



Monthly News Letter

BV-SHRM

October 2020

Chapter No. 0330

2020 Board Members

President

Lauren Pearce, PHR,
SHRM-CP

President-Elect

Toni Steele, SHRM-SCP

Treasurer

Krystal Broussard, PHR,
SHRM-CP

Secretary

Stacy Overby, SPHR,
SHRM-SCP

VP-Programs (Speakers)

Retha Youell - ARM-P

VP Membership

Angela Alston

Past President & Business

Seminar

Jessica Lennerton

Solving the Problem of Abrasive Leaders Presenter: Dr. Laura Crawshaw

Laura Crawshaw, Ph.D., BCC specializes in researching and coaching abrasive leaders, serving an international clientele of organizations over the past forty years, including over 40 Fortune 500 companies the United Nations and NASA. She founded the Executive Insight Development Group, Inc. in 1994 and the Boss Whispering Institute (dedicated to research and training in the specialty practice of coaching abrasive leaders) in 2009.

Dr. Crawshaw's book, *Taming the Abrasive Manager: How to End Unnecessary Roughness in the Workplace* (Jossey-Bass Management Series), was released in 2007. Dr. Crawshaw speaks internationally, holding degrees in clinical social work and organizational behavior. She is a member of the International Society for the Psychoanalytic Study of Organizations, the American Psychological Association, the British Psychological Society, the Harvard Business Review Advisory Council, the International Association on Bullying and Harassment at Work, and the International Coach Federation. She is also a Founding Fellow of Harvard's Institute of Coaching.

**Interested in volunteering for
the 2021 board?**

Email us at

brazosvalleyshrm@gmail.com

2020 Directors

Certification (Co-Director)

Katherine Kleemann

Certification (Co-Director)

Melissa Green

College Relations

Lesly Tomaszewski

Diversity

Bridgette Young

Government Affairs

Michelle Reyes

SHRM Foundation

Thom Holt

Workforce Readiness

Kristi Soria

AFFILIATE OF



BETTER WORKPLACES
BETTER WORLD™

Plan Ahead

Oct 2 [Visa Filing Fees Set to Increase for Employers](#): Immigration filing fees for most case types will rise for employers of foreign national workers beginning Oct. 2

Oct. 12 Columbus Day– Federal Holiday

Oct 14 Medicare Part D annual Participant Notice Due

Nov. 3 Election Day

November 5th BV-SHRM Meeting

Topic: Inclusion & Diversity

Speaker: Ms. Barbara Moore

Blended Meeting (In Person & Virtual)

Registration opens soon!



HR Oxygen Podcast

HR Oxygen gives timely information and inspiration to the overwhelmed, overworked, overstressed, and under-appreciated HR professional! Check it out [HERE!](#)

2020 Committee Chairs

Re-Certification (CEU)

Michelle Merritt, PHR,
SHRM-CP

Sponsor

Robin Hartley, SHRM-CP

Website & Hospitality

Janice Quast, PHR,
SHRM-CP

Project Committees

Welcome Program

Diana Clendenin, PHR

Diversity Committee

JC Lagman

HRSW Ambassadors

Darla Guerra, PHR
Kelley Ervin

TX-SHRM District 3 Director

Mayela Macia

**Interested in volunteering for
the 2021 board?**

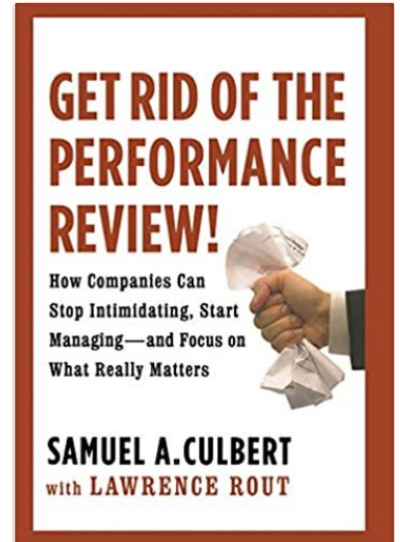
Email us at

brazosvalleyshrm@gmail.com

**Recommended Book of the Month:
Get Rid of the Performance Review!
By Samuel A Culbert**

Our guest speaker last month, Steve Sosland, recommended the book "Get Rid of The Performance Review" as a great read to learn more about the eliminating the traditional performance Review Process.

The author Sam Colbert goes into why he believes performance reviews are bogus and how they undermine both creativity and productivity as well as provides a solution.



**BV-SHRM has been awarded the
EXCEL Platinum Award for 2019!**

*Thank you to all of our members for
making our chapter great!*

Join the A Team!

The SHRM Advocacy Team has been developed by SHRM Government Affairs as a way to assist professionals like you in making their voices heard on public policy issues impacting the workplace. You can enroll in the program by nominating yourself as an HR Advocate, or as an Advocacy Captain if you're interested in leading other Advocates in your congressional district.

Learn more at advocacy.shrm.org or contact Michelle Reyes, Director, Government Affairs, Brazos Valley SHRM.