



Mission
ACSHRM provides resources and support for workforce leaders to maximize their organization's human capital.

Vision
To be **the** source for Ashtabula County human resource management.

Purpose
Connect workforce leaders to people management strategies.

2026 ACSHRM Chapter Officers

President
Linda Nerad

President Elect/Chair of Programming
Open

Secretary
Georgia Farris Romanko, SHRM-CP, PHR

Treasurer
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Past President
Karen Fagnilli, SHRM-SCP

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Linda Nerad

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Open

Government Affairs
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SHRM Certification
Michael Sass, SHRM-SCP

SHRM Foundation
Karen Fagnilli, SHRM-SCP

Workforce Readiness
Open

Board Member At-Large
Carl F. Muller, J.D.

Session 4/6 | May 7, 2026



DYANN MCDOWELL
Civility Unleashed:
Turning Chaos into
Collaboration



SIX DEGREES OF INSIGHT
- WEBINAR SERIES WITH LOCAL SHRM CHAPTERS -
AKRON - ASHTABULA - LAKE GEauga
MEDINA - PORTAGE - WESTERN RESERVE

FOR MORE INFORMATION
ACSHRM.org

[Click Here to Register](#)

**From the desk
of ACSHRM
President -
Linda Nerad**



Our April 22 event, “We Know What To Do, But We Do Not Do It,” presented by Tommy Jo Brode, welcomed 35 attendees and proved to be a valuable and engaging networking session.

Key takeaways included the importance of truly listening to employees and fostering open communication. Attendees were reminded that while it's okay

Our chapter is currently seeking volunteer ACSHRM members to fill open board positions — this is a great opportunity to grow professionally and give back to the HR community!

Join us for the next ACSHRM Board Meeting, June 2 @ 8:00 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 4/07/2026

Checking Account - \$1,617.81
Certificate of Deposit - \$3,309.83
Active Members - 30
Friends of ACSHRM - 1
Certified Members - 10

Contact Information

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acshrm.org



Linda Nerad, President - 440.813.9426

Resources

HR Daily @ SHRM



SAVE-THE-DATES

SHRM Chapters Collaborative Webinar Series - "Six Degrees of Insight"
First Thursday, May - July, 2026
Noon to 1:15pm
\$15 members/\$20 non-members for each session

SHRM EXCEL 2024

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to say no when time is limited, it's essential to acknowledge employees need to be heard and schedule a dedicated time to listen to their concerns.

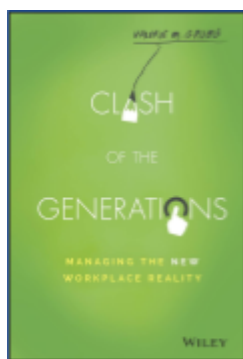
Overall, the session emphasized that stronger communication practices play a critical role in building and sustaining a healthy company culture.

Please check out these articles:

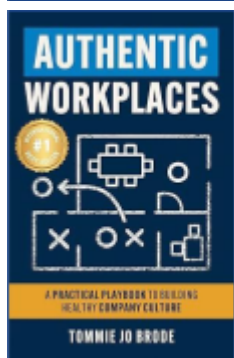
When 'Doing the Right Thing' Isn't So Simple

Ask Johnny: How Long Should Top Performers Wait to Be Promoted?

Click on the book icons below to learn about the literary offerings from our most recent Organizational and People-focused Thought Leader Speakers -



Clash of the Generations: Managing the New Workplace Reality by Valerie M. Grubb is a management guide for leaders navigating multi-generational workforces, addressing challenges from differing work ethics and life balance expectations to career goals. The book provides strategies, case studies, and insights for managers to effectively lead Baby Boomers, Gen X, Millennials, and Gen Z by focusing on individual needs, fostering inclusion, and moving beyond stereotypes to build a cohesive, high-performing team.



Authentic Workplaces: A Practical Playbook to Building Healthy Company Culture by Tommie Jo Brode. After twenty-seven years as an attorney, Tommie Jo Brode discovered a troubling truth: every "victory" in court represented a failure in the workplace. In *Authentic Workplaces*, she shares her transformation from winning expensive legal cases to helping organizations prevent them entirely.

An upcoming opportunity presented by Lake to River Economic Development

LAKE to RIVER
ECONOMIC DEVELOPMENT

JobsOhio

PLEASE JOIN US
for an overview of
JOBSOHIO'S SMALL BUSINESS GRANT AND TALENT ACQUISITION PROGRAMS.

ATTENDEES WILL LEARN ABOUT PROGRAM GUIDELINES AND HOW TO APPLY.

Wednesday, May 13, 2026
11:30 a.m. - 1:00 p.m.

Kent State Ashtabula- Blue and Gold Room
3300 Lake Rd. W, Ashtabula, Ohio 44004

LUNCH WILL BE PROVIDED

For questions or to RSVP by Wednesday, May 6th, reach out Sarah Leach, Executive Coordinator, at sleach@laketoriverohio.org or call 234.343.2650