



July Newsletter

July 2016

President's Message

Happy Heat Wave, Members and Friends,

The hot topic for July is a huge issue in my company: Whether to give "formal" employee Performance Reviews, or not. This is a great topic for those of us who attempt to coax our managers every year to please do them, and like me, I'm sure you can picture some managers grinding their teeth, while you pull out your hair! Even if you don't do Performance Reviews, what are HR best practices and what is the trend? We'll find out when our dynamic speakers, Wendy Shannon and Michelle Detry share their expertise on this very important HR issue. I was fortunate to hear these speakers tag-team on the topic at the SHRM NM State Conference in Albuquerque this past March, and I know you will have a lot of good information to bring back to your organizations.

I am also excited about our upcoming Legal Update at SFCC. Your board is enthusiastically working on making this the best educational event yet!

We are asking for some volunteers to help with the event, so call or email me or anyone on the board if you can volunteer a couple of hours between now and September 13, 2016.

I look forward to having a great lunch with you soon,

Best regards,

SUE

Sue Byrne
2016 NNMHRA Board President

July 12th Lunch Meeting

Is it Time to Scrap the Performance Review Process?

Presented by Wendy Shannon and Michelle Detry

This event has been pre-approved for 1.5 SHRM PDCs and 1.5 HRCI Credit Hours

What does the future look like for performance appraisals? Many research studies have proven that convention performance reviews have been linked to low productivity, minimal correlation with actual business results, and significant problem with collaboration. If you want a high-performance organization, you need to find ways to evaluate people which recognize the unique role each person plays in moving the organization forward. We will examine the latest performance review research and talk about approaches for correcting the problems identified in order to create a system that encourages high performance and teamwork.

Wendy Shannon, M.S., SPHR, SHRM-CP is the owner of Human Resources Works, LLC., Albuquerque, NM She Provides consultative services on integrating HR initiatives and business strategy; workforce development, organizational assessment, workplace best practices, individual and executive coaching, and process improvement; as well as a wide range of organizational development and management functions.

Michelle Detry, MBA, CPP is President, Keystone International, Inc., Albuquerque, NM. She is directly involved in all aspects of managing a New Mexico headquartered, service disabled veteran-owned, small business as well as leading the organizational development consulting group. Michelle serves as project/program manager for a variety of client programs coordinating and leading a cadre of technical, organizational development and training subject matter experts. She provides subject matter expertise to organizational development clients including conducting organizational assessments, leading recruitment and hiring processes, facilitations and mentoring, coaching, training program development, audits and planning sessions. Michelle's expertise focuses on New Mexico-based universities, national laboratories, community governments and business organizations

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

Special Offer!

Mental Health First Aid Certification Course

Spaces still remain in our special Mental Health First Aid Certification class, July 21st. There will be no cost for the class to participants. Remember, seats are being filled on a "first come, first served" basis. Please read through the information below, and if you are interested, email Cindy Murphy at cindy@stoneassociates-hr.com . The class will be taught at the Santa Fe Business Incubator located at 3900 Paseo del Sol from 9:00 AM - 5:00 PM. Information regarding lunch options will be shared in plenty of time with those who register.

Learning Objectives for Mental Health First Aid

Mental Health First Aid is an 8-hour training course designed to give members of the public key skills to help someone who is developing a mental health problem or experiencing a mental health crisis. Just as CPR training helps a layperson without medical training assist an individual following a heart attack, Mental Health First Aid training helps a layperson assist someone experiencing a mental health crisis.

The evidence behind Mental Health First Aid demonstrates that it makes people feel more comfortable managing a crisis situation and builds mental health literacy - helping the public identify, understand and respond to signs of mental illness. Specifically, studies found that those who trained in Mental Health First Aid have greater confidence in providing help to others, greater likelihood of advising people to seek professional help, improved concordance with health professionals about treatments, and decreased stigmatizing attitudes.

Mental Health First Aid certification provides trainees with:

- Knowledge of the potential risk factors and warning signs for a range of mental health problems, including: depression, anxiety/trauma, psychosis and psychotic disorders, substance use disorders, and self-injury
- A five-step action plan encompassing the skills, resources and knowledge to assess the situation, to select and implement appropriate interventions, and to help the individual in crisis connect with appropriate professional care

- An understanding of the prevalence of various mental health disorders in the U.S. and the need for reduced stigma in their communities
- Working knowledge of the appropriate professional, peer, social, and self-help resources available to help someone with a mental health problem treat and manage the problem and achieve recovery.

Instructors:

Suzanne L. Pearlman

Community Outreach, Communications and Training Manager, Project Director -Communities of Care, Project Director - NM AWARE (MHFA), Children's Behavioral Health Division - Children, Youth & Families Dept.

Clint Pyeatt

Program Specialist, Consortium for Behavioral Health Training & Research, UNM

Again, spaces will be filled on a first come, first served basis! Contact [Cindy Murphy](#) as soon as possible to reserve your space!

Sign Up Today- Stay In Touch With SHRM NM!

Stay Informed About SHRM NM Events and News!

It will only take a moment! Click on the link and simply enter you name and email address to give your permission to receive a quarterly newsletter and other occasional information from the SHRM NM State Council. You'll learn about what's going on across the state from other chapters and about State Council events!

[SHRM NM State Council e-Blast sign up](#)

Save The Date!

Upcoming NNMHRA Events

All events will be updated as we confirm speakers and topics.

August 9th - Dinner Meeting - 5:30 PM - 8:00 PM - Surviving a HIPAA Audit: Are You Prepared? - Presented by Anne Sperling

September 13th - Full Day Legal Update Conference - [Watch as we update the website!](#) Don't miss out on the Early Bird rate available to NNMHRA and other SHRM NM Affiliate Chapter Members. [Register Today!](#)

October 11th - Dinner Meeting - 5:30 PM - 8:00 PM - TBD

November 8th - Lunch Meeting - 11:30 AM - 1:00 PM - TBD

December 13th - Dinner Meeting - 5:30 PM - 8:00 PM (Member Appreciation & Holiday Event)

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

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2016 Board of Directors

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