



President's Message

Karen Main, PSHRA-GCS President

Welcome to a shiny New Year! I'm not even going down the path of resolutions or goals this year, but instead am allowing myself to experience life more fully, take a few more risks professionally, and pursue some new interests. To do this, I've told myself I'm allowed to be anxious in the face of new challenges, but not reticent; and while I'm learning some new things, I'm reminding myself that I have to let go of my perfectionism because in order to learn something new I have to flounder a bit and get used to being bad before I can excel. (As I'm learning to play the ukelele, my deaf, older dog is still my biggest fan!). Whatever your goals, hopes, and dreams for 2024, I hope you can bring a similar set of reasonable expectations for yourself.

Allow me to outline some of the initiatives your pshra Grand Canyon State chapter board will be pursuing and share a few announcements.

First, we welcome a brand-new board member, Ivy Baumann, to assist Carrie Bosley and the rest of the programming committee. Ivy brings years of experience in the talent development field and is currently managing several functions for Pima County. Welcome, Ivy!

Next, to continue to improve our chapter and provide the services and resources important to you, we need your input! Would you please take a few minutes to respond to a short survey we've created [here](#)?

I don't know about you, but 2023 was the first time I began to seriously wonder about, play around with, and get concerned about Artificial Intelligence (AI). What about you? Have you been an early adopter, already working with an AI platform or software? Or are you intrigued but skeptical like I am? Everything I'm reading, watching, and listening to predicts that AI will be even more prominent in 2024. To that end, your programming committee has thought ahead to produce two webinars next month (February 2024) that will give us all the foundational information we need to make sound decisions about how to implement and use it. We'll gather in person in April for an interactive session to actually work with AI to help solve some HR issues. This promises to be interesting, eye-opening, fun, and informative!

If you're like me, all of this can be a bit confusing. Here are a few resources that I used to get my bearings on what AI is, how it works, its potential, and its downside.

[This 60 Minutes](#) episode features a great overview about how chatbots work, specifically Microsoft's Bing which utilizes the universe of information on the internet to answer a query.

The first AI tool I explored was Bard, which is Google's deployment of machine learning in a chatbot. This [60 Minutes episode on machine learning](#) offers a helpful overview of Bard and includes an interview with Google CEO Sundar Pichai who explained, "AI can be as good or as evil as human nature allows," and "the revolution is coming faster than you know."

I love how technology can improve our lives, decrease the time we spend on tedious types of chores, and enhance the way we work and communicate with one another. Here's *OpenAI* Co-founder Greg Brockman (the company that distributed ChatGPT to the general public), explaining the tremendous potential of ChatGPT in his Ted Talk, "[The Inside Story of ChatGPT's Astonishing Potential](#)." (Note: 30 minutes in duration).

As an educator, I'm concerned about how AI could potentially limit a student's creativity or stymie critical thinking; but I also understand there are many, many opportunities to enhance learning through AI. Here's one thought-provoking Ted Talk on "[How AI could save \(not destroy\) education](#)" by Sal Khan.

I've discovered that AI can be utilized to assist in every sub-category of HR – from recruitment to training to workforce planning and everything in between. The more I'm reading and learning about AI (and beginning to use AI) the more I'm realizing its depth and reach. AI is already so engrossed in our daily lives and we don't even realize it - and its use will continue to expand exponentially.

What about you? Would you please [reach out to me](#) and share with us:

- What questions or concerns do you have about AI?
- How are you (or others in your organization) already utilizing AI?
- What success stories can you share about the uses and benefits of AI?

Mark these dates for upcoming webinars and an interactive in-person session:

Webinar 1: [Introduction to AI](#)- Wed 2/21/2024 12:00 PM - 1:00 PM

Webinar 2: [Utilizing AI Safely and Effectively](#) - Wed 2/28/2024 12:00 PM - 1:00 PM

In-Person Lab: [Utilizing AI Safely and Effectively](#)- Wed 4/24/2024 10:00 AM – 3:00 PM, Queen Creek Library, 21802 S. Ellsworth Road, Queen Creek, AZ 85142, Zane Grey Conference Room

That's about it from me for this month. Thanks to all of you who attended our Rockin' Employment Law update in December. And thank you for your help in putting together the gift bags that were distributed to Cultivate Goodness. More opportunities to give back are coming in March.

Take care of you – you're worth it!

Karen Main, President
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PS: none of the above content was generate using AI technology...

PSHRA - GCS is Bringing You Some Exciting Stuff in 2024!

Upcoming Events:

AI Webinar Series, Feb 21st & 28th from 12-1pm (Webinar info coming soon)

A Sense of Belonging; Featuring [Shannon Portillo](#) and [David Hall](#) - March 27th from 9-3pm at Southeast Regional Library: 775 N Greenfield Rd. Gilbert, Az. 85234

Like our October and December events, this event will include speakers, a sponsor-provided lunch, and an opportunity to serve!

AI In-Person Session, Apr 24th from 10-3pm at Queen Creek Library: 21802 S Ellsworth Rd. Queen Creek, Az. 85142

Building Resilience, In-Person event on May 8th. (Location and times coming soon!)

Access the Events Page of our Website [Here](#)



Shannon Portillo is Director and Professor at the Watts College of Public Service at ASU



David Hall is an Author, Speaker, Podcaster, and Higher Education Professional

In Case You Missed It

Our December "*Fa-Law-Law*" event was amazing, thanks to Justin Pierce's Rocking Legal Update!



It was great to see so many of our public sector HR pros in attendance!



Justin made it fun, and gave some great guidance!



Participants had a chance to put gifts together to donate to Cultivate Goodness!

David Parker, Executive Director and Chief Compliance Officer of Pima College had this to say about the event:

"Justin Pierce not only provided a huge amount of entertainment as part of his presentation, he provided a year's worth of updates during which time regulators and the Courts have proven the need to remain nimble, embrace change in policies, processes, and education, and he gave us some excellent tips."

Nathan Williams, Chief People Officer of Gilbert had this to say:

"I didn't think anyone could make employment law fun! Justin gave great guidance and gave us all some important things to being paying attention to in the area of harassment, discrimination, and protected class."

PSHRA - Grand Canyon State Board of Directors

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Help Wanted

Flagstaff is hiring a Class & Comp Program Manager and an HR Recruiter

Careers

If you'd like to post job openings on our site, please [click here](#)

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

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