



# WELCOME

4TH ANNUAL JOINT MEETING



*The Columbus Area Human Resource Association and Norfolk Area Human Resource Association are teaming up to bring great speakers to Northeast Nebraska!*

**Thursday, September 22nd**  
Central Community College

THANK YOU TO OUR SPONORS!

## AGENDA

**10:00-10:30am**

*General Check-in and Welcome*

**10:30-11:30 am**

*"Mental Health in HR: Yes, It Matters, and Here's How & Why to Prioritize It"*

**11:30am - 12:00pm**

*Book Signing with Melissa Doman*

**12:00 - 12:45 pm**

*Networking Lunch*

**12:45 - 1:45 pm**

*"From Paper-First to People-First"*

**1:45 - 2:15pm**

*Wrap Up and Door Prizes*



## EVENT COMMITTEE

Jon Rauner, CAHRA President

Melinda Allen, CAHRA Program Co-Chair

Paula Buresh, CAHRA Program Co-Chair

Jennifer Adams, NAHRA President

Sarah Peitz, NAHRA President Elect/ Program Co-Chair

Mandy Paustian, NAHRA Program Co-Chair



*Learn more about  
our presenters*

# MEET OUR PRESENTERS

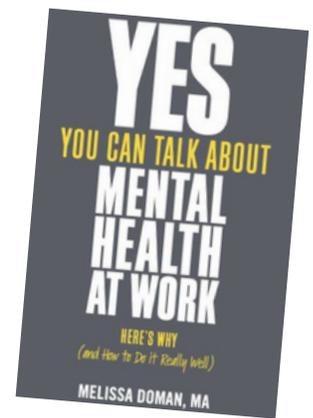
## MELISSA DOMAN

Melissa Doman, MA is an Organizational Psychologist, Former Clinical Mental Health Therapist, & Author of *Yes, You Can Talk About Mental Health at Work (Here's Why And How To Do It Really Well)*. Melissa works with companies across industries around the globe – including clients like Dow Jones, Microsoft, Salesforce, Siemens, Estée Lauder, & Janssen. She's been featured as a subject matter expert in *Vogue*, the *BBC*, *CNBC*, *Inc. Magazine*, and in *LinkedIn's 2022 Top 10 Voices on Mental Health*. Having lived abroad in South Korea, England, Australia and traveled to 45+ countries, Melissa calls upon her global experiences to inform how she works with companies around the world. She has one core goal: to equip companies, individuals, and leaders to have constructive conversations about mental health in the workplace. Her work and book aim to accomplish just that. To learn more about Melissa, her work, or the book - please visit [www.melissadoman.com](http://www.melissadoman.com).



### MORE ABOUT MELISSA'S BOOK

“This book may not be able to eradicate the silence surrounding mental health at work entirely (no individual or book could do that). But what it can do is **empower you**, as an individual, regardless of your position within a company, **to further the discussion about mental health** and contribute to a positive, non-judgmental environment in your workplace. This isn't a book about boosting employee engagement or productivity. It's not a book about how employee wellbeing is tied to profits. The link between mental health and those concepts is already widely proven and not my focus here. Instead, **I want to teach you how to shift the workplace cultural fabric around mental health at work through compassionate and constructive conversations**. This book will show you the deeper why, and the how.”  
— Book excerpt



### WHY JOIN YOUR LOCAL CHAPTER?

Through SHRM chapter membership you can:

- ▶ Create a network with the HR professionals and companies in your community.
- ▶ Tap into the knowledge of your peers to gain insight on how other local organizations handle various human resource situations, procedures, policies, etc.
- ▶ Discover up-to-date information on pending federal and state legislation that may impact your company's operations.
- ▶ Learn about career advancement opportunities you may not otherwise know about.
- ▶ Take advantage of local professional development learning opportunities that support SHRM's competency model, throughout every step of your career.

Join your local  
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# MEET OUR PRESENTERS

## TRACIE SPONENBERG

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Tracie Spoenberg is Chief People Officer of The Granite Group, based in Concord, NH. The Granite Group has a proud tradition in the wholesale supply business dating back to the turn of the last century. Tracie is responsible for leading all People functions throughout the company, with 53 locations and growing, and over 700 team members throughout six states.

While Tracie used to describe herself as “working in HR,” she now describes herself as a “Business leader specializing in People” - a change that came after her transformation from paper-first to people-first leader, and after embracing the importance of learning about the business, technology, the critical nature of relationships, the importance of a growth mindset, speaking up, and learning to always put people before profits.

With expertise in people development and engagement, strategic business planning, technology selection and deployment, wellness, employment branding, culture development and turnaround, leadership, team organizational and strategy development, Tracie has gained broad experience across a wide range of industries in her more than two decades in human resources, with much of her career focused on working with CEOs to develop people strategies to help change and enhance the culture, and help the organizations and their people grow. She began her career in HR while in college, interning with a global public transportation company, and advanced through the organization over the next five years. Tracie found her business home in medium sized private companies, where she could have the most impact on the organization. She has led the HR function at an award-winning multi-state professional services firm; a Pulitzer-prize winning newspaper and publishing company, and a national private-equity owned wellness distribution and technology company.

Tracie has a Bachelor's degree in Psychology from The College of The Holy Cross, and a Master's Degree in Human Resources from Framingham State University. She is SPHR and SHRM-SCP certified; was the recipient of the 2019 GSHRC Ry Perry HR Hero Award; was named one of the 2020 “35 Employer Branding Experts” by Eightfold.ai; was named to the 2022 Most Inclusive Influencer List; and was recently named by PeopleHum as one of the Top 100 Global Thought Leaders, and one of the top 50 Global HR Professionals by The OnCon Icon Awards.

Tracie is a global speaker on HR, leadership, technology and business issues. She is a co-founder of HR Rebels, HR on the House, DisruptHR NH and HR Rebooted, a founding member of Chief Boston and CPOHQ, Vice Chair of the ASA Women in Industry Executive Council and an Expert Council Member for Select Software Reviews and Hacking HR. Her articles have appeared in CIO Review Magazine, Supply House Times, ASA Review, HR Jolt and HR Tech Outlook, and she has been a guest on numerous HR podcasts and interview series. Her HR expertise has been featured on NPR, and in publications including USA Today, US News and World Report, Employee Benefits News, Chicago Sun-Times and The Wall Street Journal.

A bookworm and introvert who never spoke in class until college, in recent years Tracie started getting comfortable with being uncomfortable. Though she now realizes she won't die speaking in public, to the media, or on camera, she still hates parties and crowds - but loves espresso and movies. She loves traveling, visiting Disney World with her family, visiting local coffee shops and very slowly running 5Ks with her husband.