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Spokane, Coeur d'Alene
SHRM Chapter |

Inland Northwest Society of
Human Resource
Management

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PRESIDENT'S LETTER

Let's start the New Year off right! Thank you. Thank you for being a member and choosing to affiliate with our INSHRM Chapter and letting us serve you. Because of you, we are now a Mega Chapter (500 strong!). Because of you, we are starting to build a volunteer program that will encourage engagement and help the board identify future leaders. Because of you, we were able to certify 183 members as SHRM-CP or SHRM-SCP. The third highest in our state! What great things can we expect in 2016? We are working hard to make 2016 as successful as 2016.

[Read more about what we are doing in 2016.](#)

Julie Orchard, President

MEMBER OF THE QUARTER - MEAGAN NEPEAN

Meagan is currently a Staffing Manager at Robert Half Office Team as of January 1st this year. She has worked as a Sales Representative for Mondelez International, where she was an intern while attending Eastern Washington University. As member of the Honors Program at Eastern, Meagan double majored in Marketing and Human Resource with a minor in Communications. Meagan graduated with honors from Eastern and moved from intern to Sales Representative with Mondelez, then transitioned to staffing with Office Team. As a new member of inSHRM, she hopes to become more involved with the Human Resource community. [Read Meagan's interview](#)

"BAN THE BOX" A SMART HIRING PRACTICE OR PANDORA'S BOX - Michael H Church, Stamper Rubens, P.S.

At our February 9th monthly INSHRM meeting, Layne Pavey presented a case for the "Ban-the-Box" legislation, which addresses the often complex social, economic and legal concerns involved in hiring the formerly incarcerated. Many of you asked for some follow-up legal insights into this issue, which while not conclusive, may provide some guidance. [Read the Ban the Box update](#)

CONTRATULATIONS TO THE 2ND ROUND OF THE WHEN IT WORKS AWARD - [View here](#)





REGISTER NOW FOR THE SPRING CONFERENCE

Save the date for May's INSHRM Spring Conference!

Date: Tuesday, May 17, 2016 **Third Tuesday of the Month

Time: Check-in 7:30-8:00; Program 8:00 AM to 5:00 PM

Centerplace Regional Event Center
2426 North Discovery Place
Spokane Valley, WA 99216

[Registration will open in April](#)

ARE YOU CERTIFIABLE

Check out the SHRM-CP and SHRM-SCP eligibility chart and eligibility criteria at the link below:

Spring Testing Window: May 1 – July 15, 2016
Applications Accepted: January 5 – March 25

Late Application Deadline: April 15

[Learn more](#)

COACHING AS A LEADERSHIP SKILL - Scott Sadler

Motivation to become a high performer and to keep those that are already high performers engaged and happy comes from receiving many levels of feedback on an ongoing basis. Annual performance reviews are a dying process. This feedback must be rooted in agreed upon values in the culture of an organization. Delivering this feedback in a 360 degree coaching manner is a critical skill that every leader can use for their team and organization at every level to reduce costly turnover, improve morale, production and net profit. April 12, 2016.

[Register now](#)

COLLEGE RELATIONS UPDATE - Gonzaga SHRM Chapter Heading to Omaha, NE

The student chapter is sending five of its members to the 2016 SHRM Student Case Competition & Career Summit in Omaha, NE this April for the first time ever. The team is well underway practicing and preparing for the competition in which they could face up to 30 other teams.

[Read more](#)

SAFETY FOR EVERYONE

Learn more about state house and senate bills surrounding gender specific bathrooms, locker rooms and similar facilities.

[Learn more](#)

SHRM FOUNDATION

Did you know that every dollar given to the SHRM Foundation goes directly to furthering the mission of shaping the future of HR? In 2015, the SHRM Foundation's Annual Campaign raised more than \$1.1 million! Donations were used to fund 150 scholarships in 2015. With support from members, the SHRM Foundation will fund more than 225 scholarships in 2016!

There are several ways to donate to the SHRM Foundation!

- Participate in the 50/50 raffle at the monthly meetings.
- Make a tax-deductible donation when registering online for the monthly meetings!

Andrea LaPlant, SHRM-CP, PHR, Foundation Director

PROGRAM UPDATE

Hello from your INSHRM Programs Team! We have been working diligently to bring you compelling, thought-provoking and meaningful topics and speakers. To help guide us, please take a moment after each presentation to respond to our surveys to let us know what you think or drop us an email anytime at programs@inshrm.org if you have questions, suggestions, forgot to pick up your certificate, etc. We would love to hear from you! We would also like to take the opportunity to mention that as of our March breakfast meeting, CenterPlace will have a new and exclusive catering company, Le Catering Co. Looking forward to hearing from you,

Your Programs Team, Krystal, Lindsey, Mike and Laurie

TIPS FOR USING SOCIAL MEDIA TO RECRUIT GREAT CANDIDATES - Provisional Staffing

As one of the leading staffing services firms in Spokane, Washington, Provisional knows social media is an important tool in shaping your employer brand. What messages are you sending to candidates? If you don't know here are a few tips to help you use the power of social media.

[Read more](#)

NEW MEMBER ORIENTATION

The INSHRM New Member Orientation is for any new members, members that are considering joining, or current members that want to connect and find out how they can take advantage of their membership. Meetings will be held the last Tuesday of every month at Taste Café. Join us for the next one, Tuesday, April 28 at 9:00 AM at Taste Café located at 180 S Howard St, Spokane, WA 99201. Feel free to contact Melissa Koontz, the Membership Director, Melissa.Koontz@hubinternational.com.