



June Newsletter

June 2016

## President's Message

Happy Summer Greetings to My HR Colleagues!

There are some exciting programs coming up this June and a special event in July. To start off the summer, we have Don Shoemaker, SPHR, SHRM-SCP, presenting *Change and Transition Management* at our June Dinner meeting, just in time to consider the impact on the employees and organizations when change is imminent. As we have noticed with our DOL presentation in May, this is a change that all of us want to handle well for our companies and employees. Check out the website to register and find out more!

Another great privilege we have at our June meeting, is to honor a local business, Open Eye, for the When Work Works Award, during our Community Speaker presentation. This award, given by the Families and Work Institute, is also an initiative of SHRM. The award highlights how effective and flexible workplaces can yield positive business results and help employees succeed at work and at home. I am excited to meet the two honorees receiving this award and find out how they accomplished this tremendous goal.

In January, we heard your interest regarding hosting a special seminar regarding Mental Health certification, to better handle mental health issues as they arise in the workplace. This special event is being hosted on

Thursday, July 21, 2016, and is free to our membership. Please link to the site to register for the event, as there are only a few more spaces available.

Finally, your board is gearing up for the Legal Update, our all-day seminar which discusses current HR trends in legislation and law in New Mexico and nationally. Check out our website to note who our speakers are so far! This year, because we are partnering with SFCC, we are able to host a national key-note speaker for the professional tract, and also host a special tract for students interested in pursuing HR as an employment field.

Best regards,

SUE

Sue Byrne  
2016 NNMHRA Board President

## **June 14th Dinner Meeting**

### **Change and Transition Management**

Presented by Don Shoemaker

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

It is clear this is a time of change in strategy - technology - culture - and even reorganization and redeployment. Too many changes are planned with little regard for how they will affect the people. Many of the changes that are meant to strengthen the organization may actually weaken it as they leave their people resentful, demotivated and confused when commitment and creativity are essential. Fortunately there is an effective way to keep that from happening! William Bridges' model of Managing Organizational Transition is a widely and readily used set of techniques for managing the human side of change.

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Don Shoemaker, SPHR, SHRM-SCP, has been in the "Business of HR" since 1982. His wide experience and background includes managing and leading HR organizations in retail grocery, county government, medical device manufacturing, as an HR Generalist and OD Specialist at Intel Corporation and currently serves as a Human Resources Business Partner at Sandia National Laboratories.

Don received his undergraduate degree from the University of New Mexico in Business Administration. Don is a certified SPHR since 1992 and more recently achieved the SHRM-SCP certification in July 2015.

Don has served the HR community as the SHRM State Council Director, the State HR Conference Chair, as a member of the SHRM Area VI Board, and also served on the HRMA Board of Directors.

He is currently an instructor for the University Of New Mexico Anderson School Of Business, Executive & Professional Education Center teaching the SHRM HR Certification Program, Change and Transition Management, and HR Essentials.

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**\*SPECIAL AWARD PRESENTATION\***

At the beginning of the meeting, Linda Strauss will present the When Work Works Award to representatives from Santa Fe's own Open Eye Scientific. This national award is given by the Families and Work Institute (FWI) in partnership with SHRM to honor companies who have perfected the idea of workplace flexibility in their organizations.

*When Work Works is a nationwide initiative which brings research on workplace effectiveness and flexibility into community and business practice. It is a project of Families and Work Institute (FWI) and the Society for Human Resource Management (SHRM).*

*Since its inception in 2003, When Work Works has partnered with an ever-expanding cohort of communities from around the country to:*

- *share rigorous research and employer best practices on workplace effectiveness and flexibility;*
- *inspire local employers to create more flexible and effective workplaces to benefit both business and employees; and*
- *recognize exemplary employers through the When Work Works Award and local community events.*

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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**

On Thursday, July 21st, we have been given the opportunity for up to 25 people to earn Mental Health First Aid Certification. There will be no cost for the class to participants. As a benefit of membership, members were given

the opportunity to register last week. 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](mailto: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 The SHRM NM State Council!**

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.**

**July 12th - Lunch Meeting** - 11:30 AM - 1:00 PM - Is It Time To Scrap The Performance Review? - Presented by Wendy Shannon & Michelle Detry

**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!](#)

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

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

**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!

## SHRM Annual Conference & Exposition

### From our friends at SHRM...

*The SHRM Annual Conference & Exposition is the largest and best HR event in the world, providing your organization with the tools and resources you need to create and implement the successful HR practices that will ensure that your company will thrive. Your company will get the targeted strategies and practical takeaways that you need to achieve your goals - from talent management to federal compliance to cutting-edge business strategies.*

#### COMPREHENSIVE LEARNING

*Over 200 concurrent sessions provide a complete education for HR professionals at every stage of their career, based on the SHRM Competency Model. You'll be able to choose from a broad range of topics so you can customize the learning you need. Concentrate on solutions designed to help your organization become more compliant; delve into the cutting-edge trends that will impact your workplace in the next few years; build a strategic talent management plan to increase engagement and retention. Whatever you need, our program will have something for you.*

*Innovative learning opportunities, such as our Masters Series featuring high-level academicians, Smart Stage presentations covering innovative new HR practices and Practitioner Exchange sessions featuring HR professionals from well-respected organizations.*

To learn more and to register, [click here](#).

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Owner, Stone Associates-HR - [cindy@stoneassociates-HR.com](mailto:cindy@stoneassociates-HR.com)

### **VP Diversity Emily Stern**

Coordinator for Center of Diversity and Integration, SFCC - [emily.stern@sfcc.edu](mailto:emily.stern@sfcc.edu)

## **President's Club**

2015 - Silas Peterson, SPHR, SHRM-SCP

2014 - Silas Peterson, SPHR, SHRM-SCP

2013 - Linda Strauss, SPHR, SHRM-SCP

2012 - Karen Mickool/Linda Abeyta

2011 - Karen Mickool

2010 - Amberleigh Rodriguez

2009 - Amanda Tinsley

2008 - Joyce Wainwright, PHR, SHRM-CP

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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

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1992 - Jerry J. Rael

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1990 - Chena Tomlin  
1989 - Molly Birely  
1988 - Anthony L. Alarid  
1987 - Richard L. Dickerson



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