

# LCFHRA INSIDER

**FEBRUARY 2020**



**HR**

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# LCFHRA Member Spotlight

## HOLLY DRONEY



Our February member spotlight of the month is our 2020 LCFHRA Foundations Co-Chair, Holly Droney.

### **Where did you grow up?**

I grew up in a small town south of Buffalo, NY. I am the oldest of 5 siblings. My extended family owned a dairy farm and also had a business where they sold milk and ice cream which I loved to visit. My first job as a teen was at our local Psychiatric Center overseeing the mentally ill in a day treatment program. It was a great experience and really taught me a lot about how to handle different types of people. Which I still find very valuable.

### **How long have you been in Wilmington?**

My husband and I moved to Wilmington 6 months ago. Our “baby” turned 25 years old so we thought it was time to truly start our empty nesters lifestyle. We love the area and have been traveling down here for over 15 years.

### **Where do you work?**

I work for Key Bank, headquartered in Cleveland, OH where I am a Sr Talent Manager. I partner with leaders to create talent management strategy and translate it into executable talent actions. My responsibilities include creating/implementing talent planning cadence, executive recruitment and onboarding, leadership development programs, organizational design and change management. I joined Key Bank 4 years ago through a merger which the assimilation process took one year. One of my best experiences as an HR leader and taught me so much.

### **What do you love about working in HR?**

There are many things I love about HR. First of all it is the diversity of roles and businesses that an individual can choose from. I started my career in Mental Health and transitioned into HR consulting working with a wide range of industries from police departments to social services. I have been working in the Financial industry for 15 years and have had exposure to employee relations, compliance, benefits, recruitment and compensation. The second thing I love, it's never boring. People always provide challenges or opportunities to learn something new or reinforce your sense of humor. Finally I really appreciate the HR community. You are surrounded by like minded people who support one another.

### **What do you hope to accomplish, personally and/or professionally, in the next year?**

There are a couple things I would like to accomplish in the next year. One is get to know the Wilmington community. There is so much to do and many great opportunities to give back. Another area I am working on is how I expand myself professionally. I am at great stage in my career which I know what I am good at and what I am not. So figuring out and doing the types of activities which excite me the most would be great to accomplish.

### **What are you most passionate about in life?**

I am very passionate about my family. I have 3 children and 5 grandchildren who are such wonderful human beings. I may be a little biased. They are so great to be around and give me a lot of energy. Also my husband of almost 30 years and enjoying this chapter of our lives. When we meet, ask me how we met. Great story!



By Nicole Patino  
Law Offices of Fred T. Hamlet

# WORKPLACE TRAINING

I sat in the airport restaurant waiting on the plane that would ultimately take me to my honeymoon destination and listening to the man sitting at a table in the next row over. He was a salesperson and had been on a trip in a large city in Florida to generate business. I learned, while he spoke, who his company's most valuable and capable employees are, who generates the highest volume of leads, which clients had been solicited on this trip, and which client is next on the radar to solicit. He mentioned his plans going forward for a particular customer. In my line of work, I call most of that information confidential, and some possibly protected as a trade secret.

I would wager that this man was subject to a confidentiality clause, but because of his open conversation, this sensitive information was not protected. This employee had put his employer and the employer's information in danger, whether he realized it or not. My first thought was that this employee needed to be written up for having the conversation in public and my second was that he needed a reminder of his company's confidentiality policy.

As a human resources professional, one is often tasked with knowing all the work rules and providing training on those work rules. This duty is one that is often met with resistance. The employees are too busy. The managers can't sit in on the entire training. The salespeople have calls to make. They understand sexual harassment, anyway. They know that one shouldn't have loud conversations about confidential client lists, right? Right?

The problem is that if these employees, especially ones in management, choose to avoid training or break the work rules without consequences, the company they work for could be at risk. Certain work related misconduct could be legally held against the employer if a member of management commits the misconduct. Sexual harassment, for example, may be imputed to the employer in certain circumstances.

Training regularly and requiring all employees and managers to be at the trainings keeps all employees aware of updated work rules, refreshed on sexual harassment and other harassment prevention, and reminds the employees that they are part of a larger organization. Human resources professionals are often the individuals responsible for recommending the trainings, keeping track of those who participated, and in enforcing compliance. Your job can ensure that your company avoids costly litigation, avoids losing valuable information, and that employees are aware of what is acceptable in the workplace and what is not.

I encourage you to consider what training is being offered in your workplace, what trainings might benefit the company, and what you might do to ensure that all employees are engaging in this training. You may have to advocate for a manager or employee to have documentation in his or her file regarding a violation of work rules. You might have to explain why harassment prevention training, OSHA training, and reminders about confidentiality and restrictive covenants are important for your organization. While this may not be the most fun you have at your job, your advocacy may be one of the main reasons your company is protected from preventable litigation, aggravation, and loss.

If you have questions about training, feel free to consult your legal representative, who is likely to be able to provide several of the trainings mentioned. There are also great companies available who focus on workplace training. SHRM provides lots of resources, as well.

# February Meetings

**February 18, 2020 from 11:30 am - 1:30 pm**

**Program: Create Catalysts for Change**

**Presenters: Merikay Hunt**

**Registration for this event closes on  
Friday, February 14th at 5:00 pm.**

**\*This event will be held at the  
Hampton Inn Medical Park\***

## **Wilmington Meeting**

**February 26, 2020 from 11:30 am - 1:00 pm**

**Program: Why Small Businesses need  
Cyber Security Programs**

**Presenter: Mike Parsons**

**Registration for this event closes on  
Friday, February 21st at 5:00 pm.**

## **Jacksonville Meeting**

## THE STUDENTS' CORNER

### **Congratulations UNCW Graduate Rebecca Macklin**



Every semester the management faculty hold a vote on the most outstanding graduate for each of our concentrations. Individual consideration for the award is based on a number of factors including cumulative GPA, coursework, extra-curricular activities and professional experience. The recipient of the award serves as an ambassador of their respective program and UNCW at large. Past recipients of the Outstanding Graduate in Human Resource Management have accepted positions at companies such as Amazon, Mercedes-Benz and Vanguard.

The most recent recipient of the Outstanding Graduate in Human Resource Management award was Rebecca Macklin who graduated Magna Cum Laude in December of 2019. Throughout her time at the Cameron School of Business, Rebecca exhibited an uncommon level of engagement and understanding of her studies, her peers and the Cameron School of Business. Rebecca was quoted as saying "I truly appreciate the support and encouragement I received from UNCW, Cameron School of Business, the HR department, my professors, my peers, and my mentor, Bob Jalbert. I would not have been as successful without the HR community at UNCW and in Wilmington. I always felt as though I was able to ask questions, and never felt like I asked too many. Even though I have left UNCW, the community is still there and I know I can always reach out."

The Human Resources Faculty in the Cameron School of Business would like to once again congratulate Ms. Rebecca Macklin on her accomplishment and wish her the best as she moves forward on her journey. Ms. Macklin is currently transitioning to Chattanooga, TN where she will be working as a Senior HR Assistant for Amazon.





**Registration  
closes February 28th!!**

# Ready to get your SHRM Certification?



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March 10 - April 30th  
Tuesdays & Thursdays from 6 pm - 9 pm  
Total Cost: \$900

[CLICK HERE TO REGISTER](#)

## Reach tomorrow's employees today through:



**Students@Work<sup>SM</sup>** is a project of the North Carolina Business Committee for Education in partnership with the North Carolina Department of Public Instruction. The goal is for North Carolina businesses to help middle school students see the opportunities that exist in the workplace as well as the skills needed for those jobs. The program helps to fulfill the career awareness component of the Experience More campaign by connecting classroom learning with career learning to better prepare students for tomorrow's jobs today.

In March 2020, LCFHRA will kick off our 5th year supporting the Students@Work mission! Our goal is to have 20 employers in the Wilmington area participate in this great event, giving our community's future workforce insight into today's work landscape.

### **Is your company a fit? Of course!**

It just takes 4 hours of your team's time ANY day in March 2020 to make an impact on our future workforce.

For more info, contact Jessica Whitman, 2020 Workforce Readiness Chair at [jessica@sic-nc.com](mailto:jessica@sic-nc.com)



September 16-18<sup>th</sup>, 2020  
Benton Convention Center in Winston-Salem, NC

[Click here for Registration! Discounted  
Registration is good thru 4/4/2020!](#)

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# Coming up in March...



**ACTIVE SURVIVAL TRAINING:  
ABC'S ACTIVE THREAT  
RESPONSE PLAN**

TRAINING BY LOCKDOWN INTERNATIONAL

**March 17, 2020  
8:00 am - 10:30 am  
Coastline Convention Center**

Breakfast will be provided  
FREE for all LCFHRA members, \$20 to non-members

[CLICK HERE TO REGISTER](#)



CONTACT US!

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