



January 2013



*By Joe Sherrier*

Your Monthly News Update

## Dulles SHRM - Your Chapter of Choice

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- **Understand.** We work to understand you, your business, your clients, your risks and your needs.
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- **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



Happy New Year to all! I am proud to be stepping into the role of Dulles SHRM Chapter President for the 2013 year, and I consider myself fortunate to be leading an organization on such a solid footing. Many, many thanks to Matt Nieman, Keli Winter, Linda Caporaletti-Hoyt, Denise Henderson, and all of the former Presidents these past 25 years for leaving the chapter poised for great things in 2013. For the entire membership, we thank you.

Our Board goal for the 2013 year is simple – to provide the best professional development opportunities we can. We start right away with our January programs.

The January dinner meeting topic is HR Leadership, led by Kristin Mann, Senior Human Resources Consultant with Lee Thomas Consulting Associates, and the discussion group meeting is on Happiness at Work, led by returning expert Jocelyn Davis, the founding principal of Nelson Hart LLC. What's the connection between these two topics? First, our presenters are top notch and certainly meet our goal of providing expert professional development.

There is another connection. Great leaders inspire. Great leaders get the most out of their teams. Great leaders allow happiness at work to happen. More importantly, this month's sessions challenge you as the HR representative to take an active leadership role to create better teams, better results and more positive workplaces. It's not enough to try to help our leaders grow with training and guidance. We can do more through our example.

For us to succeed as HR professionals within our businesses, we not only need to develop leaders, we need to BE the leaders. Think about how you can be a stronger, more inspirational leader this month at your company. Let that be your New Year's resolution. It could be harder than vowing to exercise more, but just as meaningful in your life. Thanks for being part of our chapter. I look forward to seeing you at future Dulles SHRM events.

Joe

## Upcoming Events

### About our Facilitator:

#### Jocelyn S. Davis

Jocelyn is the founding principal of Nelson Hart LLC and an adjunct professor at the University of Maryland. She originally trained and practiced as a certified public accountant working for Ernst & Ernst in Philadelphia, PA and Washington, DC. She has served in a variety of executive financial positions since leaving public accounting. She has served as the controller of Steptoe & Johnson, a law firm; as chief financial officer, senior vice president of finance for the ICMA Retirement Corporation and ICMA Retirement Trust; as chief financial officer of AARP, formerly the American Association of Retired Persons; and as a director for the Global Alliance for Vaccines and Immunizations Fund (formerly the Vaccine Fund); a director for Allmerica Investment Trust; and as an independent member of the both the audit and finance committees of the American Psychological Association. In addition to her service at UMD, Jocelyn is the founding principal of Nelson Hart LLC, a consulting firm whose services include helping organizations build positive workplaces, strategic and operational planning, board governance, organizational development and executive coaching.

## Dulles SHRM Chapter Discussion Group

*Thursday, January 10, 2012*

### Happiness at Work: The HR Professionals' Dilemma



The results are in! At the Dulles SHRM Chapter meeting on October 17, 2012, the Happiness at Work Survey was offered for interested members to take, and this discussion group will dig into the results. Based on completed surveys so far, there's some room for improvement in happiness at work for HR professionals. . We'll aggregate the results for purposes of our discussion at the January Discussion Group.

Come prepared to discuss the following:

- SHRM pilot results and your individual results; sense making
- Are there special circumstances impacting hr professionals and happiness at work?
- What might the business/organizational impact of these results be?
- Call to action? Should we be seeking to enhance happiness at work?
- What is the smallest action to take with the largest benefit?

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

**Place:** Greenblum & Bernstein, PLC  
1950 Roland Clarke Place, Suite 100  
Reston, VA 20191  
(703) 716-1191

*No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site*



## Upcoming Events

### January Chapter Meeting

**Wednesday, January 16, 2013**

#### **Take The HR Leadership Challenge: Enhance Your Core Leadership Foundation To Become A Whole Leader!**

In today's world of dynamic leadership arena conditions including globalization, decentralization of decision-making, consultative and influential management, technological advancements and knowledge expansion, it is more important than ever for leaders to lead from a place of strengths, authentic decision-making, clarity, values, and targeted mission and purpose which originate from one's Core Leadership Foundation.

In this engaging presentation, Kristin Mann explores the value of enhancing Core Leadership Foundation to become a 'Whole Leader' contributing to professional leadership effectiveness in a variety of leadership arenas.

The premise is that when a leader fortifies Whole Leadership with a special focus on the enhancement of Core-Self Leadership, this can have a profound impact on the leadership essence of the professional which in turn affects the professional success of the leader and the organization and stakeholder groups the leader supports. The best success is achieved when one is leading from one's Core-Self which permits an ease of development of professional leadership skills, competencies, behaviors and role demonstration within the leadership arenas' sociological, economic, political and global conditions.

During the presentation, participants will learn:

- The concept of Whole Leadership and its 3 components;
- A review of Core Leadership Foundation & Core-Self Leadership components and how to determine and develop these areas to contribute to enhanced professional leadership effectiveness; and
- A practical process for enhancing Core-Self Leadership; and
- The professional return-on-investment realized from Core-Self Leadership enhancement including a direct impact on leadership effectiveness and delivery: managing change more effectively, enhancing clarity and decision-making, greater awareness of self and others with a focus on inclusion and more balance and preparation to handle the multitude of professional and personal challenges faced on a daily basis.

#### **When: Wednesday, January 16, 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*

#### About Our Speaker:

Kristin Mann is an executive leadership coach, personal coach and leadership and management development consultant with 25 years of combined executive coaching, leadership and management development, organizational design, human resources consulting services and in-house human resources leadership and managerial experience.

Kristin is action-oriented, highly trusted and confident in all ranges of business focus, leadership and management development - personal, executive, team and strategic. With her combination of business knowledge, intuition and passion for achievement, Kristin assists and advises her clients to set the best goals to achieve success and as a result, builds deep and long-lasting professional relationships leading to dynamic personal, professional and organizational outcomes.

**For more information on Kristin, visit the Dulles SHRM website at [www.dullesshrm.org](http://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.



## Upcoming Events



MARYMOUNT UNIVERSITY  
Reston Center

### GPHR (Global Professional Human Resources) Prep Classes

**Marymount University, Reston campus, Wednesdays (6:30-9:15)**

**Spring 2013**

Marymount University is happy to announce it will offer GPHR prep classes from the spring of 2013. The classes will meet once a week starting from mid-January through the last week of April.

**Marymount students** who take this class have to pay **regular tuition plus \$750** for GPHR learning materials. Students pursuing this option can earn 3 graduate credits towards their HRM degree.

**Non-Marymount students** who take this class have to pay a total of **\$1100** (course and material costs).

There are several advantages in getting a GPHR certification:

- Prove your commitment to the HR profession while taking on new responsibilities locally and globally
- Demonstrate to the international business community that you are prepared to assume HR responsibilities anywhere
- Become recognized as a credible and respected source of information on core international HR practices.

The eligibility criteria for students to take the GPHR exam are:

- 2 years of demonstrated global exempt-level HR experience with a Master's degree or higher
- 3 years of demonstrated exempt-level HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree
- 4 years of demonstrated exempt-level HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree

If you have any questions, please email Dr Pramila Rao, Associate Professor, Ph.D., GPHR at [prao@marymount.edu](mailto:prao@marymount.edu). (703-284-5726).



**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](http://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!

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**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](mailto: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





## Now Recruiting for the 2013 SHRM Mentoring Program!

- . Gain a career advantage
- . Develop your leadership presence
- . Maximize learning opportunities

We're now recruiting for the Washington, DC metro area's premier mentoring program for HR professionals! Whether you're still in the formative years of your career or fairly accomplished, the NOVA SHRM/Dulles SHRM Mentoring Program can help you to speed your progress towards meeting professional development goals. Please visit [www.novashrm.org](http://www.novashrm.org), [www.dullesshrm.org](http://www.dullesshrm.org), or <http://mcshrm.shrm.org> for more information and to download an application. Applications are due on or before February 1, 2013.

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,
- . Enhance HR and business competencies,
  - . Build your leadership skills,
  - . Overcome career obstacles,
- . Gain access to the alumni network and a career coach, and
- . Earn 5 credits towards PHR/SPHR/GPHR recertification!

We will sponsor a maximum of 14 chapter members in 2013 to participate in the program, which integrates multiple types of mentoring techniques, leadership development, and peer learning networks. Over the course of the last 15 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. There is no cost to participate in the program; however, you must be a member in good standing with NOVA SHRM, Dulles SHRM, or MCSHRM.

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



## DULLES SHRM 2012 SCHOLARSHIP PROGRAM

The Dulles SHRM Chapter is pleased to announce the recipients of our ninth annual scholarship program. In support of the development of our chapter members, sons and daughters of chapter members, and students from local SHRM chapters, we have allocated \$2,000.00 for scholarships. This year we awarded four \$500.00 scholarships to:

***Revati Patil***

***Linda White***

***Madeline Wiley***

***Will Wong***

## Congratulations!



## SHRM Foundation

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### SHRM Foundation 50-50 Raffle

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

The SHRM Foundation helps predict where the workforce is headed because we they've been studying its evolution for over 40 years. The vision is a world of inspired business leaders implementing the winning combination of employee fulfillment and business success. The SHRM Foundation offers unmatched workforce knowledge for the benefit of professional workforce leaders with a total focus on studying and reporting the management practices that work. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society. The SHRM Foundation is a 501(c)(3) non-profit affiliate of SHRM.

For more information and news about the SHRM Foundation visit their website

<http://www.shrm.org/about/foundation>



## Outreach Opportunity

Dulles SHRM continues to support the needs of the [Embry Rucker Shelter](http://www.embryrucker.org) 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.



## HR Career Opportunities



*Your dream job is just a click away. For more information on current positions, visit the Career Center on the Dulles SHRM Website at <http://www.dullesshrm.org/career.asp>*



***Did you know you can post your resume on our website?***

***Visit the Career Center and download the resume posting form.***



**Looking for your next HR Professional?**

**Try posting your position on our website**

If you would like to submit a post, please fill out the appropriate form and submit it via email to Keli Winter at [mrskeliwinter@yahoo.com](mailto:mrskeliwinter@yahoo.com)

You will need to provide your SHRM number to receive the free 60 day posting. If you are not a SHRM member, please submit the ad and someone from the board will contact you for payment prior to posting. The cost to post for non-members is \$150.00 for 60 days.



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Matt Nieman – President 2012  
 Joe Sherrier – President 2013  
 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).

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*Over 300 Top Human Resource Professionals in the Dulles Corridor  
 Learn more at [www.DullesSHRM.org](http://www.DullesSHRM.org)*

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In the book Good to Great author Jim Collins comments on human capital saying, "Those who build great companies understand that the ultimate throttle for growth for any great company is not the markets, technology, competition or products. It is one thing above all others; the ability to get and keep the right people." The right background check company will play an important role in your ability to select and retain the right people for your organization. With Proforma, you can rest assured that your background screening program will be handled professionally.

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