



Monthly Newsletter

January 2014

President's Message

The Board from Ipanema,

If you don't get the reference, you missed a great party! Our Member and Holiday Celebration was the perfect end to a great year. We welcomed about fifty members and guests as we celebrated our success in 2013 and looked to next year. We were entertained by the wonderful Los Primos band, as well as some unexpected performances by your truly, Karen Mickool, and the vocal and gymnastic stylings of Silas Peterson.

Your 2013 board and members have been properly roasted and your 2014 officers have been installed. Before I say goodbye I would like to say how proud I am to have served this organization as president. I would especially like to thank my board for all the passion, creativity, effort and dedication they demonstrated. They can be proud of what they have done for the association and the health in which we leave it. I can't wait to see what Silas and the 2014 board have in store.

Linda

Linda Strauss
2013 NNMHRA Board President

January 14th Dinner Meeting

NNMHRA is Pleased To Present...

Soft Skill Training: ROI What's the Reality?

Presented by
Teresa Marie of Positive Results LLC

This presentation has been pre-approved for 1.5 HRCI General Credit Hours

How often have employees been sent to training, only to discover the skill or behavior has not improved? ROI on soft skill training such as conflict resolution, communication, and leadership effectiveness can be very subjective and hard to assess. Teresa Marie's presentation will reveal the realities of soft skill training and how to improve those realities. By taking certain steps before and after training you can increase ROI almost five fold.

Learning objectives:

- *Steps to hold trainer/trainee's accountable for soft skill improvement*
- *Reward/Punishment mechanisms for follow through on soft skill accomplishment*
- *Set-up and follow-up design to insure 85% success rate*

Teresa Marie is a leadership coach, speaker and trainer who is passionate about transformation in the corporate environment. Teresa specializes in developing intrinsic motivation that cultivates true leadership skills and inspiring work environments where individuals are able to integrate higher meaning into their work.

For our 14 years Teresa has supported talented executives at all levels on how to improve their soft skills so they can accomplish the hard results of today's business environment. Her business sensibilities, from 15 years in the corporate environment, help her envision what's really possible for her clients and working together they map the desired path forward. Teresa specializes in imparting necessary skills and and thought processes to executives who want to take their leadership capabilities to a new level.

Teresa speaks and trains on the soft skills needed to take personal motivation and competencies to a more actionable level. Teresa inspires audiences with a direct style, incredible true stories, and lots of humor. In an interactive process, Teresa helps clients tap into what they already know and shows clients ways to activate that more consistently in the work environment.

Teresa has a Master's degree in Organizational Management from John F. Kennedy and a Bachelor's degree in Business Management from Texas Christian University. Teresa has twice served on the Board of Directors for New Mexico Human Resource Management Association and is a member of the American Society of Training and Development.

Teresa's clients range from Fortune 500 organizations to smaller rapidly growing enterprises in healthcare, real estate, pharmaceuticals, legal, insurance, technology, government, building services, non-profit, hospitality, publishing and education.

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.

Send in Your Nominations for SHRM NM HR Excellence Award!

Nominations are being accepted for the SHRM NM HR Excellence Award that celebrates outstanding achievement in human resources. This is to honor an outstanding HR professional and/or company in NM for their contributions to the field through professional efforts, advocacy and volunteerism in NM that occurred in 2013. Any HR professional and/or company is eligible. Please visit us to view [nomination and requirements and application.](#)

Deadline to submit is January 31.

"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.

Like us on Facebook 

Follow us on [twitter](#)

View our profile on [Linked in](#)

NNMHRA Board of Directors

2013 Board of Directors

Past President Karen Mickool

(302) 545-4972, karen@stoneassociates-hr.com

President Linda Strauss

603-1037, Linda@StraussHR.com

President-Elect Silas Peterson

983-7775, silas@santafestaffing.com

VP Membership Karen Dvorak

901-1459 karendvorak07@gmail.com

VP Administration Lisa Bronowicz

428-2001, lbronowicz@aol.com

VP Finance Miche Bove'

660-4583, miche.bove@state.nm.us

VP Professional Development/Programs Maria Hidalgo

424-2317, mhidalgo@iaia.edu

VP Community Relations Shane Muth

992-1855, shane.muth@hubinternational.com

VP Communications Angela M. Dawson

467-2014, adawson@sfps.info

President's Club

2012 - Karen Mickool/Linda Abeyta

2011 - Karen Mickool

2010 - Amberleigh Rodriguez

2009 - Amanda Tinsley

2008 - Joyce Wainwright, PHR

2007 - Judy Ruggles, PHR

2006 - Jeannie Hardie, SPHR

2005 - Roseanne Swoboda, SPHR

2004 - Linda Bramlette

2003 - Jody DeCoursin

2002 - Barbra Craft, PHR

2001 - Mary Cassidy

2000 - Carol Trask, SPHR

1999 - Liz Kellogg, SPHR

1998 - Elaine Palin

1997 - Corliss McGinty

1996 - Mona Koehler

1995 - Diane Martinez

1994 - Tish Rzeszutko, SPHR

1993 - R. Gregory Green, SPHR, GPHR

1992 - Jerry J. Rael
1991 - Joanne Vigil-Quintana
1990 - Chena Tomlin
1989 - Molly Birely
1988 - Anthony L. Alarid
1987 - Richard L. Dickerson



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