

2012 State Council SHAPE Changes

Summary



The 2012 State Council SHAPE carries over the changes announced in September 2011, with the following goals in mind:

- Create a more “user-friendly” document requiring less time for volunteers to complete
- Eliminate the need for volunteers to verify completion of specific activities via the provision of a date or other “proof”
- Return to a simpler “checklist” format
- Remove redundancies identified in the document (reporting the same information twice, or asking volunteers for data that SHRM could provide)
- Clarify wording/terminology so volunteers better understand what they are being asked to report
- In most cases, state councils only need to check off the items they completed

The following are additional enhancements for 2012:

State Council SHAPE Due Date

- Changing from 3/31/13 to 1/31/13 because state year-end report is no longer dependent on chapter submission results.

Section 1 changes- *Please note that all Section 1 items are required to remain an affiliate in good standing with SHRM.*

- Item 1.12 - Moved requirement that state council held a state leadership event from Section 2 to Section 1.
- Item 1.13 - Moved requirement that state council held annual transition and planning meetings and created/reviewed their succession plan from Section 2 to Section 1.

Section 2 changes

- Changed the title of this section from "Mission Driven State Council Initiatives" to "State Focused Council Initiatives" to reflect the state's focus on meeting the needs of local HR professionals and businesses in the state.
- Reduced the minimum number of initiatives needed to successfully complete this section from 3 to 2.
- Allowing a maximum of 2 initiatives per category (from 1).

Section 3 changes

- Changed the title of this section from "SHRM Affiliate Support" to "SHRM Affiliate Engagement".
- The State Council's SHRM Foundation donation is entered in section 3 along with qualification for SHRM Foundation State Council Champion. There have been changes to the 2012 SHRM Foundation State Council Champion program that impact Gold and Platinum award levels.

Award Level Changes

Silver Excel Award

- Reduced the total number of Section 2 "State Focused Council Initiatives" needed to qualify for this level of award from 4 to 3.

Gold Excel Award

- Reduced the total number of Section 2 "State Focused Council Initiatives" needed to qualify for this level of award from 5 to 4.
- Removed item to conduct a statewide initiative to transition non 100% chapters to 100% status.
- Qualify as a 2012 SHRM Foundation State Council Champion and encourage State Council members to make individual donations of at least \$25 each with a goal of 100% participation.

Platinum Excel Award

- Reduced the total number of Section 2 "State Focused Council Initiatives" needed to qualify for this level of award from 6 to 5.
- Removed item to conduct a statewide initiative to transition non 100% chapters to 100% status.
- Qualify as a 2012 SHRM Foundation State Council Champion and 100% of State Council members made individual donations of at least \$25 each to the SHRM Foundation in 2012.

2012 State Council Planning Workbook – Moved the Idea Center appendix out of the workbook and created an Idea Center on the VLRC. This has allowed us to expand the selection of initiatives and ideas to showcase.

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