



Monthly Newsletter

April 2014

President's Message

Esteemed HR Colleagues:

I hope you didn't miss last month's hugely popular meeting with Dept of Workforce Solutions Cabinet Secretary Celina Bussey. Members were so enthusiastic about her presentation that they kept her until nearly 9 o'clock!

We're anticipating an equally exciting meeting April 8th, when Katie Wacek, of consulting firm Career Systems International, leads us in a seminar on best practices for employee engagement and motivation. Career Systems is a global talent management company specializing in career development and employee engagement. **You won't want to miss it.**

And speaking of not-to-be-missed events, the State Conference is only a week away! Over 300 people have already reserved and close to 500 are expected for the two-day event, featuring some of the most popular speakers from SHRM national conferences, as well as bleeding edge presentations from some of our local favorites. Visit shrmnm.org to see what you're in danger of missing.

Our Programs Chair, Hideki Nakazono has a great year of topics lined up and continues to stack the desk with great presenters for our monthly dinner meetings, even as work is beginning on September's Legal Update. Stay tuned for more information there. And as always, don't miss out on all the ways to get fired up about your HR career by being a part of NNMHRA, the best professional association in Northern New Mexico.

I look forward to joining you for dinner soon.

Personnel-ly Yours,

Silas

Silas Peterson, SPHR

NNMHRA is Pleased To Present...

How to Retain and Engage Talent: Getting Good People to Stay Presented by Katie Wacek

This presentation is pending 1.5 HRCI credit hours.

Engaging and retaining talent is more critical today than ever before. Engagement is defined as "a persistent state of work fulfillment that translates into enthusiasm, passion, focus and energy.....and keeps us healthy."

To ignite employee engagement and a sense of ownership, leaders and managers must have a "how to" framework and some tools for moving their culture in this direction. When employees feel engaged they can have a positive impact on the organization, enhance the customer experience and increase productivity. They believe that their contribution to the organization matters!

This has a direct correlation to financial results including sales, revenue growth, efficiency and profitability.

While efforts are being made to attract new talent, your current talent needs to be continually "re-recruited". Once talent joins the organization, the development, engagement, motivation and retention begins. Is your organization ready? Today's leaders are expected to build a work environment in which their key employees thrive, constantly learn and give their discretionary effort to their organization. Talent-minded leaders know that if their organization is to be productive and competitive, they must not only "hang on" to good people, but also continually develop them in order to meet constantly changing business needs. The big question for most leaders is how to do this in a "no-time-to-do-it" environment. You will hear some practical "how to" ideas and insights for engaging and retaining your talent.



Katie Wacek is the Marketing Director at Career Systems International, a global talent management company specializing in career development and employee

engagement. She works closely with the Founder, Beverly Kaye, who is a recognized thought leader and best-selling author of several books including, Love 'Em or Lose 'Em: Getting Good People to Stay, Help Them Grow or Watch Them Go: Career Conversations Employees Want, and Love It, Don't Leave It. Prior to moving to New Mexico from Minnesota, Katie worked for Personnel Decisions International (now part of Korn Ferry).

Katie has a B.A. from the College of St. Catherine and a M.B.A. from the University of St. Thomas in St. Paul, Minnesota.

Monthly meetings are held the second Tuesday of every month at the Hilton Hotel located at 100 Sandoval Street. Parking is offered for free to those attending meetings.

Cost: \$30 per member
\$35 per non-member
\$40 for walk-ins

Time: 5:30 p.m.
RSVP by: 11:00 a.m. the Thursday before the event

[Click Here To Pay Now!](#)

You may pay for meetings through our PayPal account using a credit card or your PayPal account. Please note that the fees PayPal charges for this service (2.9% + \$0.30) have been added to the cost.

EVEN IF YOU PAY NOW, YOU MUST STILL email Lisa Bronowicz at nnmhra@gmail.com to make your reservation.

No shows will be charged.

Scholarship funds are available to paid/current members who may need assistance paying for dinner due to recent employer cutbacks. The proceeds from our monthly raffle will go to sponsor up to two members of our group each month. Please contact Lisa Bronowicz at the email above if you wish to apply for this program.

2014 SHRM NM Conference

2014 SHRM of New Mexico Conference HR Xtreme Boot Camp

April 7-8, 2014
Sandia Resort and Casino
Albuquerque, NM

The 2014 conference will bring together the best and brightest in the field. As the experts share their experiences and knowledge, they will help attendees expand their reach of human resources and so much more.

[Click here](#) to watch the conference video and get a sneak peek of the upcoming event.

Keynote speakers include Steve Farber, CEO of Extreme Leadership, Inc., Dr. Shirley Davis, VP Global Diversity and Inclusion Initiatives at SHRM and Jason Lauritsen and Joe Gerstandt of Talent Anarchy.

The conference aims to offer HRCI recertification for HR professionals, as well as continuing legal education (CLE) credit for attorneys. Learning sessions will target HR Trends, Employment Law, Leadership Development and many more exciting and timely topics.

Want to share this information with a friend or co-worker? Download the [Conference Flyer](#) for a brief synopsis of the event.

Don't wait. [Register](#) early for special discounts. The first 275 registrants will receive one of Steve Farber's best-selling books.

To learn more about the conference click [here!](#) You will find information regarding the opportunities available for volunteers as well as for sponsors and exhibitors. Meet the conference planning committee and learn more about the wonderful line-up of speakers. Reserve your room at the lovely Sandia Hotel with a special conference discount!

Don't miss out on this educational event. Register today.

"Like", "Follow" and Link up with us!

Did you know we are on Facebook, Twitter, and LinkedIn? Social media is a great way to stay connected with NNMHRA! Click on the following links to stay up to date on news and upcoming events.

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