



March 2013



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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USI is a leader in insurance brokerage and consulting. With more than 4,000 dedicated, experienced and innovative professionals in nearly 100 offices across the United States, they have a team of professionals nearby ready to serve you.

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



My daughter has an American Girl doll, and her innocent play can tell us a lot about the trending topics in human resources.

For the uninitiated out there, American Girl dolls are about the hottest thing in toys these days. The secret of the success of the American Girl doll industry is simple. You can never have enough accessories. This keeps the kids coming back to the store for more...and more and more. The accessories give the dolls personality and a life of their own. For my daughter, the accessories make her Kitt doll a real live person.

The first thing my daughter bought for her doll was a cast and some crutches. Clearly health care in America is on the minds of today's youth. How will Kitt pay for her care? Will a broken limb bring Kitt to the edge of bankruptcy? Will Kitt be able to see her own doctor, or will she be forced to find a new one? How will the Affordable Care Act impact Kitt's insurance coverage?

The Dulles SHRM chapter addresses this most requested topic – health care reform - at our discussion group meeting March 7th. Health Care Reform – Strategic Assessments for Employers will be facilitated by John Micale, Regional Practice Leader for USI's Employee Benefits Practice in the Mid-Atlantic. This is a great forum for asking questions and reducing the fear we all have about how the upcoming reforms will impact our businesses.

My daughter's second purchase for Kitt was a wheelchair. Yes, Kitt the American Girl doll in my house is disabled. But trust me, we do not treat Kitt any differently than any of the able-bodied dolls in the house. My daughter is growing up in a world where people with a disability are commonplace and accepted. This is a new cultural change and a welcome one at that. But we are in the midst of this change of attitude today, and there remains much work to be done. HR will need to lead the way at our companies.

Our chapter meeting is titled Disability as a Diversity Talent & Compliance Strategy, and our esteemed presenter will be Kathryn McCary of C5 Consulting. Kathryn specializes in changing corporate cultures to include people with disabilities in the workforce through collaboration. Her goal is to ensure diversity and by extension, business success. As stewards of our workforces, we need to help our businesses become more accepting of disabilities, and further, more attractive to candidates with disabilities. This is a business imperative.

My daughter represents the next generation of workers (I hope), and she is already focused on health care and disabilities for the 'people' in her (imaginary) life. As HR professionals, we need to be focused, too. I look forward to seeing everyone at this month's events.

Upcoming Events

About our Facilitator:

Our facilitator for this discussion is John Micale, Regional Practice Leader for USI's Employee Benefits Practice in the Mid-Atlantic. John is based in USI's Falls Church office and is responsible for all aspects of the practice within the region. Mr. Micale has demonstrated in his 28 years of employee benefits experience an ability to create and deliver innovative strategic solutions that obtain results. Mr. Micale has held positions as a CEO of an HMO, president and practice leader of a benefits consulting firm serving the Fortune 1000 and, prior to joining USI, was National VP of Sales and Product Development for United Healthcare. In that role he established himself as a leading national expert on wellness and how to engage and incent employees to alter their lifestyles and improve their health. He was the creator of UHC's industry leading wellness products including "Simply Engaged" and "Vital Measures" and USI's proprietary wellness program "Healthy Motivations."



Dulles SHRM Chapter Discussion Group

Thursday, March 7, 2013

Health Care Reform – Strategic Assessments for Employers

Health care reform presents many challenges for employers and opportunity as well. In order to face the challenge, employers should get ahead of health care reform. It begins with laying a foundation for the strategic decisions they will need to make in 2013 and beyond by calculating the potential financial impact of health care reform. Once this analysis is done, employers can begin to assess how these costs compare to both current projected budgets for health care costs and develop mitigation strategies to minimize the impact of these additional costs. Equally important, the analysis forms the foundation for an employer to conduct a strategic planning process that will determine what their role should be in providing health care to their employees, revisiting the social contract they have with employees and their long term strategy for managing health care costs. Please join us to share your observations and hear what your peers are doing to face the challenges presented by health care reform.

Come prepared to discuss the following:

- Has your organization assessed the financial impact of health care reform on your health care costs?
- What type of strategic planning has your company engaged in relative to managing your plan?
- What "Social Contract" around health care has your company created with its employees?
- Will HCR require your organization to make significant changes in the role benefits plays in your organization?
- What do you expect your competitors to do with respect to HCR and their health care plan?
- Have you explored a defined contribution and private exchange strategy?

Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues.

Place:

HireStrategy
1875 Explorer Street, Suite 520
Reston, VA 20190
(703) 547-6766

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

When visiting the HireStrategy offices, please park in either the Freedom Parking Garage (located at the corner of Explorer Street and Freedom Drive) or at the Explorer Parking Garage which also located on Explorer Street, directly across from the Freedom Parking Garage.

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.

Upcoming Events

March Chapter Meeting, February 20, 2013

Disability as a Diversity Talent & Compliance Strategy

Forward-thinking employers recognize the value of diversity in their workforce, marketplace and community outreach. Yet many businesses have yet to make the next diversity linkage- to talent with disabilities- the largest minority population with the highest spending power- and a community that anyone can join at any time.

Thanks to the US Department of Labor's Office on Federal Contract Compliance Programs (OFCCP), changes are expected that will require federal contractors and subcontractors to engage in outreach and employment of talent with disabilities, as a result of the NPRM to Section 503 of the Rehab Act. Contractors who have not yet focused on disability inclusion or have done so without any strategic thinking in the past will need to make infrastructural changes to even begin to meet the proposed requirements. Those employers who have been at the forefront of disability inclusion are much more prepared than their counterparts who have not.

Yet regardless of the impact of proposed changes for federal contractors, what has to change to make inclusion sustainable and beneficial to the bottom line is a change to corporate culture. Leveraging existing Diversity Councils, Business (Employee) Resource Groups (BRG/ERG), gaining Senior Leadership commitment and educating HR Leaders are all necessary first steps to make a culture shift. This applies to small, non-profit, private sector and government agencies. Disability is no different than any other diversity dimension in the workforce today.

When: Wednesday, March 20, 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.

About Our Speaker:

**The Honorable Katherine McCary, Managing Partner,
C5 Consulting, LLC**



Katherine founded C5 Consulting, LLC after 21 years at SunTrust Bank where her primary responsibility was corporate disability initiatives, including internal development of disability employee resource groups, co-chairing the organization's disability mentoring day leadership council and promoting the employment and marketing case for including people with disabilities to senior management. She supported the bank's Regional Diversity Councils within Corporate D&I. Her contributions to SunTrust's disability efforts resulted in national recognition including the SHRM HR Magazine 2000.

To view more information on Katherine's visit the Dulles SHRM website.



**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

- 1/9-1/11 Alexandria (SHRM) PHR/SPHR Cert Prep
- 3/14 - 3/15 Alexandria (SHRM) HR Generalist
- 3/18 Alexandria (SHRM) Diversity Practitioner
- 3/21 - 3/22 Alexandria (SHRM) Strategic HR
- 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



***Mentoring is a brain to pick, an ear to listen, and a push
in the right direction!***

The NOVA SHRM/Dulles SHRM Mentoring Program will induct the 15th class on March 13, 2013.

Congratulations to the following individuals:

Jen Djouadi (NOVA)
Beth VanBurk (Dulles)
Ronda Hetterson (NOVA)
Edie Freeman (Dulles)
Michael Belanger (Dulles)
Page Holland (Dulles)
Michelle Forster (NOVA)
Ash Ramgoolam (NOVA)
Allison Address (NOVA)
Meredith Clayton (NOVA)
Chris Westbrook (Dulles)
Cheryl Swans (NOVA)
Jennifer Vinciguerra (NOVA)
Kia Chalmers (NOVA)

Our planning committee, led by Linda Caporaletti-Hoyt (Dulles), has been hard at work ironing out the details of our “star-studded” 15 Year Anniversary Gala to be held on April 3, 2013 from 5:30 to 8:30 PM at the Gannett/USA Today building in McLean, VA. We are thrilled that Helios HR is our gold sponsor for the event! We will have a real Hollywood style red carpet complete with photo opportunities and interviews. The evening’s events will feature speakers from national SHRM as well as the local chapter presidents, a buffet dinner and cash bar, “star” awards for those individuals who have made a significant contribution to the program the past 15 years, a special slideshow set to star-themed music, numerous door prizes, and a big raffle item for the SHRM Foundation. We expect about 100 people to participate and we’re excited to have mentoring alumni from across all of the class years connect with one another at this monumental event. We’re still seeking door prizes, so if your company would like to sponsor an item (such as gift baskets, gift cards, HR themed goodies) please contact me at mkitson@mitre.org or Linda Caporaletti Hoyt at lchoyt@hdmanet.org for details!

Adventures in Better Hiring

Todd Hunt
Business Humorist
SHRM Speaker



Before I became a speaker, I was in marketing. Whenever I started a new job, I'd introduce myself to other managers in the company and talk about how our departments interacted. Then I'd ask how we marketing folks could make their lives easier. They were usually stunned by this outreach, but soon warmed up to the new guy who seemed genuinely interested in what they did.

On my third day in one particular position, I ran into my boss at the elevator. "It's the phantom Todd!" she exclaimed. I smiled and asked what she meant. "Well, you're never in your office." I told her I had been meeting fellow managers, and she responded with a glazed look. The woman had no clue. According to her myopic management mentality, if you weren't in your office, you couldn't possibly be working. As I learned that day, some bosses just don't get it.

Of course, some employees don't get it, either, such as those who received these true performance evaluations from their managers:

- "Since my last report, this employee has reached rock bottom and has started to dig."
- "This young lady has delusions of adequacy."
- "Works well when under constant supervision and cornered like a rat in a trap."
- "This employee should go far -- and the sooner he starts, the better."

Better Hiring

The best way to ensure productive workers is with a good, comprehensive hiring process. I once underwent a grueling, day-long interview for a copywriting position at a major retailer. In addition to introducing me to every manager in the department (which took five hours), they gave me a three-hour copy test. I didn't get the job, but I landed an identical one in an adjacent department two months later.

The day they called with the offer, I received a rejection letter from the original interview! (Sorry, you didn't get the job; we'd like to offer you a job.)

My new boss at that job happened to share my view of corporate life. When things were slow (which was much of the time), we'd invent twisted responses to tired interview questions.

"What's your biggest weakness, Todd?"

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"QUALIFICATIONS? WELL, I'M ON A SALT-FREE DIET."

Todd Hunt is a business humorist who speaks to organizations that want to add fun to their meetings and send members back to work smiling, with tips to improve communication and success.

He has presented at SHRM conferences in Illinois, Georgia, South Carolina and Tennessee.

Visit him at ToddHuntSpeaker.com

"Well...I get impatient with coworkers who don't share my sense of commitment to the job."

He'd start laughing and I'd add, "I also work too hard and can't say no to additional responsibility."

A colleague in human resources actually used this much livelier query: "What makes you laugh?" (Wow -- not your standard-issue question, is it!)

Here's another one: After a few minutes of polite repartee, he'd point to an ashtray on his desk and say, "Would you sell me that ashtray, please?"

Most applicants would extoll the purity of the glass, or point out the indentations that prevent cigarettes from falling on the floor, or suggest the ashtray would make a handsome addition to any decor, and so on. Some would choose the price route and say there's a special this week only, and you can save 25 percent.

One astute job seeker, upon being asked the question, pondered a moment, then leaned forward and asked, "Mr. Norbert, do you smoke? No? Well then, you're not my market." Now that sharpie understood sales! It really is about the buyer, isn't it.

Andersen's Animals

You may have run across the following on the Internet, but it supposedly began as a job-applicant test given by Andersen Consulting Worldwide.

1. How do you put a giraffe into a refrigerator? Open refrigerator, put in giraffe, and close door. (This tests whether you tend to do simple things in an overly complicated way.)
2. How do you put an elephant into a refrigerator? Wrong answer: Open refrigerator, put in elephant, and close door. Correct answer: Open refrigerator, take out giraffe, put in elephant, and close door. (This tests your ability to think through the repercussions of your actions.)
3. The lion king is hosting an animal conference. All the animals attend except one. Which one? The elephant in the refrigerator. (This tests your memory.)
4. There is a river you must cross, but it is inhabited by crocodiles. How do you manage it? Swim across—all the crocodiles are attending the animal conference. (This tests whether you learn quickly from your mistakes.)

According to Andersen, around 90 percent of the professionals tested got all the questions wrong. On the other hand, many pre-schoolers gave the correct answers.

Which disproves the theory that most professionals have the brains of a four-year-old!



The SHRM Foundation has created a series of educational DVDs that feature real-world case studies of successful companies that align HR strategy with corporate business objectives. The DVDs are distributed free of charge to SHRM chapters, educators and businesses. The SHRM Foundation also offers a discussion guide and powerpoint presentation for use in SHRM chapter programming, staff trainings, or executive education sessions. The HR Certification Institute has approved many of the DVDs for one hour of credit, when used with the companion materials as part of a 1-hour educational session (see the Foundation website for details).

The Foundation's newest DVD, *Doing Well by Doing Good: Global Sustainability at Aditya Birla Group* describes the Aditya Birla Group's ongoing investment in social and economic development in the communities in which they operate.

Other DVDs include

- *Once the Deal is Done: Making Mergers Work*, an inside look at the successful merger of Bupa Australia, now the nation's largest privately managed health care health insurance group.
- *World Economic Forum: Creating Global Leaders, Seeing Forward*, which focuses on succession planning at 3M
- *Trust Travels: The Starbucks Story*; *Ethics: The Fabric of Business* (profiling Lockheed Martin)
- *Fueling the Talent Engine: Finding and Keeping High Performers* (profiling Yahoo!)
- *HR In Alignment: The Link to Business Results* (profiling Sysco Food Services Company).

The DVDs are available for viewing online. For more information about the DVDs, visit the "SHRM Foundation Products" section of the SHRM Foundation's website at www.shrm.org/foundation

The DVD series is made possible by your tax-deductible contributions to the SHRM Foundation.

SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](http://www.shrm.org/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.



I

In February we raised \$43.00 for the SHRM Foundation

Welcome New Members!

October 2012

*Cynthia Lunningham
Kristin Wedemeyer
Hector Velez
Sarah Schwartz
Kristian Sorensen
Julie Burke*

November 2012

*Celeste Heard
Rakesh Mehrotra
Debra Williams
Revati Patil
Diana Wilson Schuster
Barbara Muhlenberg
Sarah Denning
Scott Edinger
Jennifer Butters*

December 2012

*Craig Petry
Sarah Pavlik
Andrews Yankey
Jeannette Mcilwain*



January 2013

*Lauren Shreve
Michael Belanger
Andrea Leehan
Arlene Palomar
Amanda Stoucker
Cornethia Sanderson
Roli Gurjar
Chris Liakos
Jill Fitzimmons
LaWanda Pompey
Jan Bryan
Jennifer Zanone
Madeline Wiley
Lesley Perkin
Nancy Brock
Cheryl Swans*

February 2013

*Amy Stark
Melissa Bounds
Vicki Hamp
Joel Cisneros
Tom Gallucio
Susan Stinson*

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.

At the February meeting we raised \$65.00 for the Embry Rucker Foundation



HR Career Opportunities



Director, Global University Relations

Date Submitted: 2/12/2013
 Location: Bethesda, MD
 Company: Marriott International
 Company Website: www.marriott.com

Retirement/Benefits Analyst

Date Submitted: 2/6/2013
 Location: Fairfax, VA
 Company: Mantech International Corp
 Company Website: www.mantech.com
 Contact Person: Robin Spivak
 Contact Phone:
 Contact Email: robin.spivak@mantech.com

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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Herndon, Virginia 20172-1249



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Email submission requests to dullesshrmmedia@gmail.com. Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](#).

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www.gokandr.com

