



November
Newsletter

November 2014

President's Message

Dear NNMHRA Members & Friends,

We missed you (or most of you) at an intimate dinner meeting in October to hear SHRM's Workplace Flexibility czar, Lisa Horn, address the many ways of creating a more flexible work environment. Lisa was good to remind us that workplace flexibility is so much more than telecommuting, including as it does part-time work, job sharing, shift trading, compressed work week, job rotations, and many more creative approaches to better work-life balance.

We're thrilled to announce that this year's holiday dinner, on the regular second Tuesday of December will again be free to new and renewing members! And don't miss our next meeting, where our own Marlene Schwaljé of Infinite Resolutions consulting will present BEYOND BULLYING: The Humanistic-Action-Behavioral Approach to Restore Respect in Your Workplace, also the subject of her forthcoming book, Tuesday,

We are putting the finishing touches on building next year's Board of Directors. There are still volunteer opportunities available, so if you're

interested in getting involved and building your leadership skills at the same time, talk to any board member.

Regards,

Silas

Silas Peterson
2014 NNMHRA Board President

November 11th Dinner Meeting

NNMHRA is Pleased To Present...

BEYOND BULLYING: The *Humanistic - Action - Behavioral* Approach to Restore Respect in Your Workplace

Presented by Marlene Schwaljé

This program is pending 1.5 HRCI Credit Hours

The organization that is challenged with an employee claim of bullying often spends more time determining whether the label fits into their policy definition rather than addressing underlying behavioral issues. Typical *bully-victim* language leaves little room for insight or intervention. Frustration with the process often leads to escalation, even EEO claims.

Let's challenge and change the workplace bullying paradigm. What happens if we focus on behaviors, rather than labels? What might be gained if we humanize, rather than vilify, the participants? How can we engage the pivotal role of the bystander to create a climate of respect? What is the most important conversation an organization can have with its employees at every level?

Not your typical anti-bullying workshop, in this session we'll move beyond the barriers of language, legislation, and litigation, policy and process, to a new behavioral action approach to workplace bullying. We'll explore *behavioral and situational inquiry* to meet the challenge of identification. We'll use *motivational inquiry* and apply insights learned to choosing effective interventions with offender, target, and witness. Participants will receive the BEYOND BULLYING™ Behavioral Inventory, a tool that can be immediately and effectively applied in your workplace.

Learning Objectives: Participants will:

- Learn how to guide your workplace groups to shift the language of bullying and focus on behaviors and action.
 - Learn to use *behavioral, situational, and motivational/functional* inquiry to gain insights into bullying behaviors, dynamics, and motivations.
 - Explore choices for effective interventions with both *offender and target*.
 - *Learn how to harness the power of the bystander to create a climate change toward respect in your workplace.*
-



Marlene K Schwalje is dedicated to the organization and its people who seek to create a culture of respectful communication and conflict competence from the workplace to the board room. She believes that labels like "bully" often get in the way of action. Her down-to-earth action approach to workplace bullying is simultaneously rational and humanistic: focus on behaviors and solutions rather than labels and legislation.

Marlene is an organizational conflict consultant and mediator. President/CEO of *Infinite Resolutions, LLC*, she shares full spectrum communication, collaboration, and conflict competence services with a diverse clientele including government, health care, education, and Native American enterprises, most recently working within the Department of the Interior. She has successfully guided hundreds of workplace disputants toward resolution without arbitration or litigation. She has been published in the SHRM Legal Report, the Association of Conflict Resolution Reporter, ACResolution, and on websites devoted to charter schools and Native American enterprises.

Marlene's core belief is that respectful relationships are the foundation of productivity in any organization, and that given a safe environment and skills to explore alternative perspectives and behaviors, most people possess the will to get productive relationships back on track to focus on the organizational mission. To substantively advance her commitment and contribution to respectful relationships in the workplace, Marlene authored and advocated for the *Respectful Workplace Resolution*, passed unanimously by both Santa Fe City Council and by the Santa Fe Board of County Commissioners in fall 2010, the first initiative of its kind in the nation.

Marlene is embarking upon the challenge of her first book, **Beyond Bullying**.

Contact information:

[505.983.4389](tel:505.983.4389)

marlene@infiniteresolutions.biz

www.infiniteresolutions.biz

www.bullyfreework.solutions [launches October 20th

2014]

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

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.

[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.

Our reservations must be provided to the hotel by noon on the Thursday before the meeting. If you have made a reservation and cancel after this time, you will be charged for dinner. No shows will also be billed for dinner.

December 9th - Holiday Celebration and Member Appreciation Event



It's hard to believe it, but it is almost that time again! Yes, it is time to celebrate YOU, our members!

We want to show our appreciation to all of you who are already members for 2015. How? Well, if you joined NNMHRA when you registered for Legal Update or since that time, your membership is good through 2015, and **your dinner is on us!** If you are a past president, you are a member, and **your dinner is on us!** If you have already renewed for 2015, **your dinner is on us!** If you join or renew your membership before registration closes on December 4th, **your dinner is on us!**

Yes, you read that correctly, **anyone who is already on our 2015 NNMHRA roster will be treated to dinner!** You will be able to choose between prime rib, salmon or a special vegetarian

option. You will need to register and let us know which meal you have chosen by noon on Thursday, December 4th.

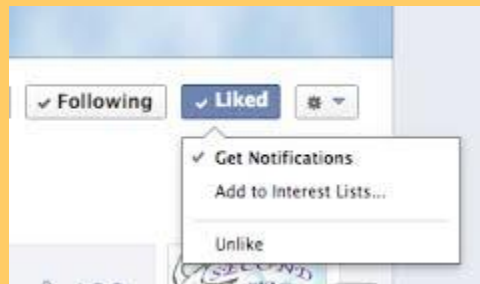
We encourage you to bring a friend or significant other to this special event. Back by popular demand, we will enjoy the sounds of local jazz quartet Los Primos!

To learn more and to register, [click here](#) to go to the event on our website. You will find a link there for easy access to renew your membership in case you would like to do so in time for this special event. Current members who have not renewed membership will need to pay the regular member rate for this event. If you are not a member, you are still welcome to join us, but you will need to pay the regular non-member price to attend!

Save the date and register today! We look forward to seeing you and to celebrating with you.

Facebook Like Versus Notifications

A few people have asked why they are not seeing our Facebook posts on their timeline. We have continued to post on our page, but as many of you know, Facebook likes to make changes that change the way we see things. (Or in this case, the way we DON'T see things!) In order for you to see our posts more regularly, you need to go to our Facebook page, click the downward arrow by the Like button, and make sure that there is a check by Get Notifications. If you haven't "Liked" our page, maybe this a good time to do so! See the links in the section below to follow us on our social media sites.



"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

2014 Board of Directors

President

Silas Peterson

Owner, The Hire Firm - silas@thehirefirm.com

Past President Linda Strauss

Owner, Strauss HR Consulting - Linda@StraussHR.com

VP Finance Sue Byrne

Human Resource Manager, Peters Corp - 4sebby@gmail.com

VP Membership

Maria Hidalgo

Human Resource Director, IAIA - mhidalgo@iaia.edu

VP Administration Lisa Bronowicz

Human Resource Director, Easter Seals El Mirador lbronowicz@aol.com

VP Professional Development/Programs Hideki Nkazono

Human Resource Coordinator, Four Seasons Resort at

Encantada Hideki.Nakazono@fourseasons.com

VP Community Relations Shane Muth

Vice President, HUB International shane.muth@hubinternational.com

VP Communications Cindy Murphy

Owner, Stone Associates-HR, cindy@stoneassociates-HR.com

President's Club

2013 - Linda Strauss

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



Special Thanks to our Platinum Sponsors



<http://www.esgr.mil/>



<http://www.adp.com/>





REDEFINING THE WORLD OF PAYROLL + HR

www.paylocity.com



Employment & Labor Law Solutions Worldwide™

<http://www.littler.com/>

Northern New Mexico Human Resource Association
Board of Directors

Northern New Mexico Human Resource Association
<http://nnmhra.shrm.org/>