



MVSHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP



Tuesday, March 19, 2019

Twin Ponds Golf & Country Club – 169 Main Street – New York Mills, NY 13417

11:30 am – Noon – Registration

Noon – 12:30 pm – Lunch / Member Mtg / Board Induction

12:30 – 1:30 pm – Speaker

Partner Sponsor:



Interviewing Best Practices – Hire to Further Your Organization’s Values

Learn about some best practices regarding interviewing and selection that all Human Resource professionals and hiring managers will want to be aware of! Learn how to substantially upgrade the interview process by utilizing assessment/behavioral based interviewing approaches, and inclusive hiring strategies. Discover how you can influence organizational change by increasing the hires that fit your institutions core values, competencies and culture through the interview process. Challenge yourself to think about how you can apply behavioral based interviewing in your organization by using this model to develop the skills of your hiring supervisors, managers and search committee members and increase hiring supervisor’s confidence in candidate selection. We will address: What is Behavioral Based – Assessment Interviewing? What are the benefits of this methodology? How can we incorporate inclusive hiring practices into our hiring? How can we structure the interview process for maximum impact for the organization and candidate? What should we consider when looking at applicant’s social media?

Presented by Barbara Beck - Principal Consultant



Barbara is Principal Consultant at M3 Placement & Partnership where she works with leaders to help them achieve their business goals through improved leadership, organizational culture and management of talent. Barbara is a seasoned leader with over 30 years of Human Resource experience working and consulting in a variety of industries, including: Academic, Banking/Financial, Corporate, R&D, Manufacturing, and Medical. Previously, Barbara was the Chief Human Resource Officer at Skidmore College for 22 years, leading all areas of the Human Resources function. Barbara has been an executive coach, consultant and facilitator in the areas of: Change Management, Leader Transition and Integration, Executive Search, Interview & Selection approaches, Team Building, Consensus Building, Leadership Development, Project Planning, and Conflict Resolution. Additionally, Barbara has conducted training sessions and is asked to be a speaker in areas such as: Effective Interviewing, Change Management, Conducting Effective Performance Appraisals, Basic Facilitation, Effective Job Search Strategies, and numerous Leadership Development topics. For complete Bio: https://mvshrm.starchapter.com/images/downloads/Meeting_Announcements/2019_march_b.beck_031919.pptx

Program has been submitted for approval of (1) SHRM and HRCI credits

Tickets: \$25 - MVSHRM Member; \$25 – Chamber Members / Other SHRM Chapters; \$35 - Non-Member/Guest; \$10 – Student (Member/Guest)

New: \$200 - Table of 8; \$100 – Table of 4, (both prices for same organization member/non-member)

Register / pay on-line at www.mvshrm.org

If paying by check please make payable to “MVSHRM” and bring with you to the meeting or mail to: MVSHRM, PO Box 428, New Hartford, NY 13413

If you have problems registering, please contact info@mvshrm.org

(Registrants who fail to provide 24-hour advance notice of cancellation will be responsible for the applicable registration fee)

Deadline to register is Friday, March 15, 2019

If you currently are not an MVSHRM member you may complete a membership application at: http://www.mvshrm.org/form.php?form_id=8 , or contact info@mvshrm.org



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