



January Newsletter

January 2016

President's Message

Dear Fellow HR Compadres,

I hope you and your family had a wonderful holiday, and I wish you a very Happy New Year!

It's almost 2016, and I am thankful that our association has such a strong foundation, that we may now truly take off on a 20-20 Vision. We are discussing new strategies that we might employ to become a more inclusive and interactive group, ways that we can become resources to each other, and how we can re-shape our branding and improve our impact in our community. I hope you will respond to interest surveys, emails, and/or phone calls, as we start to define what will be of most benefit to you.

Part of my passion for NNMHRA is to find out from each of you why you love HR ~ what are your strongest passions? What can we do to spark those passions? What would we need to provide so that you are excited to invite your other HR friends, co-workers or your Business Managers to our meetings? Your Board and I truly want to know, and we'll need everyone's help and input, so that together we can attain a 20-20 Vision for HR!

Please attend our January lunch meeting on mental illness in the workplace. As we are confronted by an arising amount of violence in our communities, we want to make sure we understand this issue in order to advise on best practices and protect all our employees and our employer.

I hope to see you there, and I hope to share with you a mutual love for HR!

Best regards,

Sue

Sue Byrne
2016 NNMHRA Board President

January 12th Lunch Meeting

Navigating Mental Illness in the Workplace
Presented by Linda Strauss

This event is pending 1.5 SHRM PDCs and 1.5 HRCI Credit Hours

What do you do when you suspect performance and behavior issues may be due to mental illness, or when an employee discloses that he/she has a mental illness? Employers must navigate ADA and other compliance issues, concern for employees, as well as concern for the community, all while making sure the work gets done. In this presentation, we will:

- Dispel the stigma of mental illness, an often-treatable medical condition that afflicts 1 of 4 adults (who often get labeled as a "difficult" or "crazy" employee).
- Understand the challenges managers face when dealing with employees that have, or whom they suspect have, a mental illness, and learn how to help them navigate through this difficult issue with compliance and comfort.
- Get answers to questions many employers don't know how to ask, or don't even know to ask when addressing these issues.
- Learn about the many resources available to employers and employees, as well as when the EAP isn't enough.

Linda Strauss is a Human Resources professional with over 20 years of experience. Since 2011, as owner of Strauss HR Consulting, Linda has been providing employers with the tools, training and coaching to manage employment issues with comfort, confidence and compliance. As a trainer, she facilitates the workshop, Becoming a Totally Responsible Person, "TRP®", and is co-founder of Inspire U Seminars, helping people stay positive, productive and effective no matter what, to create more harmony, to discover their Purpose and Passions, and explore the Possibilities. She is also an instructor for UNM's Anderson School of Business Management, teaching HR and Management Essentials to working professionals. Linda is a Certified Mediator of Workplace Conflict, and also holds a certification in Mental Health First Aid.

To register and pay for this meeting, [see the event on our website](#) or [click here](#) to go directly to the Registration Form.

Save The Date!

Upcoming HR Events

February 9th - Lunch Meeting 11:30 AM - 1:00 PM - More information coming soon.

March 8th - Dinner Meeting 5:30 PM - 8:00 PM - More information coming soon.

To learn more, watch the [Events](#) page of our website for updates!

A Message From SHRM NM

"Picture the Future, BE the Future"

Can you picture the future? Join us for the 2016 SHRM New Mexico Conference as we explore ways to "Picture the Future, BE the Future"! Are you ready to lead your organization to new levels of success, while expanding your own career? Don't miss this incredible opportunity! Registration is now open and Early Bird prices are in effect, so register today!

The Conference will be held March 7-9, 2016, at the Embassy Suites Albuquerque Hotel and Spa. For the first time ever, we've added Pre-conference Sessions on March 7th. You may choose an option for Business Professionals and new HR Professionals, or a Masters Series for Experienced HR Professionals. The full Conference kicks off at 8:30 am on March 8th and wraps up at 5:00 pm on March 9th. From the first presenter to the closing keynote, you will be delighted by an impressive slate of presenters, many never before seen in New Mexico! And of course you'll have the opportunity to network with your peers. Plus there will be exhibitors and sponsors present so you can efficiently learn more about the latest products and trends.

Watch for additional details to be announced soon both [on the NNMHRA website](#) and [on the SHRM NM website](#), and register today!

"The best way to predict the future is to invent it." - Alan Kay

SHRM NM HR Professional of the Year Award

The Society of Human Resources New Mexico State Council is proud to announce its first SHRM NM HR Professional of the Year award. Nominations are now open!

SHRM NM HR Professional of the Year candidates will be evaluated on their demonstrated Integrity, Leadership, Innovation, Strategic Thinking, Character, Objectivity, Passion, Influence, and Knowledge in Human Resources. The goal is to spotlight a Human Resources professional in New Mexico who elevates the profession, who serves as a role model for their peers, and sets the standard for other HR professionals to follow. We would like to tell his/her story and to recognize his/her contributions and achievements. The only requirement is the recipient must be a current practitioner of Human Resources in NM for an organization(s) that has employees working in NM.

If you or someone you know has demonstrated excellence as a Human Resources professional worthy of such recognition, please nominate them for this honor.

Nominations will be accepted until January 29, 2016. Nomination forms can be found [here](#). The award winner will be announced during our 2016 SHRM NM State conference, March 7-9, 2016.

Human Resource professionals dedicated to elevating others and their organizations deserve to be celebrated! We can't wait to see all that is being accomplished in the NM HR community.

For more information, contact SHRM NM Director of Awards and Recognition, Linda Strauss, SHRM-SCP, SPHR at Linda@StraussHR.com.

Time to Renew!

It's that time of year. If you have not renewed your membership for 2016, you are no longer a member and you are not eligible for member rates for our events. Perhaps, you have not ever been a member or haven't been for a few years. Why not join today? Please take a few minutes and renew or join now so that you can enjoy benefits such as:

- Special Member Rate for NNMHRA dinner meetings and other events
- Access to our 2016 Networking Directory
- Legal Update Registration Discount
- Potential discounts for SHRM NM events

2015 Membership Rates Are Still In Effect!

\$45 for SHRM Members

\$60 without a SHRM membership

\$175 for a Corporate membership (Up to 5 Members!)

It's easy to register as a member with our online application, but if you prefer, you are welcome to use a paper application. Simply print the application and mail or email it to us. You may pay for your membership through our PayPal account or with a check, regardless of how you register.

[Click here](#) to complete your application online. You may pay via PayPal or simply mail a check to us and note that you completed your application online.

[Click here](#) for a 2016 Membership Application if you prefer to complete the form and email or mail it to us. Simple save the completed form and email it or print it and mail it to us. You may via PayPal or mail a check to us.

Applications and payment may be emailed to us at nnmhra@gmail.com or mailed to:

NNMHRA
PO Box 32874
Santa Fe, NM 87594

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2016 Board of Directors

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2015 - Silas Peterson, SPHR, SHRM-SCP
2014 - Silas Peterson, SPHR
2013 - Linda Strauss, SPHR
2012 - Karen Mickool/Linda Abeyta
2011 - Karen Mickool
2010 - Amberleigh Rodriguez
2009 - Amanda Tinsley
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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
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1989 - Molly Birely
1988 - Anthony L. Alarid
1987 - Richard L. Dickerson



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