

SHRM 2016

JUNE
19-22

ANNUAL CONFERENCE & EXPOSITION

#SHRM16

»» SHRM Volunteer Leader Briefing

WELCOME!

JUNE 19, 2016

- **Elissa O'Brien, VP of Membership**
- **Susan Loynd, MAC Update**
- **SHRM Panel**
- **Closing Remarks**

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What's Coming to a Town Near You

Elissa O'Brien, SHRM-SCP
Vice President of Membership

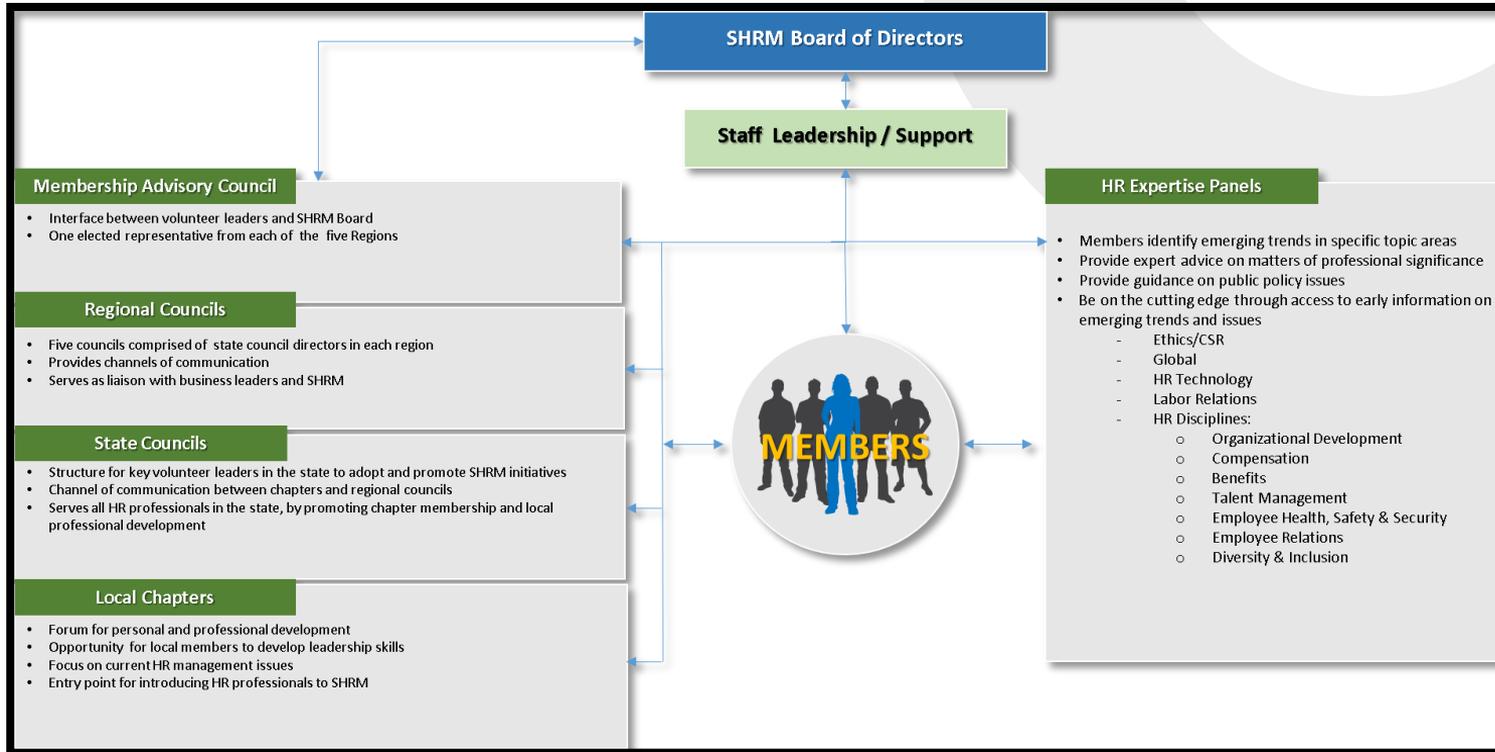
»» Thank You

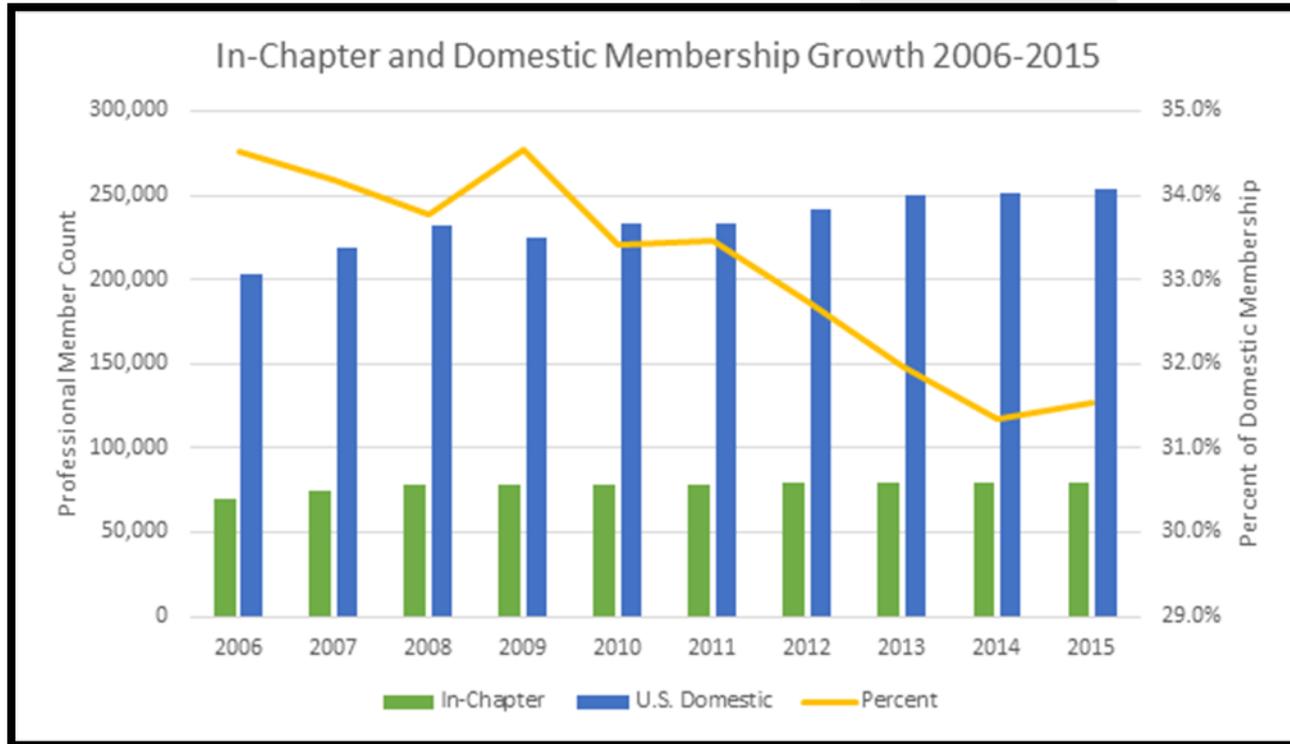
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**VOLUNTEERS DO NOT
NECESSARILY HAVE THE TIME;
THEY JUST HAVE THE HEART.**

ELIZABETH ANDREW





SHRM Affiliate Printing Portal

Co-branded, professionally created marketing collateral easily customizable to market membership in your chapter and chapter events.

<ENHANCE YOUR
HR CAREER WITH
RESOURCES AND
CONNECTIONS
NEAR YOU>

<“This area is for a quote
to be filled by chapters.
The quote area is decently
sized & can accommodate
a quote up to 25 words”>

<MEMBER NAME, SHRM CERTIFICATION
MEMBER SINCE DATE>

<HEADER: **TWO OR
THREE** LINES OF TEXT
HERE 8-10 WORDS>

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MAKES GREAT
ORGANIZATIONS>



<About SHRM's local affiliate
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<Chapter Name Benefits>

- » <Editable bullets
no more than 24
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combined>
- » <Options for
recertification credits>
- » <Insight into the local
market changes and
trends>
- » <Informative meetings
on trending HR
topics>
- » <Much more>

<Visit us at [insert chapter URL] to learn
more or come attend our next meeting on
[insert date.]>

<Event name or any other
additional information you
want to put here>

<January 1, 2016>
<Event Meeting Place>
<12:00 p.m.>
<123 Address Street>
<City, State 12345>

<chapter URL here>

Memberships in SHRM &
<Chapter Name up to
2 Lines or 3 Lines here
for Chapter Name> =
A Smart Investment

chapter logo
placeholder



WHAT IS SHRM?

The Society for Human Resource Management (SHRM) is the largest association for HR professionals, representing more than 285,000 members in over 165 countries.

WHO SHOULD JOIN SHRM?

SHRM is an individual membership organization. Members include individuals with a range of titles and responsibilities:

- » President/CEO
- » Chief HR Officer
- » Chief Human Capital Officer
- » VP of HR
- » Director of HR
- » HR Manager
- » HR Generalist
- » Supervisor
- » Specialist
- » Administrator
- » Representative
- » Coordinator
- » Consultant
- » Legal Counsel
- » Office Manager

“SHRM membership provides me with guidance and advice on everything! Being a member for several years, I can’t imagine not having SHRM to count on.”

ROBERT BRABO, SHRM-SCP
SHRM MEMBER SINCE 2012



WHY SHRM MEMBERSHIP?

Think of SHRM as your organization’s go-to expert on all things HR. Business professionals at all levels and functions will benefit from our resources to build an engaging and compliant workplace.

| YOUR NEEDS | RESOURCES FOR MEMBERS |
|---------------------|---|
| Keep current | HR Magazine®, e-newsletters, online news and research reports |
| Stay compliant | State and federal legislative updates and compliance resources |
| Seek guidance | How-to guides, toolkits and SHRM’s HR Knowledge Advisors’ personalized help |
| Save time | Sample forms, policies, job descriptions and interview questions |
| Grow professionally | Free webcasts and member savings on all conferences, seminars, certification preparation and more |
| Gain connections | A network of 285,000-plus professionals |

All for Only \$190 a Year—That’s Just \$15.83 a Month!

Join SHRM or learn more at shrm.org/membercenter.



“SHRM offers everything from sample policy templates to research data that can help executives support their company’s strategic efforts. SHRM Membership is indispensable for HR professionals regardless of their education or experience.”

ANGELENE FORTUNE, SHRM-CP
SHRM MEMBER SINCE 2010

In addition, you can rely on SHRM to help you stay up-to-date on HR topics like these and more:

- » Leave Management, including FMLA, ADA, PDA and CFRA
- » FLSA
- » Health Care
- » Employee Discipline
- » Termination
- » Performance Management
- » Workplace Accommodations
- » Immigration Reform
- » Cross-Border HR
- » Employee Engagement
- » Record Retention
- » Social Media
- » Recruiting
- » Workplace Investigations
- » Background Checks
- » Harassment
- » Discrimination and Retaliation
- » HR Trends
- » Business Leadership

Easy to Use

- Access the portal via the VLRC
- Select template
- Add customized chapter information
- Preview document
- Place order: 2 options
 - Download the customized pdf for a small fee
 - Order and pay for print copies to be shipped
 - Upload a mail list and send out a mailing through the printer

Timeline

Beta Testing in Q3

Launch in Q4

Interested in being involved in Beta testing?

- Leave your business card with Kristine Hofmann

SHRM Competency Based Education for Chapters

- Series of 1.5 hour programs to address topics based on the SHRM HR Competency Model
- Free of charge for SHRM Chapters and Councils in good standing
- Multi-Media presentation
- Includes easy to use facilitator guide
- Accessible via the VLRC
- Watch for more information coming soon!



First program available Summer 2016: “Five Habits of Destructive HR Leaders”



HR Magazine is looking to highlight the top movers and shakers in HR who are under the age of 30.

Visit www.shrm.org/hrmagazine to nominate yourself or a friend by **Friday, September 16, 2016.**

The nominees will be vetted by SHRM staff, and 30 of them will be highlighted in the December/January issue of HR Magazine.

VLRC

SHRM's Volunteer Leader Resource Center

ADMINISTRATION - COMMUNICATIONS - MEMBERSHIP - RESOURCES - VOLUNTEER EXCHANGE

Term / Keyword / Phrase



Chapter & Council Support

Find tools and resources to help run your SHRM chapter or state council.

[GETTING STARTED FAQs](#)

UPDATES

Five Habits of Destructive HR Leaders

The first in a series of multi-media presentations that Chapters can use to help their members brush up on competencies from the SHRM HR Competency Model.

QUICK LINKS

[New Volunteer](#)

[E-Blast](#)

[SHAPE/EXCEL](#)

[Deadlines](#)

LATEST DISCUSSIONS

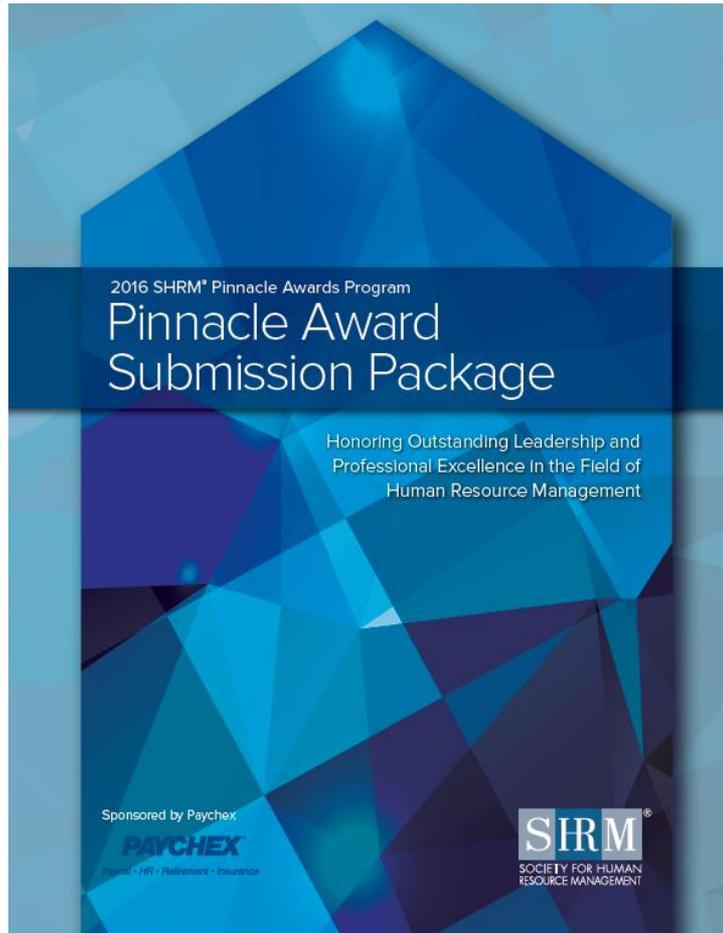
COMPENSATION

RE: Final check mailed-how long should we wait

UPCOMING EVENTS

Launched in April, 2016

- Promotes chapter membership and events to SHRM at-large members in their local area
- Available to chapters who do not otherwise qualify for the SHRM e-blast program (100% and Super Mega chapters)
- Chapters provide event information and SHRM provides text promoting the value of chapter membership
- Chapters may request two emails sent on their behalf within a calendar year
- Contact your Member Engagement Associate for additional information



Recognize outstanding achievements/initiatives of chapters and state councils.

Application period is open through September 9, 2016.

Act as subject matter experts:

- Report on emerging trends,
- Participate in media interviews,
- Provide guidance on public policy and more!

Panels:

- Ethics/CSR
- Global
- Labor Relations
- Technology & HR Management
- HR Disciplines:
 - Total Rewards
 - Talent Acquisition
 - Employee Relations
 - Employee Health, Safety & Security
 - Diversity
 - Organizational Development

Applications accepted through July 31, 2016



Contact Me

Elissa O'Brien, SHRM-SCP
Vice President, Membership
1800 Duke Street
Alexandria, VA 22314
703-535-6269
Elissa.Obrien@shrm.org
@SHRMElissa



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Membership Advisory Council

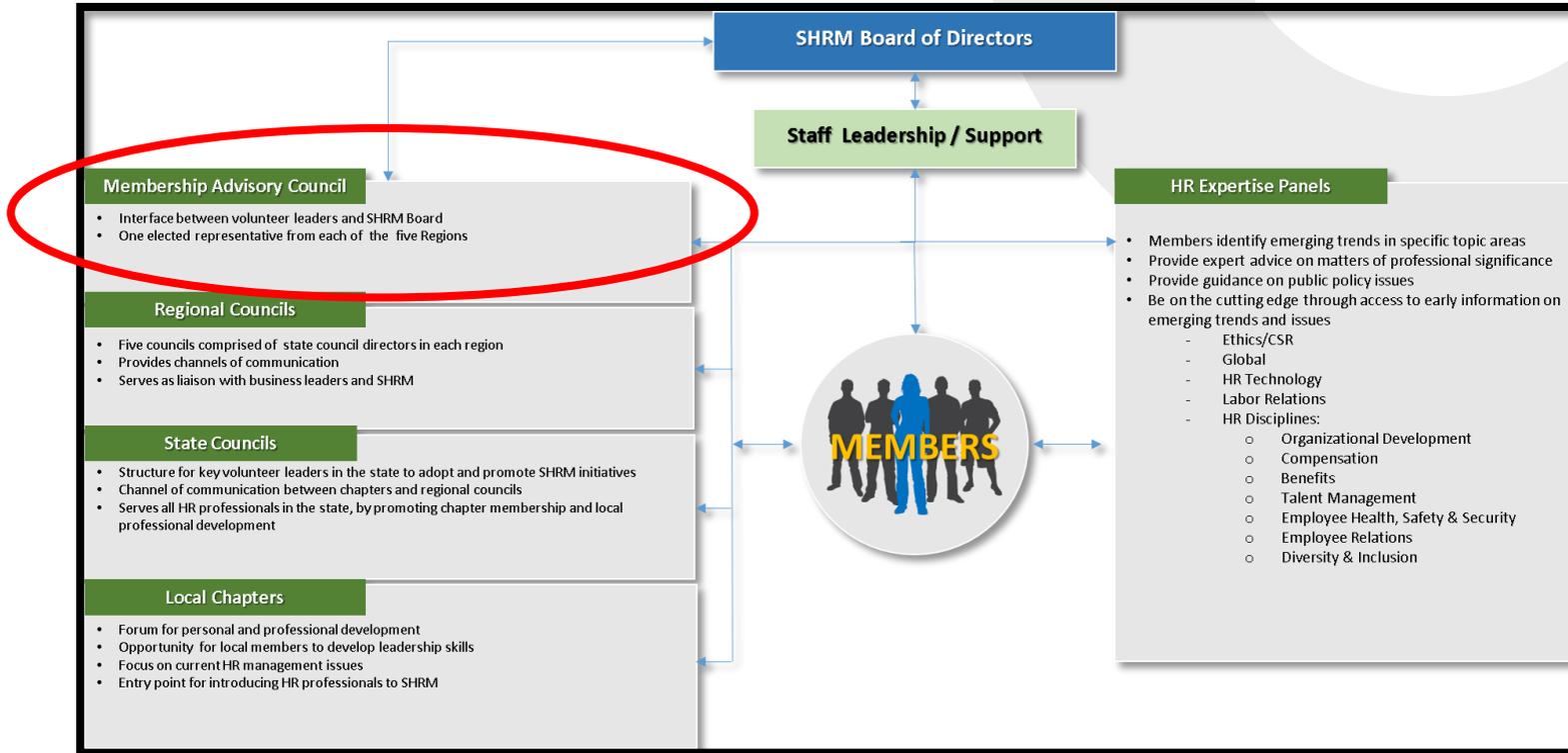
Susan Loynd, SHRM-SCP

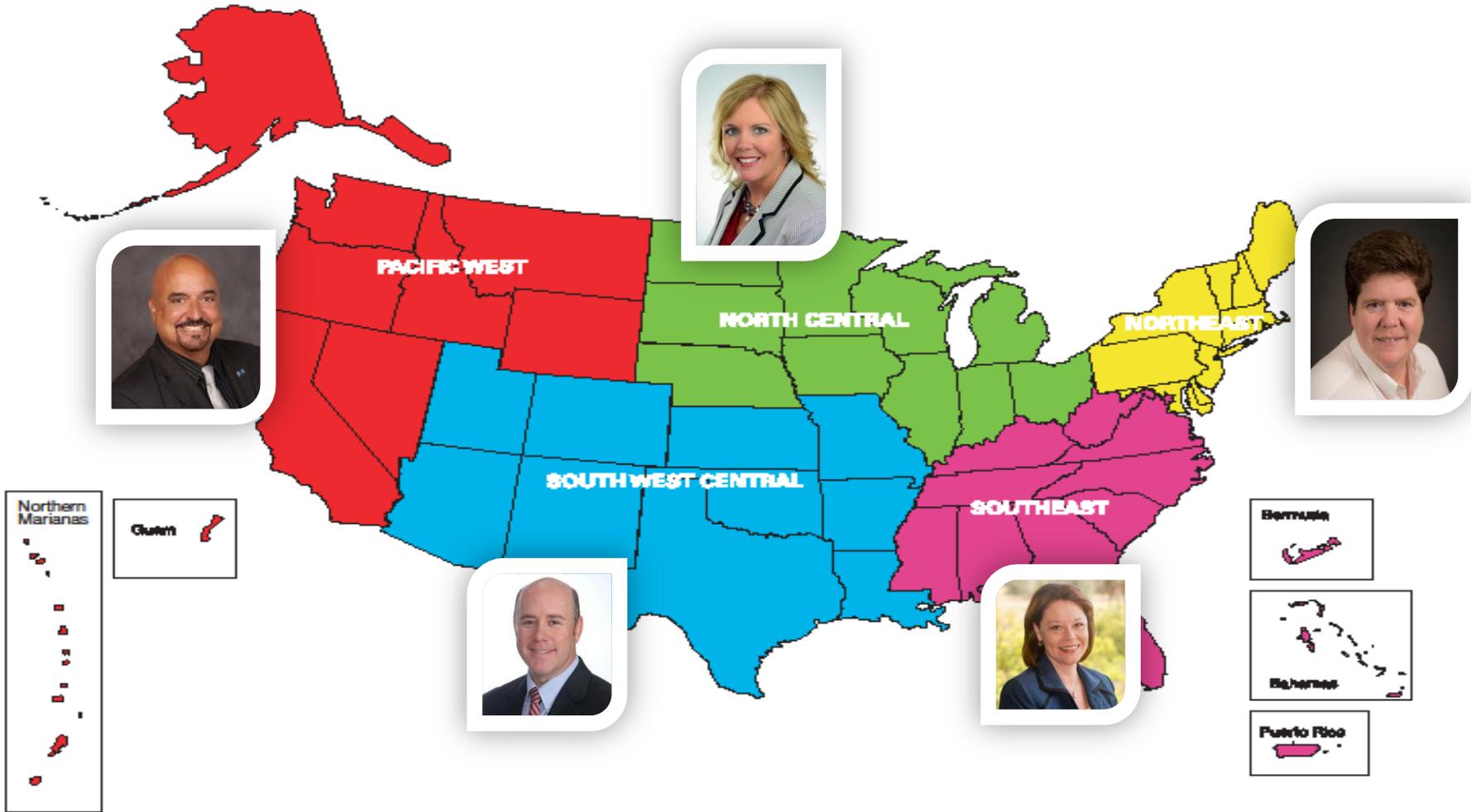
Angie Brawdy, SHRM-SCP

Mike Letizia, SHRM-SCP

Sharon Sellers, SHRM-SCP

Jeff Owens, SHRM-CP





1,150 survey responses

Highlights included:

- **Categories of HR services and products SHRM can further define or develop to ensure volunteers and professionals are more successful in their careers;**
- **The key areas within the Body of Competency & Knowledge, that SHRM should focus on first in the development of training materials;**
- **Opportunities where SHRM can further enhance an already positive volunteer and membership experience;**
- **And finally, how SHRM can support volunteers, chapters and state councils to advance the future of our HR profession.**

1. Continue to develop content, tools and resources that support chapter programming in alignment with the BoCK.
2. Leverage SHRM's purchasing power to provide technological support for webinars, e-meetings and e-learning.
3. Develop career-level and industry-specific resources, and content that supports all HR professionals creating a customized member experience offering content by industry, specialty, geographic region, and career lifecycle.

Member & Chapter Engagement

1. Develop relationship strategies tailored to the unique needs of chapter affiliates based on geography, size and governance structure.
2. We highly encourage the pursuit of a dual membership program, which allows members to join and renew chapter and SHRM membership at the same time.
3. We also suggest a comprehensive review of the current affiliate structure to determine if the relationships between entities are sustainable now and in the future.

Chapter & State Council Alignment

1. SHRM provide resources to develop chapter and state council leaders in tandem with the SHRM Competency Model.
2. Align existing tools in the Volunteer Leaders Resource Center with the Competency Model.
3. SHRM should begin by focusing on leadership and navigation, then business acumen, followed by relationship management. Additional focus is needed in the *strategy* and *people knowledge* domains.

Competency based education

- **SHRM Foundation**
- **Editorial**
- **Government Affairs**
- **SHRM Certification**
- **Q & A**

- **SHRM Foundation**
- Editorial, Publishing
- Government Affairs
- SHRM Certification
- Q & A



Ashlee Droscher Smith, CFRE
Director of Development
SHRM Foundation

- SHRM Foundation
- **Editorial**
- Government Affairs
- SHRM Certification
- Q & A



Tony Lee
Vice President, Editorial
SHRM

- SHRM Foundation
- Editorial, Publishing
- **Government Affairs**
- SHRM Certification
- Q & A



Michael P. Aitken
Vice President, Government Affairs
SHRM

- SHRM Foundation
- Editorial, Publishing
- Government Affairs
- **SHRM Certification**
- Q & A

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Alexander Alonso, PhD, SHRM-SCP
Senior Vice President
Knowledge Development, SHRM

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»» SHRM Foundation

ASHLEE SMITH
DEVELOPMENT DIRECTOR, SHRM FOUNDATION

In honor of our 50th anniversary:

- More than 225 scholarships
 - NEW scholarships to Talent Management Conference
 - NEW student and veteran scholarships to SHRM Annual Conference & Exposition
- Final theme of thought leadership initiative
- Four new reports

fifty YEARS

Join the celebration:

- **GIVE:** join the Give50 Club!
- **SHARE:** spread the word about scholarships and solutions
- **VOLUNTEER:** review applications or support local efforts

Visit: shrmfoundation.org/50

give
50

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»» SHRM Editorial

TONY LEE
VICE PRESIDENT, EDITORIAL, SHRM

SHRM's past leadership in the TA segment had faded:

- Employment/ Recruitment is SHRM's largest specialty function with 13K+ members, but has been shrinking as a percentage of total membership
- Membership renewal rate in the Employment/ Recruitment category is 76%, lower than the 81% average for other segments

Yet talent acquisition is a key member concern

When asked about the top business/HR challenges they face in 2016, respondents mentioned them in the following order:

- 1) **Recruitment (Members 68% / Non-Members 61%)**
- 2) Compliance (Members 50% / Non-Members 21%)
- 3) Other (Members 38% / Non-Members 24%)
- 4) Training/Learning (Members 29% / Non-Members 11%)
- 5) Compensation/Benefits (Members 26% / Non-Members 19%)

Source: 2,377 Responses, SHRM Content Needs Assessment, Feb. 2016

Launched Talent Acquisition E-Newsletter:

- 76,000+ Subscribers
- Published twice monthly:
alternates with Talent Management e-newsletter
- Dedicated reporter

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SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT
TALENT ACQUISITION NEWS
June 1, 2016

Forward to a Friend | Subscribe Connect With SHRM. [f](#) [in](#) [t](#) [JOIN SHRM](#)

TOP NEWS



DOL Overtime Rule Will Challenge Recruiting

New regulations governing overtime pay will have a significant impact on recruitment, employers say, from scaling back hiring to rebranding roles that have been downgraded from salaried to hourly.

SHARE [f](#) [in](#) [t](#)

HR Has an Emerging Role in Battling Sex Trafficking

During her darkest days, the young woman had no job, and drugs and alcohol became a constant. That changed when she entered Hire Hope, a program that provides life skills and other training and job opportunities for former sex trafficking victims.

SHARE [f](#) [in](#) [t](#)

Advertisement

HEAR HOW
FLSA CHANGES
WILL IMPACT YOUR ORGANIZATION.
ATTEND #SHRM16! [REGISTER](#)

RECRUITING



These Are the Competencies Your Recruiters Need

Skills gaps and talent shortages have made it difficult in recent years for employers to hire the staff they need, and attracting candidates gets even tougher when a company's recruiters don't have the necessary skills.

Netflix Encourages Hiring Managers to Be Recruiters

Netflix's hiring process is just as innovative as its famously intense "freedom and responsibility" culture—one without performance reviews, expense approvals or many guidelines at all.

Added More TA Content to HR Magazine:

- Every issue since last October has included at least one TA story, starting with our ATS Buyer's Guide

The screenshot shows the SHRM website header with the logo and tagline 'Leading People. Leading Organizations.' A navigation bar includes categories like 'HR TOPICS & STRATEGY', 'LEGAL ISSUES & PUBLIC POLICY', 'TEMPLATES & SAMPLES', 'HR STANDARDS & COMPETENCIES', 'RESEARCH & METRICS', 'EDUCATION & CERTIFICATION', and 'CONFERENCES'. A dark banner reads 'This Week's 5 HR Must-Haves. [Click Here](#)'. Below is a breadcrumb trail: '« SECTIONS » SHRM » Publications » HR Magazine » Past Issues » 2015 » October 2015 » 7 Reasons to Love Your ATS'. The article title is '7 Reasons to Love Your ATS' with subtext 'Vol. 60 No. 8' and a summary: 'Thanks to recent advances, the long-maligned applicant tracking system may now be more help than headache.' The author is 'By Dave Zielinski 10/1/2015' with social media icons and a 'Permissions' link. A red-bordered box highlights an advertisement for an 'Online Tool: Your Guide to Applicant Tracking Systems' featuring a red keychain with 'I ♥ MYATS' and a 'Compare ATS Systems' button. To the right is a thumbnail for 'HR Magazine' with the headline 'What's Hot to Love?' and a 'More from this issue HR Magazine homepage' link.

For many years, corporate recruiters have loved to hate their applicant tracking systems. The promise of a sleek digital interface, robust analytics, automated responses and sophisticated search tools never really materialized, leaving companies and candidates frustrated and wishing for more. And the cost of upgrading an applicant tracking system (ATS) gave HR

Plus a range of new TA activities across SHRM:

- Knowledge Center is updating or adding 100+ forms, guides, toolkits express requests and more
- Research is updating and creating a range of TA reports, including a new overview report on all TA research
- Conferences increased focus on TA at Talent Management conference in April, and added a TA symposium in Seattle on July 15...with more to come
- Speakers bureau created a new TA presentation, and Elissa, myself and others are presenting it nationally to Chapters and at conferences
- E-Learning is creating and updating a range of courses on TA
- Marketing is conducting focus groups at Annual on a range of TA topics
- And more SHRM-wide as outlined in our 2016 TA Content Plan

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»» SHRM Government Affairs

MIKE P. AITKEN
VICE PRESIDENT, GOVERNMENT AFFAIRS

A "Year of SHRM Advocacy"



SHRM's
**EMPLOYMENT
LAW &
LEGISLATIVE
CONFERENCE**

March 14-16, 2016 | Washington Renaissance | Washington, D.C.

SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT



SHRM looks forward to welcoming you to
WASHINGTON, D.C.
June 19-22, 2016

DISCOUNTED PREVIEW RATE AVAILABLE UNTIL JANUARY 29, 2016!

REGISTER NOW

2016 National Conventions



PHL DNC
• PHILADELPHIA 2016 • LET'S MAKE HISTORY AGAIN. •



**2016
REPUBLICAN
NATIONAL
CONVENTION**

**CLEVELAND
• OHIO •**



**Creating a
21st Century
Workplace**

The 21st Century Workplace is:

- ✓ INNOVATIVE
- ✓ FAIR
- ✓ COMPETITIVE



★★★★★

SHRM'S 2016 GUIDE TO
PUBLIC POLICY ISSUES

advocacy.shrm.org

SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Recent SHRM Advocacy Highlights

- ✓ **Fighting Extreme Changes to Overtime Rules**
- ✓ **Preventing Debarment of Federal Contractors**
- ✓ **Participating in Global Policy Forums**
- ✓ **Increasing in Number of Reach Outs**
- ✓ **Moving the Needle on Critical Workplace Policy: Record Number of A-Team Meetings with Legislators**

SHRM Public Policy Principles

- Delegation headed to Capitol Hill
- 50 State Councils and over 200 Chapters have signed pledge
- Used as platform for conventions, 2017 Congressional/White House Activities
- www.advocacy.shrm.org



Creating a 21st Century Workplace

The 21st Century Workplace is:

- 1) INNOVATIVE:** The 21st Century Workplace provides employers and employees the flexibility to address how, when and where work is accomplished and allows for the design of employee benefit programs that attract and retain employees, while managing the fiscal realities of modern business.
- 2) FAIR:** The 21st Century Workplace provides fair employment practices in hiring, training and compensation, regardless of non-job-related characteristics, and encourages practices that meet the goals of the organization and the needs of its employees.
- 3) COMPETITIVE:** The 21st Century Workplace gives employers the ability to attract, recruit, hire and train talent, as needed, to remain competitive in a global economy.

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»» SHRM Certification: An Update for 2016

ALEXANDER ALONSO, SHRM-SCP
SENIOR VICE PRESIDENT
KNOWLEDGE DEVELOPMENT, SHRM

Most HR professionals have good grasp of key HR knowledge areas – the focus of legacy generalist HR certifications...



SHRM is focusing the HR profession on the need to build the business competencies that ensure workplace success.

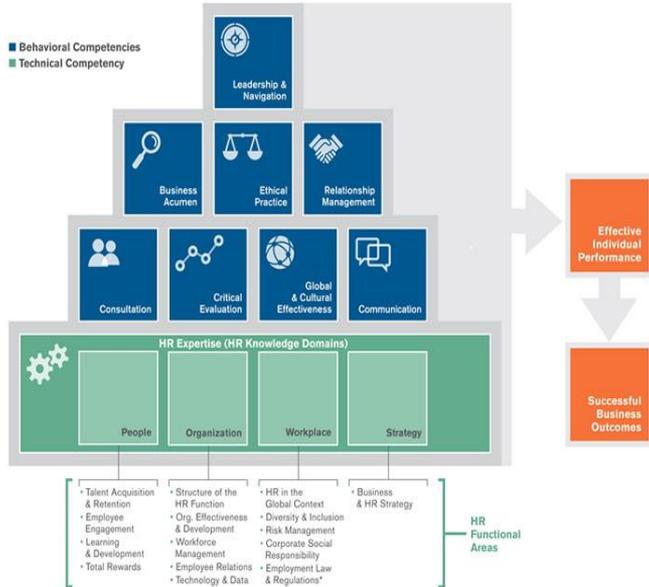


How Far Have We Come?

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SHRM Body of Competency & Knowledge™



1
Standard

5,000+
Jobs per Month

75,000+
Ways to Earn PDCs

1,700+
Orgs Offering PDCs

25,000+
Examinees

92,000+
Certificants

*Applicable only to examinees testing within the U.S.

SHRM-CP® Feedback Report



Examinees now receive a customized score report, which provides feedback on their exam performance and identifies areas for further



- Expanded content eligible for PDCs



- New e-Learning Library provides convenient, low-cost approach to obtaining ½ of PDC requirements



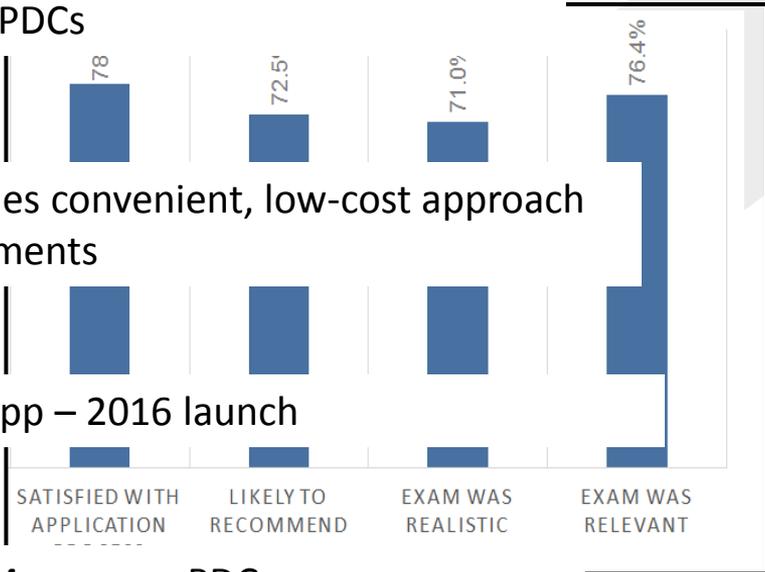
- SHRM recertification mobile app – 2016 launch

SATISFIED WITH APPLICATION

LIKELY TO RECOMMEND

EXAM WAS REALISTIC

EXAM WAS RELEVANT



- Automated uploading of SHRM program PDCs

Post-exam surveys indicate that the SHRM-CP and SHRM-SCP exams are highly relevant to the job requirements of HR professionals.



- ❑ Revised, more comprehensive BoCK
- ❑ 3 behavioral competency clusters
- ❑ Exam changes: reduce length of SHRM-SCP exam; 50/50 weighting for HR knowledge/ behavioral competencies
- ❑ SHRM Learning System with greatly expanded multi-media, interactive content
- ❑ Exam & SHRM Learning System to be available in Spanish
- ❑ Currently completing application and anticipating accreditation of SHRM-CP / SHRM-SCP exam



Questions for the Panel?





Closing comments from our panelists

- *Resources*
- *How can you help and get engaged?*
- *Contact info*

»» SHRM Foundation's ready to help!

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Resources available to you:

- **STAFF:** Ashlee, Allie, and the Foundation team
- **BOOTH:** Visit us at #2640
- **WEBINARS & TRAININGS**
- **WEBSITE:** shrmfoundation.org



Contact Me

Ashlee Droscher Smith, CFRE

Director of Development, SHRM Foundation

Ashlee.Smith@shrm.org

703.535.6291

@SHRMFAshlee

Announcing HR Magazine's 30 Under 30 Feature:

We need nominations from you of HR professionals who fit the following criteria:

- Under age 30
- Work full-time in HR
- Made a unique and significant contribution to the profession such as:
 - Developed and led a large project or initiative in their department, school or organization or in an HR-related volunteer capacity.
 - Took on a leadership role in their department, school or organization or in an HR-related volunteer capacity.
 - “Reverse mentored” older employees.
- To nominate one or more for 30 Under 30, go to www.shrm.org/hrmagazine



Questions?

We welcome your ideas and suggestions:

Tony Lee

Tony.lee@shrm.org

703-535-6157

What is the SHRM Advocacy Team?

- Ensures the **voice of HR is heard** by policy decision-makers via a “local network”
- Helps **inform legislators of policy impacts upon employers and employees** in her/his district
- SHRM members are constituents who **develop credible and influential relationships** with elected officials

8,276 active A-Team members



Creating a 21st Century Workplace

| | | | | |
|-------------------------------------|----------------------------------|---------------------------------------|----------------------------------|-----------------------------------|
| Alabama <i>Complete</i> | Alaska <i>Complete</i> | Arizona <i>Needs 3 (9)</i> | Arkansas <i>Complete</i> | California <i>Needs 9 (53)</i> |
| Colorado <i>Complete</i> | Connecticut <i>Complete</i> | Delaware <i>Complete</i> | Florida <i>Need 6 (27)</i> | Georgia <i>Complete</i> |
| Hawaii <i>Needs 2 (2)</i> | Idaho <i>Complete</i> | Illinois <i>Needs 6 (18)</i> | Indiana <i>Needs 1 (9)</i> | Iowa <i>Needs 1 (4)</i> |
| Kansas <i>Complete</i> | Kentucky <i>Complete</i> | Louisiana <i>Needs 4 (6)</i> | Maine <i>Complete</i> | Maryland <i>Complete</i> |
| Massachusetts <i>Needs 3 (9)</i> | Michigan <i>Needs 7 (14)</i> | Minnesota <i>Needs 5 (8)</i> | Mississippi <i>Complete</i> | Missouri <i>Needs 4 (8)</i> |
| Montana <i>Complete</i> | Nebraska <i>Complete</i> | Nevada <i>Needs 1 (4)</i> | New Hampshire <i>Complete</i> | New Jersey <i>Needs 8 (12)</i> |
| New Mexico <i>Needs 2 (3)</i> | New York <i>Needs 14 (27)</i> | North Carolina <i>Needs 6 (13)</i> | North Dakota <i>Complete</i> | Ohio <i>Needs 5 (16)</i> |
| Oklahoma <i>Needs 1 (5)</i> | Oregon <i>Complete</i> | Pennsylvania <i>Needs 7 (18)</i> | Rhode Island <i>Complete</i> | South Carolina <i>Complete</i> |
| South Dakota <i>Complete</i> | Tennessee <i>Needs 5 (9)</i> | Texas <i>Needs 8 (36)</i> | Utah <i>Needs 1 (4)</i> | Vermont <i>Complete</i> |
| Virginia <i>Needs 2 (11)</i> | Washington <i>Complete</i> | West Virginia <i>Needs 3 (3)</i> | Wisconsin <i>Needs 3 (8)</i> | Wyoming <i>Complete</i> |



Michael P. Aitken
Vice President
Government Affairs
mike.aitken@shrm.org

Twitter: @SHRMVPAitken

1800 Duke Street
Alexandria, VA 22314

+1-703-535-6027 Direct



Council for
Global Immigration
A SHRM Affiliate



thank
you

- Extensive Research underway
- Participate in recertification activities
- Serve as a mentor to those seeking certification
- Encourage employers to seek SHRM certifications
- Give us your feedback on all the new features



Contact Me

Alexander Alonso, PhD, SHRM-SCP
SVP, Knowledge Development, SHRM
Alexander.Alonso@shrm.org



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Upcoming
events to share

Refresh. Relax. Recharge.

Convention Center, Room 154 A/B

Monday, June 20 – 7:30 a.m. - 4:00 p.m.

Tuesday, June 21 – 7:30 a.m. - 4:00 p.m.

Wednesday, June 22 – 7:30 a.m. - noon

Prize Drawings

Volunteer Ribbons

Refreshments

**Catch up
with your
fellow
volunteers**

»» Save the Date!

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Registration Opens:
August 2016

2016 SHRM Volunteer Leaders' Summit

November 17–19, 2016 | Washington, D.C.

EVENT FEATURES INCLUDE:

- › **Boot Camp**—ideal for first-time attendees
- › **Welcome reception and SHRM Showcase**
- › **Topic-based sessions** by chapter size that you choose depending on your needs
- › **Foundation HeadShot Lounge**

VISIT: CONFERENCES.SHRM.ORG/VLS TO REGISTER

Leading People.
Leading Organizations.





Houston, TX

March 10 – 11, 2017



Portland, OR

March 31 – April 1, 2017



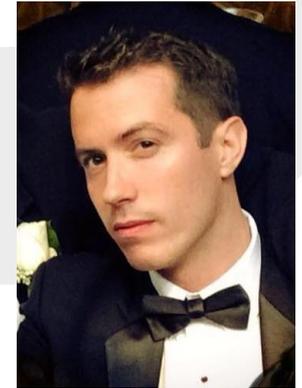
PA (contract pending)

April 21 – April 22, 2017

**SAVE
THE
DATES!!**

Young Professional Advisory Council

- 15 YPAC members
- Applications for next YPAC each Fall
- Contact Nancy Conway at nancy.conway@shrm.org



»» Thank You!

SHRM2016
JUNE 19-22
ANNUAL CONFERENCE & EXPOSITION
#SHRM16

THANK YOU for coming!
Slides will be posted on the
Volunteer Leader Resource Center

State Directors and State Directors-Elect, please proceed to your Individual Regional Council Meetings in the rooms noted below. All rooms are on Level M3.

| REGION | MEETING ROOM |
|--------------------------|---------------------|
| Northeast Region | Union Station |
| North Central Region | Chinatown |
| Pacific West Region | Mount Vernon Square |
| Southwest Central Region | Ledroit Park |
| Southeast Region | Judiciary Square |