



## NIHRA Membership Spotlight Featuring Lisa Mungovan, Owner, Mungovan HR Consulting LLC

How long have you been a NIHRA member? I started participating when the organization was PIHRA. I believe it was sometime in 1988.

Are you a SHRM member? If so, for how long? Yes, I joined September 28, 2006

Why did you choose the Human Resources profession? Originally, I studied Operations Management because I was working in retail and banking. I took my first HR-related class at IPFW and learned from the students in the class about the various roles in HR so I decided to pursue the Personnel Management and Supervision Bachelor's degree at Purdue (now it's the OLS degree) after I completed my Associate's degree in Operations Management at IU.

What do you enjoy the most about it? The variety. I thrive on helping employees work through issues both at work and in their lives and succeed. Especially the ones who doubt their abilities. One of my strengths is connecting and it's critical for HR Professionals to have a large network to source various resources to address the issues that are presented to us.

What are your top three things you consider to be beneficial about being a NIHRA member?

Educating HR Professionals so they can succeed  
Connecting with other HR Professionals and people who support our industry  
Several ways to learn (HR PowerTalk, Legal-ease, Monthly lunch meetings, Annual Conference),  
NIHRA.org website

Do you have a favorite, or most memorable speaker at a monthly luncheon? Who and Why The most recent one was Dr. Marteze Hammonds, Chief Diversity Officer. He provided information in a way that the majority of the audience could understand bias, their own bias and how to work through their bias.

If you could choose one song to play every time you walked into a room for the rest of your life, what song would you choose, and why? Adventure of a Lifetime by Coldplay. I really like Coldplay's music. It's upbeat and when they played it at the first live concert that I attended, the crowd exploded. Confetti was shot all over Soldier Field in Chicago. Note: The lyrics aren't relevant to HR but it's the beat and music.



If you could have only three apps on your phone, what apps would you choose?

LinkedIN, Google, Maps

Favorite quote/saying/motto?

Any diagram that reminds me of what I can control and what is out of my control.

Imposter Syndrome is not a clue that you're unqualified. It's a sign of hidden potential. When you think others are overestimating you, it's more likely that you're underestimating yourself. Others have an outside view. They can see capacity for growth that's not yet visible to you. When multiple people believe in you, it's probably time to believe them.

This was part of a presentation made at the WEOC (Women's Entrepreneurial Opportunity Center). I didn't note the speaker.

Any encouraging words for someone considering to join NIHRA? Look at NIHRA.org, meetings, and events, and consider attending as a guest. Contact me and I'll meet you so you can sit with me. I'll introduce you to several other members, and you will learn at least 1 takeaway from the speaker and/or your experience. The annual meeting, in my opinion, is better than the IN HR SHRM Conference because it is focused on HR Professionals in Northeast Indiana. We have a critical role in helping each other and our employers build the economy, attract more talent and businesses, and thrive. Meeting others and learning how to perform our jobs more effectively will continue that growth.