



The Colorado SHRM State Council

The Colorado SHRM State Council is a collaborative effort of the Colorado SHRM Chapters and national SHRM members in Colorado.

Our mission and vision is to guide and facilitate professional and student Colorado SHRM Chapters and national SHRM members through collaborative initiatives that serve the professional and advance the profession in our state.

Colorado SHRM State Council- Mission/Vision

To guide and facilitate professional and student Colorado SHRM Chapters and national SHRM members through collaborative initiatives that serves the professional and advances the profession in our state.

Colorado SHRM State Council- Guiding Principles

As this council conducts business we will:

- Be collaborative
- Participate (show up, volunteer, and be prepared)
- State opinions and respect difference
- Follow through (timely)
- Respect/advance the profession
- Respect the financial stability of the organization



Executive Committee alignment & reporting structure

Director – Ronda Gallup, SPHR: Executive Committee

Deputy Director – Debbie Little, SPHR: Best Companies, Legislative Affairs, Professional Development, State Director (shared with Carlene)

Treasurer – Kody Braisted: Certification, College Relations, Diversity, SHRM Foundation

Secretary – Linda Davidson: Membership, Member At-Large, Workforce Readiness

Past Director – Carlene Goldthwaite, SPHR: District Directors (Central, North, South, and West), State Director (shared with Debbie)

State Council member performance **expectations** (a work in progress)

PARTICIPATE:

- Participate in local Chapter meetings/events -- we encourage holding a membership in a local Chapter - *any* local Chapter
- f2f (face to face, in person) participation in two State Council business meetings each year; if you are not able to participate and are on the agenda, prep someone else to do your report
- Participate in one State Council event each year (events include: Student Games, Student Conference, Colorado reception at SHRM national, Best Companies events, and/or attending an event sponsored by a local SHRM chapter other than your home chapter)
- Plan/lead/participate in quarterly functional conference call meetings
- Participate in SHRM webinars/conference calls for functional area
- Participate in SHRM grassroots campaign (letter-writing to legislators)

BE DEPENDABLE:

- Respond timely to email and other communications; provide a deadline when requesting responses
- Personal, 1:1 contact with counterparts in local chapters (particularly for the Core Leadership Areas)
- Complete quarterly reports, minutes approval, grant forms and expense reports within deadlines
- Identify potential successors/other Council/committee members and provide thorough transition
- Let the Director or your Executive Committee contact know if you get in the weeds, need help, have problems with another Council member or volunteer, become overwhelmed with it all, etc.
- Make an annual personal donation to the SHRM Foundation
- Consider taking your volunteerism to the next level -- a national SHRM Board or committee, mentorship program, etc.
- Provide content to up-date website – at least annually, more often as needed
- Provide content for display board as needed to promote or publicize events/projects

ENJOY:

- Determine what you want/need to get out of your time as a member of the Council
- Have fun!