

Newsletter

OUR MISSION Use our collective voice to foster the business community and empower the HR professional with education of best practices and strategic leadership.

PRESIDENT'S MESSAGE

SCOTT WIRTH, SHRM-SCP, SPHR



Most of you know that FMHRA is an affiliate chapter of SHRM and that SHRM is a membership-based organization whose mission "... is to **empower people and workplaces by advancing HR practices and by maximizing human potential**. Our vision is to build a world of work that works for all."

Each director on our chapter board has their own core area that they focus on, but as a collective board, everyone works together to focus on activities, events, and sharing of information in order to: grow and retain membership, serve HR professionals in our area, advance the HR profession, and enhance the SHRM community.

Our board met on March 17th for an annual planning meeting. After a day-long meeting of great ideas and suggestions, the board determined what initiatives will be developed and implemented (or re-visited) during the remainder of 2022. Some core areas have action items that will occur behind the scenes such as improvements in technology, information storage, and financial reporting, while some initiatives such as more education on SHRM and FMHRA scholarships,

piloting a new schedule for SRHM certification prep course, student member-focused mentoring and special events, partnerships with FMWF Chamber, ATD, and other regional organizations, and the possibility of corporate-level memberships and/or sponsorship, will be more visible initiatives.

More information and updates on the 2022 initiatives will be shared at each monthly program meeting. Please stay tuned for more info and as always, if you have any ideas or suggestions, please reach out to any board member!

As I close, I would be remiss if I didn't take a few words here to sincerely thank the board members that I have been privileged to work with as I have been president. We have a strong, fun, and engaged board that works hard to improve and move FMHRA forward.

Scott Wirth

THINK
SPRING!

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WELCOME NEW MEMBERS!

Terrah Olauson, U of Mary

Sarah Bennett,
MetroPlains Management,
LLC

Steven Ouren,
CommonSpirit Health

Chelsea Gislter, Student,
NDSU, Intern @ First
International Bank & Trust

Peri Edwards, Brandt Hospitality Group

Makayla Swenson, City of West Fargo

Mazie Suttin, Goldmark

Melissa Lura, City of Fargo

Paige Welter-Jegtvig, Valley Express, Inc.

Cheryl Dewald, Goldmark

Johanna Beto, Network Center

Kaylee Tran, Dakota Supply Group

Cheryl Altizer, Red River Valley Fair

Donna Heck, Spherion

Kelsey Mason, University of Mary

Sharon Walters, NDSU Foundation

Mackenzie Gable, Northern Improvement

Mikayla Geiser, Mstate Student

Jenny Hoaby, TNT Kids Fitness

Tyia Patnaude, Preference Employment Solutions

Vicki Jangula, City of Fargo

Brant Niemi, Dacotah Paper Co.

Aarika Orth, Nordak Insurance Company

Becca Rieger, Concordia College

Marari Rubalcava Garcia, University of Jamestown

Matthew Schmidt, Touchmark

Angelynna Veith, Tecton Products

Kristin Engelstad, West Fargo Public Schools

CONGRATULATIONS SCHOLARSHIP WINNER!

We are excited to congratulate Kayla Evenson on receiving the 2021-2022 FMHRA Scholarship. Kayla works as a Human Resources Generalist for Moorhead Public Schools and is working toward her MBA Program at NDSU. She will graduate in May of 2023. She lives in Mapleton, ND with her husband and three little girls. Congratulations Kayla!



NEWLY CERTIFIED! CONGRATULATIONS

The following individuals recently received their SHRM Certification!

- Kendra Hellebust, SHRM-SCP
- Tiffaney Holm, SHRM-SCP
- Madison Wagner, SHRM-CP
- Mariah Bates, SHRM-CP
- Tylynn Aubol, SHRM-CP
- Shayla Eidenschink, SHRM-CP
- Jordan McCormick, SHRM-CP

Don't forget, FMHRA offers two SHRM Certification Prep Courses each year. Watch your email for upcoming classes!

COFFEE CONNECTS

Grab a cup of coffee every third Wednesday of the month at 10:00 am for an informal opportunity to ask questions and share ideas with your fellow FMHRA members. Register for the recurring event at www.fmhra.com. As a reminder, these events are not eligible for credit and therefore we will not be tracking attendance. You must register to receive the Zoom dial in information.

PROGRAMMING COMMITTEE

OUR FOCUS: We gather monthly to discuss programming content wins and opportunities to offer the FMHRA community. We concentrate on events (in-person and virtual) covering a wide range of topics. To strengthen our topic and presenter selections we review all post-event survey feedback thoughtfully.

WHAT WE'VE BEEN UP TO: The Programming Committee has had a great start to the year! We've had a few changes on the committee as some members took on larger roles within their company (Congratulations!). Those changes have left us with an open Operations role on the committee. The Operations role is responsible for recording meeting minutes, keeping committee documents up-to-date, and assisting in event planning. As a benefit, this role receives a fully paid FMHRA membership as well as fully paid attendance to our all-day training sessions.

February's feedback is in, and we are so pleased that you found value in presenters. Our members gave a 93.33% satisfaction rate for our Monthly Meeting presentation of Grief at Work: Empowering Yourself, Your Employees, and Coworkers and an incredible 97.83% satisfaction rating for our Food for Thought presentation of How to Write Better Job Posts: It's Not You, It's Your Job Post.

We are working hard to solidify the content for the rest of 2022 and are so excited to share that share it with you!

CERTIFICATION CENTRAL

Of course, everyone loves free PDCs for their SHRM recertification, but sometimes paying for those credits is worth it, especially if they come with extra benefits. I am, of course, talking about conferences. Conferences can be a great way to earn those credits and, at the same time, meet new people, network with other professionals, and even have a little fun! You can usually earn anywhere from 5 to 15 credits at a single conference.

We are all aware of the ND State SHRM conference each year. But if you do business in Minnesota or South Dakota, have you considered attending one of their state conferences? How about the SHRM National Conference and Expo? You don't have to limit yourself to SHRM sponsored conferences, either. Is your company unionized? Why not check out the Labor Arbitration Institute's conference in Minneapolis and earn 13 PDCs while fine-tuning your labor relations skills. Want a national conference but can't make the SHRM Expo? Try the workhuman live conference instead and earn 15 PDCs.

Being away from your office and daily activities can re-charge your batteries and feel like a vacation even when you're learning. There are a lot of great conferences out there on all kinds of topics. Do a little searching and find one that's right for you!

Shelley Cummings, Certification Director. Got certification questions? Email me at shelley.cummings@cashwa.com

UPCOMING EVENTS

APRIL 5TH

Monthly Meeting: *The Principles of Servant Leadership* presented by Ted Schick, professional speaker, corporate trainer and consultant.

11:50 am - 1:00 pm via in-person OR Virtual. In-person registration includes lunch.

Learn the 3 Assumptions, 5 Ways of Being and 10 Characteristics of Servant Leadership. [Register here!](#) In-person registration closes 10 days prior to event. Virtual registration closes 2 days prior to event.

APRIL 21ST

Food for Thought: *Results Through Relationship Intelligence With The Strengths Deployment Inventory 2.0* presented by Michael Brown and Kyle Mening of Core Strengths

8:30 am - 9:30 am via Zoom.

Increase your skills in Relationship Intelligence, learn how to improve the content of conversations to reduce conflict, use strengths to solve challenges, boost collaboration and drive results and leverage Relationship Intelligence to improve training. [Register here!](#)

COMMITTEE MEMBERS

Rachel Olson - Programming Director

Sabrina Olsen - President-elect

Calli Amandson Bakken, Communications

Jill Wenger, Analytics

Samantha Lower, SHRM-CP

Sue Zurn

Kristina Astrup, SHRM-CP, MBA

Kevin Cronen

Matt Nagel

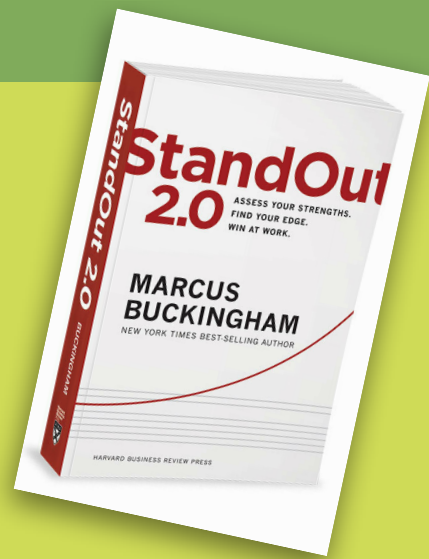
BOOK CLUB

MAY 10TH@ 7:00PM @PORTER CREEK

Book Synopsis: *Standout 2.0* is a revolutionary book and tool that enables you to identify your strengths, and those of your team, and act on them. The original edition of *StandOut* provided top-notch insights from one of the world's for more authorities on strengths, as well as access to a powerful, cutting-edge online assessment tool. *StandOut 2.0* also includes the assessment and a robust report on your most dominant strengths.

Book Club is a FMHRA member only event! Upon registration, all participants will be assessed an invoice to their FMHRA for \$10. We ask that you do not pay the invoice. Following attendance at the event, the invoice will be removed from your account. If you are unable to attend the event, you will be required to pay the invoice.

For more information and to register, [click here!](#)



6 STRATEGIES FOR BUILDING EMPLOYEE LOYALTY

By Novid Parsi, posted March 26th, 2022 on SHRM.org.

The numbers are staggering. An average of 4 million U.S. workers quit their jobs each month last year. The peak occurred in November, when 4.5 million workers walked away, according to the Bureau of Labor Statistics. In total, 47.8 million workers resigned in 2021—the highest number of yearly resignations on record.

For employers, that's much more than an inconvenience. The cost of replacing a single employee can run up to two times that person's annual compensation.

Whatever we call this recent wave of departures—the Great Resignation, Great Attrition, Great Reshuffle, Great Reconsideration or Great Re-Evaluation—the urgent imperative for company leaders is clear: They need to stem the tide of workers who are quitting, and they can do that by bolstering employee loyalty.

Employers have their work cut out for them, however. Only 39 percent of employees globally and 43 percent of U.S. workers say their current company is meeting their needs, according to management consulting firm Mercer's *Global Talent Trends 2022* report, which captured survey responses from workers in 13 industries and 16 countries.

"By and large, people's needs in the workplace are not being met today," says Kate Bravery, global practices leader for Mercer's careers business.

It's up to company leaders to understand what those needs are and how best to fulfill them. Here are six ways to do that.

1. Think of resignations as a symptom of a broader illness. The sickness? Work that lacks meaning.

When trying to improve employee loyalty, leaders often think first of creating an enjoyable workplace. "So many firms have defaulted to thinking that loyalty is about employee happiness," says Fred Reichheld, a fellow at management consultancy Bain & Co. and founder of Bain's loyalty practice.

The boss's job isn't to create a fun place to work, he maintains. It's to provide employees with a greater sense of purpose. Work that's worth the effort—and worthy of loyalty—is about "being part of a team where you provide meaningful service that enriches the lives of others," Reichheld explains. The pandemic didn't create the problem of work that lacks meaning, he adds, but it did expose the problem. [Continue reading...](#)

LOCAL EVENTS

APRIL 13TH

FMWF Chamber Event: Inside Out: Reflecting on Ourselves So We Can Better See Others
presented by Colette Campbell, Chief Talent Acquisition and Diversity Officer at Bremer Bank

Approved for 1.5 CPE credits through SHRM

11:30 am - 1:00 pm @ Courtyard by Marriott Moorhead

[Click here for more information](#)

APRIL 21ST

FMWF Voices of Vision 2022

Speaker: Mike Rowe, executive producer, host, best-selling author, and chart-topping recording artist.

12:00 pm - 1:30 pm @ Sanford Health Athletic Complex

[Click here for more information](#)

JUNE 1ST

FMWF Event: Women Connect Celebration with Mel Robbins

Join the eighth anniversary of Women Connect at this special event with the most-booked female motivational speaker.

3:30 pm - 5:00 pm @ Sanford Health Athletic Complex

[Click here for more information](#)

FEBRUARY MEETING MINUTES

FEBRUARY 17TH, 2021 @ 11:30 AM

Attendees –Rachel Myhre, Rachel Olson, Scott Wirth, Shelley Cummings, Stacey Bangert, Brandy Miller, Erin Wagner, Paige Shockman, Kriss Burns, Mitch Pribula, Brett Longtin, Rebecca Oie

Absent –Kacie Weber, Molly Klein, Sabrina Olsen

Call to Order –10:18 am

Vote outcomes:

January 2022 Financials

- Shelley motioned to approve
- Paige second
- All approved, motion passed

Approval of 990-EZ filing

- Brandy motioned to approve
- Erin second
- All approved, motion passes

Additional benefits to Program committee members – Full membership reimbursement for the Operations, Communications and Analytics members

- Scott motioned to approve
- Paige seconded
- All approved, motion passes

AV Equipment owned by FMHRA – selling projectors for \$250 and donating laptop to Teck for Kids

- Shelley motioned to approve
- Brandy seconded
- All approved, motion passes

Partnership with Livewire for March 2022-February 2023

- Shelley motioned to approve
- Mitch seconded
- All approved, motion passes

Role Updates:

President – Scott Wirth;

Filed SHAPE report that was due January 31st

Start working on EXCEL award that is due by March 15th

SHRM Update

- National Conference is being held in New Orleans, La June 11-15

North Dakota State SHRM Update

- State Conference will be held September 19-21 in Fargo at the Holiday Inn

Administrative Director – Rachel Myhre;

Coordinating the meals and room schedule with the Avalon

Professional Development Director – Stacey Bangert;

February book club was successful – 4 attended and planning for the next one in May

Certification Director – Shelley Cummings;

Spring Certification class is being taught by Sarah in person, trying out a new schedule style

College Relations Director – Kriss Burns;

Board voted on scholarship winner and it will be announced at next months meeting

Foundation Director – Brandy Miller;

Watch for additional ways our Chapter will raise funds for the SHRM foundation

Finance Director – Erin Wagner;

Budget numbers can be sent anytime for the 2022 cycle

Approval to have Widmer Roel file 990-EZ

Legislation Director – Rebecca Oie;

Passing along update as they come out for federal and state of ND and MN

Programming Director – Rachel Olson

Programming committee is looking for additional members, contact Rachel Olson if interested

Upcoming programs and events

- March 1st monthly meeting
- April 5th all day session with a separate topic over lunch

Project Director –Brett Longtin;

Discussion regarding a survey about benefits and absences in the workplace – information members have been asking for

IT Director –Paige Shockman;

Recommendation to the board to continue utilizing Livewire for the next 12 months

Discussion on Zoom account and lack of storage space for recorded meetings

Workforce Readiness Director – Mitch Pribula;

Ignite FMWF – job posting platform through the Chamber

Major increase in HR job postings to add to our weekly Job Opportunities email

Membership Director –Molly Klein;

Active members: 379

Meeting adjourned: 3:02 pm. Next meeting scheduled for: Thursday, March 17th, 2022 virtually

2022 BOARD MEMBERS



SCOTT WIRTH
SHRM-SCP, SPHR

President
Roers Companies



SABRINA OLSEN

President-Elect
Alliance Management Group



ERIN WAGNER
SHRM-CP, PHR

Finance Director
Midland Garage Door



RACHEL MYHRE
SHRM-CP

Administrative Director
Widmer Roel



SHELLEY CUMMINGS
SHRM-CP, PHR, GBA

Certification Director
Cash-Wa Distributing



KRISS BURNS
MBA

College Relations Director
PRO Resources



KACIE WEBER
CBTP

Communications Director
First International Bank & Trust



BRANDY MILLER
SHRM-CP,

Foundation Director
Bell Bank



REBECCA OIE
MBA, PHR, SPHR,
SHRM-SCP

Legislative Director
Eide Bailly, LLP



MOLLY KLEIN
SHRM-CP

Membership Director
Dakota Supply Group



RACHEL OLSON
SHRM-CP

Programming Director
Razor Consulting



STACEY BANGERT
SHRM-CP

Professional Development
Director
Bell Bank



BRETT LONGTIN
MBA, CPA

Project Director
Payroll Professionals, Inc.



PAIGESHOCKMAN
GBA

Technology Director
Halvorson Company, Inc.



MITCH PRIBULA

Workforce Readiness Director
Aerotek

OUR STORY

During the early 1970's a group of area personnel professionals identified a growing need amongst themselves and their colleagues for a networking vehicle to share information, ideas and concerns regarding issues to their profession. An organizational meeting was held in October 1976 to determine the interest in forming an area wide personnel organization. Because of the strong interest in forming an organization, the Constitution and Bylaws were adopted and the first officers were elected in January 1977.

In February that same year, the Fargo Moorhead Personnel Association (FMPA) was formerly installed as a chapter of the American Society of Personnel Administration (ASPA).

In September of 1989, the ASPA became known as the Society for Human Resource Management (SHRM). This marked a new era for the rapidly growing profession and before the end of 1989, the FMPA became known as the Fargo Moorhead Human Resource Association (FMHRA).