



January 2015



## Dulles SHRM - Your Chapter of Choice

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#### Get Involved

Embry Rucker Foundation, SHRM Foundation



**2015 Annual Sponsor**

Proforma Screening Solutions is a leading background screening company. Founded by industry veterans and leaders with deep and broad background screening experience, Proforma sets the standard for compliant, accurate, and cost-effective programs.

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[Contact Us](#)



## President's Message

By Mary H. Roome-Godbolt, PHR



I sincerely wish you all a Happy and Prosperous New Year!

I am honored to be stepping into the role of the Dulles SHRM Chapter President for 2015, and I consider myself fortunate to be leading an organization on such a solid base, thanks to the leadership of Mary Roome-Godbolt and all the great leaders who stepped into the President role over our 27 year history. Plus, the awesome Board of Directors filled with dedicated professionals who have served for years, and the more recent additions, who have all stepped up to volunteer their time, creativity and experience.

We could not continue our efforts to serve the local HR community without our members! Thank you for joining us and renewing your membership each year. I hope you will make it a 2015 goal to stay engaged with Dulles SHRM by attending our meetings, providing feedback, volunteering on the Board and/or joining the conversations on Social Media.

While we may change up our programs and networking events each year to keep things fresh, our main initiative always remains the same: What can we do to bring value to our members and help them grow professionally and personally as HR professionals? Please let us know how we are doing to support YOU by providing feedback and sending us your ideas.

We look forward to seeing you at the January Discussion Group and Chapter Meeting!

Warmest regards,  
Courtney



## Upcoming Events – January Discussion Group

### New Year – New Resume!!

Thursday, January 8, 2015  
7:30a.m. to 9:30a.m.

As 2015 begins are you looking for a new opportunity, a chance to grow your skills? The January Discussion Group will provide hands on guidance to present your skills in the best light. Bring your resume for guidance from our experts who review resumes regularly. This forum will also provide an opportunity to get feedback from our experts and peers about crafting a resume to best show off your talents.

Location: Cox Communications  
3080 Centreville Road | Herndon, VA 20171  
703-480-5135

Meeting will be held in the cafeteria on the first floor. Drive to the end of the Cox building and turn left, the door to the cafeteria is on the west side of the building.

There is no charge for Discussion Groups; however, seating is limited to registration is required.

[Register Now!](#)

### Meet This Month's Facilitators



**Mary Roome-Godbolt, PHR**, is a Senior Talent Acquisition Consultant and has been with Cox Communications for 14 years. She has a diverse background in Call Center Management, Recruiting and Human Resources. Certified as a Professional in Human Resources (PHR), Mary is also a certified trainer of the Targeted Selection Behavioral interviewing style. She is currently a senior member of the elite Cox Business Talent Acquisition team recruiting for sales professionals and sales leaders for Cox Communication locations across the country.

**Teresa Buchholz, Partner & CEO of Essential Search Strategies**, brings close to 20 years of Executive Search experience managing relationships with all major industries and disciplines in the DC market. Her background is in Accounting, having earned a BS in Accounting from Albright College in Reading, PA. After several years in Audit, International Tax and Corporate Accounting, Teresa joined Spherion in Tysons Corner (Formerly Network Companies) where she took on increasing levels of responsibility as Director. She later joined her Partners at Capital Search Group in 2007 as Partner & Managing Director.



Teresa's mantra: "You can never know too many people!"

# Upcoming Events – January Chapter Meeting

## Creating & Managing Contingent Hires

Wednesday, January 21, 2015  
5:30pm to 8:00pm

Typically the government requests not only key personnel for a bid but on occasion they want to see the list of workers along with their resumes that will be performing the work if awarded. This information is sometimes utilized when deciding who wins the work. When the work is not being awarded for at least 90 days and sometimes longer, how and what methods should be used to maintain a contingent worker?

Join us to learn strategies to manage contingent workforce management, tools of the trade of the technical staffing business and the most created ways to manage their contingent workforce.

Location: Hidden Creek Country Club  
1711 Hidden Clubhouse Road  
Reston, Virginia 20190

Price: \$35 Member, \$55 Non-Member, \$25 Member in Transition

[Register Now!](#)



*This program has been approved for 1.0 (General) 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 activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.*



This month's speaker  
Marc Berman, President,  
Vector Technical Resources



**Embrace Ambition!****Now Recruiting for the 2015  
SHRM Mentoring & Leadership Development Program!**

- ✓ **Sharpen your professional edge**
- ✓ **Enhance your leadership presence**
- ✓ **Maximize learning opportunities**

Now recruiting for the Washington, DC metro area's premier mentoring and leadership development program for HR professionals! Whether you're still in the formative years of your career or fairly accomplished, the NOVA SHRM and Dulles SHRM Mentoring & Leadership Development Program can help you to distinguish yourself professionally and speed your progress towards meeting your personal development goals. **Applications are due on or before midnight on January 31, 2015. [Download Application Now](#)**

Mentoring is more important than ever, and the ability to change and grow in your career is an increasingly critical skill to have. Our Pinnacle award-winning mentoring program can help you to:

- Expand your professional network,
- Learn peer-group mentoring skills,
- Build HR and business competencies,
- Overcome career obstacles, and
- Earn credits towards recertification!

The program will sponsor approximately 14 chapter members to participate in the program, which integrates multiple types of mentoring techniques, leadership development, and peer learning networks. Over the course of the last 16 years, participation in our program has consistently resulted in enhanced peer networking for 100 percent of alumni as well as lateral and vertical career moves for over 75 percent of alumni.

Group mentoring meetings are held the second Wednesday of each month from 6:00 p.m. to 8:30 p.m. in the Tyson's Corner area. You must be a member in good standing with NOVA SHRM or Dulles SHRM to participate.

If you're curious about this innovative program, please participate in one of the information sessions, held in January, at one of the local SHRM chapter meetings. Or contact Mary Kitson, Program Director, at [mkitson@mitre.org](mailto:mkitson@mitre.org) or [shrm.mentoring@gmail.com](mailto:shrm.mentoring@gmail.com) for more information.



**Promote Excellence. Advance HR Professionals. Connect Thought Leaders**

Human Resource Leadership Awards Applications are available now! [www.hrleadership.org/awards](http://www.hrleadership.org/awards)

**Individual Award Categories:**

Leadership  
Corporate Social Responsibility  
Mentoring  
Promoting Ethical Behavior

**Team Award Categories:**

Innovation  
Strategic Alignment

HRLA is making the application process easier this year with free Award Application Boot Camps hosted by former judges, award winners and HRLA Nomination and Judging Committee members!

Register at [www.hrleadership.org/bootcamp](http://www.hrleadership.org/bootcamp)

**January 14**  
8:30 a.m. - 10:30 a.m.  
Phillips Corporation  
7390 Coca Cola Drive, Suite 200  
Hanover, MD 21076

**February TBD**  
Chantilly, VA



Sponsorships Available [www.hrleadership.org/sponsor](http://www.hrleadership.org/sponsor)

Stay tuned for our New Year Networking Event in early January!



## Upcoming Events



### 2015 Virginia SHRM State Conference

Sunday, March 08, 2015 - Wednesday, March 11, 2015

Williamsburg Lodge  
310 S. England St.  
Williamsburg, Virginia 23187  
United States  
800.261.9530

[Click Here to Register](#)



**Conference Registration Rate -- \$995 ends July 7, 2014**

<https://shrmstore.shrm.org/annual>

## Meet Your 2015 Dulles SHRM Board of Directors

President	Courtney Nicholson	President-Elect	Linda White, PHR
Past President	Mary Roome-Godbolt, PHR	Secretary	Linda Caporaletti-Hoyt
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Director, Community Outreach	Madi Robison	Directors at Large	Beth Van Burk, SPHR Teresa Buchholz Chelsea Rutherford





**Welcome New &  
Returning  
Members!**

**Thank you for making Dulles  
SHRM  
*Your Chapter of Choice***

**Moved?  
Change Jobs or Been Promoted?  
Remember to update your Membership Record!**

Don't forget to check your membership profile with Dulles SHRM, and update if you've had any changes through the year.

Remember, this is how other chapter members can locate you in our Membership Directory!

**It's easy to check your profile:**

- Go to the Dulles SHRM web site at <http://dulles.shrm.org/>
- Press the "Sign In" Link in the upper right corner of the home page.
- Enter your email address and password in the appropriate fields (Forgot your password? No worries—just click on the "request a new password here" link, and a temporary password will be emailed to you.).
- Press the Log In button to access your profile.
- Press the Edit button to update your profile information as appropriate.
- Press the Save button to save your changes.

## Get Involved

**Dulles SHRM continues to support the Embry Rucker Shelter.**



Chelsea Rutherford Presenting Check for \$1085 to Embry Rucker at Dulles SHRM Holiday Party

**At the Holiday party, we collected \$80 for the Embry Rucker Foundation**

### *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.*



## 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 December Holiday Party we raised \$88 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.

**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>



Courtney Nicholson – President  
Cindy Snyder, SPHR - Media Director

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Email submission requests to [dullesshrmmedia@gmail.com](mailto: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 <http://dulles.shrm.org/>*