

2019 cali for nia

LEAD ADVOCATE IMPACT

STATE LEGISLATIVE & HR CONFERENCE

April 3-5, 2019 | Sheraton Grand Sacramento | Sacramento, Calif.



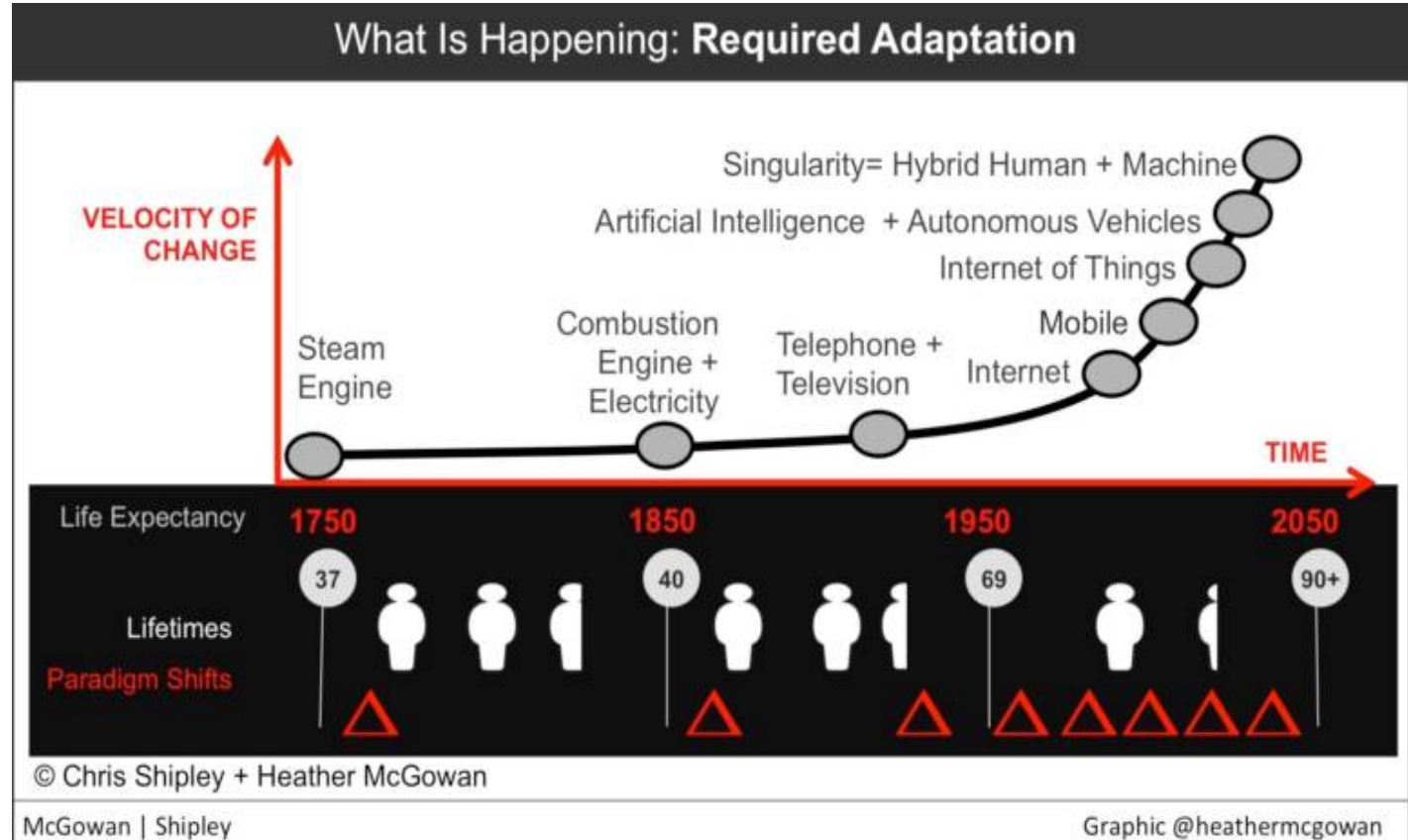


It's Time to Invest In Yourself With SHRM

Jon Decoteau SHRM- SCP
Divisional Director – West
SOCIETY FOR HUMAN RESOURCES

The Future of Work

Fast Adaptation is Required



Welcome to The Future



**Enhance
Technology
and Analytics**



**Business
Acumen &
Compliance**



**People are our
Business**



**New
Workforce
Behavior**



**Modern
Benefit
Offering**



**Building
Credibility /
Certification**

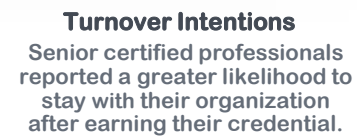
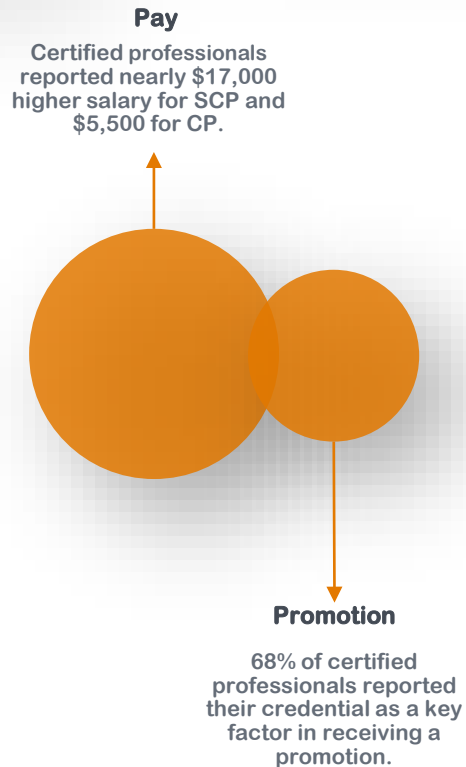


NOW is The Time to Invest
in Yourself

SHRM Competency Based Certification



What Value Does the Competency-Based Focus Bring Individuals?



Business Acumen as an HR Competency





Understand the role metrics play in talent analytics



Recognize that HR metrics alone offer limited value



Learn to ask the right questions



Understand the question first, then look at the metrics



Work across the organization



Embrace measurement



Always build a business case



Identify the workforce-driven components of business-driven metrics



Don't compromise on data quality



SHRM Tools to Grow Your Investment



SHRM Specialty Credentials

Build specialized knowledge and expand your influence by earning a SHRM Specialty Credential!

Earning a SHRM Specialty Credential is an investment in your continued career development and can be accomplished by engaging in content-specific, competency-based education and achieving a successful score on an online assessment.



- ✓ Complete the **Specialty-specific SHRM seminar** (In-Person or Virtually)
- ✓ Complete the **Specialty-specific SHRM eLearning modules**
- ✓ Pass a Multi-question **Online Knowledge Assessment**

SHRM Certification not required, however you receive 20+ PDCs toward your SHRM-CP or SHRM-SCP recertification upon completion of either program.

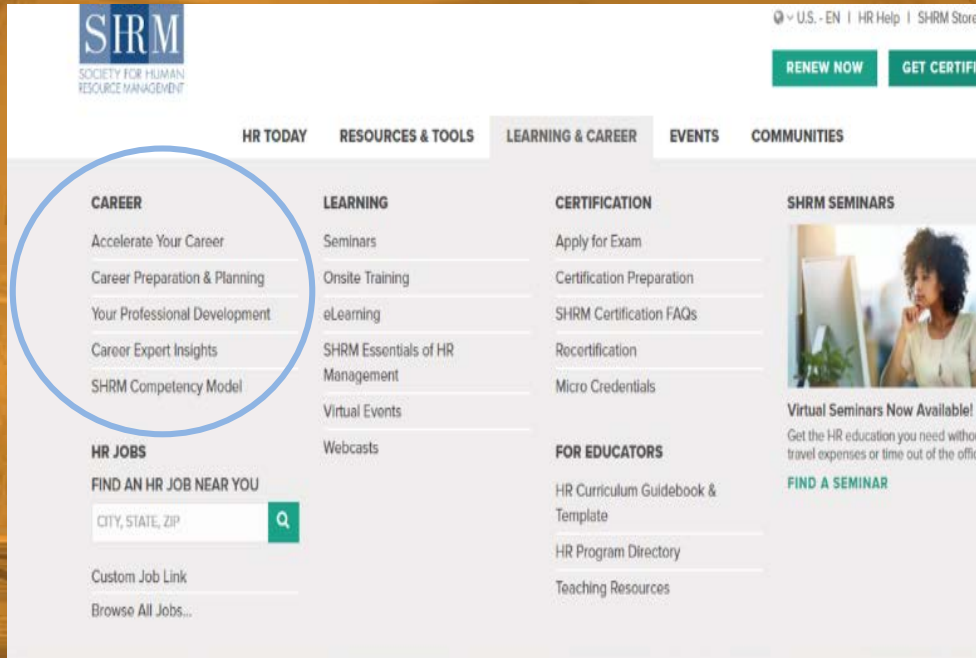
<https://www.shrm.org/LearningAndCareer/learning/Pages/Specialty-Credentials.aspx>

SHRM Career Planning Tool



Take out your phone and do this...now
SHRM.org>Menu upper left>Learning and Career>Career>Accelerate Your Career

Career Resources



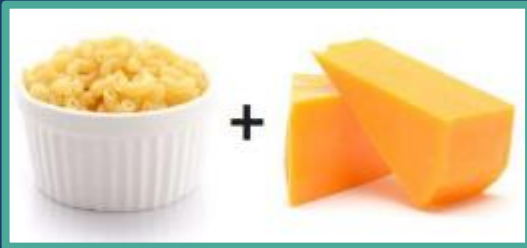
1. Take the Competency Self-Assessment (CSA)

2. Use the Development Activity Wizard

3. Create a Competency Development Plan

Learn more - accelerate your career visit shrm.org/careers

Chapters Strengthen Your Investment



shrm.org/chapters

By joining one of SHRM's 570+ local affiliated chapters, you will gain access to:

- **Networking Opportunities**
- **Career Resources**
- **Professional Development Opportunities**

Chapter Locator - Enter your city and state or zip code to view all SHRM-affiliated chapters near you.

Contact the chapter via its website or contact information provided.

HR Profession Expertise is Critical

- Do HR Function Well...or Someone Else Will
- Attract the “Smartest” People to HR
- Understand How your Employer Makes Money
- Practice Courageously

Thank You



Jon Decoteau
SHRM-SCP
Divisional Director

jon.decoteau@shrm.org
800.283.7476 X 6298
@SHRMJonD