



March 2014



AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Dulles SHRM - Your Chapter of Choice

INSIDE THIS ISSUE

President's Message

Upcoming Events:

March Discussion Group, March Chapter Meeting, HRLA Educational Workshop,
Mid-Atlantic Employer Benefit Survey

Mentoring Corner

Get Involved

Dulles SHRM Board Position, SHRM Foundation, Embry Rucker

Dulles SHRM Member Benefits, HR Career Opportunities



2014 Annual Sponsor

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 Mary H. Roome-Godbolt, PHR



It is almost Spring – can you tell? I hope everyone is surviving our “Snowy/Icy Springtime” weather!

I had the luxury of working from home over the past few days, so I didn't have to venture out onto the treacherous roads. I hope that most of you were able to do the same. If your company does not currently have a Tele-work program, it is definitely something you should look into if you are able to.

We had a fantastic Hiring Veterans Educational Event on Feb. 27th. We were inspired and motivated by two great speakers, Lt. Colonel Cherrie Davis, Director of Employment Outreach for the U.S. Army and Jennifer Giering, Director of Business Engagement for Hiring Our Heroes at the U.S. Chamber of Commerce. Then we had a very informative panel discussion, with some Veteran Hiring experts: David Muir Jr., Sr. VP of the Veteran Staffing Network with Easter Seals; Carl Savino, President and founder of Corporate Gray; Charles Miles, Directory of Military Programs at ManTech and Everett Jones, Manager of Talent Acquisition at Cox Communications. All are military veterans themselves. They were led by Market VP at Cox Communications, J.D. Myers. All shared great ideas, input and resources to help the HR professionals in the DC Metro area hire more veterans. We are working on creating a Resource section of our website to share programs, websites, tool kits and other information. Stay tuned!

Don't miss our upcoming BREAKFAST Chapter Meeting in two weeks on Wed., March 19th at Hidden Creek Country Club. Join us and our Speaker, Joan Fletcher, President of Winning Ways, Inc., for an upbeat and highly interactive session on “Teambuilding, How to make it work!” Come to learn simple techniques to communicate more effectively and identify what motivates your team to be successful.

7:15 – 8:00 am Registration & Networking (And coffee!); 8:00 – 8:30 am Breakfast & Announcements; 8:30 – 9:30 am Program/Speaker; 9:30 – 9:40 am Door Prizes. 50/50 Raffle & Wrap-up

All the details for our upcoming events are on our website at www.DullesSHRM.org.

We have fantastic volunteers on our Board of Directors for 2014. I want to thank them for all they have done so far this year to help educate and provide great professional information and services to our Membership!

And, if you have not yet renewed your Dulles SHRM membership, or wish to join our wonderful chapter, please let us know!

Mary ☺

Upcoming Events

About our Facilitator:

**Our facilitator for this
discussion is Dulles
SHRM 's Past President,
Matt Neiman**



Mr. Nieman represents employers in a broad spectrum of labor and employment law matters, including discrimination, wage and hour, questions related to the Uniformed Services Employment and Re-employment Rights Act of 1994 ("USERRA"), and workplace drug-testing issues. He has been actively involved in all phases of the litigation process on the full range of employment discrimination and employment-related tort and contract claims, including the representation of employers in actions before the Department of Labor, the Equal Employment Opportunity Commission, the National Labor Relations Board, the Occupational Safety and Health Administration, the Mine Safety and Health Administration, and various state and local agencies.

To view more information on Matt, visit the Dulles SHRM website at www.dullesshrm.org

Dulles SHRM Chapter Discussion Group

Thursday, March 6, 2014

New Challenges-FMLA/ADA

The FMLA /ADA present some new challenges and ongoing questions. This Discussion Group will review some of the new regulations and implications for your workplace. Come prepared to discuss:

- Implications of the new regulations
- Intersection of FMLA/ADA
- Reasonable accommodation & FMLA



Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site (www.dullesshrm.org) -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or discussion@dullesshrm.org or bagilley@lytleap.com.

Participation may be limited to the first 25 people who sign up.

Date: Thursday, March 6, 2014

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

Place:

Jackson Lewis
10701 Parkridge Blvd, Suite 300
Reston, VA 20191

Upcoming Events

March Chapter Meeting, March 19, 2014

THIS IS A BREAKFAST MEETING **Teambuilding: How to Make it Work!**

Discover the power of knowing what motivates your team! Learn how you can use this knowledge to build your team. Begin to understand why you enjoy doing some things at work and not others. Learn how your interests, values and attitudes may differ from your team members. Understand how it can impact the function of the team.

In this highly interactive session you will take a quick assessment and learn simple techniques to communicate more effectively with all team members and colleagues as well as build your team.

Participants will take a five minute assessment at the beginning of the session to assess their top interests, values and attitudes. You will be grouped with those who have similar interests and values. In like teams. Teams will work through a lively game to better understand their top interests and values and the interests and values of others in their groups. The teams will begin to notice the ease they feel when working with individuals with similar interests and values and they struggle working with individuals with different interests and values.

Teams will then share the results of their game to the group and the fun will begin. As teams share their insights they will start to notice that no team was created equal!

Participants will take the abstract game and apply it to their new found skills to real life and identify new strategies to work with their organizations team members. The focus will be on how to build team cohesion, improve conversations, assign roles to the right person and delegate work to the team member who is best suited for the task. The interactive component will allow additional ideas and concepts to come from the group!

When: Wednesday, March 19, 2013

7:15 – 8:00 am Registration and Networking

8:00 – 8:30 am Breakfast and Announcements

8:30 – 9:30 am Program

9:30 – 9:40 am 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

Joan Fletcher
President & Founder
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. Winning Ways focuses on working with the fastest growing organizations because of their high priority on creativity, leadership and human capital. Joan is certified by the Leadership Coaching Program at Georgetown University and retains the Professional Certified Coach credential through the International Coach Federation. Additionally, Joan holds certifications in Center for Creative Leadership 360 instruments, DISC & PIAV and Adult Stages of Development.

To view more information on Joan visit the Dulles SHRM website at www.dullesshrm.org



Educational Workshop: March 6, 2014

Dulles Executive Conference and Training Center
 22685 Holiday Park Drive, Suite 60, Dulles, VA 20166
 Cost: \$50, includes breakfast and snack break
 7:45 a.m. - 12:30 p.m.
 HR Certification Institute 3.75 Recertification BUSINESS Credit Hours
 Register at www.hrleadership.org/education-workshop



Collaboration...it's how we work. From the way that our offices are structured to the programs we create to support professional growth, we are regularly called to come together to accomplish our work. At HRLA's 2014 education workshop, we will explore the idea of collaboration and how it is shaping our work environments and employee development programs. Hope to see you there!

7:45 am - Registration, Networking and Breakfast
 8:25 am - Welcome - Melissa Benik, Executive Director, HRLA
 8:30 am - **Key Note Address - Alice Waagen, PhD, President, Workforce Learning, LLC**
 8:55 am - **HRLA Nomination Exercise**, Susie Bonvouloir, Chief Human Resource Executive, former HRLA Judge and Finalist
 9:10 am - **Setting the Stage for Collaboration** - Guest Presenter and Panel; Charles D. Layman, President, CEO, Mark Barth, CIO, Rick Carr, VP of HR, Goodwill Industries of Central Virginia, Richmond, VA
 10:40 am - Break
 10:55 am - **Cross Industry Collaboration** - Guest Presenter and Panel; Paul Patton, CACI SVP; Lora Drewer, CACI SVP; Mary Baggett, CACI Director; Captain Kelly Greiner, USAF, EWI Fellow; Captain Marco Campos, USAF, EWI Fellow
 12:20 pm - Wrap Up - Melissa Benik, Executive Director, HRLA



HR Leadership Awards- honoring excellence, innovation and leadership! Do you know someone who deserves this recognition? Let us know by contacting info@hrleadership.org.

Deadline for applications is March 15th!

- ❖ Gain exposure
- ❖ Leverage our networks
- ❖ Share best practices

HRLA Scholarships: \$4,000 towards HR degree program - Deadline March 15!



Don't Miss Out: Mid-Atlantic Employer Benefit Survey

The ninth-annual Mid-Atlantic Employer Benefit Survey (formerly the Greater Washington Employer Benefit Survey) is open for two more weeks. Don't miss your opportunity to receive the survey results for free.

The Mid-Atlantic Employer Benefit Survey includes a comprehensive questionnaire of benefits and work/life programs in the greater Washington, D.C. metro area, central Virginia, and Richmond, Virginia. The survey results are free of charge to employers who complete the survey. Employers who do not participate in the survey can purchase a copy of the results for \$2,500.

Mark your calendar

Survey opens | February 3
Survey closes | March 10
 Results released | Late April

How long does it take?

At the request of past survey participants, we continue to focus on reducing the time commitment required to complete the survey. Based on survey results from the last eight years, we identified several data elements that have not changed materially year over year. As a result, we are going to collect this data every other year. These data elements include responses for Basic and Supplemental Life Insurance, Short Term Disability, Long Term Disability, and Paid Time Off. This year the surveys should take 25 to 35 minutes to complete.

How do I participate?

The survey query tool will be open from February 3rd to March 10th.

Past participants

- Past participants will receive their login and password via email on February 3rd.
- Several of your responses from last year's survey have been pre-ceded to make survey completion easier.
- If a different person will be completing the survey for your organization this year, please email dcbenefitsurvey@wellsfargo.com to have the login information reset to a new email address.

New participants

- New participants can create a login and password by clicking the link in this email and following the instructions, <http://catalystmr.com/community/dcbs/>.

What to expect for 2014?

- Understand how your benefits plan should be structured to be competitive in the current market.
- Navigate health care reform and what it means for you, your employees and your bottom line.
- Guide your own organization's strategic plan for employee benefit plan offerings.

We look forward to your participation in the 2014 Greater Mid Atlantic Employer Benefit Survey. For more information about the survey, please visit: <http://catalystmr.com/community/dcbs/> or contact us at dcbenefitsurvey@wellsfargo.com.





CONGRATULATIONS TO THE 2014 MENTORING PROGRAM PARTICIPANTS!

Congratulations to the Dulles SHRM members who were selected to join the mentoring group this year: Cindy Snyder, SPHR; Angela Wells, PHR; Karen Strauss, PHR; and Veronique Nagle, PHR. They will participate in a kickoff meeting on March 12 which will be held at Kaiser Permanente's facility in Tysons Corner.

Thank you to everyone who applied for the NOVA SHRM/Dulles SHRM Mentoring Program. We had a total of 32 highly qualified applicants this year, including several previous applicants that our mentoring advisory board was not able to match the first time around. If you were not selected this year, we sincerely hope that you will connect with us virtually, join us at social events, and reapply when the time is right for you.

For questions about the mentoring program, please contact Mary Kitson, Mentoring Program Director, at mkitson@mitre.org or shrm.mentoring@gmail.com.

Get Involved



Are you looking to get more involved in the Dulles SHRM Chapter?

Are you looking for a way to meet and network with a great group of HR Professionals?

Dulles SHRM has an immediate need for a volunteer Diversity & Workforce Education Director.

Primary Duties Include:

- Monitor and evaluate on a continuing basis local activities concerning workforce education issues and plans and encourages chapter involvement and activities impacting the workforce education arena.
- Present reports or updates to the chapter Board and the membership.
- Lead ad hoc projects or activities related to workforce education that may raise awareness in the local community and among the membership.
- Work in cooperation with state and national level workforce education advocates.
- Monitor and evaluates on a continuing basis local activities concerning diversity issues.
- Spearhead the effort to diversify the chapter's membership and leadership and to publicize successful diversity programs in the local community.

For more information contact Mary Roome-Godbolt, President at mary.room@cox.com



"Board Member Opening"

Get Involved



SHRM Foundation 50-50 Raffle

Each month we raise funds for the SHRM 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.

At the February Meeting, we collected \$31.00 for the SHRM Foundation

SHRM Foundation Vision

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's work includes:

Strategic thought leadership initiative. The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years. More information.

Innovative academic research grants. The SHRM Foundation is a **leading funder** of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.

Educational resources. The SHRM Foundation's **Effective Practice Guidelines** series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational **DVDs** for SHRM chapter programming, staff trainings, and executive education sessions.

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



Get Involved

Dulles SHRM continues to support the Embry Rucker Shelter.

About Embry Rucker

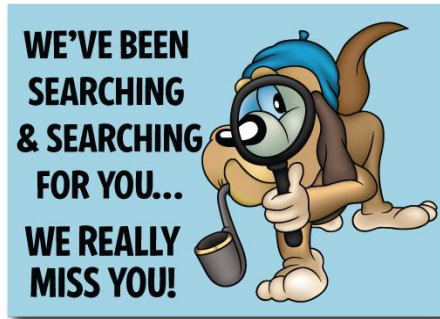
The **Embry Rucker Community Shelter** (ERCS) is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. We are dedicated to helping our clients overcome the circumstances that led to their homelessness, and facilitate their transition to stable housing.

We are open 24 hours a day, 365 days a year and employ 20 full-time staff members. We also have several part-time staff and more than 400 volunteers dedicated to helping our clients get back on their feet.

Reston Interfaith has a new name. Our mission stays the same.



At the February meeting, we collected \$5400 for the Embry Rucker Foundation



WE MISS YOU!

**Your Dulles SHRM
Membership Expired
December 31, 2013!**

Please note if you have renewed already in 2014, or renewed in October through December 2013, your membership is up to date.

Dear HR Professional:

Thank you for your previous commitment to the Dulles SHRM Chapter. Your membership dues are calculated on a calendar-year basis in accordance with Chapter bylaws. Your 2013 membership expired on December 31, 2013. This is a friendly reminder to renew your membership today!

Annual Dues for your 2014 Dulles SHRM Membership are still only \$30.00! Membership in the Chapter provides many valuable benefits, such as:

- Monthly chapter meetings featuring programs approved for HRCI credits that keep you current, informed and aware of critical issues affecting our industry.
- Exposure to other HR professionals and companies revealing how other organizations handle human resources and benefit issues.
- Monthly discussion groups that expand your knowledge with thought-provoking facilitators and small group discussions sharing best practices.
- Access to up-to-date information on pending legislation that may impact your organization's operations.
- Resources for HR professionals who are in career transition as well as employers seeking HR talent.
- Reduced rates to attend our monthly chapter meetings (\$35 for members who pre-register for meetings vs. \$55 for non-members)

Renewal is very easy – here's how!

Dulles SHRM is a 100% Chapter, which means you must be a current member of National SHRM.

To join National SHRM, please click on this link:

<http://www.shrm.org/about/membership/Pages/default.aspx>

To renew your Dulles SHRM membership for only \$30 and pay on line, click on this link and follow the prompts:

http://www.dullesshrm.org/chapter_membership_renew.asp

We look forward to another successful year for the Dulles SHRM chapter, and we want you to be a part of it. Please renew today!

HR Career Opportunities



Looking for a new career opportunity?

Check out these HR positions now at the Dulles SHRM Career Center <http://www.dullesshrm.org/career.asp>

HR Manager

Date Submitted: 2/25/2014
Location: Ashburn, VA
Company: Clark Realty Capital

Corporate Recruiter

Date Submitted: 2/13/2014
Location: Fairfax, VA
Company: TECHNATOMY CORPORATION
Company Website: WWW.TECHNATOMY.COM





Mary Roome-Godbolt, PHR – President
Cindy Snyder, SPHR - Media Director

Dulles SHRM
PO Box 1249
Herndon, Virginia 20172-1249

Dulles SHRM's - Your Chapter of Choice Newsletter is the official newsletter of Dulles SHRM; Dulles SHRM's Newsletter is published monthly.

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

*Chapter affiliate of the Society of Human Resource Management
Proud to serve as your Chapter of Choice Since 1987*

Thank you to our members...

*Over 300 Top Human Resource Professionals in the Dulles Corridor
Learn more at www.DullesSHRM.org*

Dulles SHRM Discussion Group

Are you looking for an early morning professional boost?

The Dulles SHRM Discussion Groups are a terrific way to learn from your peers and share real life HR experience and best practices. The Discussion Groups are held the first Thursday of the month from 7:30-9:30 and are hosted by one of our local companies. It's a great way to learn and get to know your peers.

In January the Discussion Group was facilitated by Stacey Guenther. Stacey led a discussion about goal setting and career development consistent with strengths. What a great way to begin the New Year and do some goal setting to begin 2014. The February group followed with a discussion facilitated by Julie Simmons about professional branding. In March, Matt Nieman will lead the discussion about FMLA/ADA issues.

We are always seeking new ways to serve our members with innovative programming that meets your needs. Some of our previous topics have included: Positive Psychology, Health Care Reform, Mindfulness in the Workplace and Engaging Military Veterans. Do you have ideas, suggestions and topics to assist in your professional development? We are also looking for additional companies to host the Discussion Groups, if your company can provide the venue, please let us know. Contact Beth Gilley-Director Discussion Group 703-444-2254 or bagilley@lytleap.com.

