

MEMBER SPOTLIGHT



Tell us a little bit about yourself?

My name is **Mark Manalad**.

I am the Human Resources/Talent Acquisition Manager for Brindley Engineering since November of 2018 and this is my first time managing HR responsibilities. I knew that I wanted to transition my career towards HR, but still have my hands in recruiting. I have learned a lot about HR and I love it. Prior to this role my entire career has been focused on recruiting where I have over 20 years of experience. I started on the staffing side of the business, owned a small boutique search firm before finally transitioning to the corporate side.

What is the best advice you would give to job seekers for standing out amongst the competition?

Make sure you do your research before you apply for a job and have your resume highlight your experience that is related to the job requirements. Make sure you do your research before an interview on the position and on the person you are interviewing with. Look at their LinkedIn profile. Find out the companies core values and make sure you know how they are in line with how you approach your profession and conduct day to day business.

What is your favorite part of HRA and what value have you found in this chapter?

The great members who are always willing to help, all of the informative workshops and training, and The Mentorship Program have been a huge resource for me during my first year in HR.

What do you do with your free time?

I love spending time with my wife Jeanette, our daughter Mya and our dog Sully anyway possible!!!



Connect with Mark here!

<https://www.linkedin.com/in/markmanalad/>



LETTER FROM THE PRESIDENT

Is anyone else feeling like they would like to “restart 2020?”

At the time of this writing, it feels like we have seen it all this year - a global pandemic, record-high unemployment, free falling stock market, political divisiveness, nation-wide protests against police brutality & inequality, and riots and violence like we have not seen in years.

Complicating an already stressful situation that has put many of us in “fight, flight, or freeze” response is the avalanche of HR “fastballs” that are being thrown at us, with the pressure of feeling like we need to knock the ball out of the park every time so the crowd cheers. The problem with this visual is that just like any worthwhile crisis teaches us, it took us all by surprise leaving us almost no time to prepare. So we immediately rushed to help, but when we rush to start taking care of others *before* we take care of ourselves, therein is where the deeper challenge lies.

You need to take care of yourself *first* in order to take care of the other people that will need your help. In that order. It is no different than the message you hear sitting on a plane before takeoff. The flight attendant instructs you to “Please place the mask over your own mouth and nose before assisting others.” The other people that will need your help will be your family, friends, community, employees, and anyone else in your path. What has always worked over the course of time, and what will continue to persevere, is humans helping humans. We don’t always get it perfect, but that’s why we are human.

How are you feeling right now? Maybe the 100% remote environment is wearing on you and your workforce. Maybe it is week after week of juggling e-learning with trying to keep the family entertained and positive? How many more “Return to Work” webinars can you sit through? How many more difficult conversations can you have around workforce or pay reductions, unemployment guidance, safety reviews, or simply having to explain why employees cannot use the microwave and coffee maker like they did back in early March? It is ok to not have all the answers, but it is not ok to freeze. Every day, what is your routine to protect your mental, physical, and emotional health? Investing in these areas will at least prevent the flight or freeze response instinct and cause us to dig our heels in and do the work (fight) because we have prepared ourselves for it. When the world is in a crisis, making sure you take time to decompress, connect with others, journal, meditate, pray, exercise, and get restful sleep are ways that HR professionals can control this. And if you haven’t figured it out by now, reduce your intake of the media and increase your “locus of control” by reading industry publications, business current events, and having discussions with your network about what they are going through and the problems they are solving.

You might have seen more of HRA of Greater Oak Brook lately and what we are doing for the HR community. No matter whether you have attended our programs, or if you are a member or not, we are here you. Our state has an amazing ecosystem of chapters and HR leaders ready to help you just like you have been helping others. The secret to maximizing this ecosystem is investing the time to build relationships with your network before you need them. The best time was before a global crisis. The second-best time is now.

As we resume normalcy, remember we are stronger because of this. We will overcome, and this too, will end. Humans always have overcome immense obstacles, and as HR, we will too. But we will not be the same. You do not want to be the same. You’ll come out better on the other side of this if you make the necessary investments. You have a voice and a story, and we hope you’ll join us and share it sometime.

“And once the storm is over you won’t remember how you made it through, how you managed to survive. You won’t even be sure, in fact, whether the storm is really over. But one thing is certain. When you come out of the storm you won’t be the same person who walked in. That’s what this storm’s all about.” Haruki Murakami

Upcoming Events

- 8/28 Let's Talk: Weekly Virtual HR Support Group for HRA of Greater Oak Brook Members & Guests Join us each Friday for a virtual coffee discussion on what HR is facing right now. Feel free to listen in or collaborate with your fellow HR peers!
- 9/17 D.I.N.E: Are You Eating What You Are Serving (Diversity, Inclusion, Never, Ending) Join us virtually for a four-course discussion on Diversity and Inclusion!
- 11/10 Employer Support of the Guard and Reserve Join us as we discover ways to promote supportive work environments for Service members!
- Sign up → <https://hraoakbrook.org/Events>

Recent Awards



For the 2nd year in a row, the [HRA of Greater Oak Brook SHRM](#) has earned the prestigious Platinum Excel Award from [SHRM!](#)

It's amazing to look back at our 2019 accomplishments. From our 4th and largest Mentor/Mentee program, our October Diversity & Inclusion Panel, our growing Student Partnership with [College of DuPage](#), and continued focus on helping Veterans. We are extremely proud of the difference we're able to make in the HR community!

Resources

SHRM – Get all 60 credits for completing the COVID response form!

<https://www.shrm.org/resourcesandtools/hr-topics/behavioral-competencies/pages/getting-credit-in-a-crisis.aspx>

Updates



Mentee/Mentor Program kicked off June 16th! Thank you to our Mentors for giving back and wishing a great experience and future success to our Mentees!



Emerging Professionals

Giving those new to HR the tools and guidance to grow personally and professionally

We created a new LinkedIn group for Emerging Professionals. Follow [here](#) for updates on events such as:

- Resume Workshops
- Roundtable Discussions
- Group Outings



Congrats to College of Dupage's (COD) graduating class! (COD Professor Jane Murtaugh's HRM certificate)

Best of luck in your future endeavors, we wish you all the success in the world!

Website

NEW Corporate Membership Program!

For our Corporate Membership program, the dues are:

- 2 Corporate Memberships - \$170
- 3 Corporate Memberships - \$240
- 4 Corporate Memberships - \$300

We are endlessly grateful for the community we have at the HRA and we want to ensure that we continue to add value. In an effort to align our offerings with our mission of empowering HR professionals to drive change at their respective organizations, we are incredibly excited to announce the roll out of a Corporate Membership program at the HRA of Greater Oak Brook!

To apply for Corporate Memberships, please fill out a form at https://hraoakbrook.org/form.php?form_id=18

If you're interested in learning more, please feel free to reach out to Nicole Magats, Renee Skwirut, or Brendan Nicholls.