HRP of CPA
Human Resource Professionals of Central PA

NEWSLETTER
ISSUE 6 | JUNE 2026



Membership Spotlight: Audra Fine



Member Audra Fine took the time to speak with Dale Redmond of the Communications Committee. Audra is an HR Specialist with HR Resolutions, a consulting group that supports organizations with a wide range of human resources needs. In her role, no two days look the same, which is one of the parts of the work she enjoys most.

Audra's interest in HR grew from her background in sports. As someone who grew up playing youth sports and studied sports management, she became interested in how culture influences people and teams. HR felt like a natural fit because she values helping people enjoy their work and strengthening the culture that supports them.

This past year has been an exciting one for Audra. She began her current role, which has given her new opportunities to grow professionally, and she also earned her SHRM-CP certification through HRPCPA's study group!
She is proud of expanding her network and connecting with more HR professionals.

Audra has gained meaningful value from her membership, including serving on the Membership Committee, participating in the SHRM study group, attending the HR conference, and volunteering alongside other HR professionals. One favorite memory was volunteering at the Salvation Army, where the group gardened and had a good laugh trying to determine what was a vegetable and what was a weed.

Outside of work, Audra stays busy with her two-year-old and is expecting another child. She enjoys staying active through workouts and Pilates, as well as exploring restaurants and the Harrisburg community.

Her advice to those starting in HR is simple: keep an open mind, listen first, and talk after.

Dale Redmond
Communications Director





HR PROFESSIONALS OF CENTRAL PA
CHARLES T. SCIOTTO AWARD FOR HR EXCELLENCE

WINNER

Questions? Email awards@hrpcpa.org

We were thrilled by the response from members committed to advancing their education, careers, and the HR profession. The applications we received showcased the remarkable dedication, passion, and leadership within our HR community.

We extend our sincere congratulations to this year's scholarship recipients and our gratitude to everyone who took the time to apply.

For those who were not selected this year, we encourage you to continue pursuing your professional and educational goals. We hope to see more members apply when the program returns in 2027. We look forward to recognizing and supporting even more outstanding HR professionals in the years ahead!

SHRM Certification Study Group Award ($1,330 value)	**Full Time Student Award ($1,000 each)**
Ty Osborne Keri Zeigler	Anna Sullivan Crystal Tu
PA SHRM Conference Award ($325 value)	**Continuing Education Award (up to $1,500 each)**
Erin Arndt Traci Keiffer Jessica Salisbury	Antoinette Malcolm Katie Mathews Yanoliz Rivera-Santiago

HR PROFESSIONAL OF THE YEAR NOMINATIONS OPEN IN JULY. RECIPIENT WILL BE ANNOUNCED AT ANNUAL CONFERENCE!

Great HR leaders make a difference every day—driving positive change, supporting their organizations, and elevating the profession. As you reflect on the year, consider nominating a HRPCPA member for the **HR Professional of the Year Award** and help us recognize those whose leadership and service inspire others throughout the HR community. More detials coming soon!

Manager Readiness in Uncertain Times

Uncertainty has become part of today's workplace reality. From technology changes and evolving employee expectations to concerns about job security, managers are being asked to lead through constant change.

I am seeing this firsthand as a new HR leader in an organization undergoing a major ERP transition. This is more than a system change. For many employees, especially individual contributors who have been with the company for 20 or more years, this shift represents a major change in how they work, what they know, and how confident they feel about the future.

At the same time, managers and directors are being asked to encourage their teams to embrace change while they are still processing the change themselves. They are expected to reassure employees that the new ERP system will improve processes and create long-term value, even though they may not fully understand what the future will look like for their own roles, their teams, or the organization.

Another important factor is that much of the executive leadership team has been with the organization for less than five years. For long-tenured employees, this may create a feeling that change is happening from the top down. When employees who have experienced years of stability begin seeing new leadership, new technology, and new ways of working, it is understandable that anxiety may surface around job security, relevance, and belonging.

This is where manager readiness becomes critical.

Managers are often the first people employees turn to when they are unsure, frustrated, or afraid. They are expected to translate change, answer questions, maintain morale, and keep work moving. But managers cannot effectively support others if they are not also being supported. They need clear communication, practical tools, training, talking points, and safe spaces to ask their own questions.

A prepared manager does not need to have every answer. What they do need is the ability to communicate honestly, listen with empathy, acknowledge uncertainty, and create enough trust for employees to stay engaged through the transition.

In times of major organizational change, telling employees that "change is good" is not enough. Employees need to understand why the change is happening, what support will be available, and how their experience and knowledge still matter.

As HR professionals and organizational leaders, we have an opportunity to support both sides of the change experience: the employees who are trying to adapt and the managers who are trying to lead while navigating their own uncertainty.

This month, consider asking: Are our managers truly equipped to lead through uncertainty, or are we simply expecting them to absorb it?

Dale Redmond
Communications Director

HRP of CPA
Human Resource Professionals of Central PA

NEWSLETTER

ISSUE 6 | JUNE 2026

Would your employees like a pay increase?
at NO COST to you

Introducing The CHAMP™ Plan:

- Employers on average will **save over $45 monthly per employee** in payroll tax savings
- Employees on the program will see an **increase in take-home pay** with participation in the CHAMP Plan
- Provides employees with **extra health and wellness benefits**
- **Does not replace, compete, or interfere** with your primary health insurance
- Provides employees with the **most innovative & interactive** wellbeing management program

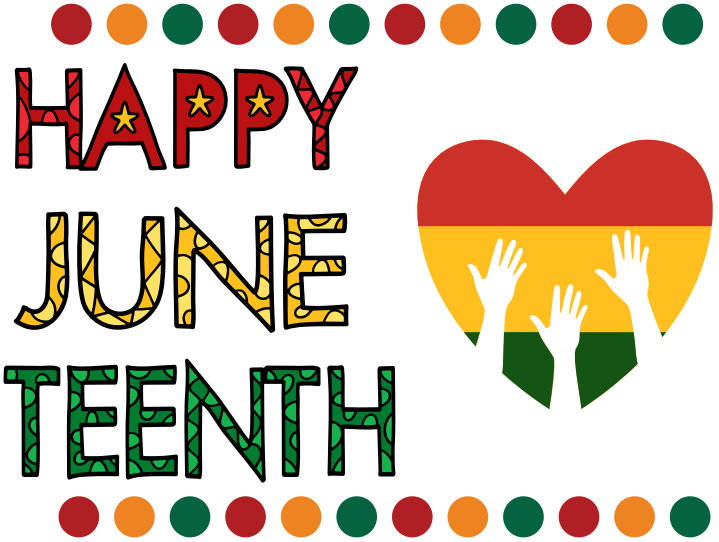
Schedule a 15-20 minute overview Here

Contact Mark from Tailwinds Insurance

(717) 608-7738 mark@tailwindsbank.com



Checkout this month's E-Newsletter Sponsor



CONNECT WITH US ON YOUR FAVORITE SOCIAL MEDIA PLATFORMS!

DON'T MISS OUT ON UPCOMING EVENTS!

SCAN THE QR CODE FOR INFO!

Thank you to our 2026 Sponsors

Platinum
JFC Global
Professional & Technical Recruiting

Gold
TCG THE CARLISLE GROUP
Executive Search & Recruitment Firm

Silver
Langan Group Financial
Retirement & Wealth Management