

November Chapter Meeting - "Managing Conflict in Relationships"
+ Update on the SHRM Foundation and SNMSHRM 2018 Board
Installation!

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Dear Members and Friends,

Our SNMSHRM 2018 Board will be installed at our upcoming meeting on November 9th. Our program will be Managing Conflict in Relationships. [You can register here!](#)

Our Employment Law Update surveys are positive and we thank everyone for their feedback as we start the planning for next year's event. If you didn't get to fill out a survey and have something you'd like to share, please send an email to president@snmshrm.org.

As your incoming 2018 Chapter President, we are planning next year's chapter meetings and I welcome recommendations for next year's programming! Reach out to me at presidentelect@snmshrm.org if you've seen a dynamic presentation and speaker or if you are challenged at work right now and need skill-building on a specific topic. We are here to serve you and advance the profession!

We will not have a December meeting as our incoming 2018 Board will be holding a Chapter planning meeting. Watch your inboxes for exciting announcements about chapter meeting location, programming and membership initiatives for the upcoming year!

Happy Thanksgiving and wishing everyone a joyful holiday season!

Vicki Lusk, SNMSHRM 2017 President Elect

Join us for this very special meeting which includes the installation of the SNMSHRM 2018 Board!

2018 SNMSHRM Board Members

President - Vicki Lusk, SPHR, SHRM-SCP

President-Elect - Delyce Maciel, PHR, SHRM-CP

Vice President - Sherri Rials, PHR, SHRM-SCP

Secretary - Meg Haines, PHR, SHRM-CP

Treasurer - Doris White, PHR, SHRM-CP

Certification - Melissa Del Ferraro, SPHR, SHRM-SCP

College Relations - Melissa Del Ferraro, SPHR, SHRM-SCP

Membership - Open Position

Past President - Sherri Rials, PHR, SHRM-SCP

SHAPE Plan - Gail Estell

Workforce Readiness - Rene Hatfield, PHR, SHRM-CP

Government Affairs- Open Position

Managing Conflict In Relationships

Presented by Mia Logan, PhD

This presentation has been pre-approved for 1 SHRM PDC and 1 HRCI credit hour.

- Discover your strengths in dealing with conflict.
- Discuss what causes conflict.
- Identify one area in which we can improve our conflict resolution skills.

We will begin by defining conflict and discussing what causes it. We will then examine both current and past conflict challenges we have experienced and identify specific competencies or behaviors that we have used or could use to resolve such issues. We will work together to determine the answers to such questions as:

- What do you plan to do differently when confronted with a conflict in the future?
- How will you make this change?
- What support do you need to make it happen?

[Click here to register!](#)



Mia Logan, Ph.D. specializes in executive coaching, performance improvement, organizational and leadership development. Drawing from twenty-seven years of organizational learning and management experience, she is committed to the development and design of organizations where individuals and teams are encouraged and supported to reach their highest levels of competence, creativity, and quality. Her experience with organizational development, change management, building commitment, developing individual and organizational accountabilities, and practicing influence provide the foundation for her work in both executive coaching and organization development. Currently, her coaching and consulting focuses on development of individuals and organizations that expand and create opportunities for bettering individual lives, their businesses and our world.

Areas of Expertise include: Facilitation, Conflict Resolution and Mediation, Performance Improvement, Evaluation, Assessments, Appreciative Inquiry, Team Development, Organizational Development, Change Management, Team Development, Instruction/Training, Project/Program Management, Coaching, Strategic Planning, and Research and Analysis.

Clients include: Pfizer, Intel Corporation, Los Alamos National Laboratories, Sandia National Laboratories, Lockheed Martin, Sprint PCS, Bureau of Indian Affairs, Office of the Special Trustee, Department of the Interior, Oracle, Johnson & Johnson: Ethicon EndoSurgery, Honeywell, Public Service Company of New Mexico, Bureau of Indian Affairs, Office of the Special Trustee, US Green Build Council, National Park System, Defense Threat Reduction Agency (DTRA), Bureau of Reclamation, New Mexico Real Estate Commission, Lovelace/Ardent, Manuel Lujan Insurance Agencies, ASRT, Rinchem, Emcore, New Mexico Bar Association, Public Education Department of New Mexico (PED), University of New Mexico, New Mexico State University, Central New Mexico Community College and Webster University.

Mia holds a Ph.D. from the University of New Mexico in Organizational and Adult Learning and a BA in Business from New Mexico State University.

The SHRM Foundation: What's New?

Presented by Ilene Colina, SHRM-SCP, SPHR

Ilene will discuss the SHRM Foundation and share what's new! How can we support the efforts of the organization? How can we take advantage of its offerings? Ask Ilene!



Ilene Colina has over 30 years of experience in Human Resources (HR). She has extensive leadership experience in developing and executing HR strategy in support of overall business plans and the strategic direction of organizations. She excels in directing people functions and partnering as a senior business advisor regarding organizational management issues.

Ms. Colina operates Colina Consulting Group where she provides innovative HR solutions to large and small businesses. As a trusted business partner, she executes from strong executive HR experience to implement effective, modern solutions for today's HR environment. She partners with organizations to translate strategic and tactical business plans into HR strategic and operational plans. She offers expertise in mergers and acquisitions in the areas of due diligence and timely and effective integration of talent, benefits and systems. Ms. Colina also has extensive experience in the areas of compliance, employee benefits, employee relations and talent management, including training and development.

Ms. Colina is passionate about giving back to the HR community in New Mexico (NM). She currently serves as the Immediate Past Director and SHRM Foundation Champion for the Society for Human Resource Management (SHRM) NM State Council. She also participates in the mentorship of HR professionals through the Human Resource Management Association (HRMA) SHRM certification study program.



[To register and pay for this meeting, please click here to see the event on our website. We look forward to seeing you there!](#)

Don't Miss Out On Our Upcoming Events!

Our November meeting will be our last event of the year. Our 2018 Board will be meeting in December to continue planning for a year filled with interesting, educational meetings and our 2018 Employment Law Update. Watch our website and social media pages ,and look for our newsletters to stay informed! We look forward to seeing you in 2018! [Click here](#) to be redirected to the Events page of our website where you will be able to learn about our 2018 meetings as we confirm our 2018 location, speakers and pricing.

Employer Breakfast

Saturday, November 2, 2017

10:00 am - 12:00 pm

Mesilla Valley Housing Authority

Are you interested in learning more about the New Mexico Department of Workforce Solutions' Workforce Innovative Opportunity Act?. If you have never heard of it, this is a great opportunity to learn not only about the act itself, but also about the grants available under the act. See the attached document to learn more. Please be sure to RSVP as directed on the form.

[Employers Breakfast Invite](#)

Check Out This Wonderful Opportunity!

The EEOC is hosting a four-hour workshop for employers on Title I of the Americans with Disabilities Act, and you can register!

Learn from the experts about:

- Disability bias
- Who is covered under the ADA
- Reasonable accommodations and the interactive process

“How I Stopped Worrying and Learned to Love the ADA”

EEOC Guide to Title I of the ADA and the Interactive Process

Wednesday, February 14, 2018

8:00 AM to Noon

Stanton Tower

100 N. Stanton St.

1st Floor Auditorium

El Paso, TX 79901

The program has been submitted to HRCI and SHRM for review.

Price: \$175

Seating is limited

[Click here to learn more and to register for El Paso ADA Workshop!](#)

Join SNMSHRM!

It's that time of year! Remember to renew your membership or join today so that you are eligible for our special Members Only rate for our meetings and our annual Employment Law Update. As of 2017, SNMSHRM is no longer a 100% SHRM Chapter. If you have not paid your membership dues to SNMSHRM, you are not a member. You are always welcome at our meetings and events, but you will not be eligible for the special member price until you have paid your yearly dues.

To learn more about membership, access the online registration form, and pay your dues, [click here](#).

2017 SNMSHRM Board of Directors

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President-Elect - Vicki Lusk, SPHR, SHR-SCP

Vice President - Gail Estell

Secretary - Delyce Maciel, PHR, SHRM-CP

Treasurer - Open Position

Certification & College Relations - Marina Atma, SPHR, SHRM-SCP

Membership - Meg Haines, PHR, SHRM-CP

Past President - Roseann Moen, PHR, SHRM-CP

SHAPE Plan - Lenore Dunn

Workforce Readiness - Open Position

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