

Our October 18th Event is Gonna Be BIG!

Does HR Need a Rebrand? Do You?

[Register Here!](#)

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!

Morning Keynote

[Nicole Lance](#) from Lance
Strategies !

Free Headshots

Nonni Mulvaney will be on site
providing professional headshots!

Who is Nonni? My name is Nonni and I'm the owner of Nonni Lee Photography. I have three beautiful children ranging in age from 8-16. Life is busy, but so fun! My love for adventure and my passion for freezing moments in time have been evolving for the past 12 years; ever since my 2nd daughter was born. However, my love for photography was cultivated at a very young age. I can still remember the smell of the local camera shop we would frequent when we had a roll of film to get developed. I am in love with the idea that I can capture raw emotion and connection through my lens and that is what I strive for in every session. I look forward to meeting each one of you and capturing the perfect headshot!

Reserve your [headshot spot here!](#)



Lunch Provided by Gibson

Gibson Risk Management/Employee Benefits: We're more than just brokers. We're advisors and consultants with a passion for helping you look beyond what others see and get to the proactive side of insurance. Together we'll find the perfect combination of insurance, benefits, safety, and compliance that sets you apart from the rest. That's your edge. Let's find it together.



KYLIE STAPLES
ARIZONA MARKET LEADER
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Opportunity to Give



Dress for Success is holding a toiletry drive at our event. Please bring new, unopened travel-sized toiletry items to donate

Afternoon Panelists



[LaCoya Shelton](#) is Chief Executive Officer of Revolutionary HR Consulting. She has had a successful career leading and developing agile and progressive HR organizations that are grounded in service delivery, operational excellence, and strategic ability. For decades, LaCoya has dedicated her talents to creating workplaces where organization and employee goals work in concert and thrive.

Prior to launching Revolutionary HR Consulting, LaCoya spent many years in the c-suite. She served as Vice Chancellor for Human Resources with one of the largest community colleges district in the nation. Her previous roles include Chief HR Officer overseeing the full delivery of HR services for 70 Arizona state agencies, boards and commissions, healthcare, and private sector human resources. She specializes in the design and execution of high- impact, transformational HR recognizing that HR is the intersection between business strategies and the human beings responsible for its success.

LaCoya also serves as an expert HR witness providing expert HR opinions in a variety of legal matters involving employment given her background and expertise in Human Resources. She teaches HR management and leadership helping to prepare HR practitioners for professional certification in human resources, serves on the City of Surprise Personnel Board and is a member of the Conscious Capitalism Arizona Chapter leadership team. LaCoya is a graduate of Arizona State University and doctoral

[Brady Young](#) is a savvy business and HR leader who understands the levers of a business and builds people operations that support exceeding its goals. Additionally, he is highly trusted and valued for his ability to coach and mentor leaders. Brady has 20 years of experience in HR at TGen, Plexus, CVS, Intel and Raytheon and has created cutting edge HR and TA functions in a number of startups.

Currently, Brady is the founder of Thrive Coaching and Consulting, LLC. As an HR consultant, Brady enables his clients to exceed their KPIs and strategic goals by helping their most valuable asset, their people, be the most effective versions of themselves. As a coach, Brady partners with business leaders to discover the pathway to maximize their personal and professional goals and work alongside them through not only goal accomplishment but also through their transformational experience.

When not working, Brady is busy with two active sons, woodworking, paddleboarding, and cheering on (with near-annoying levels of vigor) his favorite sports teams.

[Laura Ingegneri](#) is currently the head of HR for Maricopa County, which employs of over 13,000 employees. She has over 30 years of experience in HR with expertise in recruitment, assessments for employee selection and development, interviewing, hiring, terminations, discipline, harassment, discrimination, retaliation, workplace investigations, labor relations, meet and confer, benefits, wellness, compensation, succession planning, HRIS, performance management and employee-related policies, procedures, and handbooks. In addition to extensive "hands-on" work throughout her career, for over 10 years, she has served as the top HR Executive providing strategic, innovative, and visionary leadership.

She is an active community leader. She successfully plans and leads an annual [HR Executive Summit and Retreat](#) in Arizona for top HR Executives. She currently serves on the City of Scottsdale's Judicial Appointments Advisory Board and previously served on the City of Scottsdale Personnel Board, the Arizona Commission for Judicial Performance Review, and the Arizona Society for Human Resources State Council in different volunteer roles including State Council Director.

She holds a Bachelor's Degree in Business Administration and three professional certifications - Senior Professional in Human Resources (SPHR), International Public Management Association for Human Resources Senior Certified Professional (IPMA-SCP), and the Society for Human Resource Management Senior Certified Professional (SHRM-SCP).

candidate in organization and human capital management.

President's Message

Re-Building Community and Connection

A recent conversation with a colleague, (an HR Director for a local municipality), sparked a discussion about the rising rates of burnout among HR professionals (see, for example Forbes, Jan. 2023, "[Top Ten HR Trends for the 2023 Workplace](#)"). Burnout and stress and anxiety are very real among HR folks. I would guess no matter what HR role or function you fill, we're all experiencing some level of burnout or stress. This, I believe, is partly due to the rapidly-changing nature of the HR professional's role; it's also related to the increased demands placed on HR professionals; I would imagine another contributing factor is the lack of understanding by those outside of the HR field who are not aware of the increasing demands and pressures that have been thrust upon HR and just assume "HR can do it." If you're working in human resources, in *any capacity*, you know the stress associated with pressing demands coming at you from all directions: if you feel like you're on a never-ending roller coaster ride, you're not alone.

Because of this, we need a supportive and responsive community now, more than ever. The Arizona public-sector HR community is a broad and expansive community - but are we connected? It should be a comfort to know there are like-minded people out there who understand your frustrations, know what "crazy-busy" feels like, and can offer support, encouragement, or a helpful hand should you need it. Since covid, it's likely we all don't feel as connected as we used to.

It's time to focus some attention on rebuilding our sense of community so we can all reap the benefits of membership. But re-building a sense of community doesn't just happen overnight. It takes active commitment from all of us and a willingness to re-invest our time and energy. Here are a few things we can all do to help reignite our community:

Attend our In-person events

While a monthly in-person (or virtual) program is not a panacea, it is an *opportunity* to be in the company of like-minded others. My Dad used to always say, "it doesn't matter *what we talk about when we're together*, just that we're together." If there's any way you can make one of our monthly get-togethers, please do so. The more people we can gather in one place, the stronger the sense of community we create. I get it that we're all busy – but professional development and a feeling of belonging are also important. We all can't assume that others will carry this burden. It's all of our responsibilities to "show up" and claim our seat at our community table.

Attend our virtual programs



Karen Main, PSHRA-GCS
President

**YOU DON'T
WANT TO MISS
A THING!**

**Mark Your Calendars
for these Future
PSHRA-GCS 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 featuring experts in the space of creating inclusive workplaces

May (TBD) - Member Networking Event

Your PSHRA-GCS board will begin to host virtual programming over the coming year, too, which will create another opportunity to meet colleagues you might never otherwise meet! Think about it, what other way can you hold a conversation with a peer from a different part of the state? If we can get enough people together in a virtual format, think of the interesting people you'll meet in a virtual break-out session!

Reach out to a colleague

When's the last time you checked in with an HR colleague or peer that you no longer work with? Sure, you probably phone, text, or email the colleagues you work with all the time, but what about that person you met at a conference? Or that colleague you used to work with? Let's all make it a point to pick up the phone or send a friendly text to someone you haven't spoken with in a while. Touch base and let someone know you're thinking about them. Who knows what kind of a positive impact you can have simply by taking a few moments to touch base.

Offer to host an event at your location

Are you willing to open your doors to host one of our sessions? We'd love to learn more about your municipality and explore your city or town. Our community will be stronger the more we learn about each other.

Suggest a speaker. Propose a topic for a monthly meeting or webinar.

Do you know of an excellent speaker or trainer who would like to share their knowledge with our community? (Or perhaps that person is you!) Don't hesitate to reach out to [Carrie Bosely, Town of Queen Creek](#), who leads our programming committee or any of your pshra board members with your suggestion. The more we share and explore together, the more your pshra board can deliver the relevant programming you want and need.

What challenges are you facing and what skills, insights, or knowledge would help you address those challenges? Please feel free to send us your ideas for topics or programming areas.

Volunteer at one of our events.

We're always looking for individuals to help us at our in-person events. If you'd like to learn more about the "behind the scenes" work of your pshra board, just reach out to any of us to find out how you can help at an event.

As you can see, there are some simple things we can each do to help re-build a sense of community for ourselves. We're not alone. We're part of a vibrant and expansive community of highly intelligent and creative professionals! I believe our collective is our strength. My personal goal as a member of the PSHRA-GCS board is to help us all re-build a strong sense of community to enhance the support and connection we each experience.

I'm eager to begin this important work of re-building community. Your pshra board is ready. I hope we can count on you to join this effort!

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!](#)

Help Wanted

- *HR Business Partner - Phoenix*
- *Administrative Services Manager - Tucson*
- *HR Administrator - Tucson*
- *HR Analyst - Tucson*
- *HR Deputy Director - Tucson*
- *Organizational Development Manager - Marana*

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

Do you have an opinion or thought on this post? We want to hear from you!
Email [Karen Main](#) with your comments.

Arizona's Got Talent!


This month, we're spotlighting a member of your PSHRA-GCS board. Can you guess who?


How long have you served in HR? 23 years

How long have you worked for your current agency? 19 years


How many employees do you directly manage? 8 direct reports.

Do you have an HR specialty? Not just one. I have specialized in Labor Relations, Recruitment and Selection, FMLA and ADA

What is one of your favorite hobbies? Love my book club 

What is something interesting your coworkers DO know about you? Most know I am half Korean, but not sure if they know I was "made" in Korea. My mom flew over when she was 4-5 months pregnant with me. 

What is something interesting your coworkers DON'T know about you? My first trip back (to Korea) was planned beginning of April 2020, right as COVID pandemic shut down all international travel. Luckily, I had not left yet. I have still not been to visit.

Where is your favorite vacation spot? Any beach 

Do you like sports? If so, do you have a favorite team? Any U of A team

PSHRA Board of Directors

Karen Main: President
Judy Boros: Past President
Dorri Carpenter: Secretary
Sylvia Payne: Treasurer
Elsa Quijada: Asst Treasurer

At-Large Members:

Cathy Bohlend
Carrie Bosley
Shawn Irula
David Parker
Nathan Williams
Catherine Wilson

Any idea who it might?

Take a Guess

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

Suggestions

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