



August 2014



Dulles SHRM - Your Chapter of Choice

INSIDE THIS ISSUE

President's Message

Upcoming Events:

August Discussion Group, August Chapter Meeting, Prince William Third Annual Employment Law Summit, Job Fair, VASHRM 2015 Conference, SHRM 2015 Conference

Dulles SHRM Learning System Study Group, Dulles SHRM Scholarship Program

The New SHRM Certification – FAQ's

Breaking into HR

Get Involved

SHRM Foundation, Embry Rucker

New Dulles SHRM Website, New & Returning Members, 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



I just got back from the Virginia State Council Meeting, out in beautiful Orange, VA. I had an opportunity to review a lot of the survey feedback from the VA State Conference, and overall it was very good!! We are already working on planning the 2015 conference. I think it will be very exciting, and we are looking forward to another very exciting venture!

We also talked more about the new SHRM Certification, and for those of us who have our PHR or SPHR, it should be relatively easy to also get the new certification. It will be available to do in January of 2015, and we will have an opportunity to review the webinar and then answer some basic questions. It will give us an opportunity to go back and do it again immediately if we need to!

We are also working on gathering information from HRCI and looking into have someone from National SHRM come to a meeting or schedule another discussion with them. As we get more information, we will keep you posted.

Don't miss our upcoming Chapter Meeting in two weeks on Wed., August 20th at Hidden Creek Country Club, it is a **BREAKFAST MEETING**. Join us and our speaker, David Spungin. The topic is "Influence in Action! – Leader Practices that Inspire Results". It has also been approved for 1 **BUSINESS/STRATEGIC CREDIT!** Also, our next Discussion Group is Thursday, August 7th at HydroGeoLogic in Reston. The topic of discussion is "Everyday Leading: Building Strategic Leadership Skills using Effective Communication tools".

All the details for our upcoming events & great information are on our website at <https://Dulles.shrm.org>. Once again, we have fantastic volunteers on our Board of Directors for 2014. Thanks again for all you do to help educate and provide great professional information and services to our Membership!

Just my opinion...

Be positive, take part in discussions and be open to change. It usually works out for the best! And, we tend to learn something along the way!

Mary ☺



Upcoming Events

About our Facilitator

Maura Fredericks, MA, CMC



Maura is the President of Thrive Consulting & Coaching, LLC. She works exclusively with leaders who are energized by the next challenges in their careers or businesses.

She has been formally trained by MentorCoach, LLC; earned a Master's Degree in Education and Human Resource Development from The George Washington University, and a B.B.A from James Madison University. She is a member of SHRM, a member of the International Coach Federation (ICF) and is certified to administer a number of assessments that she uses to develop and build the skills and awareness of her coaching clients.

Dulles SHRM Chapter Discussion Group

Thursday, August 7, 2014

Everyday Leading: Building Strategic Leadership Skills Using Effective Communication Tools

HR professionals are often viewed as the organization's go-to problem solvers. As HR roles are changing, so must the ways in which we approach our job responsibilities, internal clients and overall contributions to the organization. Implementing effective communication tools in our daily actions allows us to empower employees to take ownership of their matters and build organizational accountability. The result? HR professionals gain back time and energy to prepare the organization's leaders and execute its strategy.

Come prepared to discuss the following:

- The effective communication tools of active listening, powerful questions & direct communication
- How these tools impact your role in HR
- Coaching and accountability in employee relations
- Changing practice of HR and the role of coaching
- Coaching and leadership skills

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 <http://dulles.shrm.org> -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or discussion@dullesshrm.org or bagilley@lytleap.com.

Date: Thursday, August 7, 2014

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

Place

HydroGeoLogic
11107 Sunset Hills Rd, Ste. 400
Reston, VA 20190
703-736-4502

Building is located across from the Reston Post Office, park in front of the building, not in the garage. Since it is early, there may be a problem entering the building or getting on the elevator. If you have difficulty call Linda Soller 703-915-0285 and she will meet you downstairs.

Seating is limited so register today

Upcoming Events

August Chapter Meeting, August 20, 2014

*This is a breakfast meeting
Approved for HRCI Business Credit*

Influence in Action! – Leader Practices that Inspire Results

Anyone can learn to become a stronger leader. Organizations that have leaders at all levels are most effective. These are the leadership truths that our speaker, David Spungin, initially learned while serving as a U.S. Army officer in combat and again validated later as a manager in corporate America. David's presentation focuses on what the title "leader" really means and practical ways one can improve their leadership ability. Specifically, this discussion will focus on increasing decisiveness in environments of complexity and creating a culture of accountability.

Learning Objectives:

After participating in this workshop, participants will be able to:

- Explain basic leadership development theories and applications to include a new, more pragmatic definition of leadership to help guide daily actions
- Provide coaching to managers and executives regarding key leader behaviors that enable individual and team success
- Explain why the leader behaviors of decisiveness and accountability are imperative to leadership training program development

When: Wednesday, August 20, 2014

Time: 7:15a.m. to 9:00a.m.

Where: Hidden Creek Country Club
1711 Clubhouse Road, Reston, VA 20190

To register, visit the Dulles SHRM website at <http://dulles.shrm.org/events/2014/08/influence-action-leader-practices-inspire-results-approved-1>

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 Speakers

David Spungin



David Spungin understands how effective leadership generates success. He holds a degree in Leadership Development from the United States Military Academy at West Point, a Master of Science in Organization Development from American University and the National Training Laboratories for Applied Behavioral Sciences (NTL), and has completed advanced studies at Harvard University. He is recognized for his ability to quickly assess an organization's culture, develop creative learning designs, and facilitate highly engaging training events.



Upcoming Events

THIRD ANNUAL EMPLOYMENT LAW SUMMIT

Jointly presented by



VANDERPOOL, FROSTICK & NISHANIAN, P.C.
Solutions from lawyers you trust

and

**PRINCE WILLIAM
SHRM, INC.**



*Prince William Chamber of Commerce,
Community Partner*

Friday, October 3, 2014
8:00 a.m. to 4:30 p.m.

Continental Event Center
9705 Liberia Avenue
Manassas, Virginia 20110

EARLY BIRD RATE on or before August 29:

- Member and Non-Member Rate: **\$99**

REGULAR RATE on or after August 30:

- PWSHRM Member Rate: \$125
- Non-Member Rate: \$150

Register online at www.vfnlaw.com or at www.pwshrm.org

Upcoming Events

HiRe EXP

Brought to you by: Dulles, NOVA and Prince William SHRM Chapters and HR Girlfriends

Time for a career change, or upgrade?

This exciting event will include some of the DC/VAMC area's largest employers, including private sector, government contractors, non-profit and employment agencies. Come and meet recruiters and hiring managers from area companies (including _____) that are actively seeking candidates for HR/ administrative positions.

DATE

Monday
October 6, 2014

TIME

10:00am – 2:00pm

LOCATION

Crystal Gateway Marriott
1700 Jefferson Davis Hwy
Arlington, VA 22202



Calling All Human Resources & Administrative Job Seekers!

<http://www.novashrm.org>

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

<https://www.regonline.com/Register/Checkin.aspx?EventID=1519283>



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

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

Dulles SHRM Learning System Study Group for **PHR** and **SPHR**

Join the 2014 Dulles SHRM Fall Study Group



Register now. Space is limited.

Prepare for PHR or SPHR certification with Dulles SHRM's SHRM Learning System study group.

- **When:** Monday evenings from 5:45-8:30pm, September 8th - December 8th
- **Where:** Marymount's Reston campus
- **Cost:** \$750 - includes the 2013 SHRM Learning System
\$350 - if you have SHRM Learning System (*must be 2013 or 2014*)

For more information, contact AMY CIVILIKAS by sending an e-mail to acivilikas@capitalcaring.org

**GET CERTIFIED.
GET NOTICED.**

Dulles SHRM Scholarship Program

Apply Today!



The Dulles SHRM Chapter will be offering up to **\$1500** in scholarships to candidate(s) pursuing a degree or non-degree program with a clear emphasis in Human Resources.

Applications will be accepted July 1, 2014—October 1, 2014

Please submit all questions & applications to the Dulles SHRM Scholarship Coordinator [Rae Duffy/Rae.Duffy@bbgbroker.com]

Scholarship opportunities only available to active members in good standing.

**Visit the Dulles SHRM website at
[Dulles SHRM Scholarship Application Packet](#)
for the complete program information and
application for submission**

SHRM CERTIFICATION

THE NEW CREDENTIAL FOR HR PROFESSIONALS

Dear SHRM Member,

During SHRM's recent Annual Conference & Exhibition, we had more than 6,000 attendees stop by our SHRM Certification Lounge and exhibition booth to learn more about our new SHRM Certified Professional and SHRM Senior Certified Professional (SHRM-CP/SHRM-SCP) competency-based certifications. I was very encouraged by the interaction. Once our attendees had their questions answered, they understood the value a competency-based certification would have for them and their success as HR professionals.

Since Annual Conference, we've continued to make progress as we prepare to roll out the SHRM-CP/SHRM-SCP certifications to the profession next year. I want to take this opportunity to provide you with answers to some of the more common questions we received.

1. Why are these new certifications being introduced?

Business demands have changed and SHRM, as the leader in HR professional development, has the responsibility of ensuring our members have the tools and resources they need to meet those expectations. The SHRM-CP and SHRM-SCP certifications will demonstrate proficiency in the core competencies that make you a successful HR professional in this changing global environment.

2. How will SHRM's competency-based certification differ from others?

Most certification exams are knowledge-based—they test what you know. [SHRM's new competency-based certification](#) is at the forefront of certifications that are focused on teaching and testing the practical, real-life information HR professionals need to excel in their careers and drive business outcomes today, including knowledge, skills, **and** competencies. The SHRM-CP and SHRM-SCP will more closely measure not only what you know, but how you apply that knowledge in the situations you face every day. This is the evolving standard in individual assessments and is being adopted by leading testing bodies.

3. Why does including competency make more sense for a certification?

At Annual Conference I stated that business futurists predict that if the pace of change continues, half of the jobs in the U.S. and around the world will be replaced by technology or changes to business operations. By defining the standards for the practice of good HR beyond basic knowledge, and demonstrating our unique and critical value, we ensure the continued leadership role our profession plays in the business community.

Competency-based assessments are needed to enhance our professional standards, and are being urgently sought by the business community and HR practitioners. Currently only 12 percent of HR professionals are certified— well under the levels found in other professions. SHRM recognized there was an opportunity to significantly enhance the relevance of HR certifications. This is why we began

pursuing the development of a competency-based certification, which will not only test your HR technical knowledge, but also your behavioral competencies ([See SHRM's Competency Model](#)). This sets a new and universal standard for the profession and better prepares HR professionals for the business changes that lie ahead.

4. What will this mean for me if I have an HRCI credential?

HR professionals with existing HR generalist certifications in good standing will be eligible for either the SHRM-CP or SHRM-SCP by taking an online tutorial beginning January 1, 2015.

- If you hold an HR senior generalist certification, such as an SPHR®, GPHR® or HRMP®*, you will be eligible for the SHRM Senior Certified Professional (SHRM-SCP).
- If you hold an HR generalist certification, such as a PHR® or HRBP®*, you will be eligible for the SHRM Certified Professional (SHRM-CP).

You will not lose or have to give up any of your current credentials in order to obtain the new SHRM Certification.

We'll continue to communicate with you as new developments occur with the SHRM-CP and SHRM-SCP certifications. Please visit www.shrmcertification.org, which we are constantly updating with new information and where you can ask us questions and learn more about competency-based certification.

We appreciate your feedback; it helps us to make a better certification for you.

We hope you're having a great summer.



*PHR®, SPHR®, GPHR®, HRMP® or HRBP® are registered trademarks of the HR Certification Institute and are not SHRM certifications.

Breaking Into HR

Human Resources (HR) has become a highly regarded career track, in which practitioners are considered more than paper pushers, as they once were regarded. The growth within the field has raised the bar for entry, but don't count yourself out just yet. There is no set formula for how to break into HR, but here are some great tips:

1. If you are considering a master's degree, go ahead and pull the trigger. Although many professionals hold a master's degree, organizations still seek to hire HR professionals that have embarked on the Higher-Ed journey. The difference between a BA and a master's degree is obvious to an employer; the master's implies explicit study and training at a high level for your field. The growth and popularity of HR advanced degrees keeps the human resources education content relevant and organizations know this.
2. Determine if and how you can qualify for an HR certification designation. Certifications should be considered a complement to a BA, master's degree and/or work experience. An certification requires a more specialized focus on the practical functions of HR. Obtaining an HR certification requires dedication to the study prep and test taking, but the benefits far exceed the initial investment of time and money. HRCI is one of the largest HR certification administrators, but you are encouraged to investigate others based on your career track within the field.
3. Join and volunteer with an HR association, such as Dulles SHRM. Becoming active with an association will not only provide you with unlimited networking opportunities but you can work alongside HR professionals who will gain firsthand knowledge of your work ethic. This can lead to great referrals and employment opportunities. Not to mention, you are able to support and impact the HR community.

Breaking into the HR field may be challenging, but the skills you use to break-in can be touted as attributes of a successful HR practitioner; tenacious, determined and flexible. As a matter of fact, during interviews you can discuss your journey while highlighting your attributes, giving the employer food for thought. The key to success in any endeavor involves never giving up!



Saná Rasul, PHR is the President and Founder of HR Girlfriends LLC, a social and professional networking community for women in Human Resources. She holds her BA and MA-HRM from The Catholic University of America. Saná is a dedicated HR professional and thought leader.

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.

We collected \$21.00 at the July Chapter Meeting 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>



Get Involved



Dulles SHRM continues to support the Embry Rucker Shelter.

We collected \$10 at the July Chapter Meeting for the 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.

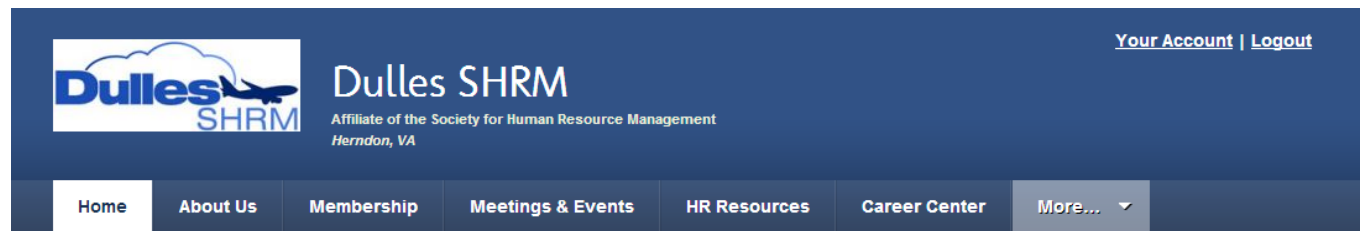
We are open 24 hours a day, 365 days a year and employ 20 full-time staff members. We also have several part-time staff and more than 400 volunteers dedicated to helping our clients get back on their feet.

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

Cornerstones
Hope for Tomorrow Today



Have you been to our website? <http://dulles.shrm.org>



Welcome to Dulles SHRM



We are an affiliate of the Society for Human Resource Management. Whether you are new to the HR field or have many years of experience, we are a local starting point for networking, information, professional development and continued support of excellence in Human Resources.

We welcome your use of this site as a resource, and encourage you to check back frequently for updated information. We also encourage your involvement and suggestions about all of our activities, on the web and off.

We look forward to seeing you at an upcoming meeting or event!



New & Returning Members

**Robert McIntyre
Michelle Putnam
Kimberly Rose
Andrea Ruiz**

*We're glad you've made Dulles SHRM your
Chapter of Choice*

HR Career Opportunities

Senior Recruiter

Requisition Number: 46506BR

7/7/14

Location: Fairfax, VA

Company: SRA

Regional HR Manager

Date Submitted: 7/24/2014 Date Submitted:

Location: Falls Church, VA

Company: USI Insurance Services LLC

(contact: courtney.nicholson@usi.biz)

HR Generalist - Temporary

Date Submitted: 7/24/2014

Location: Herndon, VA

Company: Airbus

Assistant Payroll Manager

Date Submitted: 7/16/14

Location: Herndon, VA

Company: Beacon Roofing Supply, Inc.

HRIS Manager

Date Submitted: 7/16/14

Location: Herndon, VA

Company: Beacon Roofing Supply, Inc.

Compensation Manager

Date Submitted: 7/16/14

Location: Herndon, VA

Company: Beacon Roofing Supply, Inc.

Payroll and Benefits Administrator

Date Submitted: 7/15/14

Location: Fairfax, VA

Company: American Society for Radiation Oncology

Looking for a new career opportunity?

Check out these HR positions now at the Dulles SHRM Career Center

<http://dulles.shrm.org/career-center>





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 <http://dulles.shrm.org/>*

Thanks to our **GOLD** Sponsor MetLife



MetLife, Inc. is a leading global provider of insurance, annuities and employee benefit programs. Through its subsidiaries and affiliates, MetLife holds leading market positions in the United States, Japan, Latin America, Asia, Europe, the Middle East and Africa.

For additional information contact
Michael A Cammarata
443-957-6185
mcammarata@metlife.com