

Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



The Year Ahead

We are so excited to kick off 2023! The January Chapter meeting was excellent. Keesha Buteau really encouraged us to lay that foundation with people before having difficult conversations, and always show kindness.

As your president, I am committed to offering the best programming, content, and opportunities to our members. Please feel free to come to me or any of the board members if you need anything this year! Email us at gbrshrm@gbrshrm.org.

Meagan West, SHRM-CP, PHR
GBR SHRM President



GBR SHRM Board



2023-2024 GBR SHRM Board of Directors

OFFICERS



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Meagan West, SHRM-CP, PHR



Past President
Jody Hammett



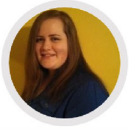
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Mary Fontenot, SHRM-CP, PHR



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Legislative Director
Jerry L. "Jay" Stovall, JD



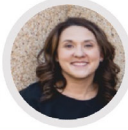
College Relations Director
Edward Gibbons



Diversity Director
Jasmine Pack, MBA



SHRM Foundation Director
Nakesla Blount



Workforce Readiness Director
Jeneé Olivier, SHRM-SCP, PHR, MBA, COSS

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Communications Chair
Jenny Creighton



Conference Co-Chair
Theresa Jones



Conference Co-Chair
Heather Folks-Givens



Community Relations Chair
Haley Niki Norton, M.S., SHRM-SCP



Hospitality Chair
Jennifer Dartez



Affiliate Liaison Chair
Stephanie Smith

2023 Budget

The budget will be voted on at the February meeting. You can review the 2023 budget [here](#).



2022 members who have not yet renewed, can do so before January 31!

Renew
Today!

Upcoming Events

Melissa joined Faulk & Winkler in 2009 and was promoted to Partner in 2016. She currently oversees more than 250 plans with total assets equaling more than \$800 million.

In 2022, Melissa began her public speaking debut about Boundaries in the Workplace, something she is very passionate about, and has curated perfectly over the years. Everyone needs boundaries, whether it be in the workplace or personal life. Let her tell you why!



February

CHAPTER MEETING

DATE:

February 16, 2023
7:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808



Melissa Terito, CPA

BOUNDARIES IN THE WORKPLACE



GBR SHRM PRESENTS

Thursday, January 26

5 p.m.

3079 Government St
Baton Rouge, LA 70806

THE Radio BAR

GBR SHRM AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Come hang out with us for this year's first HR Off the Clock at Radio Bar on Thursday, January 26! Members and guests are invited to this non-sponsored event.

Follow us on [social media](#) for future HR Off the Clock locations.

Visit gbrshrm.shrm.org to see the full list of our upcoming events.

Upcoming Events



2023 Louisiana SHRM
Diversity & Inclusion Summit

EQUITY AT WORK!

February 2 & 3, 2023 | New Orleans, LA

Sponsored by



United Way of
Southeast Louisiana

[See the details and register.](#)

GBR SHRM is excited to bring back Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director. This allows members to discuss relevant HR topics with a legal professional.

As a reminder, this event is complimentary for all GBR SHRM members. Registration is not required. Coffee Talk meets at Breazeale Sachse & Wilson, L.L.P. but looking for additional locations to host. Email us at gbrshrm@gbrshrm.org.

Coffee Talk

A chance to network and talk
about relevant HR topics

2023 Dates

February 7

March 9

April 14

May 11

June 8

July 13

August 10

September 14

October 12

November 9

December 14



Upcoming Events



JOIN GBR SHRM IN SUPPORTING THE SHRM FOUNDATION
MENTION GBR SHRM WHEN YOU VISIT, AND PANDA EXPRESS WILL DONATE 20% OF THE EVENT SALES TO GBR SHRM. PURCHASES INCLUDE DINE-IN, TAKE OUT AND ONLINE ORDERS. VISIT PANDAEXPRESS.COM OR THE APP AND ENTER 349005 IN THE FUNDRAISER CODE BOX.

Panda Express

Monday, January 30, 2023

Skip the cooking and support the SHRM Foundation at the same time! Visit Panda Express on January 30 and mention GBR SHRM with the flyer or code 349005 to have 20% of event sales donated. Keep an eye out for more fundraiser opportunities!

SHRM[®]
Foundation



NETWORKING Night

LSU

You're invited to the SLHRD Internship Networking Night event! As HR professionals, we can agree that having an education is only half of what makes an ideal candidate; you also need experience. On average, 53% of all graduating seniors receive at least one job offer. Of that, 57% have had at least one internship. Experience counts!

Together, we can give our graduates the knowledge and skills necessary to be successful upon graduation.

Event Details

Date: March 23, 2023

Time: 6:00pm - 8:00pm

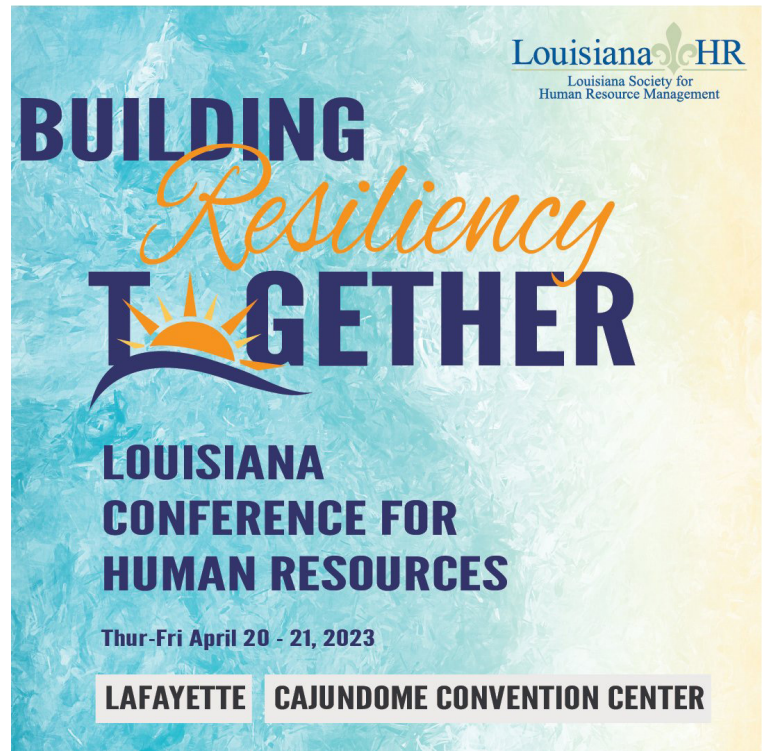
Location: Kalurah Street Grill (2857 Kalurah Street, Baton Rouge, LA 70808)

[Learn More](#)

Louisiana Conference for Human Resources

The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human resources. Core content for the general and concurrent sessions include: business management and strategy, workforce planning and employment, human resource development, compensation and development, employee and labor relations, and risk management.

Attendees will have the opportunity to earn SHRM Certification and HR Certification Institute recertification credit hours by attending the two-day conference.



[See the details and register.](#)



HR Professionals Magazine

[View the January 2023 digital issue of HR Professionals Magazine.](#)

Follow Us



Welcome New Members!

| First Name | Last Name | Title | Company |
|------------|-----------|---|--|
| Christine | Keenan | Shareholder | The Kullman Firm |
| Colton | Rachal | Compensation Analyst | Blue Cross Blue Shield of Louisiana |
| Eliza | Kucera | Student Employment Coordinator | Louisiana State University -University Recreation |
| Julie | Laperouse | Chief Talent Officer | Advantage Capital |
| Julie | Miller | Administrator/Office Manager | BUILD Commercial Construction, LLC |
| Kari | McGinnis | HR Director | Iberville Parish Sheriff's Office |
| Lambert | Rome | Director of Accounting | Louisiana Television Broadcasting LLC |
| Lauren | Aicklen | Sr Director Compensation | Amedisys |
| Megan | Wright | Human Resources Director | Louisiana Educational Television Authority (Louisiana Public Broadcasting) |
| Nick | Millet | Director of Human Resources | Team Services, LLC |
| Robert | Hoch | Operations Manager | Tiger Labor & Staffing Inc |
| Ryan | Lloyd | Sr. Mgr. HR Business Partners | Cox Communications |
| Sarah | Haneline | Workforce Development and Talent Strategy Manager | BASF |
| Shemeka | Moran | Recruiting Manager | Dudley Debosier Injury Lawyers |
| Tara | Krieger | HR Business Partner | Cadence Insurance |
| Tiffany | Williams | Human Resource Specialist | Louisiana Real Estate Commission |

GBR SHRM Career Center

EMPLOYERS

For just \$99 GBR SHRM members can post a job for 90 days in the GBR SHRM career center. What better way to target qualified HR Professionals than by going straight to the source where they network? Email us at gbrshrm@gbrshrm.org for more details.

EMPLOYERS WITH INTERNSHIPS

Are you looking for applicants for an available internship? Are you interested in having your internship posted with the LSU and SU SHRM chapters? Send your job posting to gbrshrm@gbrshrm.org. Email gbrshrm@gbrshrm.org for more details.

CURRENT OPPORTUNITIES

[Human Resources Division Manager - City of Baton Rouge](#)



See the latest postings on the [GBR SHRM Career Center](#).

Communique



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February Wrap-Up

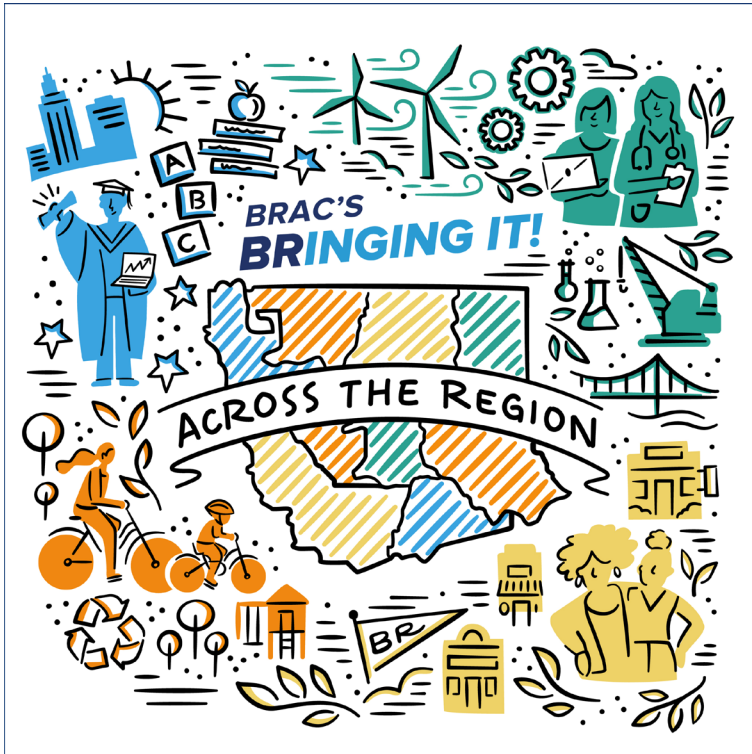
We had another great turnout at our February Chapter Meeting! Melissa Terito really encouraged us with ways to set boundaries in the workplace, and that “no” can be a complete sentence.

Thanks to our meeting sponsor, [Breazeale Sachse & Wilson, L.L.P.](#), and our community spotlight, the Baton Rouge Area Chamber, (BRAC). [Learn more](#) about how they are bolstering the talent pipeline in our area.

Also, we approved our 2023 budget at the meeting and welcomed many new members this past month! We look forward to having you all join us for more upcoming events! Have a question or want to get involved? [Email us!](#)



Community Spotlight



BRAC'S ANNUAL MEETING

presented by KEAN MILLER
YOUR COUNSEL

March 3, 2023
11 a.m. – 2 p.m.
at Raising Cane's River Center

BRAC.ORG/EVENTS



Join BRAC for the Capital Region business community's largest networking event of the year! Attendees will celebrate BRAC's big wins, the community's big thinkers, and 2023's big plans over lunch & cocktails.

[Register here](#)



Membership has so many benefits!

- Amazing programming
- Networking
- Social Events
- SHRM recertification credits

Join
Today!

Upcoming Events

Stacy Melvin is an executive coach and strategic organizational consultant. As a credentialed leadership coach and seasoned executive, she is a savvy strategic thinker with deep expertise in creating team culture and designing leadership systems that deliver results.

She has experience building teams from the ground up and leading them through large-scale enterprise-wide transformation.



March



CHAPTER MEETING



Stacy Melvin


**MANAGING UP:
LEVERAGING POWER
& INFLUENCE TO
MAKE AN IMPACT**

DATE:
March 16, 2023
11:30 am

LOCATION:
Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808



Bring your 50/50 Raffle cash to support the SHRM Foundation!



PIZZA WITH A PURPOSE

Show this flyer or mention the organization listed below on your visit, and California Pizza Kitchen will **DONATE 20% OF ALL FOOD & BEVERAGE SALES** on your check to the organization listed below. Purchases include dine-in, take-out, catering, and online orders at CPK.com when you enter **BACK20%** at checkout.

Fundraiser in support of:
Greater Baton Rouge SHRM
Wednesday, March 22, 2023
(All Day)

Valid at the following location
CALIFORNIA PIZZA KITCHEN
Perkins Rowe Shopping Center
10001 Perkins Rowe Suite 110, Baton Rouge, LA 70810
cpk.com

Support the SHRM Foundation with our next fundraiser! Visit California Pizza Kitchen in Perkins Rowe on Wednesday, March 22 and show this flyer to have 20% of food & beverage sales donated, or order online with code **BACK20%** at checkout.

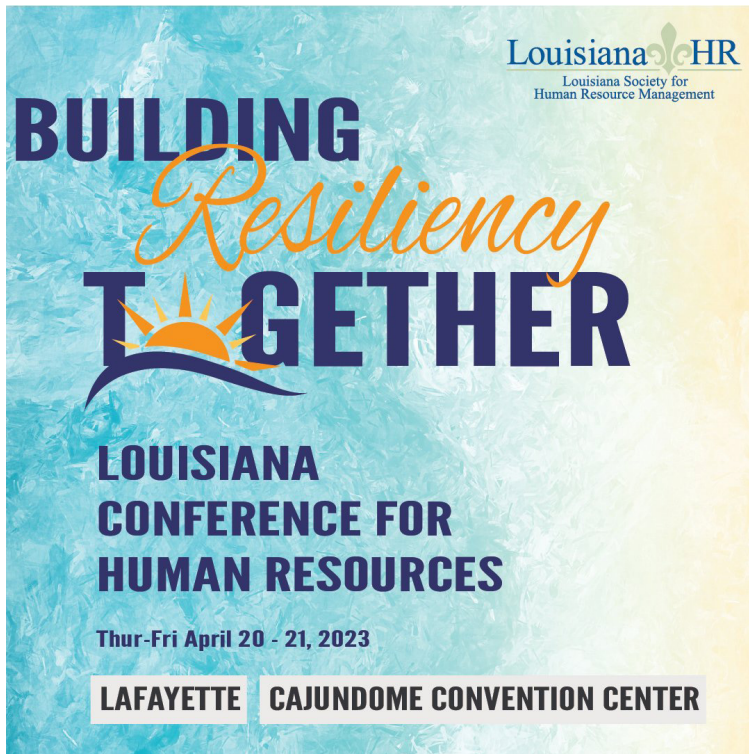


Foundation

Learn more about the [SHRM Foundation](http://SHRMFoundation.org), its mission, and how you can get involved.

Upcoming Events

Louisiana Conference for Human Resources



The poster features a blue and yellow background with a sun rising over a horizon. The text reads: "BUILDING Resiliency TOGETHER" where "Resiliency" is in orange script and "TOGETHER" is in large blue block letters. Below this, it says "LOUISIANA CONFERENCE FOR HUMAN RESOURCES" and "Thur-Fri April 20 - 21, 2023". At the bottom, it lists "LAFAYETTE CAJUNDOME CONVENTION CENTER". The logo for "Louisiana HR" (Louisiana Society for Human Resource Management) is in the top right corner.

The 2023 Louisiana Conference on Human Resources will offer an extensive program of sessions relevant to the field of human resources. Core content for the general and concurrent sessions include: business management and strategy, workforce planning and employment, human resource development, compensation and development, employee and labor relations, and risk management.

[See the details and register.](#)

GBR SHRM is excited to bring back Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director. This allows members to discuss relevant HR topics with a legal professional.

As a reminder, this event is complimentary for all GBR SHRM members. Registration is not required. We are still looking for additional locations to host future Coffee Talk meetings. Email us at gbrshrm@gbrshrm.org.

Coffee Talk

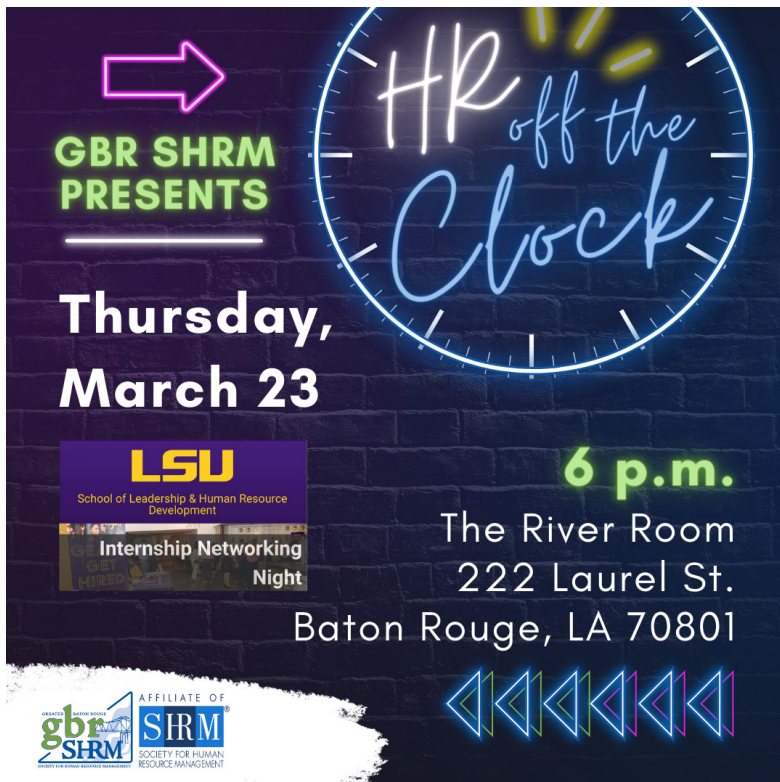
A chance to network and talk about relevant HR topics

Thursday, March 9, 2023
8:00-9:00 a.m.

Farm Bureau
7000 Commerce Circle
Baton Rouge, LA 70809



Upcoming Events



GBR SHRM PRESENTS

Thursday, March 23

6 p.m.

The River Room
222 Laurel St.
Baton Rouge, LA 70801

LSU
School of Leadership & Human Resource Development
Internship Networking Night

gbr SHRM AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

GBR SHRM's HR Off the Clock teams up with LSU's School of Leadership & Human Resource Development next month for their Networking Night! Members and guests are invited to arrive at 6 p.m. to network and meet students who will soon enter the HR Field. See event details below and [register](#).

Follow us on [social media](#) for future HR Off the Clock locations.



You're invited to the SLHRD Internship Networking Night event! As HR professionals, we can agree that having an education is only half of what makes an ideal candidate; you also need experience. On average, 53% of all graduating seniors receive at least one job offer. Of that, 57% have had at least one internship. Experience counts!

Event Details

Date: March 23, 2023

Time: 6:00pm - 8:00pm

Location: The River Room (222 Laurel St, Baton Rouge, LA 70801)

[Learn More & Register](#)

Welcome New Members!

| First Name | Last Name | Title | Company Name |
|------------|-----------------|---|--|
| Aarika | Dorsey | Deputy Director | Louisiana State Police Commission |
| Alex | Aranha | Benefits Strategist | Louisiana Companies |
| Amber | Jenkins | Director of Human Resources | Louisiana Companies |
| Amy | Stewart | Director of HR | IEM |
| Andreon | Dorsey | LSU Student | |
| Angela | Broussard | CEO | HR Ba'You Consulting Firm (New startup, in progress) |
| Angela | Hall | Employee Relations Specialist | FMOLHS |
| Anthony | Ragusa | Founding Partner, Sr. Retirement Plan Consultant | RRDM Wealth Management Partners |
| Asha | Johnson | Director of Talent Strategy and DEI | Franciscan Missionaries of Our Lady Health System |
| Brian | Bernard | Director of Human Resources | City of Baton Rouge |
| Brittany | Evans | Human Resources Analyst C | LA Dept of Agriculture & Forestry |
| Caitlin | Guitreau | Human Resources Representative | Cintas Corporation |
| Cameron | Hebert | LSU Student | |
| Camie | Wall | HR Manager | CK Associates |
| Carla | Bowman | Human Resources Manager | LA Dept of Agriculture & Forestry |
| Carly | Fontenot | HR Specialist | Louisiana State University |
| Chris | Deer | Deputy Director | Louisiana State Civil Service |
| Courtney | Cox | Corporate HR Manager | Performance Contractors, Inc. |
| Danielle | Gueho | Business Development Rep | Pelican State Credit Union |
| Darsheena | Boker | HR Advisor | Nutrien |
| Elaina | Disher | Human Resource Manager | Garrety & Associates, LLC |
| Ellen | Hudson | Field HR VP | Cox |
| Gregory | Phillips | Human Resources Manager | Raising Cane's River Center (ASM Global) |
| Halie | Jerkins | Compensation Consultant | LSU |
| Heather | Huval | Program Manager | Louisiana Transportation Research Center |
| Jeni | Page | HR Manager | The Water Institute |
| Keana | Mayo | HR Business Partner | Premier Health Consultants |
| Kelli | Deloach | Senior HR Coordinator | Postlethwaite & Netterville |
| Kendrah | Selders | Human Resources Specialist | LA Dept of Agriculture & Forestry |
| Krystal | Champlin-Gerage | Executive Coach | Maverick Coaching Solutions |
| Lacey | Boudreaux | AVP, Human Resources | Campus Federal Credit Union |
| Laila | Perry | Human Resources Analyst C | LA Dept of Agriculture & Forestry |
| LaTonja | Moore | Human Resources Professional | TSRC Specialty Materials (Formerly Dexco) |
| LaTrista | Funches | DEIB Statewide Program Manager-Operations and Strategic Initiatives | Louisiana Department of Children and Family Services |
| Lennox | Williams | DEIB Statewide Program Manager-Education and Outreach | Louisiana Department of Children and Family Services |
| Leslie | Blanchard | Executive Director | LSU Leadership Development Institute |
| Lisa | Parker | Interim Deputy Chief Human Resources Officer | Baton Rouge Community College |
| Madison | Paolillo | LSU Student | |
| Maya | Gunaldo | LSU Student | |
| Monica | Kinchen | University of Phoenix Student | |

Welcome New Members!

| First Name | Last Name | Title | Company Name |
|------------|-----------|----------------------------|-----------------------------------|
| Nicole | Hawes | Human Resources Specialist | LA Dept of Agriculture & Forestry |
| Olivia | Durbin | HR Student Intern | C-K Associates, LLC |
| Rita | Ozioko | Graduate Student | Louisiana State University |
| Seth | Bearry | LSU Student | |
| Taylor | Jordan | HR Generalist | Dudley DeBosier |
| Tonnisha | Ellis | Project Manager | Baton Rouge Area Chamber |
| Yvette | Marsh | Assistant Vice President | LSU Foundation |

GBR SHRM Career Center

EMPLOYERS

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CURRENT OPPORTUNITIES

[Human Resources - HR Generalist - Postlethwaite & Netterville \(P&N\)](#)

[Benefits Administrator - BREC](#)

[Human Resources Coordinator - Open Health](#)

[Human Resources Division Manager - City of Baton Rouge](#)



See the latest postings on the [GBR SHRM Career Center](#).



Follow Us

Partner
with us!

See our 2023 Sponsorship Prospectus



SHRM AT LSU
Spring Semester

February 15

March 22

April 19

BEC 1800, 6 PM

Since 1984, The Society for Human Resource Management (SHRM) chapter at Louisiana State University has made an impact on students studying the field of Human Resources. Attending their meetings can be a great way to network with student members and help them connect with internships and job opportunities.

[Follow them on LinkedIn for event updates](#)

HR Professionals Magazine

[View the February 2023 digital issue of HR Professionals Magazine.](#)

Visit gbrshrm.shrm.org for news, upcoming events, and more.



Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



March's Chapter Meeting

We continue to see great attendance and engagement, and our March Chapter Meeting was no different! Stacy Melvin really encouraged us to get more comfortable managing power and influence to make an organizational impact.

Thanks to our meeting sponsor, [Novo Nordisk](#), and our community spotlight, Youth City Lab. [Learn more](#) about how they provide a shared space for learning in our community.

We look forward to having you all join us for more upcoming events! Have a question or want to get more involved? [Email us!](#)



BRAC Calls for Speakers



Baton Rouge Area Chamber®

On June 29, The Baton Rouge Area Chamber (BRAC) is excited to host the second young professional's conference, YP Summit: Bring it 225. The event will offer participants an opportunity to learn how to navigate the professional and personal waters of Baton Rouge and how they can level up their career, no matter what position they are currently in. As leaders in HR in our region, we want you to have the opportunity to share what you are passionate about in one of the key areas: Personal, Professional, Leadership and Community Development. More information on the event and example session topics for each track can be found at brac.org/ypsummit. The great thing about being a speaker is your registration fee will be waived so you can be sure to participate in the full conference! We encourage you to share this opportunity with your membership base, a friend, colleague or mentor who you think would be interested in conducting a session as well.

Speaker proposal submissions can be made through the [online form here](#). Submissions are due by Wednesday, April 19.

The night before the conference kicks off be sure to mark your calendars for early check-in and happy hour which will take place in the Hilton Capital Center's Tunnel. It will be a great opportunity for you to mix and mingle with participants and hear more about your Baton Rouge experience and for you to hear what Baton Rouge's next leaders are interested in.

Event Details

DATE: Happy Hour - Wednesday June 28

Full Day Conference - Thursday, June 29, 2023

LOCATION: Hilton Capital Center, 201 Lafayette St, Baton Rouge

Business Report's 2023 Best Places to Work



Is your company one of the best places to work in the Capital Region?

NOMINATION DEADLINE: MAY 5

To register your company for participation and award consideration, please visit:

www.BestPlacesToWorkBatonRouge.com

PRESENTED BY:



PARTICIPATION IN SURVEY IS **FREE!**



Membership has so many benefits!

- Amazing programming
- Networking
- Social Events
- SHRM recertification credits

Join
Today!

Upcoming Events



April

CHAPTER MEETING

DATE:

April 13, 2023
7:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808



STUDENT
CHAPTER MEETING

Bring your 50/50 Raffle cash
to support the SHRM Foundation!

Don't miss our April chapter meeting focused on students!

April 13, 7:30 am
Crowne Plaza

Visit gbrshrm.shrm.org for news, upcoming events, and more.

GBR SHRM is excited to bring back Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director. This allows members to discuss relevant HR topics with a legal professional.

As a reminder, this event is complimentary for all GBR SHRM members. Registration is not required. We are still looking for additional locations to host future Coffee Talk meetings. Email us at gbrshrm@gbrshrm.org.

Coffee Talk

A chance to network and talk about relevant HR topics

Friday, April 14, 2023
8:00-9:00 a.m.

Breazeale, Sachse & Wilson, L.L.P.

One American Place
301 Main Street, 24th floor
Baton Rouge, LA 70801



Upcoming Events

Louisiana Conference for Human Resources

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Register Today!

BUILDING Resiliency TOGETHER

LOUISIANA CONFERENCE FOR HUMAN RESOURCES

Thur-Fri April 20 - 21, 2023

LAFAYETTE CAJUNDOME CONVENTION CENTER

Over 11 recertification hours

Great networking opportunities

Meet with top-notch vendors

Attend with us!

Louisiana HR
Louisiana Society for Human Resource Management

gbR SHRM
AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

GBR SHRM PRESENTS

Thursday, April 27

5 p.m.

ROTOLO'S PIZZERIA ESTABLISHED 1994

2985 Millerville Rd b
Baton Rouge, LA 70816

gbR SHRM
AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Join us for our next HR Off the Clock at Rotolo's on Millerville! Members and guests are invited to this non-sponsored event.

Follow us on [social media](#) for future HR Off the Clock locations.

Welcome New Members!

| First Name | Last Name | Company Name | Title |
|-------------|------------|---|---|
| Allie | Fournier | Louisiana State University | LSU Student |
| Angel | McCord | Facilities Maintenance Management | Human Resources Manager |
| Ann | Chen | | LSU Student |
| Armani | Stamps | LSU | LSU Student |
| Ashley | Knapps | Enginuity Global | Human Resources Manager |
| Bailey | Loria | The Personnel Consulting Group | Senior Staffing Coordinator |
| Brittany | Desselle | Tiger Athletic Foundation | Director of Human Resources |
| Bryn | Chieu-Chin | | LSU Student |
| Christopher | Okoduwa | Louisiana State University | LSU Student |
| Courtney | Highshaw | Louisiana Department of Health (LDH) | HR Director |
| Cristina | Weinnig | Forte and Tablada | VP HR/EX |
| Cynthia | Douglas | LA Department of Transportation and Development | Title VII/ADA Program Manager |
| Ebony | Sylvester | LSU | LSU Student |
| Emmaline | Leleux | b1BANK | HRIS Analyst |
| Gena | Champagne | Spherion | Franchise Owner |
| Hope | Russo | Louisiana Commission on Law Enforcement | Human Resources Director |
| Katelyn | Gallow | LSU Student | LSU Student |
| Kaylie | Martin | Rubicon LLC | Human Resources Coordinator |
| Koby | Caster | The Baton Rouge Clinic | Human Resources Intern |
| Marielle | Howard | ADP HCM Services | Associate District Manager |
| Shatikawa | Griffin | Forte & Tablada, Inc | Employee Experience Coordinator/HR Generalist |
| Stephen | Cali | Hub International | Senior Vice President |
| Tammie | Jenkins | John H Carter | Payroll and Benefits Manager |

HR Professionals Magazine

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CURRENT OPPORTUNITIES

[Assistant Director of Human Resources - LSU Foundation](#)



[Advisor - Talent Attraction - Nutrien](#)

[Director of Human Resources - Farm Bureau](#)

[Human Resources - HR Generalist - Postlethwaite & Netterville \(P&N\)](#)

[Benefits Administrator - BREC](#)

See the latest postings on the [GBR SHRM Career Center](#).

LSU Networking Night



Thank you to everyone who joined us for the LSU SLHRD Networking Night!



Follow Us

Partner
with us!

See our 2023 Sponsorship Prospectus



[Learn more](#) about the many ways your organization can sponsor an event with GBR SHRM!

Save the Date!

LASHRM DAY
at the Capitol

April 26, 2023

Stay tuned for more information!

Visit gbrshrm.shrm.org for news, upcoming events, and more.

Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



LSU SHRM Students Speak in April

We enjoyed hearing from LSU SHRM students at our April Chapter Meeting! They shared some insight into what motivates Generation Z in the workplace - a focus on finding purpose and an appreciation for organizations who invest in the community. And ultimately, Gen Z wants to bring a “fresh and distinctive perspective to the workplace.”

A special thank you to this month's meeting sponsor, Access2Day Health! [Learn more about how they can benefit your employees.](#)

Make sure to check out our upcoming events! Have a question or want to get more involved? [Email us!](#)



Louisiana SHRM Conference Recap



This year's Louisiana SHRM Conference had over 400 HR professionals in attendance from all across Louisiana! Thank you to all the members who came and represented GBR SHRM!

[See the recap video from LASHRM.](#)



SHRM Resource & Community Spotlight

Talent...talent, where for art thou talent? Looking for ways to build your talent pools and a more inclusive workforce?

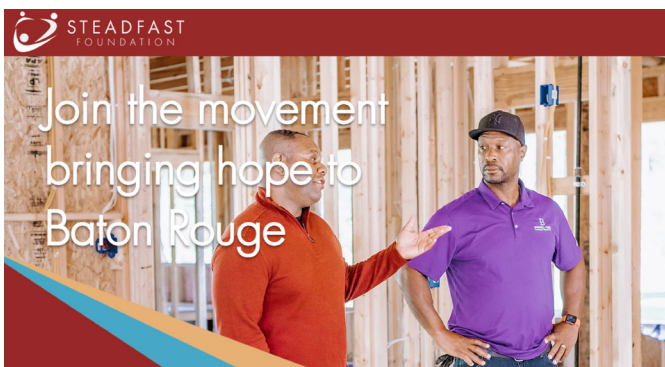
April is Second Chance Month, which aims to inform and highlight the many opportunities for state, local, government, and community-based service providers to build meaningful second chances for members of our community with criminal records or who are re-entering the workforce following incarceration.

The SHRM Foundation's Getting Talent Back to Work initiative is a multi-faceted program with the actionable knowledge and tools needed to attract, hire, and retain people with criminal records.

Learn more with this [free SHRM resource](#) and earn 10 professional development credits too!

Available resources include:

- Getting Talent Back to Work Certificate
- Self-Assessment
- Digital Toolkit
- Conversation Starter Cards
- Untapped Guiding Principles



George Gilliam, and the [Steadfast Foundation](#), is helping build talent pipelines in the Greater Baton Rouge area by supporting those in our community who are re-entering the workforce and helping to eliminate obstacles to their success. [Learn more and find out how you can help!](#)

Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

Thursday, May 11, 2023
8:00-9:00 a.m.

Breazeale, Sachse & Wilson, L.L.P.
One American Place
301 Main Street, 24th floor
Baton Rouge, LA 70801



GBR SHRM is excited to bring back Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director. This allows members to discuss relevant HR topics with a legal professional.

As a reminder, this event is complimentary for all GBR SHRM members. Registration is not required. We are still looking for additional locations to host future Coffee Talk meetings. Email us at gbrshrm@gbrshrm.org.

Join us on May 18, 11:30 a.m. at the Crowne Plaza for our May Chapter Meeting!

As the CEO of SSA Consultants, Christel C. Slaughter, PhD has led organizational transformations involving strategy, growth, cultural change, and performance improvement. As an organizational consultant, she specializes in leadership development, executive coaching, change management, performance improvement, and strategic planning.



May

CHAPTER MEETING

DATE:

May 18, 2023
11:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808



Christel C. Slaughter, Ph.D.

MANAGING CHANGE
AT WARP SPEED

Bring your 50/50 Raffle cash to support the SHRM Foundation!

Upcoming Events

Make plans to join us on May 24 from 1:00–4:30 p.m. at the River Center Branch Library for our Spring Learning Lab! Beacon of Light Founder, Keesha B. Buteau, will be sharing about Moving from Resumé Building to Legacy Building. Registration is opening soon!

Check out our [Sponsorship Prospectus](#) to find out how your organization can partner with us.

Registration Opening Soon!

Learning Labs
A GBR SHRM Learning Intensive

May 24, 1 - 4:30pm
River Center Branch Library
Moving from Resumé Building to Legacy Building

\$60 for members
\$85 for non-members

Sponsorship opportunities available

Keesha B. Buteau, MBA

gbr SHRM AFFILIATE OF SHRM
BETTER WORKPLACES BETTER WORLD™

GBR SHRM PRESENTS

Thursday, May 25

5 p.m.

Premier LANES

1414 N. Airline Hwy
Gonzales, LA 70737

gbr SHRM AFFILIATE OF SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

Get ready to put your bowling shoes on! Join us for our next HR Off the Clock at Premier Lanes in Gonzales on May 25. Stay tuned for additional details.

Members and guests are invited to this non-sponsored event.

Follow us on [social media](#) for future HR Off the Clock locations.

Welcome New Members!

| First Name | Last Name | Company | Title |
|------------|--------------|---|---------------------------------------|
| Alicia | Trahan | Nexstar Media Group Inc | Human Resource Business Administrator |
| Brooke | Olivier | Trade Construction Company | HR/Payroll Supervisor |
| Corai | Jackson | Louisiana Workers' Compensation Corporation | Human Resources Business Partner |
| Cory | George | BCBSLA | ERP |
| Daniel | Douglass Jr. | | LSU Student |
| Diane | McDuff | Jefferson Financial FCU | HR and Training Manager |
| Elizabeth | Waguespack | Rubicon LLC | HR Representative |
| Forrest | Richards | Spectrum Employee Services | Business Development |
| Francesca | Shreve | basf001 | Sr. Talent Advisor |
| Karen | Brown | Dept of Wildlife & Fisheries | Human Resources Specialist |
| Kayotta | Lewis | Louisiana Workforce Commission | Labor Market Specialist |
| Kelly | Cormier | Department of Wildlife and Fisheries | Human Resources Supervisor |
| Lashauna | Shelton | Capital Area Transit System | Human Resource Specialist |
| Latrice | Bracken | Louisiana Department of Wildlife & Fisheries | HR Manager |
| Michael | Zaubrecher | Spherion Staffing | Franchise Owner |
| Monique | Poree | Alzheimer's Services of the Capital Area | Office Manager |
| Paula | Roddy | Louisiana Dept of Transportation and Development | Compliance Programs Director |
| Peggy | Melancon | Elder Outreach | HR Director |
| Peyton | Fontenot | | Southern Student |
| Sarah | Frazier | | LSU Student |
| Sharessa | Parker | LA State University and Agricultural and Mechanical College | Senior Employee Relations Consultant |
| Stacey | Barber | GEHA | Senior HRBP |
| Tonia | Booker | Capital Area Transit System | HR Manager |
| Uchello | Rollins | Capital Area Transit System | Human Resource Specialist |
| Wayne | Albert | Wayne Albert | Human Resource Specialist |



May Membership Special

- Amazing programming
- Fun networking opportunities, during and after hours
- Insightful Coffee Talks with our Legislative Director
- SHRM recertification credit opportunities

GBRSHRM.SHRM.ORG

JOIN FOR ONLY

\$99

MAY 1 - 31, 2023

Take advantage of our May special!

GBR SHRM Career Center

EMPLOYERS

For just \$99 GBR SHRM members can post a job for 90 days in the GBR SHRM career center. What better way to target qualified HR Professionals than by going straight to the source where they network? [Submit a request here.](#)

EMPLOYERS WITH INTERNSHIPS

Are you looking for applicants for an available internship? Are you interested in having your internship posted with the LSU and SU SHRM chapters? Send your job posting to gbrshrm@gbrshrm.org. Email gbrshrm@gbrshrm.org for more details.

CURRENT OPPORTUNITIES

[Senior HR Benefits Consultant- LSU](#)

[Advisor - Talent Attraction - Nutrien](#)

[Director of Human Resources - Farm Bureau](#)

See the latest postings on the [GBR SHRM Career Center](#).



HR Professionals Magazine

[View the April 2023 digital issue of HR Professionals Magazine.](#)



Follow Us

Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



May's Chapter Meeting



We had a great May chapter meeting, hearing from Christel C. Slaughter, Ph.D. on the importance of managing change in your organization. "Start small and create pockets of excellence."

Thanks to meeting sponsor, [NFP](#), and community sponsor, the [Steadfast Foundation!](#)

Make sure to check out our upcoming events! Have a question or want to get more involved? [Email us!](#)



GBR SHRM New Logo Announcement

GBR SHRM is an innovative thought leader with a demonstrated commitment to advancing the HR profession by empowering and serving our members through opportunities for development, networking and collaboration within an equitable and inclusive community. To adapt to the ever changing and fast-paced environment, we felt it was time to rebrand our logo to align with reaching and engaging a more modern HR community.



May Membership Special

- Amazing programming
- Fun networking opportunities, during and after hours
- Insightful Coffee Talks with our Legislative Director
- SHRM recertification credit opportunities

GBRSHRM.SHRM.ORG

JOIN FOR ONLY

\$99

MAY 1 - 31, 2023

7 more days to

Take advantage of
our May special!



Chapter Meeting

Network with professionals in your industry!

Stick the colored circle that matches your industry to your nametag and connect with those in similar fields during our networking time!



Healthcare



Government



Finance/Banking



Professional Services



Education



Hospitality



Oil/Gas/Chemical



Technology



Construction/Manufacturing



Non-profit



Other

At our chapter meetings, make sure to arrive at 11:30am for the opportunity to network and connect with those in similar fields!

HR Professionals Magazine

[View the May 2023 digital issue of HR Professionals Magazine.](#)



Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

Thursday, June 8, 2023
8:00-9:00 a.m.

Breazeale, Sachse
& Wilson, L.L.P.
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drive change

SHRM ANNUAL CONFERENCE & EXPO
LAS VEGAS & VIRTUAL | JUNE 11-14, 2023

75TH ANNIVERSARY
SHRM
BETTER WORKPLACES
BETTER WORLD™

Join us at SHRM23 for the largest gathering of HR professionals on Earth in one of the most vibrant cities in America: Las Vegas, NV. [Learn more.](#)

Upcoming Events

Join us for our next chapter meeting in **JULY** at the Crowne Plaza, 11:30am, in Baton Rouge. Rachel Carroccio and Nikki Godfrey, Ph.D. from Emergent Method will be sharing on the power of effective networking.

Reminder: No chapter meeting in June! Check out our other events on our [website](#).



July

CHAPTER MEETING



Rachel Carroccio

&

Nikki Godfrey, PhD

with Emergent Method

DATE:

July 20, 2023
11:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808

NETWORKING: LEAD
WITH YOURSELF

Bring your 50/50 Raffle cash to support the SHRM Foundation!

Save the Date!



GBR SHRM Annual Conference

Cultivating Courage

Leading fiercely in the workplace

Oct. 11, 2023



Make plans to join us for our Annual Conference in October this year! More details coming soon!

Welcome New Members!

| First Name | Last Name | Company | Title |
|------------|-----------|---|--------------------------------|
| Carla | Reed | Blue Cross and Blue Shield of Louisiana | Talent Acquisition Coordinator |
| David | Dartez | NES Fircroft | HR Consultant |
| Elaina | Harris | MDC Global Solutions LLC | HR Generalist |
| Michelle | Bunch | Sparkhound | Human Resources Coordinator |
| Mohammed | Bataineh | Chase Bank | Banker |

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Follow Us

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MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



GBR SHRM Takes Vegas at SHRM23

GBR SHRM, along with Louisiana SHRM, represented our state well at the SHRM Annual Conference & Expo in Las Vegas earlier this month!

“SHRM23 was nothing short of transformative, filled with game-changing ideas, thought-provoking sessions, and exceptional speakers reshaping the workplace as we know it.”



SHRM23 Take Aways

A few of our Board Members were able to attend SHRM23 this year. We asked Niki Norton, LSU Assistant Vice President for Human Resource Management, and GBR SHRM Community Relations Chair, what she thought about the conference.

What was your favorite part of the SHRM23 conference?

Mitch Albom's keynote, *The Stranger in the Lifeboat: The Power of What You Carry Through Life and Other Important Lessons*, was the most inspiring and powerful keynote I'd ever heard. He shared the story of his college professor and mentor, Morrie Schwartz, who's fight with ALS inspired him to "give to live" and the unexpected gift of having Haitian orphan, Chica, come to live with him and his wife during her fight with an incurable brain tumor. Chica helped him see that just because we expect what we asked for to look a certain way and what we get doesn't quite look like how we envisioned, doesn't mean we didn't actually get what we asked for...or what we needed.

What was one topic that really resonated with you?

Beyond the tearjerker above, I'll give you three other major nuggets: 1.) Johnny C Taylor, continued Mitch Albom's sentiments saying that as HR Professionals, our daily work can make a lifelong impact on the people around us. People will remember us, what we did, how we made them feel long afterward and long after we may forget helping them. When HR is done right, we write a chapter in almost everyone's life story. 2.) AI is here and we must embrace it, but AI cannot replicate heart! Artificial Intelligence + Human Intelligence = ROI for organizations. 3.) With labor shortages and facing a demographic cliff, we need to rethink work. This is not a call to lower standards, but to lower barriers. Action is needed now to tear the paper ceiling and focus on skills based hiring that opens the talent pool to greater numbers of qualified candidates and leads to a more inclusive workforce.

How do you plan to put what you learned into action?

With our return from SHRM and working with Community Partner, ThreeSixtyEight on the Assembly Required event last week, we have already started the conversation on skills based hiring in our local community. More work is ahead to discuss policy and foundational elements to bring this to reality for many of our local organizations. I have begun identifying resources and ways in which we may be able to utilize AI in my organization for job descriptions and the screening of candidates in hopes it may streamline processes and help us gain efficiencies in order to spend more time with strategic consultation. And personally, I've taken to heart the words of Mitch Albom and Johnny C. Taylor, to invest more day to day in those around me and strive to play a positive role in other's montage reel of life.

GBR SHRM & Assembly Required

GBR SHRM was honored to be a Community Partner at ThreeSixtyEight's recent [Assembly Required](#). The Future of Talent aimed to equip locals with perspectives, catalyze change in the community, and turn ideas into action.

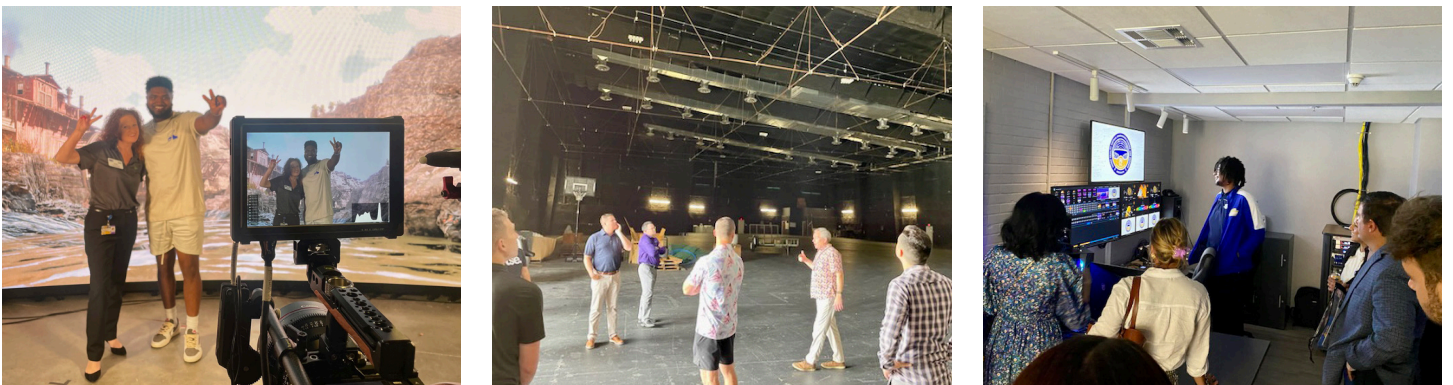
Did you miss it? [Watch the recording here](#) and keep your eyes out for their upcoming events!



In addition to the conference, the Assembly Required team hosted field trips across various site locations in an effort to better connect with Baton Rouge.

"Our goal is to give you new insights on how some of the best leaders recruit/retain talent."

Board Members visited 6 local businesses and had the opportunity to share the mission of GBR SHRM and the benefits of membership.



Special Interview Event Highlights STARs

We had a great special interview event with Opportunity@Work CEO and Co-Founder Byron Auguste and ThreeSixtyEight CEO Kenny Nguyen on skill-based hiring and workers Skilled Through Alternative Routes. [Learn more about tearing the paper ceiling!](#)

Thank you to our lunch sponsors for the event, [Highflyer HR](#) and [NFP](#)! We are also very grateful to [EisnerAmper](#) for opening up their space to us.

STARs =

Skilled Through Alternative Routes
vs. bachelor's degree

Routes like certificates, apprenticeships, training programs, military service, community college, partial college, and ON-THE-JOB



Begin and end with HR

EISNERAMPER



Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

Thursday, July 13, 2023
8:00-9:00 a.m.

Breazeale, Sachse & Wilson, L.L.P.
One American Place
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Visit gbrshrm.shrm.org for news, upcoming events, and more.



July

CHAPTER MEETING



Rachel Carroccio

&

Nikki Godfrey, PhD
with Emergent Method

DATE:

July 20, 2023
11:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808

NETWORKING: LEAD WITH YOURSELF

Bring your 50/50 Raffle cash to support the SHRM Foundation!



Chapter Meeting

Network with professionals in your industry!

Stick the colored circle that matches your industry to your nametag and connect with those in similar fields during our networking time!



Healthcare



Government



Finance/Banking



Professional Services



Education



Hospitality



Oil/Gas/Chemical



Technology



Construction/Manufacturing



Non-profit



Other

At our chapter meetings, make sure to arrive at 11:30am for the opportunity to network and connect with those in similar fields!

HR Professionals Magazine

[View the June 2023 digital issue of HR Professionals Magazine.](#)



Call for Sponsors

GBR SHRM Annual Conference



Cultivating Courage

Leading fiercely in the workplace

Oct. 11, 2023



Don't miss this opportunity to get your product or service in front of this industry-diverse HR professional organization! [See sponsorship opportunities available.](#)

Thank You



Spectrum
PAYROLL | TLM | HR | BENEFITS

for being a

Platinum Sponsor

Welcome New Members!

| First Name | Last Name | Company | Title |
|------------|-----------|--|---------------------------------------|
| Amy | Maronge | Amedisys | Benefits Specialist |
| Angela | Fetters | The Magnolia Companies of Louisiana | Director of Human Resources |
| Ashley | Collins | Highflyer Hr & Payroll | HR Generalist |
| Brett | Simon | AWC | Talent Acquisition Lead |
| C Yvette | Moody | IBM | Delivery Manager and Practice Leader |
| Camille | Fruge | SSA | Consultant |
| Chadwick | Cole | Spectrum Employee Services | Chief Payroll Nerd |
| Craig | Broome | Highflyer Payroll | President |
| Crystal | Delatte | INEOS Oxide | HR Representative |
| Dana | Coody | Shintech | HR Manager |
| Daniel | Robinson | RRDMWMP Wealth Management Partners LLC | Member Manager |
| Darlene | Jarvis | BREC | Director of Human Resources |
| Destiny | McCue | Off The Hook | Operations Specialist/HR Admin |
| Elena | Branzaru | City of Baton Rouge/Parish of East Baton Rouge | Employment Attorney |
| Emily | Bankston | Performance Contractors, Inc. | HR Coordinator |
| Eric | Ellis | Highflyer Payroll | Territory Manager |
| Grace Ann | Ourso | Covalent Logic | VP |
| Hannah | Arceneaux | TechHuman | Account Manager |
| Isabella | Piland | La Patient's Compensation Fund | Human Resources Analyst |
| Jennifer | Trahan | The Royal Standard | Human Resources Manager |
| Joey | Fontenot | Cajun Industries, LLC | Director of Human Resources |
| Jovelle | Landry | Baton Rouge Marriott | Human Resources Coordinator |
| Kate | Guillot | DEMCO | Training Specialist |
| Kate | Wetekamm | LSU Foundation | Associate Director of Human Resources |
| Kim | Glutz | H&E Equipment Services Inc | Business Analyst - IT |
| Krystal | Memleb | First Guaranty Bank | Insurance Coordinator |
| Laura | Bickham | Gentiva Hospice | Bereavement/Volunteer Coordinator |
| Lawrence | Salone | Post Trauma Institute | Founder |
| Leigh | Redman | Bascom Hunter Technologies | Project Lead - HR |
| Lyndsey | Mitchell | Bernhard | VP of HR |
| Missy | Judice | Blue Cross and Blue Shield of Louisiana | Manager, Talent and Sourcing Programs |
| Nashiya | Young | Our Lady of the Lake | Sr. HR Business Partner |
| Nicole | McAlister | Junior Achievement of Greater Baton Rouge | Mentorship Specialist |
| Nikki | Boutte | Our lady of the Lake | Sr. HR Business Partner |
| Paula | Shreve | Stephenson Technologies Corporation | Business Manager |
| Rebecca | Jones | PALA Group, Inc. | Human Resources Department Manager |
| Rose | Dedon | LSU | Senior Business Coordinator |
| Scott | Landry | Chaffe McCall | Partner |



Follow Us

Welcome New Members!

| First Name | Last Name | Company | Title |
|------------|-------------|-----------------------------|---|
| Sonja | Conerly | Patient's Compensation Fund | Human Resources Specialist |
| Stephanie | Laspe | DEMCO | HR Manager |
| Tabitha | Chrisentery | FMOLHS | HR Business Partner |
| Tammy | Corripio | Domino's Pizza, LLC | Human Resources Generalist |
| Taylor | Semones | The Advocate | Human Resources Manager |
| Tina | Jeansonne | Anvil Attachments LLC | HR Manager |
| Trina | Coleman | Paychex | HR Consultant |
| YaSheka | Adams | Blue Cross and Blue Shield | Director Organizational Development and Effectiveness |
| Yaves | Landry | Our Lady of the Lake | HR Business Partner |

GBR SHRM Career Center

EMPLOYERS

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EMPLOYERS WITH INTERNSHIPS

Are you looking for applicants for an available internship? Are you interested in having your internship posted with the LSU and SU SHRM chapters? Send your job posting to gbrshrm@gbrshrm.org. Email gbrshrm@gbrshrm.org for more details.



Details for SHRM24 have been announced! Get ready to embrace change and lead innovation within your organization.

[Learn more and register!](#)

Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



July Meeting Focuses on Networking

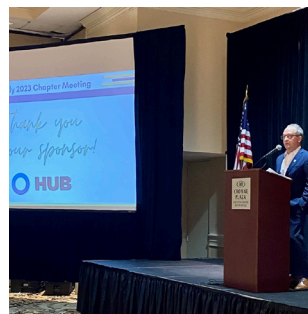
July's engaging Chapter Meeting with Rachel Carroccio and Nikki Godfrey, Ph.D. from the Emergent Method focused on refining our networking skills!

"Networking is making and keeping genuine and real connections."

Here were some great takeaways:

- Make personal connections by opening up and being interested
- Start with why
- Ask great questions and seek advice
- Follow up early and often

A big thank you also to [HUB International](#) for being our meeting sponsor! [Learn more about how they can help you reach your goals.](#)



Community Spotlights

Thank you to our July Community Spotlights: Baton Rouge Youth Coalition, Maddie's Footprints, and TedX Baton Rouge. Check out what they're doing in the community!

Email josh@thebryc.org for more information on the Workforce Readiness Group mentioned during July's Chapter Meeting.

BRYC is actively recruiting mentors for this upcoming school year! Stop by the Open House on July 27, 6-7pm, to hear about different opportunities, or [learn more about BRYC and how you can volunteer on their website.](#)

WHAT'S BRYC?
A FREE AFTER-SCHOOL PROGRAM THAT HELPS TEENS ("FELLOWS") SUCCEED IN HIGH SCHOOL & GET INTO & PAY FOR COLLEGE.

BRYC BY THE NUMBERS

| | |
|-----|---------------------|
| 15 | years |
| 670 | Alumni |
| 82% | college persistence |
| 3.4 | PTS avg. ACT growth |
| 350 | Fellows (2023-24) |

MENTOR ROLES

LEARNING MENTOR (8TH - 10TH GRADE)
Support a group of 2-4 Fellows working to master study skills in the context of a "focus class" (English, history, or math).

LEARNING MENTOR (11TH GRADE)
Support a group of 2-4 Fellows working to master ACT content and test-taking strategies and increase their scores.

COLLEGE MENTOR (12TH GRADE)
Support 1-2 Fellows working to execute the college application and financial aid process and choose a best-fit school.

HOW IT WORKS

- START!**
COMMIT TO 1 DAY PER WEEK (MON, TUES, OR WED) FOR THE SCHOOL YEAR
- ALARM!**
COME TO BRYC (460 N 11TH ST) ON YOUR ASSIGNED DAY FROM 6-7:15PM
- UPHOLD!**
UPHOLD THE BRYC "CULTURE CODE"
THEBRYC.ORG/CULTURE-CODE

maddie's footprints

Maddie's Footprints provides emotional and financial support to families coping with miscarriage, stillbirths or loss of an infant.

for more information: 225-205-6862
mandy@maddiesfootprints.org
www.maddiesfootprints.org

The vision of Maddie's Footprints is to help families who have experienced miscarriages, stillbirths or the loss of an infant. We help lead these families in the right direction when they are in need of information and/or counseling. We also offer these families financial assistance for end-of-life expenses and/or medical expenses that can be overwhelming during their difficult time. Please consider using our [Returning to Work resource](#), which was created by our grief counselor.

TEDxBatonRouge is a community-connecting, idea-elevating, discussion-starting experience. It's a space for the leaders, thinkers, doers, and dreamers of the Baton Rouge community to gather and explore possibilities for the region and celebrate the brilliant ideas baked right here at home. [Learn more about the event and how you can get involved.](#)

TEDx
Baton Rouge

It is time to challenge assumptions, consider possibilities, and cultivate curiosity. It's time to **Think Again.**

September 14 | Manship Theatre
tedxbatonrouge.com

Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

- Tuesday, Aug. 8, 2023 8:00-9:00 a.m.
- Thursday, Aug. 10, 2023 8:00-9:00 a.m.

Farm Bureau
7000 Commerce Circle
Baton Rouge, LA 70809

Breazeale, Sachse & Wilson, L.L.P.
One American Place
301 Main Street, 24th floor
Baton Rouge, LA 70801



You now have TWO chances to make it to a Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director! This opportunity allows members to discuss relevant HR topics with a legal professional.

As a reminder, this event is complimentary for all GBR SHRM members. Registration is not required. We are always looking for additional locations to host future Coffee Talk meetings. Email us at gbrshrm@gbrshrm.org.

Join us for our next chapter meeting in August at the Crowne Plaza, 11:30am, in Baton Rouge.

Kimberly Benoit, leadership & workplace toxicity expert, will be joining us for a discussion on tackling toxicity in the workplace and how our actions can alter outcomes.

Visit gbrshrm.shrm.org for news, upcoming events, and more.



August

CHAPTER MEETING

DATE:

August 17, 2023
11:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808



Kimberly Benoit

TACKLING TOXICITY FROM THE INSIDE OUT

Bring your 50/50 Raffle cash to support the SHRM Foundation!

Annual Conference



Annual Conference ● Oct. 11, 2023

Registration NOW OPEN!



*Cultivating
Courage*
Leading fiercely in the workplace

gbrshrm.shrm.org

Greater Boston Society of SHRM
AFFILIATE OF SHRM
BETTER WORKPLACES
BETTER WORLD™

You're invited! Gain access to extensive programming including content for business management and strategy, workforce planning and talent acquisition, learning and development, compensation and benefits, employee and labor relations, and risk management. Attendees will have the opportunity to earn SHRM and HR Certification Institute recertification credit hours by attending the full-day conference. [Register now!](#)

Thank You



Spectrum
PAYROLL | TLM | HR | BENEFITS

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Platinum Sponsor

Thank you to our conference

Gold Sponsors



GBR SHRM Annual Conference
Cultivating
Courage
Leading fiercely in the workplace
Oct. 11, 2023

Welcome New Members!

| First Name | Last Name | Company Name | Title |
|------------|-----------------|---|--|
| Danielle | Jackson | Louisiana State Civil Service | Human Resources Consultant |
| Donna | Owens | Westaff | Branch Manager |
| Janna | Lege | Louisiana State Licensing Board for Contractors | Director, Human Resources and Examinations |
| Jeremy | Dunbar | La Capitol FCU | Senior HR Generalist |
| Lakeesa | Revish | Louisiana State University | Compensation Analyst |
| McKenzie | Manuel | The ISC Group, LLC | Benefits Manager |
| Mia | Bivalacqua | FranU | Student |
| Nekia | Nicholas | CDI Engineering Solutions | Talent Acquisition |
| Shirley | Wyatt-McFarland | SFBCIC - LA Farm Bureau | Director of Human Resources |
| Sierra | Valega | FranU | Student |
| Will | Busby | Spectrum Employee Services | Sales Development Representative |

HR Professionals Magazine

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CURRENT OPPORTUNITIES

[Human Resources Coordinator - EisnerAmper](#)

[Compensation Analyst - b1BANK](#)

See the latest postings on the [GBR SHRM Career Center.](#)



Save the Date

Fall SHRM
Certification Prep

3-DAY WORKSHOP

October 13, 20, & 27 • 9 a.m. - 5 p.m.

- ▶ WORKSHOP & MATERIALS: \$1200 (\$100 SAVINGS)
- ▶ WORKSHOP ONLY: \$450
- ▶ MATERIALS ONLY: \$850

Commerce Title,
2051 Silverside Dr, Ste. 160
Baton Rouge, LA 70808

Register by
August 11!



GBR SHRM invites its members to participate in a workshop exclusively designed to prepare them for the SHRM-CP or SHRM-SCP certification.

- Register
- Get your materials
- Come ready to apply your knowledge & prepare for the exam!

[Learn more and register!](#)

Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



August's Chapter Meeting

Leadership Coach and author, [Kimberly Benoit](#) left us with some great perspective about the role we could all potentially be playing in a toxic workplace environment and what we can do about it.



“What is one thing you can do differently that might impact the currently toxic situation?”

A big thank you to our Chapter Meeting sponsor, USI Insurance Services! [Learn more about what they have to offer!](#)



Community Partner Spotlights

Thank you to our August Community Spotlights: Acadiana Veteran Alliance and Forum225. Learn more about each and what they're doing in the community!



Acadiana Veteran Alliance's mission is to unite veterans, veteran-owned businesses, and all companies for a common purpose; supporting veterans in job creation and work placement, assisting veterans in mental health solutions, creating a new, and funding existing veteran-focused philanthropies through focused efforts. [Learn more.](#)

Founded in August 1993 to inspire young professionals to become involved with philanthropic organizations and activities, Forum225, was founded to support young men and women dedicated to leading, improving, and shaping Baton Rouge. Interested in supporting a young professional in the Capital Region? [Serve as a 2023 Barton Leadership Mentor!](#)

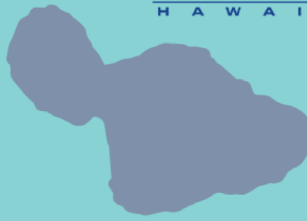
[Learn more about Forum225.](#)

The graphic for Forum225 membership features a white background with orange and teal wavy borders. At the top left, the text 'FORUM225' is in a large, bold, orange font, with 'RED STICK YOUNG PROFESSIONALS' in a smaller, teal font below it. The word 'MEMBERSHIP' is written in a large, bold, black font. To the right of the text are three small photographs: the top one shows a group of people at an event, the middle one shows two women smiling, and the bottom one shows a group of four people. Below the photos is a QR code with a small 'b' logo in the center. To the right of the QR code, the membership rates are listed: 'Individual Membership: \$75', 'Married Membership: \$125', and 'Student Membership: \$35'. At the bottom, a red banner contains the text 'QUESTIONS? CONTACT MEMBERSHIP@FORUM225.ORG' in white, uppercase letters.

QUESTIONS? CONTACT MEMBERSHIP@FORUM225.ORG

Get Involved

MAUI STRONG



SHRM
HAWAII



Links on our website

How the HR Community can help:

- Hawaii Community Foundation Maui Strong Fund
- Hawaii Chamber of Commerce Foundation
- PASHA Donation Drive
- Boys & Girls Club Maui

SHRM

Today and in the days ahead we hold the people of Maui in our thoughts and prayers, sending love and hope.



FOOTPRINTS FOREVER 2ND ANNUAL RACE

A FUN FAMILY EVENT CELEBRATING ALL OF THE ANGEL BABIES THAT WE HOLD CLOSE TO OUR HEARTS. THIS MEMORABLE DAY WILL INCLUDE A BIRTHDAY CAKE CELEBRATION FILLED WITH BUBBLES, INFLATABLES, FACE PAINTING, FOOD, SHO BALLS AND SO MUCH MORE!!

OCTOBER 28, 2023
PONTE-MARIE
14200 RIVER ROAD, BATON ROUGE, LA

PRESENTED BY
GRANT CONSTRUCTION ETHRIDGE

QUARTER MARATHON, 5K, OR 1 MILE

www.maddiesfootprints.org

Register and join the GBR SHRM Team!



[Join our team](#) and support Maddie's Footprints, an organization that helps families who have experienced a miscarriage, stillbirth, or loss of an infant.

Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

- Tuesday, Sept. 12, 2023 8:00-9:00 a.m.
- Thursday, Sept. 14, 2023 8:00-9:00 a.m.

Pelican State Credit
Union Corporate Office,
North Building
2675 O'Neal Lane
Baton Rouge, LA 70816

Breazeale, Sachse
& Wilson, L.L.P.
One American Place
301 Main Street, 24th floor
Baton Rouge, LA 70801



You now have TWO chances to make it to a Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director! This opportunity allows members to discuss relevant HR topics with a legal professional.

As a reminder, this event is complimentary for all GBR SHRM members. Registration is not required. We are always looking for additional locations to host future Coffee Talk meetings. Email us at gbrshrm@gbrshrm.org.

Join us for our next chapter meeting in September at the Crowne Plaza, 7:30am, in Baton Rouge.

Ira Field, a founding member and Senior Partner with the Feld Weinstein Group at Morgan Stanley, will be with us to talk about how a foundation of financial wellness is vital for employees to be successful in the workplace. Don't miss it!



September CHAPTER MEETING



DATE:
September 21, 2023
7:30 am

LOCATION:
Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808

Ira Field, CIMA®, C(k)P®

FINANCIAL WELLNESS
FOR YOU, YOUR EMPLOYEES,
& YOUR BUSINESS

Bring your 50/50 Raffle cash
to support the SHRM Foundation!

Shoot for the STARS

Intentionally Planning for Skilled-Based Hiring

Wednesday, September 27, 12-2:30pm

Louisiana Transportation Research Center
4101 Gourrier Ave, Baton Rouge, LA 70808



Workshop how to practically "tear the paper ceiling" & build a complete talent strategy!

\$60 for members
\$85 for non-members



Save the Date ★

We're continuing the momentum on highlighting workers "skilled through alternative routes (STARS)" next month! Join us for a workshop using practical materials from Opportunity@Work to help you implement a complete talent strategy within your organization. Let's remove barriers and tear the paper ceiling together!

Annual Conference



GBR SHRM Annual Conference
*Cultivating
Courage*
Leading fiercely in the workplace



Keynote Speaker

Lacy Dicharry
Speaker, Coach, Trained Facilitator

**Cultivating Courage:
Leading Fiercely in the Workplace**

October 11, 2023 • Crowne Plaza Baton Rouge • gbrshrm.shrm.org

You're invited! Gain access to extensive programming including content for business management and strategy, workforce planning and talent acquisition, learning and development, compensation and benefits, employee and labor relations, and risk management. Attendees will have the opportunity to earn SHRM and HR Certification Institute recertification credit hours by attending the full-day conference. [Register now!](#)

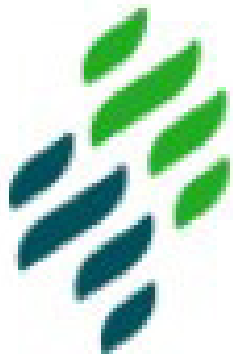
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for being our

Bag Sponsor

Thank you to our conference

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GBR SHRM Annual Conference
Cultivating
Courage
Leading fiercely in the workplace
Oct. 11, 2023

Thank you to our conference

Gold Sponsors



GBR SHRM Annual Conference
Cultivating
Courage
Leading fiercely in the workplace
Oct. 11, 2023

Welcome New Members!

| First Name | Last Name | Company Name | Title |
|----------------|----------------|--|--|
| Angela | Miller | Southern | Student |
| Brandi | Frey | LSU AgCenter | Senior Training Specialist |
| Brent | Mangum | Baton Rouge Area Chamber | Manager of Business Partnerships |
| Christopher | Bailey | McGriff | Benefits Consultant |
| Emily | Calkins | PPL PCA | Firm Administrator |
| Hannah | Daigle | Community Management | Hiring and Training Manager |
| Holly | Ranallo | Highland Wealth | Client Service Associate / Human Resources |
| Jason | Vidaurre | DBMC Restaurants | HR Manager |
| Jennifer | Flowers | Sparkhound | Human Resources Operations Specialist |
| Jennifer | Leonard | M&M Glass Company, LLC | Human Resource Manager |
| Josh | Howard | Baton Rouge Youth Coalition | Chief of Staff |
| Kaycie | Schober | Lane Regional Medical Center | Human Resource Generalist |
| Keisha | Wilson | WBRZ 2 | Human Resources Director |
| Lamonica | Sanders | Cox Communications | Sr HR Business Partner |
| Lisa | Paul | Entergy | HR Rep. |
| Maishia | James | St. Gabriel Health Center | Human Resources Manager |
| Molly | McDiarmid | Phelps Dunbar | Attorney |
| Monet | McDaniels | LA Dept of Health | Summer Intern |
| Shokai "Nikki" | Lopez-Crawford | LA State Licensing Board for Contractors | Human Resources Consultant C |
| Tyler | Comeaux | LSU | Student |
| Zakary | Zanovec | LSU | Student |

Membership Pricing Increase

beginning 2024

Membership Price: \$229 Student Membership Price: \$49

(Membership pricing hasn't changed in over 10 years)

Member Benefits

- Local professional development opportunities
- Opportunities to network and exchange valuable information with other HR professionals
- Insightful Coffee Talks with our Legislative Director
- Fun networking opportunities, during and after hours like HR Off the Clock
- Interesting and informative meetings on trending HR topics, like the Special Interview Event
- SHRM recertification credit opportunities
- Leadership skill development opportunities with the ability to assume volunteer leadership roles

Membership pricing increases passed at the August Chapter Meeting. Thank you for continuing to invest in GBR SHRM so we can continue to empower HR professionals in the Baton Rouge area and offer numerous opportunities.

GBR SHRM Career Center

EMPLOYERS

For just \$99 GBR SHRM members can post a job for 90 days in the GBR SHRM career center. What better way to target qualified HR Professionals than by going straight to the source where they network? [Submit a request here.](#)

CURRENT OPPORTUNITIES

[Human Resources Business Partner - Community Coffee Company](#)

[Sr. Total Rewards Analyst - Community Coffee Company](#)

[Benefits Coordinator - LSU HRM](#)

[Human Resource Generalist II - Providence Engineering & Environmental Group LLC](#)

[Human Resources Coordinator - EisnerAmper](#)

See the latest postings on the [GBR SHRM Career Center.](#)



Follow Us

HR Professionals Magazine

[View the August 2023 digital issue of HR Professionals Magazine.](#)



Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



September's Chapter Meeting

Ira Feld, founding member and Senior Partner with the Feld Weinstein Group at Morgan Stanley, joined us for September's meeting to discuss the importance of financial wellness in the workplace.

"HR professionals can help put employees on a path to financial wellness starting with financial confidence. When employees thrive, companies thrive too. A foundation of financial wellness is vital for employees to be successful in the workplace."

A big thank you to our Chapter Meeting sponsor, Spectrum Employee Services! [Learn more about what they have to offer!](#)



Community Partner Spotlight

Thank you to our September Community Spotlight: the Greater Baton Rouge Food Bank. Learn more about them and what they're doing in the community!



FAST FACTS


WHAT IS THE GREATER BATON ROUGE FOOD BANK

The Greater Baton Rouge Food Bank is a nonprofit organization that provides services across 11 different parishes. We solicit, inventory, and distribute donated products to nearly 100 member agencies that directly serve people facing hard times. In 2022, the Greater Baton Rouge Food Bank distributed 10.4 million meals to those in need.



- Ascension
- Assumption
- East Baton Rouge
- East Feliciana
- Iberville
- Livingston
- Point Coupee
- St. Helena
- St. James
- West Baton Rouge
- West Feliciana


What to Donate


 Canned Vegetables

 Flour

 Corn Meal

 Canned Soup


 Rice

 Breakfast Bars & Cereal

 Dried Beans

 Peanut Butter

 Pasta

 Any Nonperishables

[Learn more about how to give or volunteer with the Greater Baton Rouge Food Bank!](#)

Other Announcements



FOOTPRINTS FOREVER 2ND ANNUAL RACE

A FUN FAMILY EVENT CELEBRATING ALL OF THE ANGEL BABIES THAT WE HOLD CLOSE TO OUR HEARTS. THIS MEMORABLE DAY WILL INCLUDE A BIRTHDAY CAKE CELEBRATION FILLED WITH BUBBLES, INFLATABLES, FACE PAINTING, FOOD, SNO BALLS AND SO MUCH MORE!!

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QUARTER MARATHON, 5K, OR 1 MILE

www.maddiesfootprints.org

Register and join the GBR SHRM Team!



[Join our team](#) and support Maddie's Footprints, an organization that helps families who have experienced a miscarriage, stillbirth, or loss of an infant.

New Website Coming!



Greater Baton Rouge SHRM
Affiliate of the Society for Human Resource Management
Baton Rouge, LA

HOME JOIN US MEETINGS & EVENTS CAREER CENTER ABOUT US SPONSORSHIPS NEWS CONTACT US

ANNOUNCEMENTS

A Message from the President

As President of the Greater Baton Rouge Society for Human Resource Management (GBR SHRM) I would like to welcome all new and returning members!

Since 1977, GBR SHRM has served as a resource for local businesses and human resources professionals. GBR SHRM promotes fellowship and an understanding of human resource issues while providing a forum to enhance close relation to human resources management. GBR SHRM

Annual Conference Oct. 11, 2023

Registration

GBR SHRM is switching membership platforms by the end of this month.

Keep an eye out for an email with your username and password!

Upcoming Events



GBR SHRM PRESENTS

Thursday, Sept. 28

PORTOBELLO'S GRILL 5 p.m.

15440 George O'Neal Rd
Baton Rouge, LA 70817

AFFILIATE OF GBR SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

www.gbrshrm.org

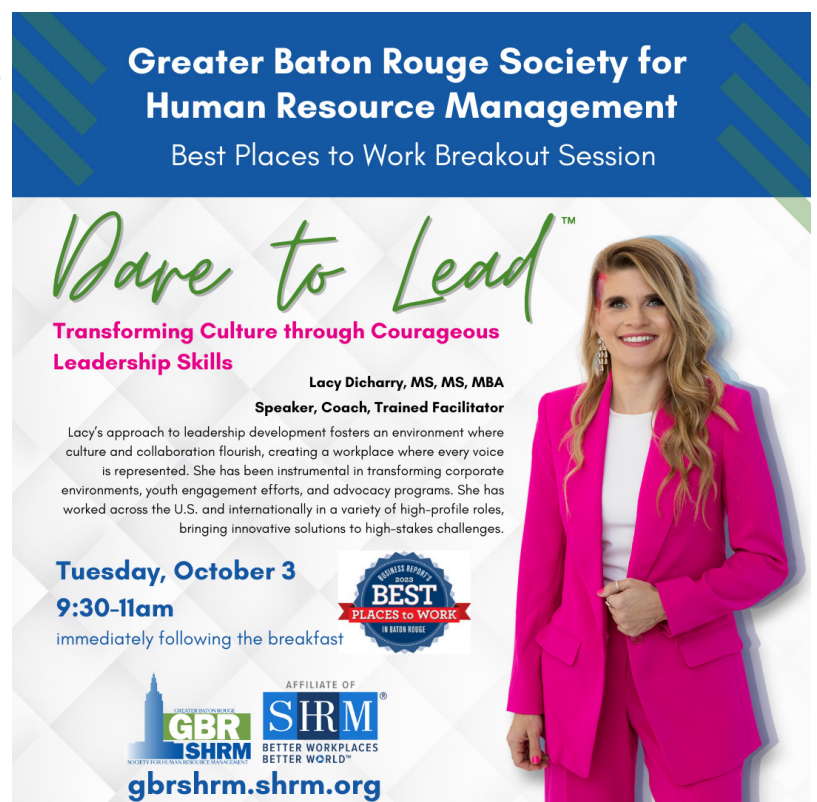
Join us for the next HR Off the clock!

Portobello's Grill
George O'Neal
5 pm

This non-sponsored social event series is hosted by a different board member each month. Come learn more about GBR SHRM, how to join a committee, or just to network with other HR professionals! We can't wait to see you!

Join us immediately following the Best Places to Work Breakfast for a leadership breakout session facilitated by Lacy Dicharry at the Crowne Plaza on October 3!

A speaker, coach, and trained facilitator, Lacy focuses on helping individuals and organizations at all skill levels embrace the barriers that have stood in their way and discover the leader they have always been inside. She'll also be joining us as the Opening Keynote for the Annual Conference!



Greater Baton Rouge Society for Human Resource Management

Best Places to Work Breakout Session

*Dare to Lead*TM

Transforming Culture through Courageous Leadership Skills

Lacy Dicharry, MS, MS, MBA
Speaker, Coach, Trained Facilitator

Lacy's approach to leadership development fosters an environment where culture and collaboration flourish, creating a workplace where every voice is represented. She has been instrumental in transforming corporate environments, youth engagement efforts, and advocacy programs. She has worked across the U.S. and internationally in a variety of high-profile roles, bringing innovative solutions to high-stakes challenges.

Tuesday, October 3
9:30-11am
immediately following the breakfast

BEST PLACES TO WORK IN BATON ROUGE

AFFILIATE OF GBR SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

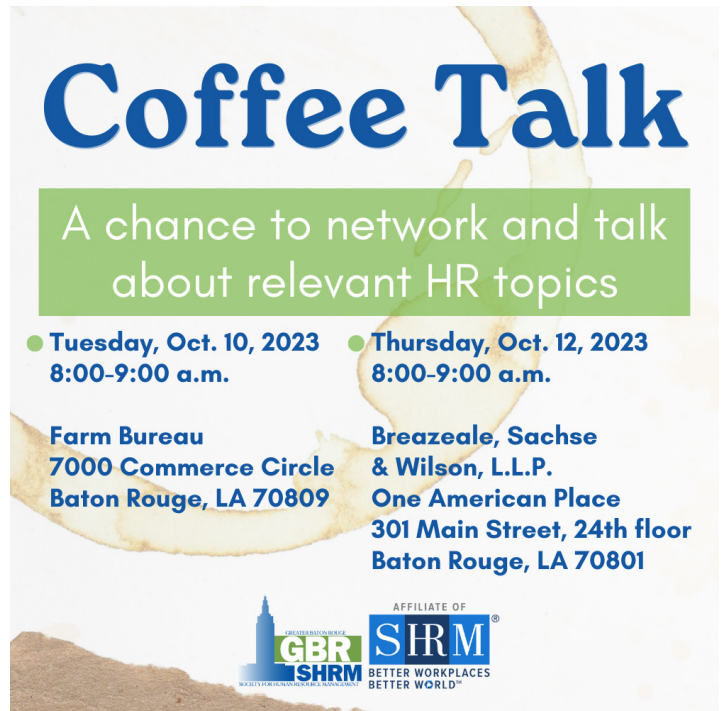
BETTER WORKPLACES BETTER WORLDTM

gbrshrm.shrm.org

Upcoming Events

You now have TWO chances to make it to a Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director! This opportunity allows members to discuss relevant HR topics with a legal professional.

This event is complimentary for all GBR SHRM members. Registration is not required. We are always looking for locations to host future meetings. Email us at gbrshrm@gbrshrm.org.





Coffee Talk

A chance to network and talk about relevant HR topics

- **Tuesday, Oct. 10, 2023**
8:00-9:00 a.m.
- **Thursday, Oct. 12, 2023**
8:00-9:00 a.m.

Farm Bureau
7000 Commerce Circle
Baton Rouge, LA 70809

Breazeale, Sachse & Wilson, L.L.P.
One American Place
301 Main Street, 24th floor
Baton Rouge, LA 70801


Our next chapter meeting is October 19, 11:30am at the Crowne Plaza.

October CHAPTER MEETING



Dima Ghawi

DATE:

October 19, 2023
11:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808

Dima Ghawi will be sharing key insights to effectively lead Gen Z in the workplace and best practices for creating a more productive and inclusive workplace for employees of all ages.

Visit our website to see upcoming events and other news.

HOW TO FUTURE-PROOF YOUR COMPANY
ENGAGING GENERATION Y & Z

Bring your 50/50 Raffle cash to support the SHRM Foundation!

Upcoming Events

Shoot for the STARS

Intentionally Planning for Skills-Based Hiring

★★★★★ **NEW DATE** ★★★★★

Tuesday, November 28, 2 - 4:30pm

Louisiana Transportation Research Center
4101 Gourrier Ave, Baton Rouge, LA 70808

Workshop how to practically “tear the paper ceiling” & build a complete talent strategy!

\$30 for members
\$45 for non-members



New Date! ★

We're continuing the momentum on highlighting workers “skilled through alternative routes (STARS)” next month! Join us for a workshop using practical materials from Opportunity@Work to help you implement a complete talent strategy within your organization. Let's remove barriers and tear the paper ceiling together! Visit our [website](#) for the new registration link soon.

GBR SHRM & Assembly Required

GBR SHRM was honored to be a Community Partner at ThreeSixtyEight's recent Assembly Required event. In addition, we attended a field trip designed to better connect with businesses around Baton Rouge. President Meagn West had the opportunity to share the mission of GBR SHRM and the benefits of membership.



Annual Conference

Register Today!

It's almost here! Gain access to extensive programming including content for business management and strategy, workforce planning and talent acquisition, learning and development, compensation and benefits, employee and labor relations, and risk management. Attendees will have the opportunity to earn SHRM and HR Certification Institute recertification credit hours by attending the full-day conference. [Register now!](#)



GBR SHRM Annual Conference
**Cultivating
Courage**
Leading fiercely in the workplace
Oct. 11, 2023

AFFILIATE OF
SHRM
BETTER WORKPLACES
BETTER WORLD™

GREATER BAYTON BOULE
GBR
SHRM
SOCIETY FOR HUMAN RESOURCE MANAGEMENT

gbrshrm.shrm.org

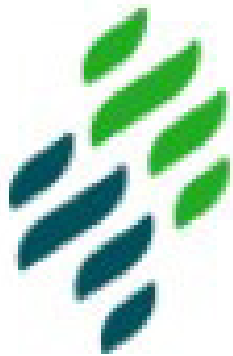
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HR that Makes a Difference[®]

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HUB

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Platinum Sponsor

Thank You

MSC
Miller Safety Consulting
MSC

for being a

Platinum Sponsor

Thank you to our conference

Gold Sponsors

The logo for 'rapid!' features the word in a bold, red, sans-serif font with a registered trademark symbol. The letters have a slight 3D effect. It is enclosed in a blue-outlined white box.

rapid![®]

The logo for 'fts' consists of a stylized geometric icon made of three colored triangles (orange, blue, and dark blue) to the left of the lowercase letters 'fts' in a bold, dark blue font. Below the letters, the text 'FLEXICREW TECHNICAL SERVICES' is written in a smaller, dark blue font. It is enclosed in a blue-outlined white box.

fts
FLEXICREW TECHNICAL SERVICES

The logo for 'NFP' features a green geometric icon on the left, composed of several overlapping shapes forming a stylized 'N' or 'F' shape. To its right, the letters 'NFP' are written in a large, bold, green, sans-serif font with a registered trademark symbol. It is enclosed in a blue-outlined white box.

NFP[®]

The logo for 'Bowman Benefits Dept.' features the word 'Bowman' in a bold, dark green font, 'Benefits' in a lighter green font, and 'Dept.' in a dark green font below it. The text is enclosed in a green-outlined white box.

Bowman
Benefits
Dept.



GBR SHRM Annual Conference
Cultivating
Courage
Leading fiercely in the workplace
Oct. 11, 2023

Thank you to our conference

Gold Sponsors



HORIZON
FINANCIAL GROUP



McGriff

LSU Online
& CONTINUING EDUCATION

servicenow[®]



Thank you to our conference

Gold Sponsors



Find out how you can become an Annual Conference Sponsor!

Calling Volunteers!

Join our 2023 Annual Conference as a volunteer and get 20% off your registration fee! Sign up for one of the available areas: <https://buff.ly/46gXsTB>. Details will follow your sign up with instructions on how to take advantage of this benefit.



Welcome New Members!

| First Name | Last Name | Company Name | Title |
|------------|----------------|--|--|
| Aidan | Matthews | Open Health Care Clinic | HR Coordinator |
| Alicia | County-Jordan | Sigma Engineers and Constructors | HR Coordinator |
| Allison | Perkins | Benny's Car Wash, LLC | HR Specialist |
| Amy | Martinell | Pennington Biomedical Research Center | Director of Human Resources |
| Andi | Kirkpatrick | Trade Construction Company, LLC | CFO |
| Azu | Baeza-Pugh | Lamar Advertising | HR Coordinator |
| Chandra | Pidgeon | Louisiana State University | Sr. Associate Director of Finance and Administration |
| Christy | Mclin | The Celtic Group | Human Resources and Payroll Coordinator |
| Cynthia | Winding | LATAN | Human Resources & Office System Manager |
| Debra | Ausbon | City of St. Gabriel | Human Resource Specialist/Deputy City Clerk |
| Diamond | Carter | Southern | Student |
| Heather | Blaylock | Young Life | Area Director |
| Justin | Walker | State of Louisiana | HR Analyst |
| Kendra | Arceneaux | Pelican State Credit Union | Recruiting Manager |
| Kimberly | Jones | The Spine Hospital of Louisiana | HR Director |
| Kirstin | Richard | Always Best Care | Human Resources Manager |
| Lauren | Chemin | Pelican State Credit Union | AVP of Human Resources |
| Leigh | Bonfanti | Pennington Biomedical Research Center | Senior HR Generalist |
| Lisa | Bonfanti | United States Federal Courts | Director of Human Resources |
| Mandy | Cushing | Maddie's Footprints | Event and Marketing Director for GBR |
| Michail | Jones | Southeast Community Health Systems | HR Specialist |
| Nikki | Lopez-Crawford | LA State Licensing Board for Contractors | HR Consultant |
| Rachel | Fryoux | Centerstone | Sr Compensation & HR Metrics Analyst |
| Stephanie | Davis | Cadence Insurance | HR Specialist |
| Tyler | Litt | Newschools Venture Fund | Senior Associate Partner |
| Zetta | Daniel | BBQGUYS | Human Resource Manager |

Membership Pricing Increase

beginning 2024

Membership Price: \$229 Student Membership Price: \$49

(Membership pricing hasn't changed in over 10 years)

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[Human Resources Business Partner - Community Coffee Company](#)

[Sr. Total Rewards Analyst - Community Coffee Company](#)

[Human Resource Generalist II - Providence Engineering & Environmental Group LLC](#)

[Human Resources Coordinator - EisnerAmper](#)

See the latest postings on the [GBR SHRM Career Center.](#)



Follow Us

HR Professionals Magazine

[View the September 2023 digital issue of HR Professionals Magazine.](#)



Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



October's Chapter Meeting

This month, we heard from author, speaker, and executive coach Dima Ghawi about how we can support and engage Generation Z in the workplace.

A big thank you to our Chapter Meeting sponsor, [Frazee Recruiting Consultants!](#)



Community Partner Spotlight

At the October meeting, we featured Forte & Tablada's Thanksgiving Food Drive Challenge! See the flyer for details.

FORTE & TABLADA'S 2ND ANNUAL:



THANKSGIVING FOOD DRIVE CHALLENGE

Please join us in providing Thanksgiving meals to families in need in our community. The business that donates the most food items will win the 2nd Annual Thanksgiving Food Drive Challenge Award.

WE ARE COLLECTING THE FOLLOWING ITEMS

Canned Gravy
Marshmallows
Brown Sugar
Pecan/Nuts
Canned Corn
Stuffing
Non-Perishable Food
Cranberries Sauce

Corn Bread
Rolls/Biscuits
Dessert Mix
Canned Yams
Whole Grain Cereal
Mashed Potatoes
Mac and Cheese

Items will
be collected

Oct. - Nov.
2nd - 16th

Drop Off
Location:

Forte & Tablada, Inc.
9107 Interline Ave
Baton Rouge, LA
70809



For More
Information

(318) 488-0323
sgriffin@forteandtablada.com
(225) 317-1849
tara@thewconsultinggroup.org

Other Announcements

GBR SHRM Food Bank Serve Day December 16, 8am-12pm

Email
hharre2@lsu.edu
to sign up!



Thank You

to everyone who joined
our Footprints Forever
team in support of
Maddie's Footprints!



The Selfie Studio Photo Booth



Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

Thursday, Nov. 9, 2023
8:00-9:00 a.m.

Breazeale, Sachse
& Wilson, L.L.P.
One American Place
301 Main Street, 24th floor
Baton Rouge, LA 70801



Join us for Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director! This opportunity allows members to discuss relevant HR topics with a legal professional.

This event is complimentary for all GBR SHRM members. Registration is not required. We are always looking for locations to host future meetings. Email us at gbrshrm@gbrshrm.org.

Our next chapter meeting is November 16, 11:30am at the Crowne Plaza.

Victoria Person the Director of Diversity, Equity & Inclusion (DEI) at OutSolve, will discuss tips for inclusive hiring. While most of us understand the importance of having a diverse workforce, many of us are still stumped as to how to achieve it.

Visit our website to see upcoming events and other news.



November

CHAPTER MEETING



Victoria Person, SHRM-CP

TIPS FOR INCLUSIVE HIRING

DATE:

November 16, 2023
11:30 am

LOCATION:

Crowne Plaza
4728 Constitution Ave
Baton Rouge, LA 70808



Bring your 50/50 Raffle cash to support the SHRM Foundation!

Upcoming Events

Shoot for the STARS

Intentionally Planning for Skills-Based Hiring



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Workshop how to practically "tear the paper ceiling" & build a complete talent strategy!

\$30 for members

\$45 for non-members



HOLIDAY Social

December 14



What a great year it's been with GBR SHRM! Mark your calendars to celebrate with us at our Holiday Social on December 14. Stay tuned for the details!

GBR SHRM & Best Places to Work

GBR SHRM was honored to partner with the Greater Baton Rouge Business Report this month to share a little about our organization and provide the breakout session with Lacy Dicharry following the Best Places to Work Awards Breakfast.



HR Professional OF THE YEAR



Know an outstanding HR Professional in the Baton Rouge community? Nominate them for GBR SHRM's HR Professional of the Year!

Fill out the form.

Nomination Deadline:
November 17



gbrshrm.org

Conference Recaps



Thank you to the attendees, volunteers, sponsors, and speakers for joining us at the 2023 Annual Conference! Visit our [Conference Recap page](#).

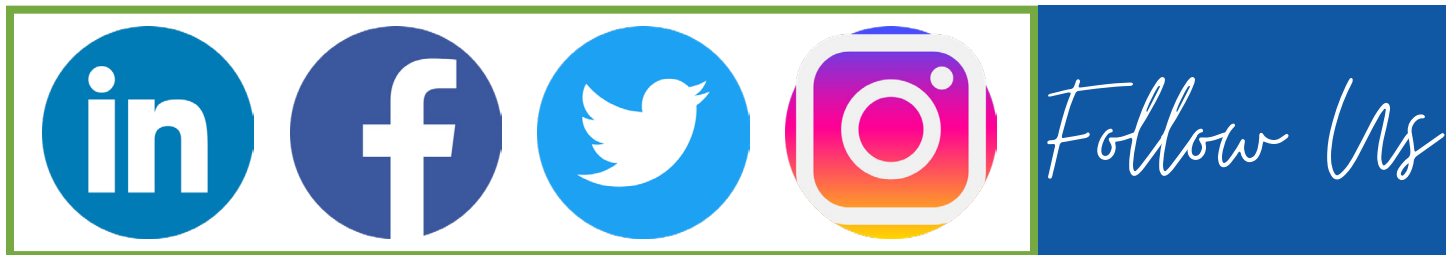
We can't wait to see you again next year!

Post-Conference Social Sponsors



Welcome New Members!

| First Name | Last Name | Company Name | Title |
|------------|--------------|--|---|
| Brent | Phillips | Alinity Wealth Management | Director of Community and Client Experience |
| Briah | Anderson | Southern University | Student |
| Bruce | Waguespack | Go 1st Leadership LLC | Leadership Coach - CEO |
| Heather | Marcum | HR Solutions | HR Coordinator |
| Jeremy | Miller | Miller Safety Consulting, LLC | Owner |
| Julie | A Bergeron | Guaranty Bank & Trust Company | VP of Human Resources |
| Kesley | Martin | Performance Contractors | HR Coordinator |
| Kierra | Gasper | Southern Collegiate Society Of Human Resources | Student President |
| Kirsten | Raby | STAR (Sexual Trauma Awareness & Response) | Director of Programs |
| Laura | Siu Nguyen | Bear Process Safety | Chief of Staff |
| Lenia | Segura Lewis | The Emerge Center | Director of Human Resources |
| Lisa | Delatte | West Feliciana Hospital | Director Human Resources |
| Mallory | OBryant | T&W Boiler Services | Office Manager |
| Marianne | Fraze | Fraze Recruiting Consultants, Inc. | President |
| Misty | Eaton | Zachry Group | Director Workforce Planning & Staffing |
| Paula | Shamsie | LSU Graduate School | Grad Assistant |
| Rachel | Moran | Sterling International | Human Resource Generalist |
| Zack | Snipes | Fraze Recruiting Consultants, Inc | Assistant to President |



Thank You
TO ALL OUR COMMITTEE MEMBERS



GBR SHRM Career Center

EMPLOYERS

For just \$99 GBR SHRM members can post a job for 90 days in the GBR SHRM career center. What better way to target qualified HR Professionals than by going straight to the source where they network? [Submit a request here.](#)

CURRENT OPPORTUNITIES

[Benefits Specialist - Pelican State Credit Union](#)

[Compensation Analyst - Remote - FMOLHS](#)

[Human Resources Coordinator - EisnerAmper](#)

See the latest postings on the [GBR SHRM Career Center.](#)



HR Professionals Magazine

[View the October 2023 digital issue of HR Professionals Magazine.](#)



Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



November's Chapter Meeting

This month, we heard from certified Diversity, Equity & Inclusion (DEI) Consultant Victoria Person, SHRM-CP, who shared excellent tips for inclusive hiring. She demonstrated her passion to create workplaces where diversity is valued and inclusion creates a sense of belonging so that employees and businesses can achieve their greatest potential!

A big thank you to our Chapter Meeting sponsor, [ADP](#)!



Community Partner Spotlight

At the November meeting, we featured Baton Rouge Updates! Check out how you can follow them below.

BATON ROUGE UPDATES

Stay up-to-date with the latest happenings in Baton Rouge by subscribing to BatonRougeUpdates! Discover the top events, exciting opportunities, and valuable resources in the capital region. Whether you're a resident or a visitor, BatonRougeUpdates keeps you informed about everything from cultural festivals and community gatherings to career prospects and local initiatives.

Don't miss out on the pulse of Baton Rouge—visit www.batonrougeupdates.com or follow us on social media @batonrougeupdates to stay connected and make the most of what this vibrant city has to offer.

A platform for locals
and visitors to fall in love with Baton Rouge

- Daily event updates
- Access to resources
- Submit your own events
- AVOID FOMO**
FEAR OF MISSING OUT



Visit our website:
WWW.BATONROUGEUPDATES.COM

Join the text group:
TEXT "BATONROUGE" TO 225-650-4166

Connect with us:
[@BATONROUGEUPDATES](https://www.instagram.com/batonrougeupdates)



Upcoming Events

Coffee Talk

A chance to network and talk about relevant HR topics

- Tuesday, Dec. 12, 2023 8:00-9:00 a.m.
- Thursday, Dec. 14, 2023 8:00-9:00 a.m.

LOCATIONS TO BE ANNOUNCED SOON!



Join us for Coffee Talk with Jay Stovall, GBR SHRM's Legislative Director! December locations will be announced soon.

This opportunity allows members to discuss relevant HR topics with a legal professional.

This event is complimentary for all GBR SHRM members. Registration is not required. We are always looking for locations to host future meetings. Email us at gbrshrm@gbrshrm.org.

We're partnering with the Greater Baton Rouge Food Bank for our next HR Off the Clock event!

If you're interested in joining us for this Serve Day on December 16, email gbrshrm@gbrshrm.org to reserve your spot. Space is limited!

Visit our website to see upcoming events and other news.

GBR SHRM PRESENTS

SERVE DAY
with the
GREATER BATON ROUGE
FOOD BANK

**Saturday,
December 16
8am-12pm**

**Space is limited*

Other Announcements

Current members: we invite you to renew your membership for the 2024 calendar year! If you renew between December 1 - December 31, 2023, you can receive the discounted rate of \$208 by entering the discount code of **2024RENEWAL**.

We look forward to having you with us for another phenomenal year in 2024!

Click here, login and select the RENEW TO WED, JANUARY 01, 2025 button beside the Renewal Due On field.



Membership Renewal

Discount

Renew by \$208
December 31, 2023 for (a \$20 savings!)

enter code **2024RENEWAL**

GBR SHRM AFFILIATE OF **SHRM**
BETTER WORKPLACES BETTER WORLD
gbrshrm.org



State Council Positions:

Communications Director

Professional Development Director



Louisiana SHRM has two State Council positions open!

Interested members should visit Louisianashrm.org/volunteer to see the position descriptions and complete the volunteer leader interest form.

You are invited to a

Holly Jolly Social

Let's celebrate the
holidays together!

December 14 • 6-9pm

Holiday Inn Baton Rouge South
9990 Airline Hwy, Baton Rouge

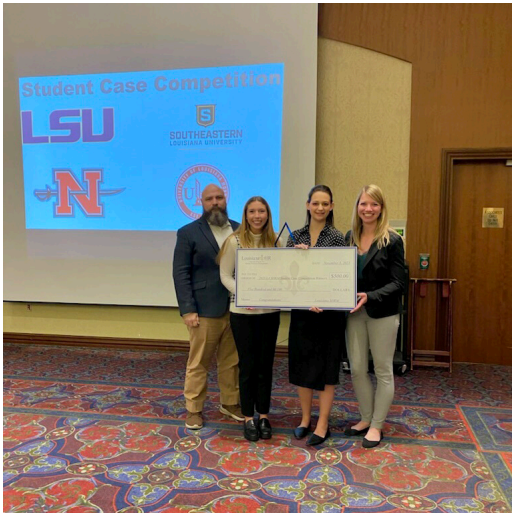
Register today!



**Bring a donation
for our members'
favorite charity!**

Register today!

Congratulations!



Congratulations to SHRM at LSU for finishing 1st place in the LASHRM Student Case Competition this past month!



CONGRATULATIONS TO THE 2023 SHRM LEARNING SYSTEM CHAMPIONS

There are more than 560 SHRM affiliated chapters and member forums in 140 countries. Many SHRM Chapters offer members convenient and personalized SHRM education. In addition to study groups, many chapters also partner with local Education Partners to offer the SHRM Learning System program to local members.



CHAPTERS

Austin SHRM
 Black Hills SHRM
 Blackhawk HR Assn.
 Central Carolina SHRM
 Central Illinois HR Group SHRM
 Central WI SHRM
 Chesapeake HR Assn.
 Chicago SHRM
 Chippewa Valley SHRM
 Cleveland SHRM
 Coastal Organization of HR - COHR
 Columbia SHRM
 Columbia Basin SHRM
 DallasHR
 DC SHRM
 Fargo-Moorhead HR Assn.
 Fox Valley SHRM
 Great River HR Assn.
 Greater Baton Rouge SHRM - GBR SHRM
 Greater Cincinnati HR Assn.
 Greater Henry SHRM
 Greater Lansing SHRM
 Greater Orlando SHRM - GOSHRM
 Green Bay SHRM
 Hampton Roads SHRM
 HR Assn. of Central Connecticut
 HR Assn. of the Midlands
 HR Collier
 HR Houston
 HR Management Association OF NM
 HR Tampa
 HRA Greater Concord

HRA of Central Ohio - HRACO
 Human Resource Management Network
 Illinois Fox Valley SHRM
 INDI SHRM
 Jersey Shore Assn. for HR
 Lincoln HR Management Assn.
 Lower Cape Fear HRA
 Lower Valley - LVC-SHRM
 Lubbock SHRM
 Metro Milwaukee SHRM
 Michiana SHRM
 Middle Tennessee - MTISHRM
 Mile High SHRM
 Mohawk Valley SHRM
 NEPA SHRM
 New York City SHRM - HRNY
 NHRMA
 NOLA SHRM
 NOR CAL SHRM
 North Alabama SHRM
 North Jersey-Rockland Chapter SHRM
 Northern Nevada HR Association
 Northwest Indiana SHRM
 Northwest Louisiana SHRM
 Northwest Ohio HR Assn.
 OCHRS
 Permian Basin SHRM
 Philly SHRM
 Pittsburgh HR Assn - PHRA
 PHRMA

Professionals In Human Resources Association
 Raleigh Metro SHRM
 Richmond SHRM
 Rock River HR Professional Assn.
 San Antonio HRMA - SAHRMA
 Sarasota-Manatee HR Assn.
 SEPA SHRM
 Shenandoah Valley SHRM
 Shoals Chapter SHRM
 SHRM Anchorage Chapter
 SHRM Atlanta Chapter
 SHRM Big Sky Chapter
 SHRM Bahamas Chapter
 SHRM Berks County PA Chapter
 SHRM Central Oregon Chapter
 SHRM Charlottesville HR Assn.
 SHRM Flathead Valley Chapter
 SHRM Greater Tucson Chapter
 SHRM Guam
 SHRM Helena Mt Chapter
 SHRM HRATV
 SHRM HRP of CPA
 SHRM Indiana County - PA
 SHRM Jacksonville
 SHRM Lake Washington Chapter
 SHRM Lancaster PA
 SHRM LI
 SHRM Mid Valley
 SHRM of Johnson County
 SHRM PIHRA Long Beach Chapter

SHRM Pittsburg HR Assn
 SHRM Puerto Rico Chapter
 SHRM San Diego Chapter
 SHRM South King County Chapter
 SHRM Spokane/Inland NW Chapter
 SHRM SWFL
 SHRM Topeka
 SHRM Virgin Islands Chapter
 SHRM Western Colorado HR
 SHRM-Atlanta
 SHRM-Memphis
 Southern Indiana SHRM
 Southern Nevada SHRM Chapter
 St. Lucie County HRA
 Tennessee Valley - TVHRA
 Tulsa Area HR Assn. - TAHRA
 Twin Cities SHRM
 Union County HRA
 Volusia/Flagler SHRM

STATE COUNCILS

Arizona SHRM
 CALSHRM
 KY SHRM
 SHRM Montana State Council
 SHRM Utah State Council
 Washington State HR Council

We're proud to be a 2023 SHRM Learning System champion, along with two other Louisiana Chapters! Thank you to Vanessa, our SHRM Certification Director, and everyone who continues to help us advance the HR profession!

Welcome New Members!

| First name | Last name | Company Name | Title |
|------------|-----------|---|-----------------------------------|
| Courtne | Cook | Woman's Hospital | Workforce Development Coordinator |
| Danika | Dekker | Habitat for Humanity of Greater Baton Rouge | Human Resources Manager |
| David | Marks | Combined, A Chubb Company | Agency Leader - Baton Rouge |
| DeAnna | Alfred | Department of Children and Family Services | Human Resources Supervisor |
| Eileen | Kilgore | Swagelok Louisiana | HR Manager |
| Janet | McCrary | City of Gonzales | HR Generalist |
| Jennifer | Taylor | Louisiana Department of Health | Deputy Director of Workforce |
| Joyce | Brignac | State of Louisiana, DOTD | OJT Program Specialist |
| Katie | Baker | Woman's Hospital | Director, HR |
| Roosevelt | Jones | CC's Coffee House | Employee Engagement Manager |
| Shauna | Mitchell | Nucor Steel Louisiana | HR Director |



We were honored to participate in the SHRM Volunteer Leaders Business Meeting (VLBM) 2023 Capitol Hill Advocacy Day this past month in Washington D.C..

Together with HR Professionals from Louisiana & across the nation, we delivered a clear message on our workforce priorities and ideas for the future.



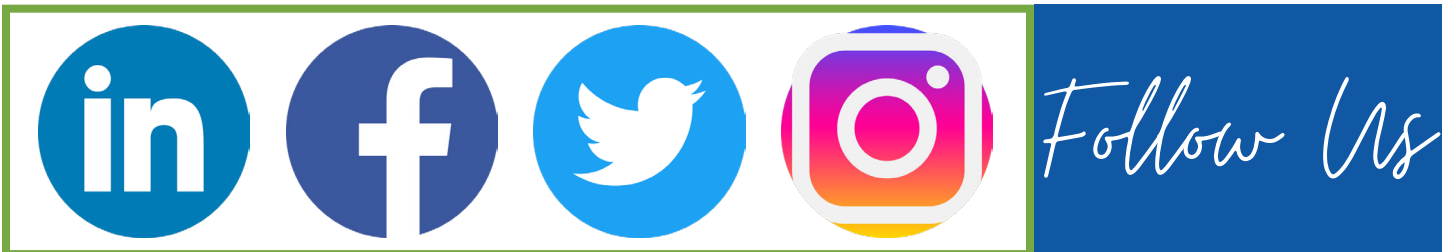
GBR SHRM Career Center

EMPLOYERS

For just \$99 GBR SHRM members can post a job for 90 days in the GBR SHRM career center. What better way to target qualified HR Professionals than by going straight to the source where they network? [Submit a request here.](#)

Are you looking for applicants for an available internship? Interested in having your internship posted with the LSU and SU SHRM chapters? [Email us](#) with your job posting and to get more details.

Additional career opportunities are available at [SHRM's HR Jobs.](#)



HR Professionals Magazine

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Communique



MONTHLY NEWSLETTER FOR THE
GREATER BATON ROUGE SOCIETY
FOR HUMAN RESOURCE MANAGEMENT



December Wrap Up

Our Holly Jolly Social was a perfect way to wrap up 2023! Thanks to the committee who helped make it a great success! We also collected over \$150 to donate to the Greater Baton Rouge Food Bank.

Thank you also to our event sponsor, Miller Safety Consulting, and everyone who joined us to celebrate the holidays!



Congratulations!

During the Social, we presented the 2023 HR Professional of the Year award to Karen Breaux and the 2023 Excellence in Diversity Award to EFCU Financial!

HR Professional OF THE YEAR

Congratulations

Karen Breaux



**2023 GBR SHRM
Excellence in Diversity** *Award*



Recent Events



There were some great conversations during our STARs workshop this month! Justin Hutchinson, Director of Business Development at ThreeSixtyEight, shared his inspiring STARs story. We're looking forward to seeing this movement continue in our community!



We partnered with the Greater Baton Rouge Food Bank for our December HR Off the Clock event. Thank you to everyone who volunteered their time!

Other Announcements

We've got our 2024 Chapter Meeting and Coffee Talk dates up on our website now. Login into your account on our [website](#) to see member-only events. Looking forward to a new year of great programming!

Additional event dates will be added to the calendar throughout the year. Follow us on social media for event details as well.



gbrshrm.org



Belonging

The 2024 Louisiana SHRM Diversity & Inclusion Summit is back for our 9th year! The Louisiana Society for Human Resources (Louisiana SHRM), an affiliate of the Society for Human Resource Management (SHRM), is proud to present our 9th Annual Diversity & Inclusion Summit, February 22 and 23, 2024.

We are excited to be back at The Renaissance Arts Hotel in New Orleans, LA! The need for discussion and action around Diversity, Equity & Inclusion in business has never been greater.

The Louisiana SHRM Diversity & Inclusion Summit will bring together human resource professionals, diversity practitioners, legal professionals and business, civic & community leaders from across the state. [Learn more!](#)

GBR SHRM 2024 SPONSORSHIP PACKAGES

\$5000 Diamond Package:

- Annual Conference Bag or Lanyard Sponsor (one level up from Platinum)
- (1) Special Programming Event Sponsor
- Holiday Social Presenting Sponsor
- (1) Networking Event Sponsor
- Newsletter Ad for 12 months
- Logo on GBR SHRM site for 12 months
- Special Programming Partnership or Speaking Opportunity for approved HR Relevant Topics (optional)

\$4000 Sapphire Package:

- Annual Conference Platinum Sponsor
- (1) Special Programming Event Sponsor
- Holiday Social Support Sponsor
- (1) Networking Event Sponsor
- Newsletter Ad for 6 months
- Logo on GBR SHRM site for 12 months
- Special Programming Partnership or Speaking Opportunity for approved HR Relevant Topics (optional)

\$3000 Ruby Package:

- Annual Conference Gold Sponsor
- (1) Special Programming Event Sponsor
- Holiday Social Support Sponsor
- (1) Networking Event Sponsor
- Newsletter Ad for 3 months
- Logo on GBR SHRM site for 12 months
- Special Programming Partnership or Speaking Opportunity for approved HR Relevant Topics (optional)

\$550 Affiliate Membership Add-On to any package



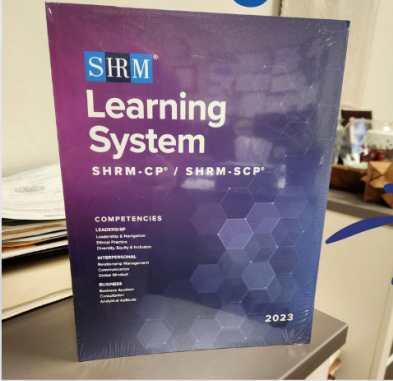
[Learn More!](#)

Are you knowledgeable on what Learning and Development professionals are looking for in their custom training? An organization we're connected with is on the lookout for subject matter experts to speak to their teams. If you're interested, please [email us!](#)





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We're selling the 2023 SHRM Learning Management System and books at a discounted rate of \$650! Email us at gbrshrm@gbrshrm.org for more information.

HR Professionals Magazine

[View the December 2023 digital issue of HR Professionals Magazine.](#)



Welcome New Members!

| First name | Last name | Organization | Position |
|------------|----------------|--|--|
| Allison | Blakes | Louisiana Workforce Commission | Human Resources Analyst |
| Andrew | Plylar | Louisiana Workforce Commission | Human Resources Analyst |
| Ann | Williams | Louisiana Primary Care Association, Inc. | Executive Assistant/HR Manager |
| Deshytrell | FoxDean | Capital Area Transit System | HR Payroll Specialist |
| Fallon | Ledoux | Hannis T. Bourgeois | Recruiting & Development Coordinator |
| Jacob | Sicard | Louisiana State University (LSU) | Talent Acquisition Specialist |
| Joseph | Dunbar | Louisiana State University | Talent Acquisition Specialist |
| Katie | Behrnes | Stupp Corporation | Human Resources Director |
| Mandy | Reems | MAPP | Accounting |
| Rita | Chambliss | LWC | HR Analyst |
| Samantha | Booker-Bienemy | Ochsner Health | Director of Diversity Equity and Inclusion |
| Stephen | Sislock | Consultant | Consultant |

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[Payroll and Benefits Specialist](#) - Providence Engineering and Environmental Group LLC

[Recruiter](#) - John H. Carter

[HRIS Specialist](#) - The Roman Catholic Diocese of Baton Rouge



Additional career opportunities are available at [SHRM's HR Jobs.](#)



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