



June 2013



AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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President's Message

By Joe Sherrier



I have been honored to serve as President of the Dulles SHRM Chapter for almost 6 months now, and I have enjoyed every (most every) minute. Of course, 'enjoyment' is only a byproduct of the learning and growing I have done while serving.

I'd like to take a moment at this near-halfway point in my tenure to share with you the lessons of the office. By sharing these lessons, I hope that you will learn something as well, and perhaps consider expanding your commitment to the chapter for 2013-2014:

HR people are in the profession because they "like helping people".

This is a classic joke amongst HR professionals. Always the rookies in this business launch an HR career to "help people". We jaded, seasoned HR professionals know that we have problems at work BECAUSE of people! But serving in this role, I am reminded that at the core of each chapter member and Board member, there is a seed of service to others that drives them.

I have learned that HR people really do what to help others, despite the occasional gallows humor.



Continuing education and the networking are inseparable.

We survey the membership after each monthly dinner meeting, and the reasons for attending our events is remarkably consistent – networking and recertification credits. I have learned many, many things from our presenters over the past several years. And I appreciate the recertification credits. But the real learning for me has come from the networking relationships that I have built. My contacts from networking have taught me more than any 1 hour presentation ever could.

I have learned that it is not what you know; it is what those you know can teach you. Networking is the continuing education.

**Just ask.**

This is a lesson that many of us understand on an intellectual level, but it difficult to put into practice in our professional lives. People actually enjoy and respond (usually) when you ask them to help. People enjoy being part of something bigger than themselves. Being asked to help makes people feel important, needed, valuable. The HR instinct can sometimes be to spare someone from extra work, or to assume that everyone else is as busy as we are. Sometimes they aren't busy and sometimes they are waiting for your invitation.

Just ask. It works.



The list of things I don't know is longer than the list of things I know, but I may still know more than you.

Getting involved can be intimidating. We see others and believe that they know everything and that we could never learn all that is required to succeed. That is a false assumption. I approached this role with a healthy degree of fear and dread, but you know what? I know more than I thought I did. Confidence comes after trying something new, usually not before.

So those are my lessons thus far. Are you ready now to get more involved in your profession? I hope to see you this month, and I will ask you this question.



Upcoming Events

About our Facilitator:

Our facilitator for this discussion is Deborah L. Parker



Deborah believes in using the wits and gifts that God gave her to be of service to others professionally and personally. Building on her beginnings as the oldest child of a determined single parent and raised in the home of her wise grandparents, she is a sought after speaker on leadership, motivation, change, diversity and careers. Deborah took those same attributes to positions in the army and corporate sector, before starting her own company, The DPJ Training Group. For over 15 years she has been providing consulting and workforce seminars to federal agencies in addition to private sector companies, associations, and nonprofit organizations. She has a B.A. in Sociology from The College of William and Mary, received a M.A. in Human Resource Development from George Mason University and completed the US Army Command and General Staff College. Spreading her message in print, Deborah has published four books on careers, leadership and personal growth to include her autobiography, Navigating Life's Roadways.

Dulles SHRM Chapter Discussion Group

Thursday, June 6, 2013

Hardcore Leadership: Master Lessons for Creating a Personal and Organizational Campaign

Leadership at its core can be a hard business. And HR professionals find themselves right in the mix of this organizational challenge, trying to stay motivated and on mission while implementing new policies. Sometimes it takes the insight gleaned from a few tough lessons to make impactful inroads on using leadership as a critical skill. Organizations such as the military build on this truth with a lessons learned approach following a major battle. So how do we come to value this process and employ courage for personal and organizational success? This session explores a model similar to military service that can facilitate mastering your leadership campaign.

Come prepared to discuss the following:

- Assess your leadership experiences from a variety of situations that can expand your skills
- Identify organizational challenges that require HR professionals to take charge
- Where does courage come from and how it can help you stay on mission
- Reflect on your personal best leadership lessons learned that enhance your 'in charge' persona
- Craft your war story of motivation and use it to encourage others

Place:

Jackson Lewis LLP
10701 Parkridge Blvd., Suite 300
Reston, VA 20191
(703) 483-8300

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



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 Wistaria Krigger at 703.716.1191 or discussion@dullesshrm.org. Participation may be limited to the first 25 people who sign up.

Upcoming Events

June Chapter Meeting, June 19, 2013

How to Use Benefit Trend Information to Develop a Competitive Benefit Program

This month's meeting will focus on two areas of managing Employee Benefit programs. We will begin with a brief background on health care today and its impact on employers' decisions on the type and extend of their employee health care programs. We'll discuss a direct approach to incorporate the new laws with current practices and what to expect from using actuarial services to come up with cost scenarios.

The second area of focus will be on the importance of data and information. HR professionals constantly hear that they need to understand their employee data, metrics and know how to use that information to earn a seat at the "decision table." By understanding the data that can be obtained through employers' insurance claim information, HR professionals can better build relevant benefit programs for their employees. By understanding trends and benchmarks, Benefit Managers can assist their organization in being competitive in the hiring marketplace.

Learning objectives:

- Participant will have the opportunity to examine regional and national benefit benchmarking information so that they can see where their organizations fall; and thus determine their competitiveness in the marketplace in terms of hiring and retaining talent.
- Participants will discuss the impacts Health Care Reform has on designing and managing their benefit programs.
- Participants will learn how to assess the needs of their employees as well as consider their organization's strategic objectives in order to provide more relevant benefit solutions to their

When: Wednesday, June 19, 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
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 Speakers:

Stephanie Thornwell, SPHR **Account Executive**

Stephanie Thornwell heads the Employee Benefit Accounts Service Team for The Insurance Exchange. She is licensed in life/health insurance and along with her 18+ years of experience in Human Resource Management, she brings the agency a comprehensive understanding of the issues that are important to our clients' success.

Rebecca Fuller **Marketing Manager**

Rebecca Fuller has been working in the Insurance and Marketing Industry for 10+ years. Prior to coming to the Agency, Ms. Fuller worked in the Real Estate Industry for over 5 years acting as an intermediary between buyers and sellers of residential property. She holds a Life and Health License as well as her Property and Casualty License.

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



Upcoming Events



Promoting best practices in hiring, retaining, and marketing to people with disabilities.

Onboarding & Mentoring Talent with Disabilities, Disability as a Diversity Strategy, Disability Etiquette, Aquilent, Laurel, MD

June 5th 8:30a.m. to 12:00p.m.

Join the DC Metro BLN's team from C5, Vinece Pastor and The Honorable Katherine McCary to hear best business practices for inclusion, retention and onboarding of talent with disabilities geared to HR and Hiring Managers! Disability 101 training will include etiquette basics, appropriate language and dispelling common employer myths.

It's true that first impressions last and that starting a new job can be an intimidating experience. Brand your organization and increase your chances of creating the best possible experience for your newly hired employees, particularly those with a disability, through focused Onboarding and Mentoring Programs. These Programs are being used by leading edge organizations intent on preparing new employees for success, career advancement and long-term tenures. Your new employees benefit, your management team benefits and your organization benefits from the ROI of increased employee engagement and retention

Learning Objectives:

- ☐ Understand full benefits of Onboarding and Mentoring Programs
- ☐ Establish the Program ROI for your organization
- ☐ How to develop, define and implement tailored programs designed specifically to meet your needs and objectives
- ☐ How to build sustainability into these Programs to ensure long lasting benefit to your employees and competitive edge to your organization
- ☐ Understand the business case for disability inclusion as a diversity talent strategy
- ☐ Disability 101 training for HR and Hiring Managers

Register online: <http://www.dcmetrobln.org/about-dc-metro-bln/calendar-of-events/>

Upcoming Events



**Hiring Our Heroes Job Fair
The Cable Show
Walter E. Washington Convention Center
801 Mount Vernon Place NW Washington, DC 20001**

**Tuesday, June 11, 2013
9:30 a.m. to 1:30 p.m.**

Please join CTHRA, NCTA and the US Chamber of Commerce on Tuesday, June 11 for the first cable-specific Hiring Our Heroes Job Fair. Over 500 veterans and spouses will be visiting with cable operators, programmers and technology and software companies, learning about the industry and apply for/interviewing for specific positions. In addition to meeting with companies on jobs, we will also be hosting two Hiring Our Heroes Employment Workshops as well a career coaching/mentoring area.

Career Coach Volunteer Opportunities

Please consider volunteering your time on June 11 and serve as a Career Coach.

Meet one-on-one with veterans and military spouses to review, analyze and provide feedback on resumes

Conduct mock interviews

Work with approximately five veterans and military spouses for an average of 30 minutes each (total commitment time 2 – 3 hours)

Provide assistance and tips on how to translate military experience into civilian terms

Help identify strengths and opportunities for improvement

General time slots for career coaches: 9:30 – 11:30a.m. 11:30a.m. – 1:30p.m.

All volunteers will be recognized via signage onsite – as well as receiving the overwhelming gratitude of our veterans and spouses, and the industry.

Interested? Please email CTHRA Executive Director Pam Williams at pwilliams@cthra.com using the subject line

Career Coach Volunteer. Thank you in advance for your service!



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To view all conference details and to register, visit the conference website at <http://annual.shrm.org/>



The Mentoring Corner Living Your Childhood Dream





What Puts a Lion in Your Heart?

Mary Kitson, PHR
Mentoring Program Director
NOVA SHRM/ Dulles SHRM

What's preventing you from realizing your hopes and dreams? Are you afraid of change, rejection, or maybe even success? By shifting your perspective, you may find that you can cast your fears aside and muster up the courage to make your heart's desires come true.



In the classic film, "The Wizard of Oz", a young girl named Dorothy wanders off the beaten path and searches over the rainbow for true happiness. She ends up learning an important lesson about looking within herself (or at least not further than her own backyard!) to conquer her fears. If you are familiar with the story, you know that she meets some unlikely friends -- the Scarecrow and the Tin Man -- while poking around the other side of the rainbow. And they all end up travelling along a yellow brick road, for the sole purpose of asking the great and powerful Wizard to wave his magic wand and make their wishes come true.

The happy go-lucky, sunshine-colored path unexpectedly leads Dorothy and her friends into a dark and enchanted forest. They are all scared and chant, "Lions, and Tigers, and Bears...oh, my!" And of course since they were worrying about fierce animals, they encounter one! A fierce lion swoops down from a tree and frightens them with his loud roar. Dorothy trembles inside and her gut tells her to flee the scene. However, she takes a deep breath to calm her emotions, and she shifts her perspective from that of playing a hopeless victim to that of serving as courageous protector of her friends and her little dog, Toto. This mental shift is precisely what gives her the courage to tell the lion to go pound sand. She shouts, "Hey, you don't scare me. In fact, you're just a big bully. You ought to be ashamed of yourself for picking on a scarecrow, a tin man, and a little dog!"

Dorothy surprises the lion with her bold response and he actually breaks into tears. Now, don't expect all bullies to start crying when you call their bluff, but it does make for a good chuckle in this Hollywood film. The Cowardly Lion confesses that he's a little bit lacking in emotional intelligence and is behind the 8-ball in the courage department. He's clearly in need of friends willing to do good deeds. Dorothy confers with the Scarecrow and the Tin Man and they agree to invite the Cowardly Lion to join them on their journey to the Land of Oz, where they hope the great and powerful Wizard will fix all that ails them. And if you've seen the film, you know that the Wizard doesn't "fix" Dorothy and her friends, but rather he mentors and guides them on some soul searching activities so they can find their own solutions.



What role do mentors play for you? What kind of emotional support systems do you have? What gives you the courage to embrace a change in your life? How can you shift your mental model of yourself when you feel that everything is going wrong? Don't let your analytical mind prevent you from seeing the opportunities placed in front of you. Ask for what you want, whether it's a smarter brain, a bigger heart, or just the chance to travel back home to see your favorite Auntie in Kansas. Persevere and allow time to transform your dreams into reality. Your personal power lies in your ability to embrace the lion in your heart!

How well are you living your childhood dream? Can mentoring or coaching help you to be more professionally fulfilled? The NOVA SHRM/Dulles SHRM Mentoring Program can help to facilitate professional connections for you. We have over 200 people in our mentoring network and we have relationships with a half dozen coaches. Drop us a note at shrm.mentoring@gmail.com and let us know what we can do for you!





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.

We Raised \$25 for the SHRM Foundation at the May Chapter meeting



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>

Get Involved

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.

We raised \$62 for the Embry Rucker Foundation at the May chapter meeting



HR Career Opportunities



Looking for a new career opportunity?

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

Human Resources Leader Mid Atlantic Market \ Multi site HR Management

Date Submitted: 5/25/2013

Location: Bordertown, NJ ; Fredericksburg, VA; Elkridge, MD;

Company: Manheim

Company Website: www.manheim.com/jobs

Benefits Specialist

Date Submitted: 5/25/2013

Location: Arlington, VA

Company: Capital Caring

Company Website: www.capitalcaring.org

Contact Person: Gina Ciramella

Contact Phone: 703 351-2818

Contact Email: gciramella@capitalcaring.org



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

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