



“South Suburban HR Focus Group”
Moving Forward With Focus

OUR FOUNDATIONAL PILLARS

1. The concept of this Group started with the desire to create and maintain a confidential forum for intellectual exchange and continued learning amongst a group of Human Resources Professionals in the south suburbs.
2. This Group is formed for the support and benefit of Human Resources Professionals. Specifically, this Group is to be comprised of the following Human Resources Professionals:
 - A. One who currently practices or performs the human resources role in his/her organization at a professional/management level;
 - B. One who serves as a primary provider of two or more human resources related services within his/her organization, in the absence of a formal human resources function. These services include employment, recruitment, employee relations, retention, performance management, and compensation and benefits;
 - C. One who is an established, independent professional who provides human resources related services to other businesses; and
 - D. One who has previously served as a primary provider of human resources who is currently in transition and who wants to remain knowledgeable of relevant human resources related topics while being an equal contributor to the Group.
3. In addition to Paragraph No. 2, above, participants must be willing to share their knowledge and expertise in exchange for learning from the knowledge and expertise of other participants.
4. **The Key Values of this Group include:**
 - A. Confidentiality
 - B. Mutual Support
 - C. Sharing of Knowledge and Expertise



5. Our Policy on New Members:

While it is desired to grow this Group, the desire is to keep the group intimate enough so that it remains a comfortable, welcoming and trusting forum. It is preferred that the Group grows by invitation only. Regular participants may recommend to Donna Mazalin and/or Kari Ann Legg other Human Resources Professionals they personally know be invited to attend Group meetings.

6. Our Policy on Solicitation:

The Group is to be a safe and comfortable environment for all participants. All participants must feel free to attend and discuss any human resources related matters. Therefore, any solicitation of others which involves any element of personal gain or personal advancement is **strongly discouraged**.

7. Our Policy on Business Relations:

While it is realized natural networking will transpire at the Group's monthly meetings, the Group **is not** a networking group. Specifically, this Group **is not** intended to further enhance any participant's career, personal business or associate business.

That being said, it is recognized that participants may engage in contractual business relations. In such instances, it is incumbent upon said participants to: (i) keep said contractual business relations strictly confidential; and (ii) prevent said contractual business relations from interfering with the Group's structure, or functions.

8. Our Policy on LinkedIn:

A LinkedIn Group has been established as an extension of Group communications and discussions. Use of the LinkedIn Group for continued discussion and sharing of knowledge and information outside of Group meetings is strongly encouraged (i.e., upcoming seminars and seminars, newsworthy articles, articles related to recent discussions, etc.). The LinkedIn Group is an invitation-only, private group for use by those participants who regularly attend Group meetings. Those who have not attended a Group meeting in 6 months will be removed from the LinkedIn Group.