ACSHRM Newsletter

August 2026
Vol. 16, No. 8



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
Holly Mayernick

Past President
Karen Fagnilli, SHRM-SCP

Board of Directors/Core Leadership Areas

College Relations/Emerging Professionals
Linda Nerad

Diversity, Equity, and Inclusion
Open

Government Affairs
Open

Membership
Karen Fagnilli, SHRM-SCP

SHRM Certification
Michael Sass, SHRM-SCP

SHRM Foundation
Karen Fagnilli, SHRM-SCP

Workforce Readiness
Open

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

Ashtabula County SHRM Presents...

"BOOK CLUB SOCIAL"



When: Wednesday, August 19, 2026
Where:
Corkscrew Taphouse
1515 State Route 534
Geneva, Ohio 44041
Time: 5:00pm – 7:00pm

No Charge / Registration is appreciated
*Appetizers will be provided
*Beverages may be purchased at event

We invite you to join us for a relaxing evening of conversation and connection. Bring a few of your favorite books and share your thoughts, insights, and experiences from the ever-evolving world of HR. Whether you're looking to discover new perspectives, exchange ideas, or simply enjoy great company with fellow HR professionals, we'd love to have you join us!

Click Here to Register

Time is running out to get in on the FUN!



Details on the next page . . .

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, August 4 @ 8:00 am, rsvp to receive zoom link @ acshrminfo@gmail.com.

Chapter Statistics - A/O 7/17/2026

Checking Account - $1,221.37
Certificate of Deposit - $3,360.68
Active Members - 19
Friends of ACSHRM - 1
Certified Members - 8

Contact Information

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Ashtabula, OH 44004-1701

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acshrm.org

Linda Nerad, President - 440.813.9426

Resources

HR Daily @ SHRM

SAVE-THE-DATES

NEO SHRM Members Only Event - Night out with the CLE Guardians! Tuesday Evening, August 4. Register at acshrm.org

Ashtabula SHRM "Book Club Social" August Event. Further details to follow.

Check out the details on Page 4 for the "I Wine Because They Whine" Collaborative Event upcoming in September.

Check out the details on Page 5 for the virtual SHRM-CP & SHRM-SCP Test Prep Study Group starting in September.

The Ohio HR Conference, "Prescribe, Empower, Refill" will be held at Kalahari Resorts in Sandusky, Ohio, from **September 22–24, 2026**. **Register Here!**

Baseball Networking! Aug 4th: Guardians versus Mets
Join Local SHRM Chapters at Progressive Field – Aug. 4 Networking Event
Please join us on **Tuesday, August 4, 2026,6:40 PM.**

Ticket Details:
Price: $24.50 per ticket
Seating: Lower Level, Section 171; Rows T, U, V, and W.
Limit: 2 tickets per purchase
Availability: Limited quantity – purchase early to secure your seats

Before the game, we invite you to connect with fellow HR professionals at the ball park's Terrace Hall.

Networking Gathering:
Time: 5:40 PM (one hour before first pitch)
Location: Terrace Hall (Floor 4), Progressive Field
Food & Beverage: Available for purchase on your own
Value: Networking opportunity included at no extra cost—and priceless connections guaranteed

o This is a great opportunity to enjoy a summer evening at the ballpark while building relationships with HR colleagues across our local SHRM community.

o We encourage you to reserve your tickets as soon as possible, as space is limited and expected to fill quickly.

Tickets will be distributed to the email address associated with the MLB App. Tickets are electronic only.

We look forward to seeing you at the ballpark!

Click HERE to Register. Note: this link will take you to the SHRM MEDINA COUNTY ecommerce page. This chapter is handling the ticket purchases and distribution.

From the desk of ACSHRM President - Linda Nerad



The Ohio HR Conference, **"Prescribe, Empower, Refill,"** will be held at Kalahari Resorts in Sandusky, Ohio, from **September 22–24, 2026**. Join us for two and a half days of exceptional educational programming at a convenient, all-in-one onsite venue. In-person attendees will enjoy the full conference experience at the resort and will also have the opportunity to earn additional recertification credits through the **On Demand** platform by viewing any sessions they may have missed. On Demand access will be available for **60 days following the conclusion of the conference**.

If you would like more information about this outstanding conference, please feel free to contact me at linda@ducro.com. I would be happy to answer your questions and help you plan your conference experience.

We are currently seeking dedicated volunteers to fill our **2027 Board of Directors** positions. Serving as a board member is a rewarding opportunity to give back to the HR community, develop your leadership skills, and expand your professional network.

As a volunteer leader, you'll experience the value of SHRM membership firsthand while building meaningful relationships with fellow HR professionals. If you're looking to make a difference, grow professionally, and help shape the future of our chapter, we encourage you to consider serving on the board.

SHRM Articles:

Can Your I-9 System Handle an ICE Audit? How to Mitigate the Risks

Rather Than Banning Polywork, Make It Work for Your Organization

Health Benefits Costs on Pace to Rise 6.7% in 2026

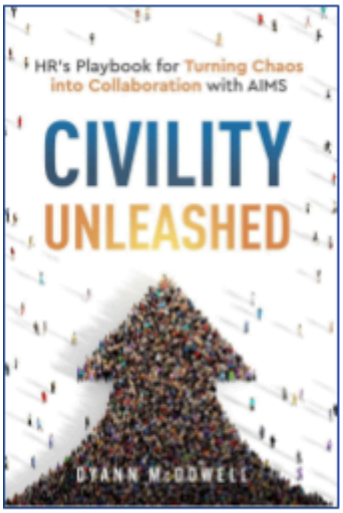
Here Comes Gen Alpha: How HR Can Prep the Pipeline

White House Signals Workplace Rule Changes for Rest of 2026

Podcast:

Stop Asking "How's It Going?" — Coaching That Actually Moves the Needle

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



Civility isn't optional—it's the foundation of thriving workplaces.

When incivility shows up, it doesn't stay small. It becomes turnover, disengagement, conflict, complaints, and leaders who feel like they're constantly putting out fires.

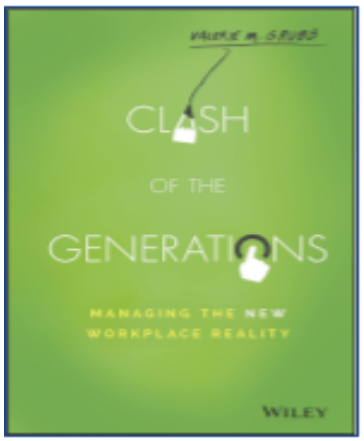
In *Civility Unleashed*, HR leader and Culture Architect **Dyann McDowell** shares a proven system for restoring trust, respect, and accountability at work. With nearly three decades of experience, she has helped organizations across the country turn chaos into collaboration—especially in municipalities, public sector teams, fire departments, and service organizations.

Inside, you'll discover:

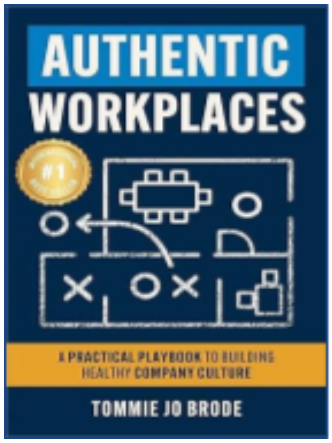
- **The AIMS Framework™** (Assess, Implement, Mobilize, Spark): a step-by-step process for diagnosing and transforming culture
- **The Civility OS™** (Ask, Support, Implement, Enforce): a practical operating system for embedding civility into daily leadership practices
- **Real-world case studies** from organizations that rebuilt trust and reset expectations
- **Customizable templates and tools** to help leaders measure progress, strengthen accountability, and sustain change

This book gives HR and leaders a roadmap to measurable culture change—from identifying toxic behaviors to building workplaces where people feel **seen, valued, and safe**.

Pair this book with the *Civility Unleashed Workbook* for hands-on exercises, surveys, and implementation tools that turn ideas into action.



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 Tommy 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.

2026 – September 09 - Wine & Whine

Please join us for a lighthearted, laughter-filled after-work escape designed for us HR professionals to connect, share, and support one another. This interactive evening will feature rotating table conversations using *SHRM Conversation* cards, each with a statement and thought-provoking questions centered around key HR topics like Policy, Culture, Engagement, Benefits, Recruitment, etc. You'll move from table to table, starting conversations, networking, and tackling real-world questions or challenges you bring with you. Whether it's HR headaches or big wins, this is your time to unwind, unfiltered.

This is a joint chapter event hosted by Lake/Geauga Area and Ashtabula Chapters of SHRM and sponsored by Gallagher.

What: Wine & Whine

When: Wednesday, September 09, 2026 @ 5:00 pm to 7:00 pm

Where: Grand River Cellars 5750 S. Madison Rd, Madison, OH 44057

Enjoy: Delicious wine & small bites. Round table conversations with engaging topics in a speed dating-style format. Real-time discussion and idea sharing. A safe space for HR horror stories. Networking, laughs, and zero judgment. **Whine a little, laugh a lot. You've earned it!**

Cost: Member Price $10.00; Non-Member $15.00; A portion of the event's proceeds and basket raffle will benefit the SHRM Foundation.

In Partnership With:

SHRM-CP & SHRM-SCP Study Group

Take the Lead. Become SHRM-Certified.

Enroll in our Study Group Today!

SHRM's global HR credentials: SHRM Certified Professional (SHRM-CP®) and SHRM Senior Certified Professional (SHRM-SCP®), offer growth, advancement and recognition.

We are pleased to announce that Cleveland SHRM is offering a SHRM-CP/SHRM-SCP study group using the 2026 SHRM Learning System. Our program combines the leadership of an experienced facilitator with learning modules based on the SHRM BaSK and interactive study tools that test your knowledge and decision-making skills for comprehensive and effective SHRM certification preparation.

Whether you are a SHRM-CP/SHRM-SCP candidate, have recently graduated, or are a manager seeking training for your staff, our course can help you accomplish your certification and professional development goals.

This is a 10-week intensive certification prep program, and you will likely need to spend additional time, outside of the course, preparing for the exam. For more information, please contact us at admin@clevelandshrm.com.

Study Group Details

Dates: 10 Weeks on Wednesdays: September 9 through November 11, 2026

Time: 6:00- 9:00 PM

Location: Virtual

Cost: $1,050 for members (including Akron SHRM and Portage SHRM members- please email admin@clevelandshrm.com for a discount code). $1,250 for nonmembers.

***The costs include materials- SHRM Learning System and books.**

*** The class must have 5 registrants in order for it to proceed.**

Registration closes 8/14/2026

REGISTER NOW