



NOHRA News!

Our Mission: The local HR association that exists to develop and serve the HR professional and contribute to the success of the organizations and communities in which they work and live. NOHRA provides opportunities for professional development, networking, and certification to enhance the effectiveness of HR professionals and advance the practice of Human Resources.

Upcoming Events

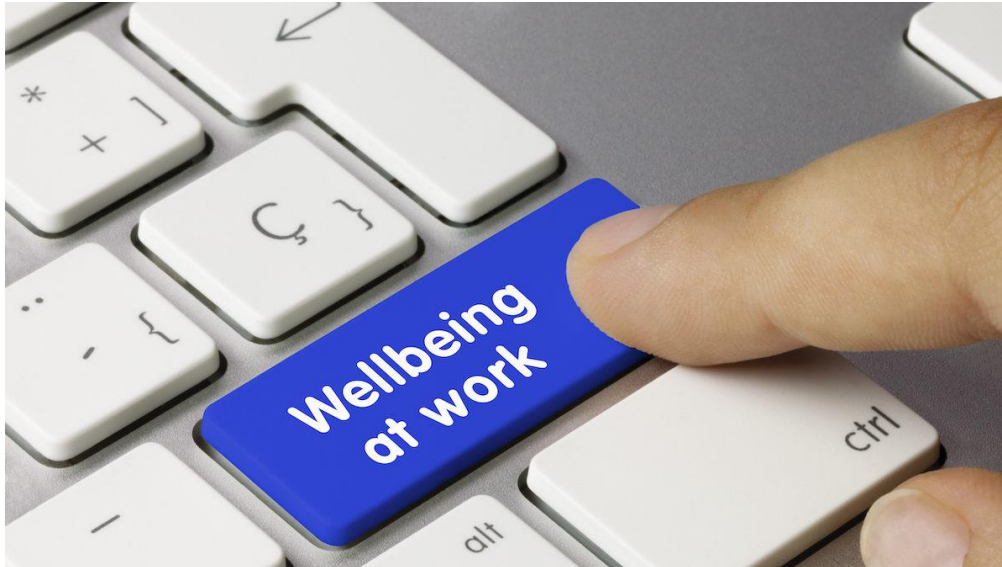
Coffee & Convos



Thursday, March 19, 7:30 - 8:30 AM, Rustbelt Coffee

Convos and Coffee challenges all stewards of workplace culture, including HR professionals, C-suite executives and people managers to have crucial conversations about what's working and not working in the workplace to drive strategic cultural change. Join other HR professionals to discuss the effects that unhealthy work cultures have on workers and businesses and explore the positive role that open, honest conversations at work play in addressing toxic cultures. [Register](#) for this **free** event.

March General Membership Meeting: Workplace Well-being and Organizational Health



Thursday, March 26, 7:30 - 9:30 AM, Hilton Garden Inn Toledo/Perrysburg

Over the past decade, experts in the workplace wellness industry have learned that employee health and well-being is greatly impacted by the health and well-being of the organization. In this presentation, Maddison Bezdicek and Emily Miller from Hylant will explore the evolution of worksite well-being programs and new strategies to engage employees in their work and personal well-being. [Register](#) on the NOHRA website.

March General Membership Meeting: Workplace Well-being and Organizational Health



Friday, April 24, 8:30 AM - 3:00 PM, Hilton Garden Inn Toledo/Perrysburg

NOHRA's annual Inclusion Conference provides proven, comprehensive learning that will boost your professional and personal development whether you are new to diversity and inclusion or are a seasoned D&I advocate, hoping to gain valuable information for implementing an inclusion strategy at your workplace, seeking guidance on addressing your own bias, or seeking to increase your competencies for career growth. You're sure to leave with a renewed passion for your role, best

practices that can help make your organization a more supportive and engaging place to work, and an invaluable network of new connections. The annual Inclusion Conference is a lot of learning packed into one day, so [register](#) now and don't miss your opportunity to have fun, enjoy learning and networking, and learn how to *Redefine Workplace Culture!*

NOHRA 2020 Golf Outing



Monday, August 10, Stone Oak Country Club - Shotgun Start 8:00AM

Calling all HR pros and companies that operate in the HR world. Mark your calendars for a day of golf and fun in the sun! We're currently looking for sponsors and volunteers. Contact Nick Mancinotti for details at nick.mancinotti1@gmail.com.

NOHRA Volunteer Opportunities

NOHRA Board

Share your talent with NOHRA! The NOHRA Board is seeking several volunteers to serve on the Networking, Golf Outing, Membership, and Workforce Readiness committees. Send an email to Lori Schoch-Mann at President@toledoshrm.org to express your interest and get involved.

SHRM Certification



A course designed for your success! In today's changing HR landscape, it's becoming more important than ever that you not only have strong HR knowledge and skills, but are also able to be a strategic business thinker, capable of tackling any issue thrown your way. Become the most qualified and valuable HR professional you can be with NOHRA's SHRM Certification Study Group. With the SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®), you'll have the answers AND know what to do on the job.

NOHRA's SHRM Certification Study Group will broaden and update your skills and knowledge while delivering everything you need to pass the SHRM-CP or SHRM-SCP exam, all in an interactive group environment. The Spring study group is forming soon. Reach out to Gretchen Carter at certification.chair@toledoshrm.org for more information.

Volunteer Opportunities



April 9, 12:30 - 2:30 PM, Owens Community College

- Need: Volunteers to complete mock interviews with students for all undergraduate disciplines
- Contact: Rene Downour, rene_downour@owens.edu

May 1, 8:15 AM - 1:30 PM, Junior Achievement of Northwestern Ohio

- Need: As many HR professionals and leaders as possible to assist with student professional skills challenges
- [Register](#) to participate
- Contact: Jim Pollock, jim.pollock@ja.org

May 8, 9:00 AM - 3:00 PM, Venture Bound

- Need: Six to eight companies to set up a mock job fair. Four to five interviewers for mock interviews for high school students on the autism spectrum.
- Contact: Tom Daniels, tdanie@bgsu.edu

HR Professional of the Year

Nominate an HR Professional of the Year before March 31, 2020!

NOHRA, in conjunction with The EA and BGSU Graduate & Executive Programs in Business, presents the Human Resource Professional of the Year award. Candidates will be evaluated on their demonstrated Integrity, Leadership, Innovation, Strategic Thinking, Character, Objectivity, Passion, Influence, and Knowledge in Human Resources. The goal is to spotlight a Human Resources professional in Northwest Ohio who elevates the profession, serves as a role model for their peers, and sets the standard for other HR professionals to follow. We want to tell their story! —The only stipulation is the recipient must be a current practitioner of Human Resources in Northwest Ohio for an organization(s) serving employees working in Northwest Ohio. Have a nominee? Click [here](#) for a nomination form.

Connect with Us!



ToledoSHRM.org

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