

HRA-ECI

April 2019

April Meeting:

APRIL MEETING

Benefits of Internships/ Leadership Presenta- tion

Friday, April 12

11:30AM– 1:00PM

**Workforce Develop-
ment Center**

**305 Richmond Ave E
#2**

Mattoon, IL 61938

Lunch: Select Menu

**RSVP By 4pm
Wednesday,
April 10**

**Don't forget your
business cards!**

Speaker: Bonnie Moore

Bonnie Moore is the Director to the Center for Business and Industry at Lake Land College. A lifelong resident of Central Illinois, she has a vested interest in developing workforce talent for area businesses. She has led teams in education, health care and manufacturing. Bonnie is a graduate of Windsor High School, Lake Land College, Eastern Illinois University and McKendree University. She holds a Bachelor's Degree in Elementary Education and a Master's Degree in Business Administration. Bonnie resides in Windsor with her son William and enjoys spending time with her family and friends.

Presentation: Benefits of Internships/Leadership Program

**MARK YOUR CALENDARS!! YOU
DON'T WANT TO MISS THIS!!**

On Friday, May 10 HRAECI will be hosting Aaron Levy from Raise The Bar Consulting. Aaron will be speaking about The Future of Work! Click [here](#) to learn more about Aaron Levy!

Develop an HR Strategy to Address Anonymous Online Reviews

As websites like Glassdoor increase in popularity, HR managers need to be proactive about handling the comments that are posted about their organization. Currently, Glassdoor says they have about 47 million reviews on more than 900,000 companies in 190 countries. Some websites are requiring employees to sign up using their work email accounts so they can verify they work there. Below are a couple of examples of how to work with comments made on social media.

1. Form a town-hall-type meeting with employees and address the comments. The key is to make a statement solving the issue that was commented about.
2. Conduct employee surveys to identify and address workers' concerns before those concerns become a topic of conversation on websites.
3. Construct a policy that puts restrictions on company email usage and social media content regarding the company.

To read the full article click [here](#).

Company Culture

The majority of workers believe business culture has a direct correlation with a company's success according to a new study by Eagle Hill Consulting. 77% of those surveyed agree a strong culture allows them to do their best work. They believe culture has a large impact on employees' commitment to achieve company goals, ability to be innovative and creative and their commitment to ethical behaviors, the study revealed. Only a quarter of respondents said their organization has a strong culture based on core values. A similar amount said they trust their leadership at the executive level.

How to create a company culture

Creating a company culture will take time but getting it implemented is the first step towards a better culture. The leadership team first needs to identify the company values. These values need to be presented to the front line employees and allow them to establish the culture based on those values. HR professionals should establish a recognition program for those that are meeting the cultural goals set forth.

To read the full article click [here](#)

SHRM UPDATES

SHRM HR Resource Spotlight

SHRM has a new benefit available for SHRM members. It's called HR Resource Spotlight and it gathers a bunch of SHRM resources related to a specific topic and makes them available in one easy, convenient location. Located at <https://www.shrm.org/ResourcesAndTools/Pages/HR-Featured-Topics.aspx> you can click on the topic that interests you and be brought to a page dedicated to topic-specific resources.

April SHRM Member Renewals

I wanted to let you know that members in your chapters received a very important message from me today regarding their SHRM membership status. I've attached the message to this email as an FYI. Please join me in reminding members of your chapter to renew their SHRM membership today so they can receive the final and most significant renewal discount of the year. We are offering \$25 off membership renewal through April 31, 2019. The discount code to share with your members is **CHAPTER25**.

Q4 Recertification Initiative

Prior to VLS, chapter leaders received an email thanking you for your support of SHRM certification and recertification. In the email, you were provided an EXCLUSIVE offer to help get your members recertified before the end of the year. The exclusive promotional offer included a code (**15OFFCSC**) which will reduce the recertification fee by \$15 if the recertification application is submitted by April 31, 2019.

HR CONFERENCE ALERT!!!

1st Annual IL SHRM Strategic HR Conference
April 24th
Bloomington, IL
Check your email for more information!



Ashlee Stanfield, President
Haley Helton, President- Elect
Candice Fletcher, Vice President of
Membership

Morgan Benline, Treasurer
Jennifer Parker, Secretary
Dustha Wahls, Legislative Officer
Beth Glanzer, Past President

APRIL 2018

**Let us know if
you're interested in
joining the board!**

**Visit our *HRAECI Website and Facebook! You can
view all of our Newsletters, see upcoming events,
post a job, and much much more!!!***

<http://hraeci.shrm.org/>

<http://www.facebook.com/hraeci.shrm.org>

If you have any jobs you would like to
be posted please send them to
hraeci@yahoo.com or a Board Member

Start where you are.
Use what you have.
Do what you can.
Arthur Ashe