



SHRM IS MORE THAN MEMBERSHIP

IT'S A MOVEMENT

Callie Zipple, SHRM-CP
SHRM Field Services Director [IL, IN, MI, OH, WI]



**Together
Forward.**



Who We Are

430 Employees



300,000+ members

**51 State Councils
575 Chapters
6000+ Volunteers**

**SHRM STATE
COUNCILS &
CHAPTERS**

**SHRM GLOBAL
OFFICES &
FORUMS**

**4 Global Offices
20 Global Forums
165 Countries**

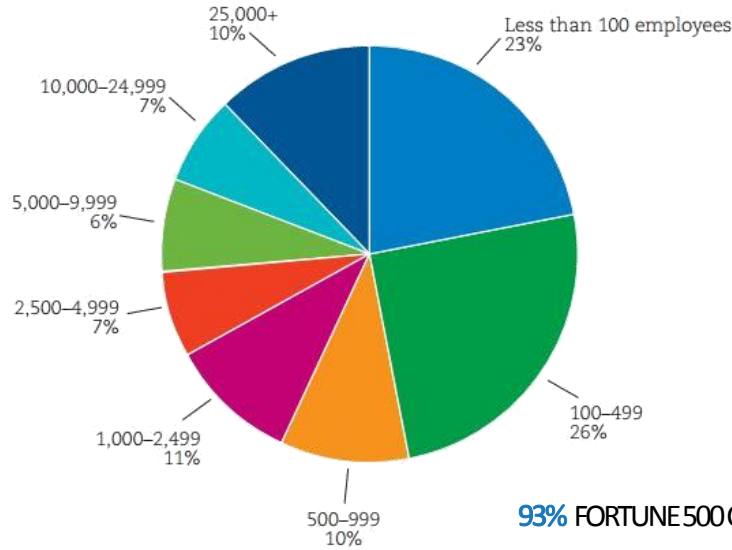


250 organizational members 1,011 executive members

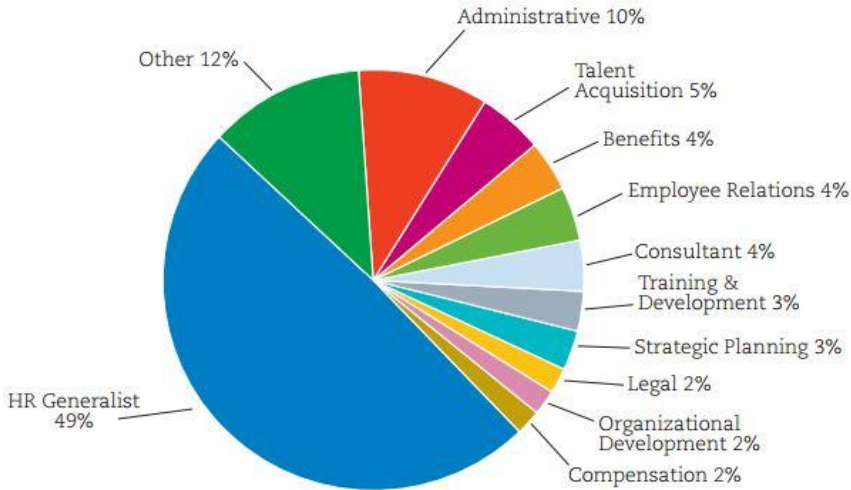


Who Are Our Members

COMPANY SIZE



JOB FUNCTION



93% FORTUNE 500 COMPANIES REPRESENTED



IN COMPANIES
OF <500



MULTI-
NATIONAL



WORK IN FOR-
PROFIT
ORGANIZATIONS



MANAGERS &
DIRECTORS



HR
GENERALISTS

**THE MOST TRUSTED
HR RESOURCE**



THE **MOST TRUSTED** HR RESOURCE

2019 Keynote Speaker

Just announced!



Brené Brown
Author and Researcher



THE MOST TRUSTED HR RESOURCE





THE **MOST TRUSTED** HR RESOURCE





THE **MOST TRUSTED** HR RESOURCE



The background is a solid orange color with several large, semi-transparent, light-orange geometric shapes. These shapes are primarily chevrons and parallelograms, some pointing right and some pointing left, creating a dynamic, layered effect.

GO-TO SOLUTION FOR WORKPLACE CHALLENGES

GO-TO SOLUTION FOR WORKPLACE CHALLENGES

HR TODAY

RESOURCES & TOOLS

LEARNING & CAREER

EVENTS

LEGAL & COMPLIANCE

Employment Law

State & Local Updates

Immigration Employer Network

BUSINESS SOLUTIONS

Benchmarking Service

Benefits Broker Directory

Diversity Hiring Solutions

Employee Engagement Survey

Salary Data Service

Talent Assessment Center

Vendor Directory

TOOLS & SAMPLES

Employee Handbooks

Express Requests

How-To Guides

HR Forms

HR Q&As

Interview Questions

Job Descriptions

Policies

Presentations

Spreadsheets

Toolkits

Member2Member Solutions

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Employment at Will

Equal Opportunity and Nondiscrimination

Equal Opportunity

Reasonable Accommodation

Commitment to Diversity

Investment and Compliance Procedures

Confidentiality and Confidentiality

Confidentiality of Records

Confidentiality Information

Employment Relationship

Employment Classification

Work Week and Hours of Work

Meal and Rest Breaks

Time Keeping

Quarantine

Restrictions from Pay/Shift Visitor

Punctuality

Access to Personal Files

Employment of Relatives and Domestic Partners

Separation from Employment

Workplace Safety

Drug-Free and Alcohol-Free Workplace

Smoke-Free Workplace

Workplace Violence Prevention

Commitment to Safety

Emergency Drills

Workplace Solutions

Attendance

Job Performance

Outside Employment

Dress and Grooming

Device Mobile Device/Email Use

Business Travel

Sanitization

Compliance, Internet, Email, and Other Resources

Disciplinary Procedures

Time Off and Types of Absence

Vacation

Sick Leave

Family and Medical Leave

Military Leave

Reassignment Leave

Long-Term Disability

Short-Term Disability

Long-Term Disability

Medical, Dental, and Vision Insurance

Group Life Insurance

Short-Term Disability

Long-Term Disability

401(k) Plan

Worker Compensation

Employee Assistance Program

Employee Handbook Acknowledgment and Receipt

Receipt of Acknowledgment Policy

Check out these recently added items or use the filters to search for what you need.

ALL TOPICS ALL FILE TYPES SORT BY: NEWEST

1 - 25 of 480

California: Alternative Workweek Schedule Notification to DIR

Drug Testing: Applicant Consent

ADA: Accommodation Medical Certification

New Hire: Orientation Checklist #2 (HR)

Background Check: FCRA Authorization to Obtain a Consumer Report (background/credit check)

Independent Contractor: Audit Checklist for Maintaining Independent Contractor (IC) Status

Independent Contractor: Hiring Checklist

Independent Contractor: Agreement

Interview Questions

Business Acumen

LIKE SAVE PRINT EMAIL f in

REUSE PERMISSIONS

Behavioral

Tell me about a time you used your knowledge of the organization to get an idea approved.

Tell me about a time you used financial data to support a successful project.

Tell me about a time when you used industry data to support a successful project.

Tell me about a time when you used economic environment data to support a successful project.

What have you done in your previous positions at other companies that made a significant difference to the business and for which you believe you will be remembered?

Recall an occasion when you had to explain your department's losses.

Situational

You're new to an organization. How do you go about learning how the organization works?

You're new to an organization. What is one of the first things you do to learn how the organization works?

You're new to an organization. What is one of the first things you do to learn how you can contribute to the organization's mission?

You've been approached with a new idea for your department. Describe how you go

Check out these recently added items or use the filters to search for what you need.

ALL TOPICS ALL FILE TYPES SORT BY: NEWEST

1 - 25 of 137

Managing Through Flu and Other Epidemics in the Workplace

Complying with California Sexual Harassment Training Requirements

Employing Persons with Cognitive Disabilities

Managing Human Resources for a Company in Bankruptcy

Developing Organizational Leaders

Understanding and Developing Organizational Culture

Employing Interns

Designing and Managing Incentive Compensation Programs

Managing Work/Life Fit: Dependent Care and Elder Care

Employing and Managing Persons with Addictions

Understanding and Obtaining U.S. Employment Visas

Building a Market-Based Pay Structure From Scratch

Managing Employment of Minors in California



Managing Family and Medical Leave

Starting an HR Department from the Ground Up

SHRM 2018 | Together Forward.



GO-TO SOLUTION FOR WORKPLACE CHALLENGES

**Ask An Advisor**

Enjoy one of SHRM's most popular members-only benefits. When you need guidance on an HR issue, you need it from an experienced HR professional. Our staff of certified HR professionals is ready to respond to your HR-related questions by **phone, chat or email**.

Here are some of the recent topics our HR Knowledge Advisors have addressed with your peers. We can help you, too!

Active shooter response/plan.
Don't get caught off guard. Be prepared to act quickly. The Knowledge Center can provide resources for a plan.

Rescinding Job Offers
Revoking a job offer can land an employer in hot water. Keep cool with help from the Knowledge Center.

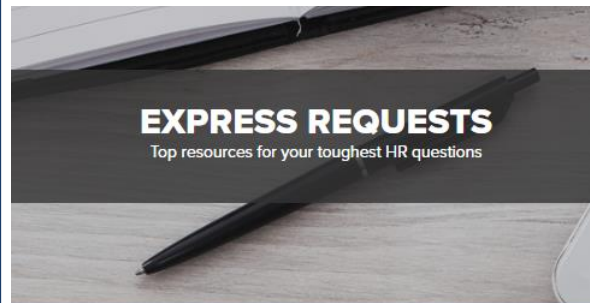
I-9 Audits
Missing I-9 forms? It may be time for an audit. Contact the Knowledge Center for resources.

Have a question that isn't listed above? SHRM's Knowledge Advisors are here to provide guidance on all your HR related questions.

Ask Us Now

Contact us by phone at 1-800-283-7476 – select option 5. You must have your SHRM member ID readily available, as you will be prompted to enter it by the phone system.

Maintain your exclusive, free access to this member benefit (up to 15 inquiries per year) by keeping your [membership current](#).



EXPRESS REQUESTS

Top resources for your toughest HR questions

[TRENDING TOPICS](#)[STATE LAW DEVELOPMENTS](#)[SEASONAL](#)[SALARY SURVEY DIRECTORY](#)

GO-TO SOLUTION FOR WORKPLACE CHALLENGES

HR TODAY **RESOURCES & TOOLS**

HR TOPICS

- Behavioral Competencies
- Benefits
- California Resources
- Compensation
- Diversity & Inclusion
- Employee Relations
- Global HR
- Labor Relations
- Organizational & Employee Development
- Risk Management
- Talent Acquisition
- Technology

LEGAL & COMPLIANCE

- Employment Law
- State & Local Updates
- Immigration Employer Network

BUSINESS SOLUTIONS

- Benchmarking Service

HR DAILY NEWSLETTER

SHRM's free HR Daily newsletter helps HR professionals stay on top of employment critical news, trends and analysis each business day.

Check out these recently added items or use the filters to search for what you need.

ALL TOPICS **ALL FILE TYPES**

1 - 25 of 1222

- Have We Gone Too Far In Promoting Collaboration?
- Recent Retiree Grows New Career as HR Consultant
- Recertification Q&A: Can Credits Be Carried Over?
- Experts to Dissect Top Workplace Law Trends at SHRM Conference
- What Do You Love About HR?
- Tap Into the Science of Perfect Timing: A Q&A with Daniel Pink
- Career Lessons from Steven Rice: Cultivating a Mission-Driven Culture
- Apprenticeships, Funds for Job Training Boosted in Bills Before Congress
- Rise of New Consumer-Like Technologies Shakes Up Corporate Learning Market
- How to Develop Questions for an Employee Focus Group
- Could Swiss-Style Apprenticeships Fill in the U.S. Skills Gap?
- GrubHub Driver Found to Be Independent Contractor, Not Employee
- Your Career Q&A: Launching an HR Department of One

COMPENSATION & BENEFITS NEWSLETTER

The weekly Compensation & Benefits Update e-newsletter offers information on the latest trends and best practices from employers that are controlling cost and rewarding employees effectively.

Check out these recently added items or use the filters to search for what you need.

ALL TOPICS **ALL FILE TYPES**

1 - 25 of 2668

- Health Care Benefits: Should working employees enroll in Medicare?
- Supreme Court: Union Retiree Health Benefits Weren't Vested for Life
- References to FMLA Were Not Representations of FMLA Eligibility
- HR-Related Proposals Included in President's FY19 Budget Proposal
- SHRM Member Paula Harvey Underscores the Importance and Value of Employer-Sponsored Health Insurance
- At Tax Time, Remind Modest Earners About the Saver's Credit
- Employees Are More Likely to Stay If They Like Their Health Plan
- Budget Law Eases 401(k) Hardship Withdrawals
- FMLA Leave Not Available Following Pet's Death
- Drug-Coverage Disclosures Are Due by March 1
- Wisconsin Employers Now Subject to Tort Claims for Temp Workers' Injuries



GO-TO SOLUTION FOR WORKPLACE CHALLENGES

November/December 2018



A 16-year-old Explains 10 Things You Need to Know About Generation Z

HR EXPERTISE | TALENT ACQUISITION
RELATIONSHIP MANAGEMENT



How to Cultivate Ethical Leaders

ETHICAL PRACTICE



Career Lessons from Dottie Chalmers Cutter: Homegrown Leader

BUSINESS ACUMEN | TALENT ACQUISITION
| ORGANIZATION AND EMPLOYEE DEVELOPMENT



How to Make Holiday Celebrations More Inclusive

LEADERSHIP AND NAVIGATION | COMMUNICATION
INCLUSION | ORGANIZATIONAL CULTURE



Employer Incentives Encourage Employees to Quit Smoking

WELLNESS BENEFITS



Create Personal Connections at Work: A Q&A with Dan Schawbel

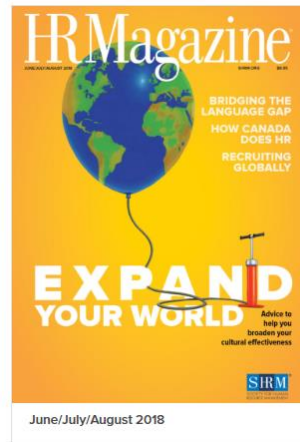
INTERPERSONAL COMMUNICATION



September/October 2018



May 2018

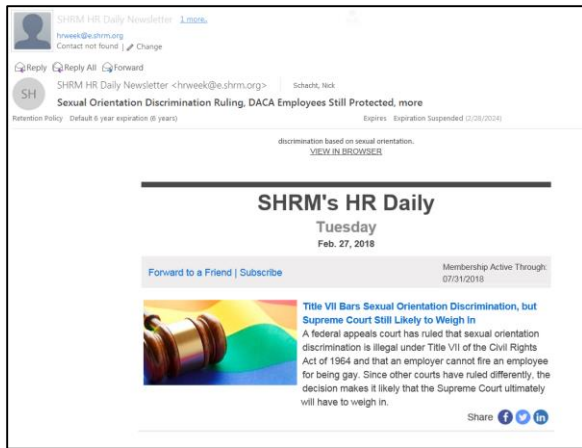
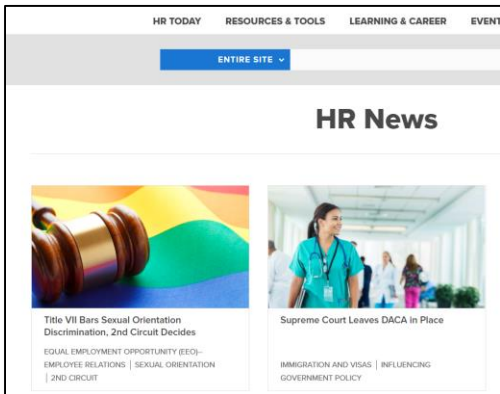


June/July/August 2018



April 2018

GO-TO SOLUTION FOR WORKPLACE CHALLENGES



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**VOICE OF AND
FOR THE HR
PROFESSION**

300,000 MEMBERS

in

70,000 EMPLOYERS

=

REACH 160 MILLION

BENEFITS OF SHRM MEMBERSHIP



BENEFITS OF **SHRM** MEMBERSHIP



481

Interview
Questions

722

Job Descriptions

377

Sample Policies

499

Samples Forms

969

Q&A's

52

How-To Guides

145

Toolkits

172

Spreadsheets &
Calculators



BENEFITS OF **SHRM** MEMBERSHIP



One free
job posting
on HR Jobs



\$395



Unlimited
SHRM
webcasts



\$300



Sample
forms,
policies, how-
to guides and
presentations



\$1,000



Consultation
fees saved
using
SHRM's HR
Knowledge
Advisors



Your
Estimate



100s of
research
reports



\$5,000



Annual HR
Magazine
subscription



\$70

SHRM Membership Value = \$6,765+

Check out our SHRM Member Services Guide at www.shrm.org/benefits



SHRM IS MORE THAN MEMBERSHIP

IT'S A MOVEMENT

Callie Zipple, SHRM-CP
SHRM Field Services Director [IL, IN, MI, OH, WI]





The Future of HR

Promoting Business Success in a Changing Global Workplace

Presented by
Callie Zipple, SHRM-CP
SHRM Field Services Director (IL, IN, MI, OH, WI)
@SHRMCallieZ

November 9
HRAECI



**Together
Forward.**



Agenda



**7 New Realities for
the Future of Work**



**HR Can Promote
Business Success**



**Benefit Trends
for 2018**



**Business Acumen As
a Workplace Competency**



Seven New Realities for the Future of Work



Exponential Organizations



Lifelong Reinvention



The Workforce Unleashed



Technology & Talent Transformation



The Changing Ethics of Work & Society



The Nimble Enterprise



Regulated Innovation

Deloitte 2017



Are You Ready for Robots?



14%

**U.S. employees worry
automation will take away their jobs**



30%

**Say automation will make their job better.
– Randstad, 2017**



Welcome to the Future

What's Here? What's Coming?



Automation



Self-Service Kiosks



Driverless Cars



More Diversity

What's Going?



Accountants
and Bookkeepers



Salespeople



Journalists



HR Professionals

There is an 83% chance that workers who earn \$20 an hour or less could have their jobs replaced by robots in the next five years – Ad Age, 2017

The U.S. Bureau of Labor Statistics has estimated 80,000 fast food jobs will disappear by 2024



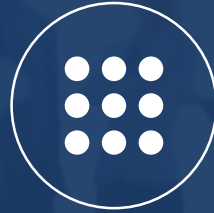
Welcome to the Future



Analytics



Blockchain



**Intelligent
Apps**



**Internet of
Things**



**Conversational
Platforms**

via HR Magazine, Feb. 2018



Big Benefits Trends For 2018



Financial wellness programs get taken seriously



Gig economy transforms benefits



New twists to paid leave



Coping with rising health care costs



Why Workplace Flexibility Matters

More Companies
Increase Flexibility Benefits

Top benefits?
Casual Dress & Telework

Regular & Occasional
Telework Grows

Employers now offer a variety of workflex options

81%

Offer flextime

66%

Offer telework
as needed

44%

Offer people
flexibility
in their shifts

43%

Offer a
compressed
work week

40%

Let their
employees
telework
full time

19%

Offer job
sharing

Source: SHRM Online, 2017



Align Workflex With Current Initiatives



Strategy



Diversity



Wellness



Service



Continuity



Talent



Culture



Engagement



Preparedness



Retention



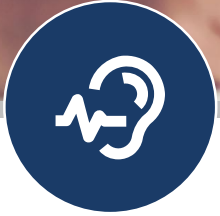
Inclusion



Recruitment



How to Successfully Implement Workflex



**Listen to
what employees
say works best**



**Develop clear
guidelines**



**Provide
flexibility training
for managers
and employees**



Track metrics



Communicate



HR's Role in Promoting Business Success



**Understand & Support
Business Strategy**



**Leverage Strategic
Workforce Planning**



**Measure Organizational
Effectiveness**



**Retain, Engage
& Develop Talent**



Business Acumen as an HR Competency





HR: An Integral Part of the Business



“ Maximizing the effectiveness of the HR function can increase business unit revenue and profit by up to 7% and 9%, respectively

Gartner®, 2018

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Questions



The Future of HR

Promoting Business Success in a Changing Global Workplace

Presented by
Callie Zipple, SHRM-CP
SHRM Field Services Director (IL, IN, MI, OH, WI)
@SHRMCallieZ

October 26, 2018

Fall Forum | Island Resort & Casino



**Together
Forward.**