



# New Member Orientation



## Getting Started





# Welcome

As President for MAHRA, I am truly honored to work with the exceptional talent on our Board and further with all of you that value your role in the HR profession. I will work hard to enhance your dedication to promoting the HR profession and meet your expectations.

As our accomplishments grow, we are proud to have membership at over 200 members. Further, we have accomplished the SHRM Excel Award in 2017. This is representative of the hard work and commitment our Board puts forth continuously to grow the Association and continue our commitment to our membership. I thank them for their commitment and devotion toward continuous improvement and meeting the needs of our HR community.

We are New Hampshire's largest HR Association. We have launched the first Career Connection event and our Young Professionals Committee will continue to deliver this and other events to connect Young Professionals and others to employment and career opportunities around the state. We will further support the employers to attract great talent.

Over the next year, your MAHRA board will work to respond to the ever-changing needs of the field. We will enhance networking opportunities, strategic solutions, and continue to expand our member services. We will continue to advocate for our profession on legislative affairs, increase our visibility in the community, and incorporate breakout sessions and panel discussions in our meetings. We will continue to recognize our membership for all they bring to MAHRA through our appreciation events and other resources that enhance MAHRA's benefit to its members.

I would appreciate hearing from you and encourage you to reach out to me at [hope.kelly@comcast.net](mailto:hope.kelly@comcast.net) or speaking with me at one of our regularly scheduled program meetings.

Hope G. Kelly  
President - MAHRA





## Overview

- Mission / History / Structure
- Board Members / Program Calendar
- Benefits of Joining MAHRA / Website
- HR Certification
- SHRM Information
- Volunteer Information
- Thanks to our sponsors



# Mission / History / Structure



## MAHRA Mission

The mission of The Manchester Area Human Resources Association is to provide high quality programs of interest to human resource professionals, as well as an opportunity to network with other HR professionals on a variety of topics. In furtherance of this mission MAHRA will:

- Provide **opportunities** for conferences, research and exchange of knowledge and experience among members.
- Provide a **forum** for the personal and professional development of MAHRA members.
- Provide an **opportunity** to develop leadership, managerial, public speaking, and group decision making skills.
- Provide an **opportunity** to focus on current human resource management issues of importance to the membership.
- Provide **focus** for legislative attention to state and national human resource management issues.
- Provide **information** gathering and dissemination channels.



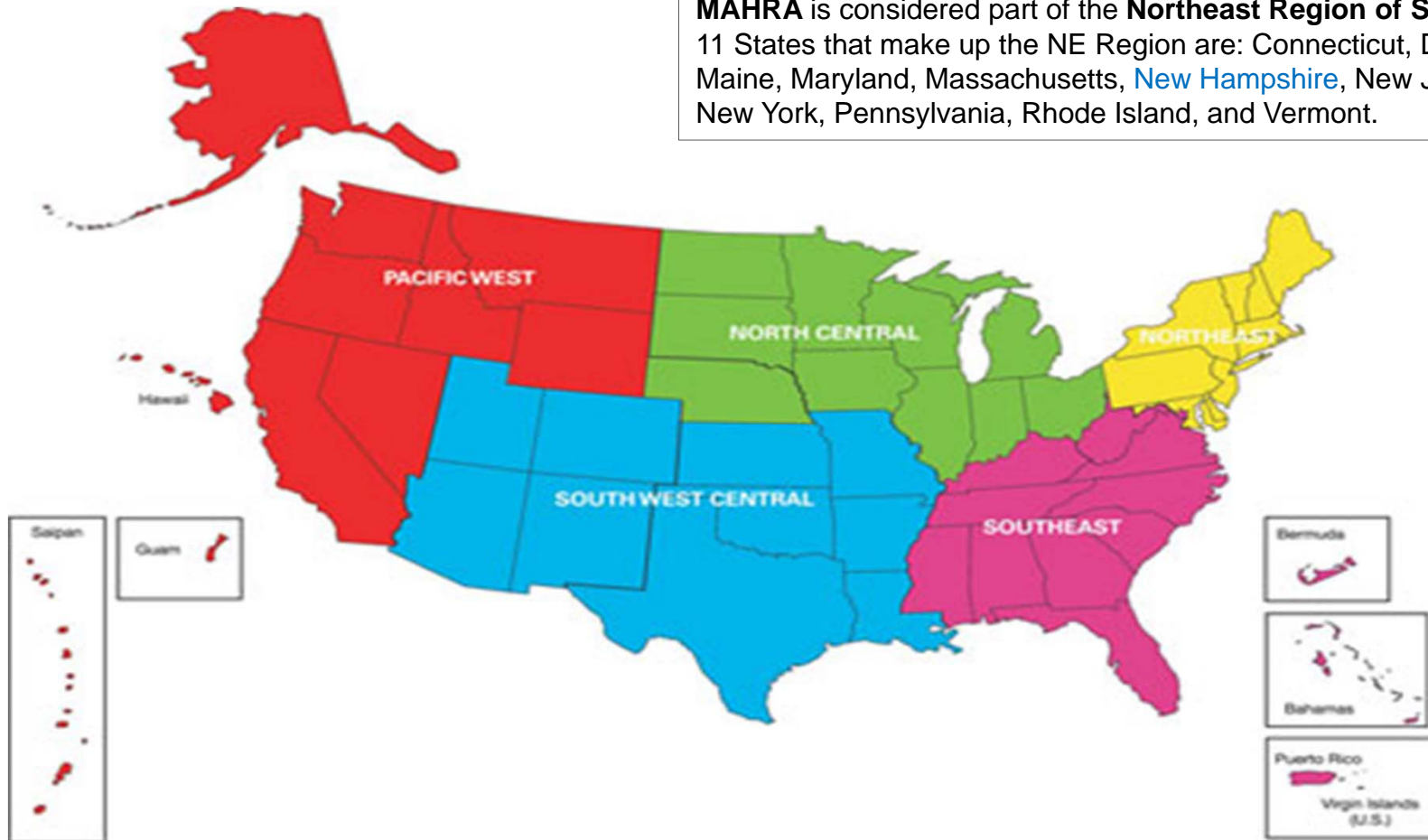
## History

The Manchester Area Human Resources Association was originally formed in 1954 by a small group of local professionals who were interested in sharing information and experiences about personnel issues. MAHRA was affiliated with the Society for Human Resource Management in 1973. **MAHRA currently maintains a membership of over 180 members** representing a diverse range of professionals working in the interests of human resource management for private and public organizations of all types and sizes, as well as education and various service firms that contribute to the needs and goals of the profession.



## Structure

**MAHRA** is considered part of the **Northeast Region of SHRM**. The 11 States that make up the NE Region are: Connecticut, Delaware, Maine, Maryland, Massachusetts, [New Hampshire](#), New Jersey, New York, Pennsylvania, Rhode Island, and Vermont.





# Board Members / Program Calendar





# Board Members

Hope Kelly, SHRM-SCP, SPHR	President	Paul Belliveau, SHRM-SCP, SPHR, HRIP	Web Communications
Peter Richard, SHRM-SCP	President Elect	Kathi Doucet, PHR	Sponsorship Chair
Tina Sharby, SHRM-CP, PHR	Past President	Robyn Chadwick, SHRM-CP, PHR	Young Professionals
Trygve Halverson	VP Professional Development	Greg Martakos	Professional Development Elect
Jackie Desrochers	VP of Member Services	David Twitchell, SHRM-CP	Member Services Elect
Jim Reidy, Esq.	VP of Legislative & Regulatory Affairs	Halie Deverell	SHRM Foundation Chair
Brie Elliott, PHR, SHRM-CP	Secretary	Ryan King, SHRM-CP, PHR	Governance Chair
Elizabeth Spath	Interim Treasurer	Position Open	Secretary Elect
Linda Tuells	Communications	Position Open	Treasurer Elect



# Professional Development Calendar

MONTH	TOPIC
September 12, 2017, 7:30-10:30 am	Employer Branding/Engagement
October 3, 2017, 7:30 – 10:30 am	HR Department of One
November 14, 2017, 7:30-10:30 am	Jerk at Work/Progressive Discipline
December	Enjoy the Holidays with Your Families ☺
January 9 , 2018, 7:30-10:30 am	Annual Legal Update
February 8, 2018 5:30-8:30 pm	Annual Membership Gala
March 6 2018, 7:30 am - 12:00 pm	Transgender/Diversity
March 26-27, 2018	GSHR Conference
June 5, 2018, 7:30-10:30 am	Metrics and Analytics

To register, email invites come out the month prior to each event or go to [www.mahra.org](http://www.mahra.org)





# Benefits of Joining MAHRA



## Membership Benefits

**Professional Development Programs** – Interactive presentations, workshops, panel discussions, and special events throughout the year focused on improving yourself personally and professionally as well as enhancing your effectiveness and value within your company.

**Networking** – with a diverse group of knowledgeable HR professionals

**Annual Conference** – MAHRA supports the annual Granite State Human Resources Conference held in May of each year

**Membership Directory** – Members of MAHRA are provided with access to an online directory of all MAHRA members via the website's Member's Area

**HR Certification Prep Course & Exam Scholarships** – MAHRA has established scholarships for members who wish to study for and take either the SHRM or HRCI certification exam. Scholarships are available to members who pass the exam and whose employer does not provide financial support.



## First Meeting Expectations

- Group introduction
- Welcome gift
- Pairing up with a Board Member
- Opportunity to network with other members



## Maximize your MAHRA experience

- Attend MAHRA Professional Development Events
- Introduce yourself to a Board Member
- Network with Members in our Membership Directory
- Get involved with our Non-Profit Charitable Partner
- Attend other NH SHRM Chapter meetings at the reduced member cost
- Invite a peer to attend a MAHRA event/Join MAHRA
- Let us know how we can improve by completing our Annual Survey
- Complete your Chapter Designation Form for SHRM
- Become a volunteer or Board Member
- Join SHRM – if you haven't already
- Contact us to present a Professional Development Program
- Contribute an HR article for the Business NH Magazine
- Have another idea, let us know!



Follow us



[www.Linkedin.com](http://www.Linkedin.com)



[www.facebook.com](http://www.facebook.com)



[www.twitter.com/ManchHRA](http://www.twitter.com/ManchHRA)





## MAHRA's Website

- MAHRA Surveys
- Latest Announcements
- Our Website Sponsor
- MAHRA Event Calendar
- By-Laws
- History / Mission of MAHRA
- Contact Information
- Board Members
- Committee Members
- Members Area:  
Membership Directory,  
Presentations, and  
Board Meeting Minutes



## MAHRA's Website

- Certification Prep Course Information
- Workforce Readiness Toolkit
- SHRM Online: HR News
- SHRM Conference Information
- Student Information
- Code of Ethics
- Volunteer Leadership Information
- HR Jobs & Professional Development
- Regulatory & Legislative Updates
- HR Links



# HR Certification



# Certifications

## SHRM Certification:

Earning your SHRM-CP or SHRM-SCP credentials makes you a recognized expert and leader in the HR field – and a valuable asset to your organization, keeping you and your organization more competitive in today's economy. This is a competency based certification and requires recertification to stay current.

## HRCI Certification:

PHR and SPHR certification shows that you have demonstrated mastery of the HR body of knowledge and through recertification has accepted the challenge to stay informed of new developments in the HR field.

MAHRA members may be eligible for scholarship awards to assist in offsetting cost associated with study and exam fees.

To review further eligibility, eligibility of reimbursement , and eligibility of scholarship awards please go to [www.mahra.org](http://www.mahra.org) for more information.

# The New SHRM Credentials

We believe these new credentials will become the globally-recognized **standard of excellence** in HR.



SHRM has created the SHRM-CP and SHRM-SCP to:

- Encourage HR professionals to acquire the knowledge and behaviors required for effective performance and career success;
- Establish a certification that is highly relevant to employers, and meets the needs of business;
- Grow certification in the HR profession; and
- Create a new and universal standard for HR.



# HR Certifications

- MAHRA will support both:
  - SHRM certifications
    - SHRM-CP
    - SHRM-SCP
  - HRCI certifications
    - PHR
    - SPHR



# SHRM Information





## SHRM

The Society for Human Resource Management (SHRM) is the world's largest association devoted to human resource management. Representing more than 250,000 individual members in more than 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and has subsidiary offices in China and India.

To join or renew go to [www.shrm.org](http://www.shrm.org)



## SHRM Mission

Over 250,000 members strong, SHRM is the world's largest association devoted to human resource management.

SHRM is the global HR professional organization serving human resource professionals, media, governments, non-governmental organizations, businesses and academic institutions. Our mission:

- **Build and sustain partnerships** to address people management challenges that influence the effectiveness and sustainability of their organizations and communities.
- **Provide a community** for sharing expertise and creating innovative solutions on people management issues.
- **Deliver thought leadership**, education and research
- **Serve as an advocate and a resource** to ensure that policy makers, law makers and regulators are aware of key people concerns facing organizations and the human resource profession.



## SHRM Benefits

- SHRM online
- HR Knowledge Center
- Express Requests
- HR Jobs
- Sample documents
- HR Toolkits
- HR Vendor Directory
- Webcasts
- Video Interviews
- HR Disciplines
- Membership Directory
- SHRM Mentor Program
- Volunteer Opportunities
- HR Talk
- SHRM Connect
- Government Affairs & Advocacy
- Publications
- Research
- Labor Market Outlook Quarterly Report



# SHRM Advisor

## Ask An HR Advisor

**Staff of experienced, certified HR professionals are ready to respond to your HR-related questions M-F, 8:30 AM - 8:00 PM.**

### Phone

Contact by phone at 1-800-283-SHRM – select option 5

### Live Chat

Connect online 10:00 AM – 4:30 PM, EDT, M-F, via SHRM

### E-Mail

Send your request by email any time via the online form at SHRM.



# Volunteer Information



# Importance of Volunteering

The success of MAHRA depends upon the volunteer efforts of our members. The Board of Directors and the various committees consist of unpaid volunteer leaders who are dedicated to making MAHRA a valuable professional association for human resource professionals in the Greater Manchester Area. To ensure the continued success of MAHRA, we are always looking for members who are interested in becoming volunteer leaders, either as members of the Board of Directors or as members of committees.

*'Volunteering has allowed me to step out and challenge myself in new ways outside of the comforts my daily work and to expand my skills with leading business and HR Professionals in the Greater Manchester, NH Area.'*

*Laurie Glaude  
Past President - MAHRA*

## Benefits of Volunteering

- Build a reputation and credentials in the human resources field through your involvement as a volunteer leader
- Expand your speaking and communications skills
- Develop leadership skills
- Develop a professional network of human resources professionals, providing access to a wide range of professional experience
- Recognition as a leader who is committed to the human resource profession and is willing to give something back to help other human resource professionals





# Volunteer Opportunities

Join one of the following MAHRA committees:

- Professional Development
- Membership
- Communication/Website
- Young Professionals

To find out more, speak with a representative from the Board or visit our website.



## Member Services

If you have questions, contact one of these Member Services committee members:



Jackie Desrochers  
VP Member Services  
[Jaclyn.Desrochers@puma.com](mailto:Jaclyn.Desrochers@puma.com)



David Twitchell  
Member Services Elect  
[dtwitchell@nh-cc.org](mailto:dtwitchell@nh-cc.org)





## Thank you to all our Sponsors

The Manchester Area Human Resources Association (MAHRA) is actively seeking sponsors for our 2017-2018 program year. We value and appreciate having a strong base of sponsors to help us continue to develop and provide our membership cost-effective professional development events, educational resources, and networking opportunities.

- **Program and Website sponsorship opportunities are available.**

Sponsors can enjoy brand recognition with a target audience of HR and Business professionals from the Greater Manchester NH Area. Depending on the type of sponsorship, you can highlight your logo, company information, links to your webpage, hand out marketing materials, or speak to our membership at one of our professional development events.