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SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Enterprising Leadership

Enterprising Leadership

- Challenge to chapter and state council leaders to think differently, act strategically and lead change.
- We can have a profound impact on our communities – HR, companies, and/or geographic communities – and through this initiative, we can begin to see how our leadership can be enterprising, beyond the norm, creative, even avant-garde!
- Enterprising Leadership initiatives should be bold and edgy, with the challenge to think outside the box.

Janet Parker, 2007 SHRM Leadership Conference

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Enterprising Leadership

Enterprising Leadership Examples

Wisconsin

- **Blackhawk Chapter** has developed Success Skills Training (SST). Workforce readiness and promotional readiness are a result of having the necessary skills to work effectively and technically in any work environment. This training was started from a community partnership searching for soft skills training solutions to prepare incumbent and dislocated workers for today's workforce.
- **Metro Milwaukee SHRM** are very close to signing an agreement with Milwaukee Public Schools and Milwaukee Center for Independence to find jobs for disabled individuals graduating from high school. Generally they have a tough time getting employed, so with MCFI and MM SHRM we will provide entrees to jobs!

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Enterprising Leadership Examples

Indiana

- The **Michiana Chapter** has partnered with the local Red Cross to raise awareness about disaster preparedness and formed a Disaster Preparedness and Business Continuity Committee. The goal is to assist HR professionals in developing business interruption plans (to cover everything from natural disasters to pandemic outbreaks, environmental and criminal acts). The chapter believes that by working together, they will develop a stronger community that is prepared and can respond quickly and effectively.

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Submission

- Reporting will be on three dimensions: the purpose, implementation and outcome
- Submission will be electronic
- All forms due Friday, September 26, 2008
- A copy of your submission will be sent via e-mail
- FAQ's
<http://www.shrm.org/chapters/resources/elfaq.doc>

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SHRM Membership Goals

SHRM Membership Goals

- Goal – 3% increase SHRM membership in chapters over 12/31/07 numbers
 - > Superstar – 10%+ growth
 - > Star – 6% - 9% growth

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SHRM Membership Goals

June Membership Statistics For Wisconsin

Superstar Chapters

- SHRM – Racine & Kenosha Area Chapter – 70%
- St. Croix Valley Employer's Assn. – 24%
- Green Bay Area Chapter SHRM – 14%

Star Chapter

- Sauk County Personnel Assn. – 9%

Chapters at Star and Superstar status on October 31, 2008 will be recognized at Leadership Conference in November.

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SHRM Mentoring Program

SHRM Mentoring Program

A good mentor can help you unlock your potential and set you on a path to professional success.

Mentees can choose their mentor from a list of matches based upon the mentees' needs.

As of 7/22/08:
1,408 mentors
832 mentees

<http://www.shrm.org/volunteer>

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Leadership Conference

2008 SHRM Leadership Conference
November 20-22, 2008, Arlington, VA, Crystal Gateway Marriott

- www.shrm.org/conferences/leadership (brochure and registration will be available mid-August)
- FREE conference for either the President-Elect or President
- STATE CLA Directors attend free (except Legislative, who may attend the SHRM Legislative Conference), District Directors, and the State Council Director **OR** incoming State Council Director-Elect
- Great orientation for the incoming Chapter President and State Council CLA Directors
- Additional volunteers welcome for a nominal fee + hotel costs

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Leadership Conference

SHRM Covers:

- One free registration per chapter
- Hotel accommodations for one person per chapter (Thursday and Friday night)
- Meals (included with conference)

Your WI State Council Covers:

- \$300 reimbursement to each chapter that meets council meeting attendance criteria of 80% of state council meetings

Some sessions will be pre-approved for HRCI recertification credits!

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SHRM Foundation – Chapter Champion

SHRM Foundation -- Be a Chapter Champion!

- To earn a Chapter Champion award, your chapter must:
 - > Make a chapter contribution to the annual campaign
 - > Appoint a SHRM Foundation coordinator in your chapter
 - > Educate your members on the work of the SHRM Foundation
 - > Hold a special event (raffle, silent auction, etc.) to encourage individual contributions

To participate in the 2008 program and have your chapter or state council be recognized for your efforts, you **MUST** submit a registration form by October 31:
<http://www.shrm.org/foundation/chapchampweb.asp>

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Student Scholarship Program

SHRM Foundation Student Scholarship Program

- Deadline October 15th
- The SHRM Foundation will award 25 scholarships to national SHRM Student Members
- Applications are due October 15, 2008
- Additional information
http://www.shrm.org/foundation/08_AwardFlierStudents.doc

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Webcasts and Conference Calls

Core Leadership Areas - Webcasts and Conference Calls

Available to assist you in your volunteer roles

- Network with others in your same CLA
- Hear best practices and challenges other chapters face

Webcasts are archived

- PowerPoint presentation
- Audio
- Q&A session

Use to help educate leaders in new positions or just to catch up on what you might have missed

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Webcasts and Conference Calls

Webcast and Conference Call Schedule
<http://www.shrm.org/chapters/resources/2008WebcastandCLASchedule.pdf>

Webcast Link:
<http://www.shrm.org/vlrc/webcast/>

Membership Chairs:
North Central Regional Conference Calls

- Share best practices and challenges
- Guest speakers
- Monthly
- Next call – August 12th 10:00 Central

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Planning Resources

Volunteer Leader Resource Center (VLRC)
<http://www.shrm.org/chapters/resources/chaphelp.asp>

New Chapter President Information & Checklist
http://www.shrm.org/chapters/resources/chap_pres_cklst.asp

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North Central Conference Calls for Chapters

Chapter Presidents

- Next call – August 13th at 10:00

District Directors

- Next call – August 13th at 2:00

- Opportunity to share best practices and challenges
- Network with others within the region
- Calls for each group held several times a year

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SHRM Calendar

Important Deadlines

• Chapter Achievement Plan	January 31
• State Council Achievement Plan	March 31
• Pinnacle Award Nominations	July 15*
• SHRM Foundation Scholarships	July 15*

* 2009 deadline is subject to change

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Chapter Financial Support Payments

Chapter Financial Support Payments (CFSP)

- To be eligible for the Chapter Financial Support Payment (CFSP) Program:
 - > Submit a completed CAP by **January 31** each year
 - > Maintain affiliation standards (30% or 10 SHRM members, whichever is greater OR 51% or 25 SHRM members, whichever is greater – depends on your affiliation date)
 - > Have a chapter president who is a SHRM member is good standing for the duration of his/her term
- Returns a portion of each SHRM member's dues to the chapter:
 - > \$25 annually (\$6.25 paid quarterly) per member for 100% chapters
 - > \$10 annually (\$5.00 paid semi-annually) per member for non-100% chapters

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Net Gain Payment

Net Gain Payment

- Paid in first quarter
- Calculated by subtracting the 12/31 SHRM membership total for last year from the 12/31 SHRM membership total for the current year and multiplying the difference by \$25 (see example)

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Additional Planning

Strategic Planning

- > Goals for the upcoming year(s)
- > Budget
- > Utilize CAP Planning Workbook as a guide
- > Succession Planning
 - Prepping your replacement

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2008 Conference Schedule

Strategy Conference

- September 24 – 26
- Palm Springs, CA

SHRM Diversity Conference & Exposition

- October 27 – 29
- Atlanta, GA

SHRM Leadership Conference

- November 20 – 22
- Arlington, VA

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2009 Conference Schedule

- Employment Law & Legislative Conference**
 - March 9 – 11
 - Washington DC
- SHRM Global Conference and Exposition**
 - March 30 – April 1
 - Toronto, Ontario, Canada
- SHRM Staffing Management Conference**
 - April 28 – 30
 - Las Vegas, NV
- SHRM 61st Annual Conference**
 - June 28 – July 1
 - New Orleans, LA

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2009 Conference Schedule

- SHRM Strategic Conference**
 - October 6-8
 - Phoenix, AZ
- SHRM Workplace Diversity Conference**
 - October 19-21
 - San Diego, CA
- SHRM Leadership Conference**
 - November 19-21
 - Arlington, VA

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