



## SNVSHRM 2022 September Happenings

### Upcoming Events

- September 13, 2022 - Three C's to Keep Them Coming Back - Culture, Change, and Communication
  - Zoom
  - \$10
  - [Register Here](#)
- October 11, 2022 – Eliminating Unconscious Bias from HR Practices
  - ZOOM
  - \$10
  - [Register Here](#)
- October 25, 2022 – Expect Great Things to Happen: Five Core Principles for Performance Success
  - ZOOM
  - Complimentary
  - [Register Here](#)

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### Elections Are Open for 2023 - 2024 Term

Dear SNVSHRM Member,

It's election time! Your SNVSHRM Board of Directors has openings for "Board Member At Large" for the 2023 - 2024 Term.

We're looking for HR Professionals who can dedicate themselves to help SNVSHRM "Advance the Profession". These individuals alongside our existing Board Member Team to succeed in the initiatives set forth in our Chapter Charter and evaluated by SHRM.

Please fill out [The Serving Our Board Nomination Form](#) to let us know about your interest in serving. The Board of Directors will review your nomination. Please submit by the end-of-day Friday October 14, 2022  
Thank you,

SVNSHRM Board of Directors and Administration

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## SNSHRM Professional Development and Programs Survey

SNSHRM member,

Please help us provide the most relevant and desired professional development programs to you and our membership by completing this short survey,

Our gift to you for completing and submitting this survey is 50% off attendance to a 2022 or 2023 program.

[Click Here to Complete the Survey](#)



Thank you everyone who attended our Summer Networking Event and to the team at FlyOver for their generous sponsorship and hosting of this event!



Stay Tuned for Upcoming Information on Volunteer Opportunities



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#DidYouKnow we have five generations in our workforce? Harnessing the power of a multigenerational #workforce is an important part of strengthening your organization. We have written extensively about engaging the multigenerational workforce and navigating the legal and practical issues of an age-diverse team. Learn more: <https://shrm.co/k7kna8>

## FOUR TIPS FOR AN EFFECTIVE MULTIGENERATIONAL WORKFORCE



### **FLEXIBILITY**

In terms of hours, work models and benefits



### **CONTINUOUS LEARNING**

For updated and relevant skills and tools



### **UPDATED HR TOOLS AND POLICIES**

For effective hiring, engagement and retention



### **REVERSE MENTORING SYSTEM**

Relationship building exercise across multiple generations



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## Employees Stay When They Are:

-  - Paid Well
  -  - **Mentored**
  -  - Challenged
  -  - **Promoted**
  -  - Involved
  -  - **Appreciated**
  -  - Valued
  -  - **Empowered**
  -  - On a mission
  -  - **Trusted**
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Team members that are heard and respected are more likely to feel empowered and engaged in their work, which accelerates the potential for individual and organizational growth. When employee input is undervalued, workers can feel isolated and marginalized, creating decreased productivity, high turnover, and an unfavorable work culture. Start making real change and create a culture of #inclusion with the #SHRMExecutiveNetwork. Apply today for insights from the experts. <https://shrm.co/h3wyuz>

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## Looking for SHRM-CP/SHRM-SCP professionals to facilitate our upcoming SNVSHRM Certification Study Group

Do you have experience both as an HR professional and as a classroom instructor? Have you earned your SHRM credential? You know better than anyone that a SHRM-CP or SHRM-SCP sets you apart as a recognized expert and leader in the HR field. So share your passion for the future of HR by helping other HR professionals in your chapter prepare for and experience the value of SHRM certification.

Our Chapter is looking for SHRM-certified HR professionals who have the skills and interest in teaching certification preparation courses using the SHRM Learning System. Contribute to the education of your fellow HR professionals. This is a great opportunity to train the next generation while earning PDCs toward your own recertification!

[Please fill out This Form on our Website if you are interested in becoming a Facilitator for SNVSHRM!](#)

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