sara Ackermann
Legal Counsel
sackermann@ruderware.com

Linda Hackbarth, SHRM-CP, PHR
Marketing/Communications
lhackbarth@bonejoint.net

2016 Leadership Team

Tanya Gruetzmacher, SHRM-SCP, SPHR, CCP
Hospitality Director
tgruetzmacher@eojohnson.com

Melissa Colombo, SHRM-SCP, SPHR
Conference Co-Chair
melissa.colombo@lactalis.us

Carol Howard
Conference Co-Chair
choward@abrjobs.com

Kim Hall, SHRM-SCP, SPHR
Certification Director
khall@dce.k12.wi.us

Nicole Williams
Workforce Readiness/College Relations
NWilliams@qpsemployment.com

Jessica Vander Ploeg
Diversity Director
jessicav@mutualofwausau.com

"Providing information, education, leadership, and networking opportunities to promote excellence and professionalism in Human Resource Management."

Senior Member Spotlight

Robin Hegg, River Valley Bank



How do you prioritize your day?

"I am a morning person so I get up around 4:45 each morning, get a quick workout in. This allows me to start thinking about my day and what I need to accomplish. I arrive at the office earlier than most others. This time allows me time to prioritize my day and get things organized. I try to prioritize by focusing on things that have the highest level of importance and the highest sense of urgency for not only the day but the week and beyond."

What is the most impressive trait an employee can demonstrate?

"I look for a couple of key traits; attitude, self-motivation, and passion. An employee who has a great attitude, is self-motivated to go above and beyond and is passionate about their work will be more engaged and drive higher levels of performance. We can teach many other skills but you can't teach these three traits."

What advice would you give someone looking to excel in the HR profession?

"Someone looking to be a successful HR professional needs to understand the business and what the business drivers are in their organization and industry. In addition you must also be a trusted advisor and an expert on human capital issues. A successful HR professional needs to be an expert in your area of discipline first and understand how human capital issues impact the business. Part of being a trusted advisor is establishing positive relationships at all levels of the organization. In addition, as an HR executive, you need to be able to see around corners and create a vision for the future by doing your homework and constantly staying ahead of what is going on in the world of business and HR."

What is your favorite thing to do when you're not at work?

"Spend time with family and friends."

If you could meet any historical figure, who would you choose and why?

"Probably Abraham Lincoln. I have read many books on Abraham Lincoln. He had great influence and a demeanor that many of us can learn from."

When you were a child, what did you want to be when you grew up?

"I have always wanted to own my own business. All of the career assessments I took in high school indicated that I should be a social worker which, at the time, was the furthest thing from my mind, however, working in HR provides me the best of both worlds of being ingrained in the business and growing and developing people."

What is one thing on your bucket list?

"I would love to visit Italy someday."

Something interesting we might not know about you is...

"I used to bow hunt. I loved target shooting but never actually tagged a big buck!"

Job Opportunities

To view all job opportunities available on our website, go to:

<http://centralwisconsin.shrm.org/job-opportunities>

Some Recently Posted Opportunities Currently Include:

- ◆ Talent Acquisition and Development Specialist (Peoples State Bank)
- ◆ HR Senior Manager (Community Care Connections of Wisconsin)
- ◆ HR Generalist / Senior Project position (Elgin Fastener Group)
- ◆ VP Human Resources (Midwest Dental)

Expo Volunteers Needed

CWSHRM will have a booth at the 2016 Business Expo at the Patriot Center on April 21, 2016 this year! This will be a great opportunity to promote our organization and membership benefits to local businesses and the community. We are looking for members to volunteer at the booth throughout the Expo. Don't worry, you won't be alone! A member of the Board will be at the booth for the entire event. If you are interested in volunteering for any of the following times, please contact Linda Hackbarth at lhackbarth@bonejoint.net

April 21, 2016

11am – 12pm

12pm-1pm

1pm-2pm

2pm-3pm

Welcome New Members!

Jeffrey Bartzen, Neider & Boucher, S.C.
Rhonda Kardos, Aspirus, Inc.
Amy Rahlf, Linetec
William Spear, MetLife
Abby Schmitt, V&H Inc



7:30 a.m. to 11:30 a.m. ■ Northcentral Technical College, Wausau

Business Essentials is a 10-part series of half-day sessions addressing critical areas of business. Programs may be taken a la carte, with a certificate available to those that complete all ten.

- Thursday, April 7: Leadership & Culture
- Thursday, April 14: HR & Employment Law
- Thursday, April 28: Technology
- Thursday, May 5: Finance
- Thursday, May 12: Business Contingency & Workplace Safety
- Thursday, May 19: Marketing Trends
- Thursday, May 26: Authentic Sales Person
- Thursday, June 2: Lean
- Thursday, June 9: Workload Survival
- Thursday, June 16: Innovation

Visit wausauchamber.com for more information or to register!

The Wausau Region Chamber of Commerce is putting on a 10-Part Business Essential Series.

Business Essentials is a 10-part series of half-day sessions addressing critical areas of business. Programs may be taken ala carte, with a certificate available to those that complete all ten.

[To Register, go to the Events Page on the Wausau Region Chamber of Commerce website.](#)



Thank you to our Quarterly Sponsor:

If your company is interested in sponsorship opportunities, contact Linda Huss, Past President at lhuss@ruderware.com





STATEMENT OF SUPPORT FOR THE GUARD AND RESERVE



CENTRAL WISCONSIN SHRM

We recognize the Guard and Reserve are essential to the strength of our nation and the well-being of our communities.

In the highest American tradition, the patriotic men and women of the Guard and Reserve serve voluntarily in an honorable and vital profession. They train to respond to their community and their country in time of need. They deserve the support of every segment of our society.

If these volunteer forces are to continue to serve our nation, increased public understanding is required of the essential role of the Guard and Reserve in preserving our national security.

Therefore, we join other employers in pledging that:

- We fully recognize, honor and enforce the Uniformed Services Employment and Reemployment Rights Act (USERRA).
- We will provide our managers and supervisors with the tools they need to effectively manage those employees who serve in the Guard and Reserve.
- We appreciate the values, leadership and unique skills Service members bring to the workforce and will encourage opportunities to employ Guardsmen, Reservists, transitioning Service members and Veterans.
- We will continually recognize and support our country's Service members and their families in peace, in crisis, and in war.

Kinda M. Huser
Employer President

Paul E. Mock
Paul E. Mock
National Chair, ESGR

Chuck Hagel
Chuck Hagel
Secretary of Defense

October 22, 2015

Date

