



A Message From Your President

To Our Bluegrass SHRM Community,

We started this year with so many good intentions. We had great topics and speakers lined up, we were planning our first Diversity Conference and our Directors were planning various initiatives for their areas! Then, the outbreak of the COVID-19 pandemic hit, and our world turned upside down.

For many, the pace got slower with the “Healthy at Home” initiative but it only got more complicated and overwhelming for HR professionals. Only essential businesses and essential employees continued to work. Many had to furlough, lay-off, reduce hours, and become creative with work-from-home situations. It impacted so many non-essential and small businesses. This year has not been easy for anyone.

I hope you take a moment to stop and appreciate all you have navigated this year. You have worked hard to take care of your employees. You have been tested, challenged, and battered but you continue to stand as the pillar of leadership. Thank you for keeping your employees engaged and motivated to work during this very stressful time. My hat is off to all of you!

Our chapter held strong and we are thankful to have

been able to offer opportunities to our membership through it all. Some of these opportunities include going virtual to continue your education, offering our first-ever certification scholarships, updating our website and logo, and hosting an entirely virtual silent auction which raised over \$5k overall to benefit the SHRM Foundation. Thank you to all our speakers and the wonderful programs you provided. Thank you to all our sponsors who supported our chapter and programming. Thank you to our board members who have worked diligently on your behalf this year.

With humility and gratefulness, I would like to thank our chapter members, on behalf of myself and our board of directors, for coming together to learn, share and continue to celebrate the profession of Human Resources.

Although so much has impacted our professional and personal lives this year, I’m convinced HR professionals are an extremely resilient group. I am proud to be a part of this organization and look forward to a successful 2021. Congratulations to the new 2021 board members who certainly will be guiding our profession to higher levels of achievement.

I wish each of you a safe and healthy holiday season. Thank you for allowing me to lead this organization.

Best Regards,

Amanda Sutton, SHRM-CP
2020 BGSHRM Chapter President
president@bgshrm.org

DODGING COCONUTS THE POWER OF PERSONAL INTERACTION

By: Sylvia Lovely

Mary starts her day in the break room. Waiting for the coffee to brew, she complains to a co-worker about the weather. Secretly, she whispers to her colleague that she is excited about snow at holiday time. As she heads back to her desk, she stops in to see Jill who is a team member on a project both will be presenting to management next week. Just ordinary stuff that happens in every office, every day. Until the pandemic...

Today, the breakroom might be Mary's kitchen and her primary task as she gets her coffee is to enforce virtual learning for her kids to see that they are paying attention to school lessons and not the gymnastics videos she caught her daughter watching this past Tuesday.

A survey of business leaders by the McKinney Global Institute (July 14, Remote Work is Here to Stay, Brandon Vigarolo) found eighty-two percent plan to maintain the "work from home" regimen. Nearly half indicate that they will permanently implement working remotely for some employees. This has consequences. Even before the pandemic, American workers were disengage with a devastating impact on productivity. Today, indicators are than mental illness is on the rise brought on by pandemic isolation. In addition, something else is lost. The ability to engage in-person and share stories, both personal and

professional, with colleagues is essential human behavior. It is also practical. In-person interaction can lead to solutions that might be revealed in casual talk even about the weather. The needs of young people to be recognized by peers and management in all facets of their work-life is important for promotions and recognition of special talents that might lie hidden in a standard issue Zoom meeting.

So, what do we do about this inevitable trend. HR can get up to speed on the ramifications of working remotely, not only for employee mental wellness, but as an acknowledgement that the trend can have negative unintended consequences. Virtual meetings, by bringing needed efficiency to meetings, will not go away. To the extent possible as the pandemic subsides, we must remember that in-person opportunities for co-working and networking remain important. Meaningful trainings and exercises that emphasize the ordinary act of getting to know others in the office eco-system will be essential. Our stories are the life-blood of human progress. Taking the good from an otherwise dismal 2020 and joining it together with creative possibilities can lead to even greater prosperity than we can imagine at this challenging time.

Sylvia Lovely, J.D., Dodging Coconuts Leadership Development, sylvia@sylvialovely.com, 859-229-9044

BGSHRM SCHOLARSHIP WINNER OBTAINS SHRM CERTIFICATION



Congrats to Barbara Bowman! In early December, Barbara sat for the SHRM-CP exam. This year was certainly challenging due to COVID-19 but due to hard work and great preparation, we are pleased to announce that Barbara has passed and is now carrying the SHRM-CP credentials.

Barbara was awarded the BGSHRM Certification Scholarship in January of 2020 and enrolled in Kentucky SHRM State Council's First Virtual SHRM Certification Preparation Course held this Fall. The course was 10 weeks in length and was delivered in an interactive format using Zoom. The course was facilitated by an experienced SHRM Preparation instructor.

We are so pleased that Barbara was able to attend this first preparation course hosted by KYSHRM and that she has passed her exam. We look forward to the contributions Barbara will make to the HR Profession!

JOIN SHRM FOUNDATION'S TEAM EMPOWER



Team Empower is a special group of passionate individuals who are dedicated to helping empower HR professionals to build inclusive organizations. Established in 2017, Team Empower is the SHRM Foundation's most accessible giving circle.

All members of Team Empower receive:

- An official Team Empower ribbon to display proudly at SHRM conferences and local events.
- A digital badge to display on personal websites, social media or LinkedIn.
- Recognition from the SHRM Foundation throughout the year for their support and dedication.
- Access to Team Empower's exclusive LinkedIn networking group.

Contact Team Empower member, Tiffany Yarbrough, for a first-hand account of the impact this group is making on HR professionals.

OUTGOING BOARD MEMBERS



Kriste Blumetti
Membership Director



Jennifer Taylor
*Best Places to Work/
KYSHRM State
Conference Director*



Kelly Bolton
*Legislative Affairs
Director*



Donna Carter
*Diversity & Inclusion
Director*

We would like to extend a huge thank you to our outgoing board members, Kriste Blumetti (Membership Director), Jennifer Taylor (Best Places to Work/KYSHRM State Conference Director), and Kelly Bolton (Legislative Affairs Director). We are very grateful for their contributions, time, and volunteer leadership.

We would also like to extend our great gratitude to Donna Carter (Diversity & Inclusion Director). Donna has resigned from her role which was scheduled to term at year-end. Donna was elected to the 2021 Legislative Affairs Director role and we will soon make an appointment in her place.

BECOME A BGSHRM SPONSOR

Sponsors and advertisers are very important elements to the success of Bluegrass SHRM. Revenue from sponsorships and advertising helps our organization better achieve its goals by providing funding for better programming and professional development opportunities. Sponsoring a BGSHRM event or signing up for another sponsorship opportunity are excellent ways for vendors to showcase their products and services to our membership audience. If you feel any of the HR vendors you partner with or any other company or vendor may be interested in becoming a BGSHRM sponsor, please share this information. Vendors may contact our External Communications Director at publicrelations@bgshrm.org.

PREMIER SPONSOR (\$6500 FOR MEMBERS, \$7000 FOR NON-MEMBERS)

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WELLNESS SPONSOR (\$325 FOR MEMBERS, \$375 FOR NON-MEMBERS)

SECONDARY SPONSOR (\$300 FOR MEMBERS, \$350 FOR NON-MEMBERS)

NEWSLETTER SPONSORSHIP (\$200 PER EDITION)

SOCIAL MEDIA PACKAGE (\$150 FOR MEMBERS, \$200 FOR NON-MEMBERS)

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CONTRIBUTE TO THE NEWSLETTER!

Did you know that we are always looking for fresh, new content for our newsletter? Find your inner writer and send something our way following these guidelines:



- Content must be directly related to a SHRM Competency and kept to under 250 words. For more information on the SHRM Competency Model visit: [SHRM Competency Model](#).
- Include a brief (1-2 sentences) bio with your submission.
- Professional experiences and stories tied to the SHRM Competency you are writing about are encouraged. Please use pseudonyms in place of company names and people when sharing.
- Photo submissions to support your content are also encouraged.
- Be flexible! As editors, we fancy the red pen, so please anticipate possible spelling and grammatical corrections to your content before publishing.

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TIFFANY YARBROUGH | *"Join SHRM Foundation's Team Empower"*