



Message from the President

It's been a long time coming and it's finally here! I'm honored and thrilled to announce that the Grand Canyon State chapter of IPMA-HR has undergone much work behind the scenes to rebuild, re-imagine, and rebrand ourselves. It's been an exciting and invigorating transformation for the board of directors and we're excited to announce our new look through our newly revised website, a new focus, as evidenced by our calendar of exceptional programming, and a new energy, which you will no doubt experience for yourself when you join us for in-person events, log in to our virtual sessions, and read our electronic communications and emails! We have aligned ourselves with the national association and are now:

Public Sector Human Resources Association

Or PSHRA, for short.

Allow me to tell you some of the exciting changes you will see and experience as a member of pshra – grand canyon state chapter

- The programming committee is working hard to create a full slate of programming for the coming year that is most relevant to you: public sector HR professionals in the state of Arizona. I encourage you to put [these dates](#) on your calendar so you don't miss anything!

- A streamlined membership process: join whenever you'd like. Your [membership](#) is good for a full year.
- Your membership includes access to 2, full-day in-person events, 2 half-day in-person events, and 2 virtual events along with one in-person holiday networking event.
- Your membership committee is crafting a specially curated collection of articles, information, and news that will keep you informed and connected with other professionals across the state.
- A focus on moving our profession forward, embracing change, and engaging with new technologies, systems, ideas, and perspectives.
- An emphasis on giving back to our communities through local and state-wide volunteer opportunities. As HR professionals, we are only as successful as those we lift through a helping hand.

In coming months you'll learn more about the talented and energetic professionals who are bringing these wonderful events to you. But for now, the best way for you to experience our new look, our new brand, and our new energy is to join us for our Member Kick-Off event on October 18th!

Read all about our October event below, but whatever you do, *don't miss it*. Renew your membership now or join us as a new member and you'll receive a year's worth of great programming and networking for one low price.

I'm excited to serve this year as your chapter president and welcome your ideas, suggestions, comments, and input. Please don't hesitate to reach out to me [by email](#). I hope I get to meet you in person on Oct. 18th – come and join the fun!

Sincerely,

Karen Main, President

PSHRA - Grand Canyon State Chapter

YOU DON'T WANT TO MISS A THING!

Does HR Need a Rebrand? Do You?

When: October 18th 9-3pm

Where: Mesa Police Fiesta District Station
1010 W Grove Ave. Mesa, Az. 85210

Free for PSHRA - GCS members and \$15 for
non-members!

We've re-branded, what about you? Or what about your department? The focus of our October event dives into the subject of re-branding and we're asking some tough questions: What can re-branding do for you, personally? Does HR, as a profession, need re-branding? What role can you play in re-branding our profession? Our featured speaker to help us explore this topic is Nicole Lance of [Lance Consulting](#). Stop by the studio we'll have on sight for a free, new headshot! We're also supporting others who are in need of a fresh, new start by holding a clothing drive for the organization, [Dress for Success](#).



Register Here!

Mark Your Calendars for these Future Events:

December 13 - Member Holiday Networking Event & Employment Law Updates with special guest, Justin Pierce from Pierce Coleman Law Firm!

March 27 - Full Day Event

May (TBD) - Member Networking Event



People's Expectations of "Work" are Changing. Are You Responding?

Nathan Williams

We all know that the pandemic caused seismic shifts in worker's expectations. While the expectations of our people have always been changing, they've traditionally moved at a pace that local government could.....well, maybe not "keep up" exactly, but at least we weren't so far behind that riots ensued. This has changed in the last two years, however. Two big factors are making it increasingly difficult for public sector agencies to both attract and retain talent.

Challenge one; retirement rates are climbing fast, meaning baby boomers are leaving at more rapid rates than ever before. We, as public sector workplaces, have traditionally been designed in line with the preferences that show up more in the boomer generation than in younger generations. Rigid work schedules, pensions, and in-person work are not viewed nearly as attractively to Gen X, Millennials, or especially Gen Zers, and can even be seen as negatives. While many public sector employers are aware, and adjusting, in order to compete, we tend to be significantly behind the private sector in providing flexibility, technology, and benefits that align with needs of many in the workforce today.

So, this introduces challenge two; the public sector tends to be at a disadvantage in recruiting a large percentage of the overall talent pool. If the public sector has, on average, older workers, and can't seem to recruit younger workers as effectively as the private sector, how do we win the best talent?

The answer is, if we don't adapt quickly and effectively, we won't win the best talent. And we NEED the best talent. Our customers deserve high levels of service. As the HR leaders of our agencies, we need to begin identifying what the emerging needs and expectations are of employees – and not just our current employees, but those we'd like to hire. How do we identify those needs and expectations? We need to be consuming media, networking, and surveying. Leverage LinkedIn and follow experts and influencers within the spaces of HR, IO Psych, Employee Engagement, and read their articles. Join associations, like SHRM and pshra, and keep an eye on what they're publishing. Ask your employees what they need, and even ask candidates what they're looking for in their next employer.

Then, once informed and equipped with relevant information, we need to educate agency leadership. Executives need to understand how critical transformation is to your agency's success. Help identify key areas of focus within the HR space that the organization needs to make improvements or address risks. It may feel enormous and even insurmountable. If you can bring good data, and identify clear areas to focus, the problem becomes clearer, and more achievable.

Arizona's Got Talent!

Interview with Teri Overbey Brown, HR Director at the City of Mesa

Teri has had an amazing 29 year career in HR, with 28 of those years working for Mesa! She started off her career in HR as an intern for the City of Scottsdale.

What area of HR would you say is your greatest strength?

"The Personnel side of HR is my strength. I started as a Human Resources Analyst serving as a Generalist for the Police Department, then worked my way up to Senior Analyst, Lead, HR Administrator and now HR Director."

How did you end up in HR

"I was working on my Bachelor's Degree in Business Administration with an emphasis in HR. I joined the student chapter of SHRM at Arizona State University and during my senior year I did an internship with the City of Scottsdale. That kick started my public sector HR career."

What, in your opinion, are some emerging trends or coming changes with HR?

- Hybrid Workforce/Teleworking
- Post COVID workplace expectations/Work-life Balance and the impact on Recruiting and Retention
- Employee Engagement - Mesa created an Employee Engagement Manager position to focus on this topic.
- Focus on Health and Wellness - Mesa is continuing to enhance our Wellness incentive program, webinars/programs to address chronic diseases, Health and Wellness Center, etc.
- Mental Health and Behavioral Health - Mesa adjusted our benefits plan to eliminate all deductibles related to mental health. We want the focus to be on getting the help the employees need and not worrying about if they can afford the treatment.
- Diversity, Equity, and Inclusion. Focus on education, training, and changing the culture.
- AI – determining what role AI will play in the future

How do you stay up to date on emerging trends or coming changes in HR

SHRM is a great resource. I receive email notifications from law firms such as Littler, Ogletree Deakins, Sherman Howard, etc. and attend their webinars. Attendance at the Employment Law seminars are also great.

What would you say are the most important competencies or skills of an HR Director?

- Communication Skills
- Organizational Skills
- Partnering at all levels: employee, Director, City Management level
- Developing a good relationship/seat at the table with City Management; being a strategic partner.

- Continued learning. Always adapting to change whether it be employee engagement, recruitment, employee benefits, learning and development, etc. Staying on top of emerging trends and changes in legislation.

If someone was about to graduate college, and reached out to you to ask why (or why not) they should go into HR as a career, what would you tell them?

If you are looking for a challenge, HR is the place to be: Fast paced, ever changing. However, if you are going into HR because like to interact with people - "I'm a people person", you will get that but a lot of time it is difficult interactions. Employee relations, investigations, legal interpretation, questions on ineligible candidates, etc.



Teri Overbey Brown speaking at an event in Mesa

Do you have ideas for future newsletter topics? Share here...

Suggestions



**Shankar Vedantam:
You don't actually know what your future self wants**

"You are constantly becoming a new person," says journalist Shankar Vedantam. In a talk full of beautiful storytelling, he explains the profound impact of something he calls the "illusion of continuity" -- the belief that our future selves will share the same views, perspectives and hopes as our current selves -- and shows how we can more proactively craft the people we are to become.

Click on the image above to watch this Ted Talk!

Help Wanted

- *Labor Relations Manager - Tucson*
- *HR Advisor - Prescott Valley*
- *HR Manager, Leaves and Accessibility - Tucson*
- *HR Business Partner - Phoenix*
- *Administrative Services Manager - Tucson*
- *HR Administrator - Tucson*
- *HR Analyst - Tucson*
- *HR Deputy Director - Tucson*
- *People Solutions Manager - Gilbert*
- *HRIS Analyst - Gilbert*

Links to these open positions can be found on our careers page, [here](#)

If you enjoyed this newsletter and you're not yet a member of pshra-gcs, you'll want to join! This monthly newsletter, along with access to annual programming will be included with annual memberships going forward!

[Join here!](#)