



January 2016

Dulles SHRM - Your Chapter of Choice

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Embry Rucker, SHRM Foundation

January Chapter Meeting Sponsor



2016 Annual Sponsor



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President's Message

By



Happy New Year!

I am honored to be the 2016 Dulles SHRM Chapter President. We are fortunate to have a very strong board and I want to thank Courtney Nicholson for her tenure and leadership in 2015.

We are continuing to concentrate this year on increasing membership and providing current members with meaningful information that will help grow and develop their careers through our chapter meetings and discussion groups. We will also look at providing key networking experiences and strive to meet all member needs.

How as a member can you help? Remember to RENEW your membership in January. Please let us know what speakers you would like to see at chapter meetings. Please let us know what is working as well as what improvements you would like to see. This is your chapter and you can help shape it.

I look forward to seeing all of you this year at our monthly events and to serving the members.

Linda White
President, Dulles Shrm



Upcoming Events – January Discussion Group

Mindful Return

Thursday, January 7, 2016
7:30am. to 9:30a.m.


The transition from working professional to working parent is a huge change in the life of many employees. This interactive discussion will explore the primary concerns of expectant and new parent employees and will offer strategies to help employees and their manager's plan for a successful leave and return.

Come prepared to discuss the following:

- Key concerns of new parents planning to go on and return from parental leave
- Current workplace cultures and policies around parental leave
- Ways to empower new parents to be leaders in the space of their leave and return
- Retention strategies for new parent employees

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

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



Our Facilitators
Lori Mihalich-Levin- Founder of Mindful
Return LLC



Upcoming Events – January Chapter Meeting

Understanding Team Roles to Create an Inclusive Leadership Environment

Join us for this team-oriented development presentation -- increasing communication and effectiveness within your team so it achieves its objectives. Belbin Team Roles gives a framework and a common language from which to explore and increase understanding of collective strengths and how to use these for effective teams.

Brief overview of Belbin Team Roles: theory, research and validity.

- What are the Nine Team Roles;
- What are your Preferred Roles;
- How are you most (and least) useful to the team
- Team Mapping Exercise – Each table will act as a “Team” and based on the team role makeup, analyze their team strengths and potential areas for concerns

After the diagnosis, they will determine how to use their new understanding of Belbin to help navigate areas of concern and maximize individual and team strengths.

Those who attend should expect to leave with the following:

- ✓ Understanding of the strengths and weaknesses of each of the Belbin Team Roles and why that improves and strengthens business relationships
- ✓ Gained insight and practical knowledge of how to use the Belbin Team Roles approach to bring about business improvements
- ✓ Understanding of how to use Belbin to enhance individual as well as team performance

Our Speaker

DeeDee Smartt Lynch, President of Smartt Strategies – Washington, DC Metro Area

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

Price: \$35.00 Member, \$55.00
Non-Member, \$25.00 Member in
Transition



[Register Now!](#)



2016 SHRM Mentoring & Leadership Development Program Now Accepting Applications

Applications are now being accepted for the Washington, DC metro area's premier mentoring and leadership development program for HR professionals!

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

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 and professional development goals.

If you're curious about this innovative program, please talk with a mentoring alum or contact Mary Kitson, Program Director at mkitson@mitre.org or shrm.mentoring@gmail.com

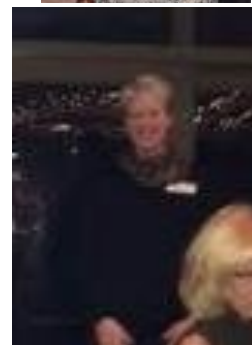
For more program information and to download the application, visit the [Dulles SHRM](#) website.

Applications are due on or before midnight on January 31, 2016.

2016 Dulles SHRM Board of Directors

| | |
|---|----------------------------------|
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Your 2016 Dulles SHRM Board of Directors



Mark Your Calendars Now! 2016 Chapter Meetings Schedule

January 20, 2016
February 17, 2016
March 16, 2016-breakfast
April 13, 2016
May 18, 2016
June 15, 2016
August 17, 2016 - Lunch
September 14, 2016
October 19, 2016
November 16, 2016
December 14, 2016

All meetings held at



Hidden Creek Country Club
1711 ClubHouse Road
Reston, VA 20191
5:30pm to 8:00pm
(breakfast and lunch meetings times TBA)

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

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 Winner!



Congratulations to Linda White! Linda was the lucky winner of our educational certificate drawing at the Dulles SHRM Holiday Party on December 16, and she received a \$100 certificate good for HR-related training expenses. Did you know that Dulles SHRM awards an educational certificate every month at chapter meetings? These certificates are valid for one year. We will award another certificate to a lucky HR professional in January, so step right up and don't be shy—make sure your business card gets dropped in the giveaway bowl! Best of luck and “May the Force Be With You!”



Welcome New & Returning Members
Thank you for making
Dulles SHRM
Your Chapter of Choice

Sharon Bosivert
 Agnes Brown
 Adam Calli
 Rae Duffy
 Thomas Gallucio
 Leslie Garrett
 Neal Henderson
 Giselle Jenkins
 Maggie Jones
 Traci Jones
 Tricia Kleber
 Mary Kitson
 Kimberly Maddox

Megan Morgan
 Suzanne Lang
 Lynn Lorenz
 Michelle Milam
 Lucy Morgan
 Cathy Partridge
 Madeline Robison
 Tara Sampson
 Lauren Schoon
 Cindy Snyder
 Heidi Staab
 Carole Stizza
 Stacy Stinson
 Julie Uno

It's Time to Renew Your Dulles SHRM Membership!

Renewing is quick and easy!

1. Visit the Membership Renewal Page page of the [Dulles SHRM](#) website
2. Complete the form & submit
3. Select your method of payment. Annual Dues are \$40

Dulles SHRM is a 100% Chapter. To be a Dulles SHRM Member, you must also be a current member of National SHRM. To join National SHRM click on this link: [National SHRM Member Application](#)

Dulles SHRM Supports SHRM Foundation at December Holiday Party!

Dulles SHRM members ROCKED the SHRM Foundation 50/50 raffle at the December Holiday Party! Did you know that Dulles SHRM provides ongoing support to the SHRM Foundation throughout the year? Each month, we raise funds for the Foundation's research activities by holding a 50-50 raffle—a terrific way for our members to win some cash while supporting HR education and research! 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 the December Holiday Party, we raised a whopping \$100. Tricia Kleber, our lucky 50-50 winner, took home \$50—Happy Holidays!! Thanks to all who bought raffle tickets—we appreciate your continuing support of the Foundation's mission!



Embry Rucker Celebrates the Holidays with Dulles SHRM



We were very pleased to host Susan Alger of Cornerstones at the Dulles SHRM Holiday Party. Susan is the Volunteer Manager at Embry Rucker Community Shelter (ERCS), and is always in the thick of things, helping out where shelter residents need her most. 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 transition from homelessness to stable living, and Dulles SHRM has a long-standing tradition of supporting their efforts. Every month, we collect donations at chapter meetings that are used to fund shelter operations. At the December Holiday Party, Dulles SHRM presented Susan with a \$1,506 check, representing donations made by chapter members over the past year. We also presented Susan with clothing and other much-needed items donated by chapter members. Thanks to all for your generosity—you truly help make the holidays brighter for those in need in our community!





Linda White - 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 dulles.shrm.org/*

January Gold Sponsor



Who We Are

Rapid technological advancements and emerging means of connecting, communicating, and distributing information have forever changed the way people search for employment and the way employers find top talent. Founded in 1999, iHire has been in the thick of this digital job- and talent-search revolution since the search first went "online."

Find out more www.iHire.com