UW-Oshkosh Does It Again! Back To Back Years Hold’N Down 4th Place!!!

Answer: The acronym for this is OFCCP

Did you know that answer? Don't worry I didn't ask the question to see if you went to the SHRM meeting about the OFCCP update. That was one of the questions asked during HR Games. You might be wondering what is HR Games? Well, HR Games is a Jeopardy style competition where schools all around Wisconsin gather together and compete to see who knows the most about HR. This year we had four teams with a total of 11 people participate. One of our teams, No Glass Ceiling, finished in fourth place.

Congratulations to Mike Reimer, Anthony Behrend-Alvarenga and Joelle Siepmann.

One of the benefits to participating is the top four teams receive money for their chapters and No Glass Ceiling won $100! Being able to compete and win money is incentive enough, but the games also provide a great chance to network. It really is a great opportunity to meet students and professionals who are outside of the UWO network. Not to mention, this is a great event to put on your résumé!

Now that you know what HR Games is about and the benefits it can give you, here is a little more about our trip. The group left late afternoon Friday, March 7 to arrive in Madison for dinner and an ice breaker event that involved tables guessing everything from what monopoly piece was changed to naming all the members of One Direction. Later that night the first round of Jeopardy started and each team competed in three different matches. No Glass Ceiling was able to make it into the second round for the second year in a row. That night the group was able to explore Madison and get together with other schools and mingle.

The next day at HR Games we were given a presentation by Claudio Diaz, SPHR about “Becoming Value Able Early in your HR Career”. He was an excellent presenter full of knowledge about getting an audience to understand how to work as a team for your benefit and that of the company you will work for. After the keynote speaker we were able to attend breakout sessions about; “HR in CPG Industry” Info about Nestle, “HR in Hospitals”, and “How many Varieties of HR can there be?”. As HR Games came to an end the last rounds began with the top four teams.

Making it to the final four for the second year in a row really shows the strength of our University’s program and demonstrates what UWO SHRM has to offer. HR Games happens every year and we hope you can participate next year and continue to represent UWO and show the state what we have to offer.
ANNUAL COMPANY TOUR/GAME
For our spring 2014 company tour, SHRM visited Milwaukee Brewing Company in Milwaukee, WI. During this tour, students were able to see the plant and how the production and packaging of the beer is done. Throughout the plant walk, we were able to enjoy a sampling session (for those over 21 of course).

After our brewery tour, the students attended an evening Brewer Game at Miller Park. Once we arrived at the park, we engaged in conversation and tailgated. Just before we were ready to head into the park, we realized that the UWO APICS club was tailgating a few buses over. Many of their members came over and tailgated with us. Overall, it was an educational and fun event!

GLOBAL CAREERS DAY
Global Careers Day gave students the opportunity to learn about what to look for in an expatriate and see how local companies are doing business all over the globe. The event was put on by the International Business Club but was open to all majors. Attendees were connected with local companies like Bemis, Oshkosh Corporation, Mercury Marine, Miller Electric, Plexus, and Kimberly Clark. The seminar consisted of three separate sessions that showed how human resources, supply chain, and marketing have an impact on global business.

Each session had great presenters that had either been on an assignment in another country or recruited people for those types of positions. All of the presenters demonstrated how their companies are connected to the global market and how they stay competitive. The session that related to marketing showed the importance of developing a single brand name/logo and the companies represent themselves the same way no matter what country they are in. If they were known for building high quality motors they needed to sell high quality motors no matter what market they were in. If they had different values in different countries, they could be confusing their customers who are expecting the same type of product.

All of the companies agreed if your company manufactures anything they are involved in a global supply chain. It was interesting to hear how all of these big manufacturing companies were almost forced to shut down production because of natural disasters.

Each presenter was able to give an example of a time when a natural disaster occurred and it forced them to change a supplier and reexamine where they source their parts from. Disaster planning has become a huge part of organizing and developing a supply chain.

The main topics for the human resources field were how to develop expatriates, how to compensate them, and developing compensation structures for offices in different countries. Sending an employee to another country can be very expensive, so it is important to clearly define what you expect from the employee. To set someone up for success on an international assignment it is important to clearly define a start and an end timeline, what their goals are, how they can achieve them, and how the company plans on bringing them back into the organization after the assignment has been completed. Designing a compensation structure in multiple countries can be extremely difficult. It is important to take into account the local environment and not assume that the United States’ way of doing things is the best. Companies need to ask for feedback from the locations in different countries and make sure their needs are being met which will enable them to remain competitive.

Students were also provided an opportunity to network with professionals and sit with them during presentations. It was a great opportunity and students should take advantage of it again next year!

FALL 2014 NEW SHRM BOARD
From Left to Right, Missing WEB PRESENCE DIRECTOR, Karen Steinhofer,
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NEW MEMBER LIAISON: Dan Schaff
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What is your major? Minor?
Human Resources and Supply Chain Management
Emphasis in Coaching

What classes are you taking this semester? Favorites?
Favorites: Compensation and African American Studies
Both are highly valuable and enjoyable classes

When are you graduating?
December 2014

What would be your dream job?
Athletic Director for the University of Miami...this is my dream job at my favorite school.

If you could travel anywhere, where would it be?
Australia, my girlfriend went there a few years ago and her amazing experience there has made me want to travel to the “land down under”.

Something interesting about yourself?
Huge Miami Hurricanes Fan!!! At home, in Vesper, my neighbors are Amish.

Are you interested in running for an Eboard Position? Which one?
Nope, as former Vice President I just want to assist as a consultant for the board
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