



**November 2015**

## **Dulles SHRM - Your Chapter of Choice**

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Embry Rucker, SHRM Foundation

**November Sponsor**



## 2015 Annual Sponsor



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## President's Message

By Courtney Nicholson



With the holiday season upon us, I would like to express that I am thankful for great members at Dulles SHRM, and a fantastic Board of Directors. We are all so busy with Open Enrollment and other HR initiatives – I hope you can pause and think about what you are thankful for as the Thanksgiving holiday approaches.

Dulles SHRM had a busy October with an awesome Fall Seminar, the very popular Discussion Group, our Chapter Meeting hosted by the GMU SHRM student chapter and volunteering with Women Giving Back. We will be active in November and December as well and I hope you will join us for the November Chapter meeting, Discussion Groups and our Annual Holiday Party in December!



## Upcoming Events – November Discussion Group

### Effectively Managing Commitments, Relationships & Results

Thursday, November 5, 2015  
7:30am. to 9:30a.m.

This highly-interactive session is designed to introduce leaders to an entirely new way of understanding the actual drivers of relationships, stress-management, and results in their lives.

Key topics for the session include, understanding:

- What you actually get paid to do.
- The relationship between our promises, leadership and results.
- How leaders can effectively manage competing commitments, relieve overwhelm & ask for exactly what they want.

There will be large and small group activities, giving participants opportunities to learn with, from, and through each other in a fun and educational environment. You will leave able to produce more of the positive results you desire.

#### Meet Our Facilitators



Vinay Kuman, Coaching & Development  
TEOCO Corporation



Sara Happel, CEO  
Spectrum Leadership Solutions

There is no fee for attendance. Due to limited seating advance registration is required [Register Now!](#)

Location: Hire Strategy  
1875 Explorer St, Suite 520  
Reston, VA 20190

# Upcoming Events – November Chapter Meeting

## Healthy Conflict: A New Approach to Managing Workplace Relationships

Wednesday, November 18, 2015  
5:30pm to 8:00pm

Workplace conflict is one of the most ubiquitous and damaging experiences in the workplace. It is all too common for people to gather around the water cooler with stories about arguments and hostility among coworkers. Although fodder for interesting gossip, workplace conflict carries with it immense cost.

Unresolved conflict can result in any number of the following impacts on an organization: decreased employee loyalty, loss of trust with coworkers and/or leadership, sabotaging organizational efforts, employee disengagement, decreased communication, fractured teams, and negative company branding - and that's just with employees who stay. The financial cost of turnover in organizations can be staggering, not to mention the negative publicity and the loss of corporate knowledge (sometimes competitive) that is walking out the door.

This presentation draws on the groundbreaking work of Harry Stack Sullivan and Timothy Leary in the area of Interpersonal Psychology. Based on their work, the Interpersonal Circle is a model that is useful in equipping business leaders, HR professionals, and any member of an organization who works with others to manage conflict in a healthy way. The four quadrants of the interpersonal circle will be discussed in such a way that the audience will be able to learn about their own interpersonal style and the impact it has on others in the workplace. They will learn about the dynamics of conflict and how they may be unconsciously contributing to it. Tools will also be covered to help individuals respond to conflict in a solution-oriented way.

The best organizations aren't free of conflict. In truth, conflict is a necessary part of the workplace, used to refine ideas and push toward higher performance. Rather, these organizations approach conflict in a healthy way, driving the organization to success, engaging employees, and creating high performing teams.

### Our Speaker:

**Jared Detter, Lead Facilitator, Percepi**

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

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

[Register Now!](#)



This program is pre-approved for 1.5 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.



**Welcome**

**New & Returning Members!**



**Crishaun Ferguson**

**Lisa Hoang**

**BJ Johnston**

**Carrie Kurtz**

**Brad Sussman**

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





**JOIN THE DULLES SHRM  
CHAPTER TODAY!**

It's tough in today's fast-paced work environment to maintain top performance as a human resource management professional. You need all the help you can get!

Benefits of Being a Dulles SHRM Chapter Member

- **Exposure to other HR professionals and companies** revealing how other organizations handle various human resource situations, procedures, policies, etc
- **Targeted resource** for HR professionals that are in career transition as well as employers that seek HR talent
- **Monthly chapter meetings & discussion groups** that are pertinent and of concern to HR professionals
- **PHR/SPHR Certification classes** to help prepare you for the certification exams
- **Access to a network of professionals and specialists** providing HR information that might otherwise be difficult and/or expensive to obtain
- **Opportunity to develop relationships and contacts** in other companies to share information on HR concerns
- **Availability of local professional development opportunities** to improve your competence
- **Availability of up-to-date information** on pending legislation that may impact your company's operations
- **Opportunity to develop leadership skills** by taking on a volunteer leadership role in a local chapter
- **Development of a reputation and credentials** in the HR field
- **Reduced rates** to attend our monthly chapter meetings (Members pay \$35; non-members pay \$55)

**Joining our chapter is very easy!**

1. To join our chapter, please click on this link: [Join Dulles SHRM](#)
2. Since we are a 100% Chapter, you must be a current member of National SHRM. To join National SHRM, please click on this link: [National SHRM Application](#)

Another successful year of Dulles SHRM is almost complete and we want to make sure that you are set for 2016.

**By joining November 1<sup>st</sup> of 2015, you actually receive 14 months of membership for the cost of 12!**

If you have any questions, please contact our Membership Chair:

Rae Duffy, VP of Membership: 703-385-7200 x118 or [Rae.Duffy@bbgbroker.com](mailto:Rae.Duffy@bbgbroker.com)



HR Leadership Awards celebrates its 15th Anniversary this year! They have lots to celebrate this year including a new online application process and a new CHRO of the Year award category. Save the date for the 15th Annual Awards Gala on June 7th at the Marriott Washington Wardman Park. 2016 Sponsorships Available! [www.hrleadership.org/sponsor](http://www.hrleadership.org/sponsor)



Would you like some personal guidance filling out an exceptional application? Let us help you! We will be holding workshops from November 2015 - February 2016 providing tips and reviewing applications with the help of former HRLA judges and Nominations and Judging Committee Members.

For more information on the awards visit <http://hrleadership.org/awards>.

## Congrats to our Monthly Education Winners!



**Dulles SHRM awarded a double-header in education in October—congratulations to Maggie Jones and Jennifer Regis!**

Maggie was the lucky winner of our educational certificate drawing at our Fall Seminar on October 16, and Jennifer Regis took the prize at our regular chapter meeting on October 21. Both Jennifer and Maggie received a \$100 certificate good for HR-related training expenses. Did you know that Dulles SHRM awards an educational certificate every month during our regular chapter meetings? Educational certificates are valid for one year. We will award another certificate to a lucky HR professional in November—all you need to do is drop your business card in the bowl when you arrive for our monthly chapter meeting. Best of luck!!



## Dulles SHRM Provides Double Support to Embry Rucker Shelter on October!!

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



Dulles SHRM is a strong supporter of Embry Rucker Community Shelter (ERCS), located right here in Reston. ERCS is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. The staff at ERCS is dedicated to helping their clients overcome the circumstances that led to their homelessness, and facilitate their transition to stable living. Dulles SHRM is proud to support the ERCS. Every month, we collect donations at our monthly meetings to help fund their efforts.

In October, Dulles SHRM members rose to the occasion and provided a double helping of support. Thanks to your generosity, we raised \$82 for ERCS at our Fall Seminar and another \$62 at our monthly chapter meeting for an overall October donation of \$144!!

Thanks for your continuing generosity—your help makes life easier for those in need in our community!!



## Dulles SHRM Supports SHRM Foundation at Fall Seminar & October Chapter Meeting

Your donations make a difference—please keep them coming!

We provide ongoing support to the SHRM Foundation throughout the year. Each month, we raise funds for the SHRM Foundation by holding a 50-50 raffle—which is a great way for our members to win some cash while supporting a great cause! Tickets are \$1 each or 7 for \$5. Our lucky winner receives 50% of the total collected, and the other 50% goes to support the work of the SHRM Foundation.

At our Fall Seminar, we raised \$84, and our raffle winner took home \$42. At our October Chapter meeting, we collected \$28, and Sandy Bradshaw, our lucky 50-50 winner, donated her \$14 winnings to Embry Rucker Shelter. Total October donations to the SHRM Foundation were \$56.

Thanks for your continuing support!!



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 [dulles.shrm.org/](http://dulles.shrm.org/)*

## Thanks to our November GOLD Sponsor



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