

Attendees: 13

Welcome and meeting kick-off

- Thank you to **Worksource** for hosting our meeting.
- Introduction of meeting attendees and 2017 Board Members
 - Upcoming SHRM events (Deirdre)
 - WA State Law and HR Conference- Seattle, WA March 31
 - SHRM National Conference- New Orleans! June 18-21
- Brief sharing of the changes to Board Member incentives (Lisa)

Meeting Purpose:

- Purpose of today's meeting is to gather input from our members to help guide the board and our programming for 2017. First, we will spend some time gathering feedback on BMHRMA in general. And then, we'll gather some specific programming suggestions.

Process for Brainstorm #1: First individual "Sticky Note" brainstorm, and then group report out/discussion:

Brainstorm #1- Words and Phrases what are some words and phrases that define BMHRMA?
Use a broad range of nouns, adjectives, and adverbs.

- Educational (5)
- Idea Sharing/ moral support
- Empowering
- Diverse group (2)
- Community building (9)
- Very personalized/ welcoming/collegial/informal (5)
- Collaboration (5)
- Laid back/informal
- Optimistic
- Resources (2)
- Inclusive

*The number in parenthesis represents if more than one member had the same idea

Process for Brainstorms 2-4- hand-outs provided for notetaking, capturing ideas and to facilitate discussion

- *Brainstorm on own- 1 minute*
- *Small group brainstorm (1-3 per group)- 3 minutes*
- *Report out to larger groups/Discussion- themes recorded and tracked*

Brainstorm #2:

Why do we exist? What are we/do we want to be known for?

Who is the BMHRMA “customer”? What services will we provide to our “customers”?

- To provide current HR Professionals, or those interested in HR:
 - Skills seeking opportunities (learning, education)
 - Information about current policies/practices
 - Peer support/moral support
 - A place to “recharge” our batteries—a nice place to share thoughts, ideas and brainstorm
 - A place to share best practices
 - Support for “HR department of One” practitioners- a place to collaborate and interact with other professionals
 - Build HR knowledge among businesses
 - Share information on how to be a business partner (less admin)

Brainstorm #3:

What are we doing right? What do you want to encourage BMHRMA to keep doing?

- Nice mix of topics/presentations
- Socials
- Meeting places, meeting times (variety is good)
- Loved having Dianna Gould from SHRM here
- Links to different web sites on BMHRMA web page is helpful

Brainstorm #4:

Brainstorm on own (optional share out to the group): **Any critical feedback for BMHRMA?**

What do you want to see different? Either stopped, or started?

- Consider alternative presentation options--- webinars or recording presentations for viewing at a later timer
- More socials/opportunities to interact
 - Idea: Wine down Wednesday
- More communication—newsletter, or more? Not sure how to balance just enough information and who to create with the need
- Ways to share employment opportunities (HR and/or other?)
- More sharing of SHRM resources/how to use (it can be overwhelming)
- Announce dates/events earlier for better planning

Process: Used same process as Brainstorm #1 (with sticky notes)

Brainstorm #5: What are some future learning topics you would like to see offered through BMHRMA? (Bonus points if you have a suggested presenter to suggest)

- Conflict Management
- Interviewing Techniques and Tips (Maybe have back previous presenter from Banner)
- Recruiting
 - In the digital age
 - In Walla Walla- what works for other organizations recruiting to our valley
- Social media and cell phone use in the workplace
- Employment hot topics
- Mandatory sick leave upcoming new law
- Succession planning (Alice has 2 possible presenters)
- Labor Market information (Alice has a presenter idea)
- Hot Topics/How to prepare HR in the shifting world/ Cutting edge policy
- Performance Appraisals (moving from annual to more frequent/coaching)
- Process Improvement/Project Management
- Overview of SHRM resources/tips
- Work/Life balance- how to encourage wellness with work
- HR department of One/HR Basics
- Train the Trainor/Facilitation Skills
- Onboarding/Orientation
- Documentation- what to record, how long to keep (consider reaching out to L&I)
- Managing across generations (or some other twist on that topic)
- Suggestion to do another 501 Commons/Peer to Peer sharing project
- Good customer service

Conclusion:

Thank you for your feedback!

The next step is for the board to take these ideas, and incorporate them into our planning documents and into our programming for 2017 and beyond!