



Alaska SHRM State Council SHRM Foundation Newsletter

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August 1, 2016

“It is time to rebrand, redefine, and reconstruct career development to focus on learning.”

~ Julie Winkle Giulioni

Upcoming Regional and State Conferences



Annual NHRMA Conferences

September 7, 8. & 9
Belluve, Washington



Alaska SHRM State Conference

May 18 & 19, 2017
Anchorage, Alaska

Welcome to the first issue of the Alaska SHRM State Council, SHRM Foundation Newsletter. The intent of this newsletter is to:

- Disseminate professional development opportunities and resources provided by SHRM Foundation and the Alaska SHRM State Council.
- Provided information on SHRM Foundation awards and scholarships for HR professionals and college students
- Elevate the numerous contributions to HR made by the SHRM Foundation through the generous contributions of HR professionals, Alaska SHRM Chapters, and the Alaska SHRM State Council.
- Provide HR professional development ideas and concepts.

When I speak to HR Professionals about the SHRM Foundation, I often receive this question: “What is the SHRM Foundation?” Here is some information about the SHRM Foundation:

The SHRM Foundation is a separate organization, affiliated with the Society for Human Resource Management (SHRM). The SHRM Foundation is not funded by SHRM membership dues, but through donation made by HR Professionals. The vision of the SHRM Foundation is to be a “globally recognized catalyst for shaping human resource thought leadership and research.” The SHRM Foundation's contributions include:

- **Strategic thought leadership initiative**, identifying and analyzing critical trends likely to impact the workplace in the next 5-10 years.
- **Innovative academic research grants**. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.
- **Scholarships**. The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to HR professionals and student SHRM members, and doctoral students.



Professional Development Corner



Why Professional Development?

- Like "milk", knowledge and skills have an expiration date.
- Yesterday's knowledge and skills are inadequate for facing today's changing market conditions.
- Talent is grown through professional development.



- **Educational resources.** The SHRM Foundation makes research findings easily accessible to HR practitioners through the **Effective Practice Guidelines** series. The Foundation also creates a series of educational **DVDs** for SHRM chapter programming, HR staff training sessions, and executive education sessions.

The SHRM Foundation appreciates the generous support it receives from the Alaska SHRM State Council, and the Professional and Student SHRM Chapters, as well as individual HR Professionals. The donated funds finance HR Research and HR Professional Development material. A list of professional development literature and DVDs for your chapter's and HR Staff professional development training is provided at the end of this newsletter.

SHRM Foundation Scholarships, Awards, and Grant for 2016-2017

Scholarships and Awards for SHRM Student Members

- **FOUR MONTHS BEFORE DEADLINE---SHRM Foundation Student Scholarship Program** will award more than \$37,000 in scholarships for graduate and undergraduate students. *Application deadline: November 1, 2016.*

Scholarships for SHRM Members

- **Scholarships to Attend the SHRM Annual Conference & Exposition**- This award enables five (5) HR professionals, who have been unable to experience this conference due to a lack of financial support, to have the opportunity to attend. Open to SHRM members only. *Application deadline: March 15, 2017*
- **SHRM Foundation Scholarships for HR Professionals**- Scholarships are awarded annually to SHRM members pursuing degrees in HR-related fields or professional certification. In addition, SHRM professional chapters and state councils are eligible to compete for the certification scholarship to fund programs that promote HR certification. *Application deadline: July 15, 2017*
- **ONE MONTH BEFORE DEADLINE---Susan R. Meisinger Fellowship for Graduate Study in HR** - To be eligible to apply, an HR professional must be a first-time master's student seeking a degree in HR and must meet at least one of the following criteria: 1) be a member of SHRM or 2) hold a professional HR certification. *Application deadline: August 15, 2016.*
- **HRM Impact Awards**- Organizations with successful, evidence-based HR management practices are invited to submit applications for the HRM Impact Award. Winners will be selected based on their HR practices and initiatives that have been measured and deemed successful through evidence-based, data-driven analyses. Additionally, winners receive a

What constitutes Professional Development?

- Both formal and informal educational opportunities.
- Formal professional development is found at two levels: level 1 the individual, and level 2 the team or group.
- Formal professional development represents a deliberate, planned program
- Formal professional development program, like an education program, provides learning experiences through designated reading assignments, and professional development assignments and activities.
- Informal professional development represents opportunities to building on formal learning experiences.



Who is responsible for developing and executing a department's professional Development program?

- At the macro level: The department, section, and group supervisors.
- At the micro level: Each employee should have a personal professional development program, developed by the supervisor and the individual.



plaque and media exposure highlighting their winning practices or initiatives. *Application deadline: April 30, 2017.*

SHRM Student Chapter Advisor Award

- Advisor of the Year Award recognizes an outstanding SHRM student chapter advisor. Nominate him or her for the Advisor of the Year Award. *Application deadline: March 15, 2017.*

Research Awards

- **SHRM Foundation Dissertation Awards:** In partnership with the HR Division of the Academy of Management, the Foundation presents four (4) \$5000 awards each year to support the dissertation research of promising doctoral candidates. *Application deadline: May 1, 2017.*
- **Michael R. Losey Human Resource Research Award:** This premier \$50,000 award from the Michael R. Losey endowment fund recognizes significant research contributions

To Learn more about these scholarships, awards, and grants, visit the SHRM Foundation site at:

<https://www.shrm.org/about/foundation/scholarships/pages/default.aspx>

SHRM Foundation

Professional Development Material

The professional development products below are produced by the SHRM Foundation, and were made possible by generous tax-deductible donations.

DVD Series

- Brings strategic HR to life. The educational DVD videos feature interviews with top executives at progressive organizations discussing their talent strategies. These DVD videos are ideal for SHRM chapter or classroom use, and many DVDs are pre-approved for recertification credit.
 - Trust Travels: The Starbucks Story (Strategic credit)
 - Ethics- The Fabric of Business (Strategic credit)
 - Fueling the Talent Engine-Finding and Keeping High Performers (Strategic credit)
 - HR in Alignment: The Link to Business Results
 - HR Role Models

Effective Practice Guidelines

- Important research findings in a condensed, easy-to-use format for busy HR professionals.
 - Implementing Total Rewards Strategies
 - Performance Management
 - Employee Engagement and Commitment
 - HRM's Role in Corporate Social and Environmental
 - Developing Leadership Talent
 - Selection Assessment Methods

How often should formal professional development be scheduled?

- That depends on a number of factors, such as size and type of the organization, product and/or service cycles, and strategy of the organizations, to name a few.
- Essential for the success of a professional development program is first the commitment of senior leaders, and second the PLANNING, SCHEDULING, and PREPARATION of professional development sessions.

Last thought on professional development



Individuals, teams, and departments improve through timely, accurate , and constructive feedback.



- Building a High-Performance Culture
- Recruiting and Attracting Talent
- Shaping an Ethical Workplace
- Search for Executive Talent
- Learning System Design
- Onboarding New Employees
- Human Resource Strategy
- Retaining Talent

Executive Briefings

- Research-based knowledge, accessible to organizational leaders. These 3-5 page briefings summarize relevant human capital research to provide a concise overview of each topic.
 - Social Media in the Workplace: Issues and Strategic Questions
 - HR's Role in Corporate Social Responsibility and Sustainability
 - Leveraging HR Technology for Competitive Advantage
 - Four Questions the CEO Should Ask About Performance Management
 - Use and Management of Downsizing as a Corporate Strategy
 - Wellness Strategies to Improve Employee Health, Performance, and the Bottom Line

Thought Leaders Retreat: Annually, SHRM Foundation conducts an executive retreat bringing together a select group of leading-edge thinkers and executives in the HR field. Participants explore issues shaping the future of the profession and their implications for research and practice.

- Five Trends from SHRM's Special Expertise Panels
- Theme 2: The EIU Report Engaging and Integrating a Global Workforce

To request any of the SHRM Foundation Professional Development material listed above, go to the SHRM web site at:

<https://www.shrm.org/about/foundation/products/pages/default.aspx>

At the bottom of the web site, last paragraph, is a link to the online request form.



This concludes this first issue of the Alaska SHRM State Council, SHRM Foundation newsletter. For comments or suggested topic, please contact Dave Rambow, Alaska SHRM State Council, SHRM Foundation Director at rambowd@wbu.edu