



April 2013



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SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

INSIDE THIS ISSUE

President's Message

Upcoming Events:

April Discussion Group, April Chapter Meeting, Marymount University HRM Speaker Series, HRA-DCA Annual Conference, 2013 Virginia SHRM State Conference

Employer Recruiting Tips

SHRM Foundation

New Members

Embry Rucker Foundation

HR Careers



2013 Annual Sponsor

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Mission:

- **Understand.** We work to understand you, your business, your clients, your risks and your needs.
- **Service.** We deliver to you an unparalleled local service experience with a team of professionals that will be there when you need help, we will do what we say, and we will go the extra mile.
- **Innovate.** We will present and deliver to you an incomparable breadth and depth of impact solutions so you will always be on the cutting edge of answers and alternatives to meet your needs today and positioned for the future.



President's Message

By Joe Sherrier



Spring is the traditional time of renewal and this is the time of year when we need the boost. The warm glow of New Year's possibilities has given way to the harsh winds of March realities. We vowed to work on our professional skills in 2013, but everyday work and life got in the way. Now that the weather is changing, let's update our commitment to professional development, and April's presentations are the perfect start for your new season.

Our Discussion Group meeting on April 4th will help us find more of that non-renewable resource, time. Even if you've been to time management sessions in the past, it is 'time' for a refresher (*Hint: there will never be more time; only a more productive use of the time you already have*). We are fortunate to have Joan Fletcher, the President and founder of Winning Ways, Inc. as our group facilitator. For over twenty years Winning Ways has been helping individuals with leadership of their teams and themselves. Her credentials are too numerous to list here, but she is a coach, an entrepreneur, a parent, a philanthropist, and a living example of what effective time skills can do for your personal and professional life. MAKE time to join us.

For our dinner speaker on April 17th, we are excited that Dr. Steve Gladis has agreed to share his thoughts on leadership with our membership. Dr. Gladis has written 16 books on leadership and communication (more than I have read in my lifetime on the topics!), and he will share material from his latest book, *The Coach-Approach Leader*. His book illustrates the differences between the old "command and control" method of leadership and the "Coach-Approach" method, leaving the audience to see how his/her style can evolve to be more impactful. He will teach the audience the Coach-Approach model and how to develop question-based discussions through listening and responding. I personally attended a session by Dr. Gladis several years ago, and he is an authoritative, engaging speaker. He combines academic expertise (he teaches a Leadership Communication series at George Mason University, is a former member of the University of Virginia's faculty and served as an Associate Dean and the Director of the University's Northern Virginia Center, is currently an executive coach for the Darden Business School's Executive MBA program) with compelling real world experiences (he is a former FBI special agent and US Marine Corps officer). Steve always educates and entertains.

It's time to follow through on those resolutions and join us for a great month of networking and professional development. We look forward to seeing you.

Upcoming Events

About our Facilitator:

Our facilitator for this discussion is Joan Fletcher.



Joan is president and founder of Winning Ways, Inc. For over twenty years Winning Ways has been helping individuals with leadership of their teams and themselves. She has over two decades of experience coaching, facilitating and training in leadership, communication and strategic planning. The corner piece of her skill is her ability to get results through listening and presence. Joan is best known for her executive coaching programs where she uses the latest research on behavior change, adult stages of development and her listening skills to help her clients become who they know they should be professionally!



Dulles SHRM Chapter Discussion Group

Thursday, April 4, 2013

The Challenge of Time Management...Take Back Your Time!

In our rapidly changing, time-conscious world, we are forced to get more done, with fewer people, in less time. The quantity of time will not change. There are always 60 seconds in a minute, 60 minutes in an hour, and 24 hours in a day. Therefore, what needs to change is our perception of time, and how we manage our time, both professionally and personally.

Do you find yourself making promises you don't keep? Do you want to do things that you don't have time for? Do you wish you could accomplish more and you wish time was on your side instead of against you? Join us for an interactive session on ways to take back your time.

Come prepared to discuss the following:

- One current time management challenge
- How to turn procrastination into action
- Urgent vs. important, knowing the difference before you are in the moment
- Simple tips to determine when to delegate and when not to
- Plan your ideal schedule for your professional and personal life

Place:

Jackson Lewis LLP
10701 Parkridge Blvd.
Suite 300
Reston, VA 20191
(703) 483-8300

Time: 7:30 a.m. to 9:30 a.m.

No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site. If you have questions, contact Wistaria Krigger at 703.716.1191 or discussion@dullesshrm.org. Participation may be limited to the first 25 people who sign up.



April Chapter Meeting, April 17, 2013

About Our Speaker:

The Coach-Approach Leader



Expert leadership coach Steve Gladis, Ph.D., introduces the audience to the material from his latest book, *The Coach Approach Leader*, an innovative leadership manual with a twist. Dr. Gladis shares the insights from his significant research on leadership and what he considers the key to being a great leader –focusing on asking the right questions, instead of always providing the right answers.

Dr. Gladis illustrates the differences between the old “command and control” method of leadership and the “Coach-Approach” method, leaving the audience to see how his/her style can evolve to be more impactful. He then teaches the audience the Coach-Approach model and how to develop question-based discussions through listening and responding and gets the group practicing the approach.

When: Wednesday, April 17, 2013

5:15 – 6:00 pm Registration and Networking

6:00 – 7:00 pm Dinner and Announcements

7:00 – 8:00 pm Program

8:00 – 8:10 pm Door Prizes/ 50-50 Raffle/ Wrap-Up

Where: Hidden Creek Country Club

1711 Clubhouse Road, Reston, VA 20190

To register, visit the Dulles SHRM website at

www.dullesshrm.org

This program has been approved for 1.0 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.



Steve Gladis serves as president and CEO of Steve Gladis

Leadership, a leadership development firm focused on helping leaders achieve both success and significance through executive coaching, training and development, and motivational speaking. At George Mason

University, he teaches a Leadership Communication series to first-line and mid-level leaders. Author of 16 books on leadership and communication, Steve is a former member of the University of Virginia’s faculty and served as an Associate Dean and the Director of the University’s Northern Virginia Center.

To view more about Steve Gladis, visit the Dulles SHRM website at www.dullesshrm.org



Upcoming Events

Marymount University, HRM Speaker Series Presents:

Leading Change at Goodwill Industries: Past, Present and Future



Join us as we listen to the fascinating story of how Goodwill Industries navigated the “permanent whitewaters” of change. Dr. Jacquie Hamp, Senior Director of Leadership Development at Goodwill Industries will share the tale of leading culture change in a long standing, traditional social services organization and how it transformed itself into a revolutionary learning organization encompassing new learning and leadership practices. She will address where Goodwill Industries is today and where it plans to be in the future.

Presenter: Dr. Jacquie Hamp, Senior Director of Leadership Development, Goodwill Industries International

When: April 9, 2013, 6:30-8:00 pm

Where: Marymount University, Ballston Campus, 1000 North Glebe Rd., Arlington, VA.

Parking: Limited availability behind building, Metro: Ballston stop on Orange line 3 blocks from Ballston campus

Dr. Jacqueline Hamp



Dr. Jacquie Hamp is a Human Resource Professional with over 30 years' experience in human resources development and human resources management. She currently holds the position as the Senior Director of Leadership Development for Goodwill Industries International in Rockville, Maryland. Dr. Hamp is responsible for the design and execution of leadership development programs and activities for all levels of the 4 billion dollar social enterprise network of Goodwill Industries across 165 independent local agencies.

Dr. Hamp holds a Doctor of Education degree in Human and Organizational Learning from the Graduate School of Education and Human Development at George Washington University. She received a certificate in Executive Coaching from Georgetown University, a certificate in the Practice of Teaching Leadership from Harvard University and holds the national certification of Senior Professional in Human Resources (SPHR).

In 2011 Dr. Hamp was awarded the Strategic Alignment Award by the Human Resources Leadership Association of Washington DC for her work in the redesign of the Goodwill Industries International leadership programs in order to meet the strategic goals of the organization.

Upcoming Events



2013 HRA-NCA Annual Conference

Friday, April 19, 2013

7:30 am - 3:00 pm

"The Future of HR"

Featuring Keynote Dr. Jeff T. H. Pon, SHRM

HRCI Credits: 3-4 Gen + Strat

What are the primary workplace issues and challenges facing today's HR professional?

What about tomorrow, next month, and the years ahead? Many changes will affect the way HR work is accomplished over the next decade.

What skills will the visionary HR professional require to continue to lead effectively?

What are the most important HR competencies that need to be developed in order to foster opportunity and advancement?

Will you be knowledgeable and prepared for the road ahead?

HR professionals should be masters of talent, culture, and leadership within their organizations. The best HR professionals who recognize and implement the most efficient and proactive strategies will deliver more value to their companies; qualities that will be key to stakeholders both inside and out of the corporate hierarchy. This conference will give you an understanding of the future of human resource management in a forward-thinking environment and equip you with the tools you need for success.

Early Bird Pricing - Sign Up Now and Save!

HRA-NCA Members: \$150

Non-Members: \$175

Location: Catholic University Pryz Conference Center

View more conference details and register at:

http://www.hra-nca.org/upcoming_events/details?id=419

**2013 Virginia SHRM State Conference The Homestead resort
Hot Springs, Virginia April 22-24.**



Come Up, Up and Away with us at the 2013 Virginia SHRM State Conference at The Homestead resort in Hot Springs, Virginia from April 22-24.

With five outstanding keynote speakers, four tracks of great concurrent programs, fabulous networking opportunities and fun entertainment - all in the historic and comfortable setting of The Homestead - this is one conference that you don't want to miss. (You'll even have an opportunity to earn more than 17 HRCI recertification credits.)

The conference early bird rate of \$395 per attendee expires on November 1st, and conference registration is required prior to reserving your room at The Homestead. Visit www.shrmva.org for more information and a link to the conference website.

Don't miss out on all the learning and all the fun as we take HR to new heights. Register today!

SHRM's upcoming seminar schedule

For more details, please go to

<http://www.shrm.org/Education/SEMINAR/Pages/default.aspx> or contact shawnetta.walker@shrm.org.

Date Location Seminar

4/15 Alexandria (SHRM) Global Cultural Competence

4/18 - 4/19 Alexandria (SHRM) HR Generalist

4/24 - 4/26 Alexandria (SHRM) PHR/SPHR Cert Prep

5/7- 5/8 Alexandria (SHRM) HR Metrics

5/13 - 5/14 Alexandria (SHRM) Essentials of HR

5/16 - 5/17 Alexandria (SHRM) Employee Relations

Employer Recruiting Tips: “Recruiting on a Dime – Literally”

By Mary Roome-Godbolt, PHR

Senior Recruiter, Cox Communications & President Elect, Dulles SHRM



Looking for Talent? The smartest employers, who want to hire the “right” people for their jobs, work to put together a pre-qualified pool of potential candidates. With decreasing budgets, and an increasing need to hire employees who can “do more with less”, it is so important to look at a wide variety of ways to recruit and attract talent! We are always looking at ways to source and recruit potential candidates for FREE, or at very little cost. Here are a few ideas:

- Social Media – Embrace it! It is here to stay and you can use it to your advantage!
 - LinkedIn
 - ✓ Build your professional network.
 - ✓ Join as many groups as you can (Ex: Looking for Telecommunication employees – join the Telecom Hub!)
 - ✓ Ask your Hiring Managers and your employees to build their online networks and be sure to link together.
 - ✓ Post status updates about your job openings; include your company’s website link!
 - Facebook
 - ✓ Post job openings on your company’s Facebook page.
 - ✓ Talk about job openings on your personal page – you never know who might know someone that is looking for a job!
 - ✓ Be sure to include a link to your website!
 - Twitter
 - ✓ Tweet about your jobs – include the website link!
 - ✓ Ask your employees to tweet about your jobs!
 - ✓ If you can, create a company Twitter account.
 - Google + - I haven’t done this yet, but hear good things. If I am able to check it out, I will keep you updated!
- Online Advertising
 - ✓ Craig’s List – we have had luck with posting front-line positions, it’s only \$25!
 - ✓ Indeed.com – very popular, you can try it for FREE with a \$50 credit. Inexpensive after that!
 - ✓ A lot of professional websites allow you to post jobs for free or very inexpensively!
 - ✓ Most Universities and Colleges allow you to post for FREE
 - ✓ Most Technical Schools allow you to post for FREE or at a minimal cost (ECPI, Devry and ITT) (They also have job fairs, which are usually FREE to employers!)
- Diversity/Military – Most Diversity or Military job fairs range from \$250 - \$800 on average.
 - WIT – Women in Technology
 - Corporate Grey
 - MOAA – Military Officers Association of America
- Networking – join a group; attend a Chamber of Commerce lunch, ABR (Always Be Recruiting!)
- Employee Referrals – 30-40% of all hires are referred by happy employees. Offering \$100 - \$300 for a successful referral (a hire that stays a minimum of 6 months), is so worth the cost!

Let me know what works, and what doesn’t! Feel free to reach out to me: mary.roome@cox.com



The SHRM Foundation strives to be the globally recognized catalyst for shaping HR thought leadership and research. In the coming year, you are going to see just how hard the Foundation is working toward that mission. In fact, it is launching a major effort this year to “look beyond the horizon” to identify the major business and people management issues that will impact the HR profession 5 to 7 years from now. The Foundation is not just talking about what is already emerging, but what is really the next big impact. Getting this head start is very important to the Foundation’s mission, as research to identify solutions and the development of HR practitioner tools to solve the coming issues can take that long. So, it is taking a very proactive approach that will involve partnering with leading experts, firms, and researchers to look to “what’s next?” and what we need as practitioners when we get to “next.” Stay tuned, as the Foundation has exciting developments to announce over the course of the next few months!



SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](http://www.shrm.org/about/foundation) with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.



The SHRM Foundation helps predict where the workforce is headed because we they’ve been studying its evolution for over 40 years. The vision is a world of inspired business leaders implementing the winning combination of employee fulfillment and business success. The SHRM Foundation offers unmatched workforce knowledge for the benefit of professional workforce leaders with a total focus on studying and reporting the management practices that work. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society. The SHRM Foundation is a 501(c)(3) non-profit affiliate of SHRM.

For more information and news about the SHRM Foundation visit their website
<http://www.shrm.org/about/foundation>

Welcome New & Renewing Members!

New Members

*Sabiniana Aldaya
Erin Alligood
Maureen Carr
Chanel Carter
Cyndi Frame
Carol Hendren
Marilyn Horita
Patrice Neville*



Renewing Members

*Suzanne Connell
Terry Gibson
Tim Kelly
Amy Lourenco
Barbara Mitchell
Melanie Ott
Vince Pascarella
Brandi Travis
Page Holland*

Membership Renewal Information

Thank you for deciding to renew your membership with Dulles SHRM! You may either pay online or pay at a meeting. In order to ensure your membership status is up-to-date in our records, regardless of your payment method you will need to renew online.

Renew online at www.dullesshrm.org.
Complete the online renewal and either pay with a credit card, or if you've paid at a meeting indicate that you paid at meeting.

Don't Forget Your Discount!

Save \$15 on your SHRM membership dues for being a member of Dulles SHRM!

Enter Code: 0115 when you renew on SHRM's website.
Make sure you list Dulles SHRM as your chapter when renewing with SHRM.



Get Involved

Dulles SHRM continues to support the needs of the [Embry Rucker Shelter](#) for the homeless in our community. Their highest needs are cash and gift cards to local area stores (like Target) - amounts in \$10, \$15 or \$20.



HR Career Opportunities



Vice President of Human Resources, Development and Engagement-0048I (Position #A01059 Grade Q)

Date Submitted: 3/26/2013

Location: Rockville, MD

Company: MONTGOMERY COLLEGE

Company Website: www.montgomerycollege.edu

Contact Phone: 240-567-5353

HRIS Systems Analyst/Functional Systems Analyst (Position #S03122 Grade K)

Date Submitted: 3/19/2013

Location: Rockville, MD

Company: MONTGOMERY COLLEGE

Company Website: <http://cms.montgomerycollege.edu/edu/secondary3.aspx?urlid=12#jobs>

HR Manager

Date Submitted: 3/18/2013

Location: Fairfax, VA

Company: christopher consultants, ltd.

Company Website: www.christopherconsultants.com

Contact Person:

Contact Phone:

Contact Email:

For more information on this posting or other positions current positions, visit the Career Center on the Dulles SHRM Website at <http://www.dullesshrm.org/career.asp>





Joe Sherrier – President
Cindy Snyder, SPHR - Media Director

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Email submission requests to dullesshrmmedia@gmail.com. Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](http://www.shrm.org).

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