

HRA-ECI

September 2018

**SEPTEMBER
MEETING**

**Topic: Legislative
Update**

**Friday, September
14th
11:30AM– 1:00PM**

**Webb Hall, room 081
at Lake Land
College**

**Lunch will be catered
by Don Sol**

**RSVP By 4pm
Wednesday,
September 12th**

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

September Meeting:

Presentation: Legislative Update

Presenter:

Senator Dale Righter

Senator Righter has served the 55th Senate District since 2003, after having served in the Illinois House of Representatives from 1997 to 2003.

In the Senate, Righter currently serves as Republican Spokesman for the Appropriations I Committee, Executive Appointments Committee, and the Assignments Committee. Additional committee assignments include Human Services, Appropriations II, and Veterans Affairs.



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THE END OF THE ALPHABET

	Generation X (born 1965-1980)	Millennials (born 1982-2000)	Generation Z (born 2001 and after)
Work ethic	Goal-oriented; "work to live"	Interested in purpose; "work and live"	Hard-working, but likely to have the highest rate of job-hopping yet
Tech savvy	Least savvy: "Tech enables us to work more efficiently" – with a desktop and traditional network focus	Middle savvy: "We should have capabilities to be completely mobile at work" – the "app" generation	Most savvy: "We should have the latest technology and instant and continuous connectivity" – Wi-Fi everywhere
Communication and feedback	Less vocal and nurturing – used to having little feedback themselves and always on a very structured basis	Very vocal – grew up with thinking their voice matters; interested in ongoing feedback; more transparent digitally	Vocal but private – less likely to speak an opinion openly without understanding the consequences, but likely to share it digitally in private media
Preferred management structure	Hierarchical – because they've been waiting to be on top!	Flattened – access to all levels – and accelerated, fast track up	Flattened and accelerated – the same as Millennials but faster

Upcoming Meetings

Save the Date!

October Meeting: Friday, October 12 in Effingham

November Meeting: Friday, November 9 in Mattoon

December Meeting: Holiday Party location TBD

SHRM Certification Study Group Fall 2018

for SHRM Affiliated Chapters in Illinois

Heart of Illinois HR Council Fall SHRM Certification Course

Network and learn from other Illinois HR Professionals!

Face to Face and Virtual Class Options Available

Study Group Tools: 2018 SHRM Learning System

This study group is based on the SHRM Learning System, a comprehensive exam preparation tool that combines online learning modules and interactive study tools based on the SHRM Book to help understand and apply behavioral competencies & HR knowledge.

Whether you are a SHRM-CP/SHRM-SCP candidate or a manager seeking training for your staff, our study group can help you accomplish your certification and professional development goals.

Study Group Details

This 15 week study group is designed for individuals interested in preparing for the SHRM-CP/SHRM-SCP exam, achieving professional advancement and building confidence for addressing today's HR challenges.

The study group has been offered by the Heart of Illinois HR Council (Peoria, IL Chapter) since 2015. The group started face-to-face classroom only and has since expanded to local AND virtual options. They've had participants from New York, New Mexico, Utah, Michigan, Texas and Illinois! **Pass ratio from both local and virtual participant is averaging 75%!**

The Fall testing window is December 1, 2018 through February 15, 2019. The Study Group Begins on August 15, 2018 and ends December 5, 2018.

When: Wednesday Evenings

Time: 5:30 p.m. to 8:00 p.m. Central Time

Where: ABG Retirement Plan Services

456 Fulton Street, Suite 345

Peoria, IL 61602

or Virtual via GoToMeeting

Cost of the Study Group is the cost of Study Materials (plus S&H and credit card processing fees). No Instructor fees, No Tuition fees - just the cost of materials.

HRM Members \$555 plus credit card processing fees

Non SHRM Members \$755 plus credit card processing fees

An additional exam fee of \$300 is paid to SHRM when you register for the exam.

By attending our study group, you'll benefit from:

- An experienced, certified instructor
- The SHRM Learning System, historically ranked the #1 HR certification prep tool.
- A structured learning experience that keeps you on track.
- Opportunities to network and learn from your peers

For more information, please contact Cathy S. Plouzek at

309-253-8669 or cathy.plouzek@abgemail.com.

Register now. Study groups fill quickly and space is limited.

Recertification announcement!

ILSHRM18 is approved for **12 hours of SHRM PDCs and HRCI re-certification** credits, including

6.25 hours of Business Credit

1 hour of Global credit!

19th Annual

Illinois HR Conference and Exposition

September 23 - 25, 2018

Drury Lane Theatre | Oak Brook, IL

Check out the website [here](#)

We have a powerhouse of keynote speakers, including **Steve Gilliland, Cy Wakeman** and **Steve Browne!!**

AND...we have a fantastic lineup of amazing concurrent speakers with offerings across all areas of HR and leadership topics!

AND...you can join us on Sunday for a **pre-conference workshop with Greg Hawk**, approved for 2.75 additional PDCs and re-certification hours

JOB OPENINGS!

Human Resource Manager at Carle

Click [here](#) to view the details!

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



Beth Glanzer, President
Ashlee Stanfield, President- Elect
Candice Fletcher, Vice President of
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Morgan Benline, Treasurer
Jennifer Parker, Secretary
Dustha Wahls, Legislative Officer
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SEPTEMBER 2018

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you're interested in
joining the board!**

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view all of our Newsletters, see upcoming events,
post a job, and much much more!!!**

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

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DREAM BIG AND DARE TO FAIL.

N O R M A N V A U G H A N

Your tango