

Council Prospector

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Nuggets From Alaska SHRM



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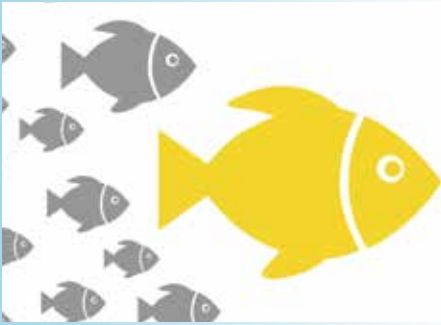
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Mission Statement

The mission of the Alaska State Council is to be a strategic partner with individuals, businesses, community organizations, SHRM and NHRMA in order to encourage the advancement and knowledge of dedicated human resources professionals by providing communication and professional development resources throughout Alaska.



Alaska SHRM State Council Message

Ben Krisher, SHRM-CP, PHR 2017-18 Director



Students are back in school, political ads are all over the airwaves, the sun is lower on the horizon, and HR professionals everywhere are starting to get that special feeling in our stomachs that only comes before another season of open enrollment – it must be fall!

When I was growing up, fall was a time to slow down – to settle back into the routine of the school year, to get used to classes and structure and to remind myself of everything I had forgotten over the summer. Now that I'm older, and in HR, it seems to be the opposite – I'm scrambling to get everything done that I wanted to. There are policies to update, programs to put in place, office parties to plan – there's never enough time!

If you find yourself in a similar situation, there are a few things you can do.

First, don't recreate the wheel. As a SHRM member you have access to a wealth of articles, policy and letter templates, and the broader HR community that may have already done what you're trying to do. If you have a problem you need to solve, leverage those resources so you're not starting from scratch – begin by going to www.shrm.org, or searching online for whatever topic you need help with and the acronym "SHRM". You're sure to find some good ideas!

Second, track your deadlines! There are many calendar and task management apps and programs out there, but I always like to ask my fellow HR professionals what it is that works for them. We have unique needs, and the SHRM.org message boards are a great way to find tools that you may not be aware of that are especially suited to HR Management.

As a side note, one deadline you might have coming if you took the SHRM Certification Pathway is renewal of your SHRM-CP or

SHRM-SCP Certification. No one wants to re-test, so be sure you don't let your SHRM Certification lapse; renew today!

Finally, don't forget to make time for your own growth and development. The fall season also means budget season for many organizations. While we won't have another Alaska State HR Conference until 2020 (pencil it in now!) there are still plenty of other great professional development opportunities available you may want to plan for.

Through 2019, your Chapters will be offering luncheons and programs, including some that can require registration fees that are usually very reasonable. Alaska will also be welcoming back the Northwest Human Resource Management Association's 3-day HR Academy this February, which offers learning opportunities for both new and seasoned HR professionals. And don't forget all the national SHRM conferences in 2019, especially SHRM Annual in Las Vegas, Nevada. If you absolutely have to leave Alaska in the summer, that's the place to go!

Remember: if you can't secure budgetary support for your professional development or certification, our Chapters, the State Council, NHRMA, and the SHRM Foundation offer many scholarships and awards for which you can apply that can help you in your career path.

Before I let you go and enjoy the rest of this excellent newsletter, I want to say a special thank you to everyone involved with last month's Alaska State HR Conference. From the attendees, to our wonderful speakers, to our tireless volunteer Conference Committee and volunteer leaders, it took all of us to make it a success, and we're already hard at work on our next one (remember, not till 2020!) Happy Fall!*

Northern Alaska Chapter Extends Reach to Alaska At-Large SHRM Members

By Leisa Kelsey, SHRM-CP, President, Northern Alaska SHRM Chapter



The Northern Alaska SHRM group (NASHRM) has exciting news for HR professionals in the northern region of Alaska looking for professional development training which can be applied toward recertification credits for HRCI, SHRM-CP, and SCP accreditation. Since our inception we have proudly offered free monthly in-person professional development trainings in Fairbanks (September-June). Beginning September 2018, we will start offering our monthly training in a live webinar format

through UberConference. It is available to our members who reside outside of the Fairbanks area. To take advantage of this opportunity, please contact Traci Gatewood at traci@g2diverse.com for information to set up and connect you to the live productions.

Also, if you are currently a SHRM member, but have not designated a local chapter, you can do so by completing and returning the SHRM Primary Chapter Designation Form that is located at <https://northernak.shrm.org/about-us>.

The Form designates NASHRM as your primary chapter for SHRM membership coding purposes, but in no way precludes membership in other chapters. If you designate our chapter, you will be eligible and entered to win an iPad from the State Council in December 2018.

Don't delay! Send us your contact information today so that you can begin participating in our monthly training offered free-of-charge through UberConference. We look forward to hearing from you soon! *

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FREE IPAD!

Yes, you could be the lucky winner of an iPad this November.

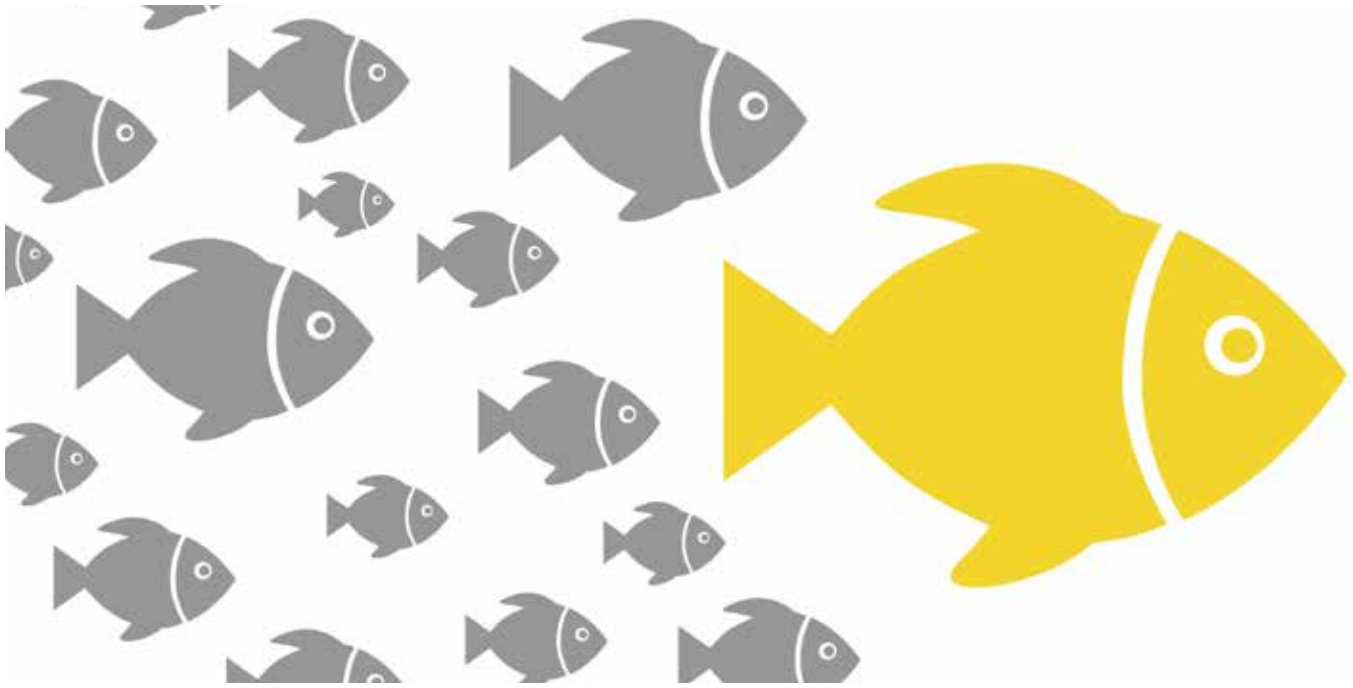
If you are a SHRM member and are not affiliated with one of the four Alaska chapters, all you need to do is submit a Chapter Application Form (no cost) by September 30.

You will be entered in a drawing to be held in early November.

Go to <http://alaska.shrm.org/membership> to access the form and submit by October 30, 2018.

Questions? Contact Patty Hickok at hickok_p@yahoo.com *





Anchorage Chapter Launches HR Mentoring Program

By Jillian Caswell, SHRM-CP, ASHRM College Relations Director

Alaska is a state bursting with professionals who have taken unconventional paths while carving out careers in various industries, often enjoying successes while coming off the heels of the road less traveled. While living in our beautiful state provides amazing adventures and outstanding opportunity, it can be a challenge to find the education and growth opportunities to support your individual professional development when not provided by your employer. Mentorship is a powerful tool that becomes even more empowering in a community like Alaska where it can be easy to feel disengaged and unconnected to the larger, national-level professional networking associations.

From a personal perspective, I can testify to the positive impact that mentorship had on my career. Like so many others who “fell” into human resources, I found myself falling in love with a career path without having had training, formal education, or more importantly, an intention to land there in the first place! In my first HR-related role, I was incredibly blessed to connect with a senior leader who had the capacity, energy, and dedication to mentoring me. My mentor provided me with more than gentle guidance – she encouraged me to study and pass the Society of Human Resources Management (SHRM) Certified Professional examination, stretching my understanding and knowledge of the field. By partnering with my mentor, I had someone freely providing a career’s worth of wisdom and expertise to tap into. Most importantly, working alongside my mentor fueled my passion

for both my profession and sharing my enthusiasm for spreading the gifts gained through mentorship.

As an organization committed to developing new opportunities for professional growth, Anchorage’s local SHRM chapter, ASHRM, is thrilled to spread the mentoring love by piloting a Mentorship program for our members, with applications being accepted starting September 1, 2018! Many individuals, within the HR community and otherwise, enter a new industry with few options for sounding boards and guidance in navigating day-to-day best practices while still learning about their new field. ASHRM is excited to have another resource for those coming from less than conventional backgrounds, but with the same desire to develop their HR tool kit. This six-month program will provide participants a chance to build a mentoring partnership that works well for the time available on both the mentor and mentee’s behalf. Mentoring duos will enjoy the flexibility of pursuing development activities and meetings that fit best for each individual’s desired goals and outcomes for the mentoring partnership. Mentees are able to build relationships with tenured, valued leaders from the local HR community, while mentors have the opportunity to give back to their profession while cultivating the next generation (and earning recertification credits!). To learn more, or apply to participate as a Mentor or Mentee, visit our website at <https://shrmalaska.shrm.org/new-mentorship-program> or contact our mentoring coordinator, Jillian Caswell, at ashrmmentor@gmail.com.*

The Do's & Don'ts of a Successful Mentorship Program

By Elaine Simpson, Occupancy Solutions LLC



The basic definition of a mentoring relationship is a relationship in which a more experienced or more knowledgeable person helps to guide a less experienced or less knowledgeable person. A successful mentoring program can create a variety of positive outcomes and should exist to address an organizational need such as:

- leadership and management development;
- new hire acclimation;
- knowledge transfer when employees retire;
- boosting employee satisfaction and retention;
- enhancing customer service.

Mentorship is a vital component of professional development and an important strategy for succession planning. Some companies have formal mentorship programs, while others have less structured ones. Either way, it can be less expensive than a formal development program and engage employees in a different way. Mentoring results in deeper, more personal conversations with feedback that tie into your company's goals and programs, if set up properly.

Productive mentoring does not just happen. The following are some dos and don'ts for setting up your own mentoring program:

Don't try to "fix" everything as a mentor. Let mentees make some mistakes so they can grow. Experience can be the best teacher with a mentor there to debrief afterwards.

Don't give all the answers. As a mentor, you may "coach" and role play with suggested best approaches to situations.

Do make sure the mentors chosen for a mentorship program have the necessary communication skills and that the mentees are willing and able to take direction.

Do create structure and have clearly defined rules of engagement.

Do set a realistic schedule and create and follow an agenda of predetermined goals and discussion points during the meetings. Each person should lay out their expectations, needs and what they can offer. Match up mentors and mentees based on the skills of the coach and needs of the mentee.

Do decide what kind of meetings to have: teleconference, in person, etc.

Do set up regular meetings and decide if they will be daily, weekly, monthly, quarterly, etc.

Do set and keep your meetings within a specific time frame and of a specific duration.

Do translate the vision into SMART objectives: specific, measurable, attainable, relevant and time-bound.

Do recognize and reward participants in some positive way to mark the occasion in a wrap up meeting. Reflect and assess, look for useful and valuable takeaways. *

A Deeper Look at Diversity –

Reviewing the Alaska SHRM State Council Diversity Survey

By Susan Lasater, Diversity Director, and Ben Krisher, Director – Alaska SHRM State Council



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In late 2017, early 2018, our past Diversity Director Patricia Mitchell spent long hours designing and running a Diversity Survey that targeted SHRM members in the state of Alaska. This survey, which followed previous surveys in 2014 and 2010, is conducted every 4 years to help the State Council better understand the Alaskan SHRM community, as well as their perspective of and needs for diversity programs and services.

The 2017/2018 survey was answered by 122 participants, and was composed of 33 individual questions. The queries collected personal and professional demographic data, as well as opinions about diversity and inclusion efforts coming from Chapters and the State Council. With this data, the State Council is able to better recognize and document changing trends in Alaska's SHRM membership, and generate ideas about what we can do to better promote diversity and inclusion throughout the state.

While the results from this entire survey are extremely interesting, we'd like to highlight a few areas that are particularly noteworthy.

For example, in our 2018 survey many participants (44.92%) indicated that they are unaware of whether their Chapter defines "diversity", and even more (52.54%) were unaware of whether their Chapter actively recruits people from different cultures and backgrounds. When compared to the survey responses from 2014, this actually shows an increase in uncertainty around how diversity and inclusion are represented in Chapters.

Evidence continues to pile up that awareness, understanding, and promotion of a diverse and inclusive culture makes for stronger teams and better results, so it begs the question - what can we do to overcome this uncertainty and promote diversity within our Chapters?

We just so happened to ask that question too, and received great feedback! While we can't include every idea in this article, the included suggestions such as staying aware of different religious holidays when scheduling events, promoting diversity topics on Chapter's social media feeds (much like the

State Council's own Diversity Nuggets!), and introducing other types of events (and event times) that allow a wider cross-section of members to participate. In fact, many of the Alaska SHRM Chapters are already starting this, shifting up schedules and timing, and are seeing increased participation because of it.

Of course, these ideas don't just apply to SHRM Chapters – many can also be taken back into the workplace to help your organizations function at a higher level.

We'll continue to highlight issues and responses from the 2017/2018 diversity survey in our newsletters and social media feeds. Questions about the survey can be directed to akshrm@gmail.com. You can also contact your local Chapter Board Members if you're interested in getting involved and promoting diversity within your chapter.

When it comes to recognizing and promoting diversity, remember: Don't Ignore – Explore! 🌟

PAC West Is Best! Wins 3rd Annual SHRM Foundation Step Challenge!

The SHRM Foundation hosted their 3rd Annual Step Challenge at the 2018 SHRM Annual Conference & Exhibition in Chicago. There were more than 1,000 conference attendees participating in the challenge this year logging in over 20,000 miles. The challenge raised nearly \$30,000 to support the work of the SHRM Foundation. We are very excited to report that team “PAC West Is Best!”, captained by our Membership Advisory Committee (MAC) representative, Mandy Woulfe, took home first prize!

Mandy shared a few thoughts with us on her experience as our team captain: “Thanks to everyone who participated in the Step Challenge – “PacWestIs-Best!” was the winning team because of YOU! What I loved most about the Step Challenge, other than winning of course, was the energy I got from all that walking! Not once did I complain about having to walk far or take the stairs! I can’t wait for next year, when we defend our title! Are YOU in??”

We hope to see everyone “stepping” up to the challenge next year in Las Vegas!

The SHRM Foundation is a values-based charity organization whose mission is to champion workforce and workplace transformation. It provides research-based HR solutions for challenging inclusion issues facing current and potential employees, scholarships to educate and develop HR professionals and opportunities for HR professionals to make a difference in their local communities. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management. For more information on the SHRM Foundation, please visit: <https://www.shrm.org/foundation>. *





Open Enrollment

HR Word Search: It's Open Enrollment Time!

P D V V V E B U Q N L F Q W I
R L E Z O L E Y A P O C L N H
H F E D L V I Y K Y J T S N Q
Q G N H U O I G O O I U F N M
J H M P N C V S A L R F Z K U
P N Q B T Z T S I A P N L H I
K D S A A D F I N O G M W E M
P C N S R S R C B T N I E J E
R U E H Y O E F F L V J B V R
E C N B T B S T I F E N E B P
T Y Q C R R T Q L S J T J I R
A Q O O U J X Y W K F A X P Y
X D K H A S O D E N T A L Y Y
M E P W I G Y X X R M H I X N
R I Z V E J E S K Z J B S M C

Instructions: The following 15 words are hidden in the puzzle above. They may be vertical, horizontal, diagonal, and/or backwards. Good luck!

BENEFITS
DEDUCTIBLE
EMPLOYEE
HSA
PRETAX

BROKER
DENTAL
FSA
INSURANCE
VISION

COPAY
DOCTOR
HELP
PREMIUM
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<http://www.shrmalaska.org>

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Jillian Caswell, SHRM-SCP, College Relations (CLA)
May Main, Diversity.....(907)-743-5714
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Jennifer Woolsey, SHRM-CP, Business Partnerships(907)-982-2318
Nancy Miller, SHRM-CP, Programs
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Joy Bunde, Volunteer Coordinator
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Jaime Bricker, At Large Director (Skagway)
Martha Indreland, At Large Director (Yakutat)
Amber Kilmer, Workforce Readiness
Teresa Gamble, Diversity



Left to right: Tammy Parkhurst, Stephanie Vitt, Layla Lesley, Jessica Murphy and Lisa Pugh.

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SHRM MEMBERSHIP AT-A-GLANCE




SHRM's PRESENCE IN GLOBAL
OVER 285,000 MEMBERS IN 165 COUNTRIES

93%

The Resources
are trusted

of Fortune 500 Companies are
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SHRM Members get all this..

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