



November 2014



Dulles SHRM - Your Chapter of Choice

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2014 Annual Sponsor

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- **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



The weather, the scenery, some of our jobs and responsibilities, SHRM and lot of other things are changing all around us! I do have to say I love the weather this time of year – crisp, cool, sunny and the beautiful changing of the leaves! I am starting to look forward to end of year celebrations and 2015! There will be a lot of new exciting things happening with SHRM and our beloved HR profession. Join in the fun, and join us for some great learning over the next few months!!

We have some great events for the remainder of 2014 and a few we are lining up for the beginning of 2015!

- ***Just in time for end of year and 2015 challenges*** – Join us for an informative presentation on “Inside Tips for Internal Investigations” We have a great presenter, Beth Wolffe, who is an Employment Attorney. Chapter Meeting is Wed., Nov. 19th.
- ***Dulles Annual Seminar*** – Here it is again – join us again, or don’t miss it this year!! In 2014, it’s all about “The Art & Science of Human Resources”! All the details are on our website and registration is now open soon! Hurry up and register now before all of the slots are filled! The event is next Friday, Nov. 7th!
- ***Celebrate the Holidays*** – Put it on your calendar now to “Save the Date”! Wed., Dec. 10th is the Dulles SHRM Holiday Party! It is always a fun event, and we have the swearing in ceremony for the 2015 Board Members! Don’t miss out on the fun!

We have now confirmed that Rebecca Hastings from HRCI will be leading our Discussion Group on Dec. 4th! We will be holding it at Cox Communication, so we will be able to have 40-50 people attend to learn all about our current certifications (PHR, SPHR and GPHR) moving forward. It will be on the website soon, be sure to register and join us!!

We are still waiting on final confirmation for SHRM to lead our January Discussion Group! Details coming soon!

As always, all the details for our upcoming events & great information are on our website at Dulles.SHRM.org.

Once again, we have fantastic volunteers on our Board of Directors for 2014. We are looking for additional volunteers for 2015 for both board positions and committee members. Please let us know if you are interested!! Thanks again to all of our 2014 board members, for all you do to help educate and provide great professional information and services to our Membership! We will be voting on the new 2015 Board at our November meeting and voting will also be available online on our website!

Just my opinion... Fear, uncertainty and discomfort are your guides toward growth!

Mary ☺

Upcoming Events

This Month's Facilitator Margery Leveen Sher



Margery Leveen Sher is the Founder and Chief Noticing Officer of The Did Ya Notice?™ Project. Margery is a writer, speaker, entrepreneur, and executive who has had a long consulting career working with corporations, government agencies, nonprofit organizations, and foundations.

Margery was a founder of a successful consulting firm. Her clients included multinational corporations as well as government agencies, including the White House. She has also founded numerous non-profit organizations and two charitable funds. In addition to The Noticer's Guide to Living and Laughing, she has a book on corporate child care, and a myriad of articles on various aspects of work-life balance. Her blog is www.DidYaNotice.com, and she also blogs for The Huffington Post.

Margery holds a Master's Degree in Developmental Psychology from Rutgers University

Dulles SHRM Chapter Discussion Group

Thursday, November 6, 2014

Notice What You See and Be a Hero At Work

Many companies now realize the importance of mindfulness as a tool for increasing employee productivity. Our facilitator for this discussion is Margery Leveen Sher, Chief Noticing Officer of The Did Ya Notice? Project. Margery defines "Noticing" as mindfulness with a smile.

Margery will present an entertaining, information-packed, and thought-provoking session with plenty of opportunity for interaction among participants.

She will explain the three keys to becoming "a hero at work":

- Find the zipper!
- Notice the broccoli and put the patterns to work!
- Notice the Human Idiosyn-Crazies™ and laugh!

These are the keys that leaders need. These are the keys that build great teams. These are the keys that make for outstanding communications.

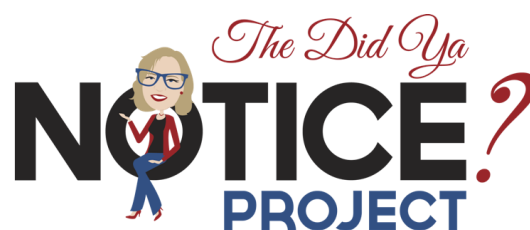
Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site <http://dulles.shrm.org> -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or discussion@dullesshrm.org or bagilley@lytleap.com.

Date: Thursday, November 6, 2014

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

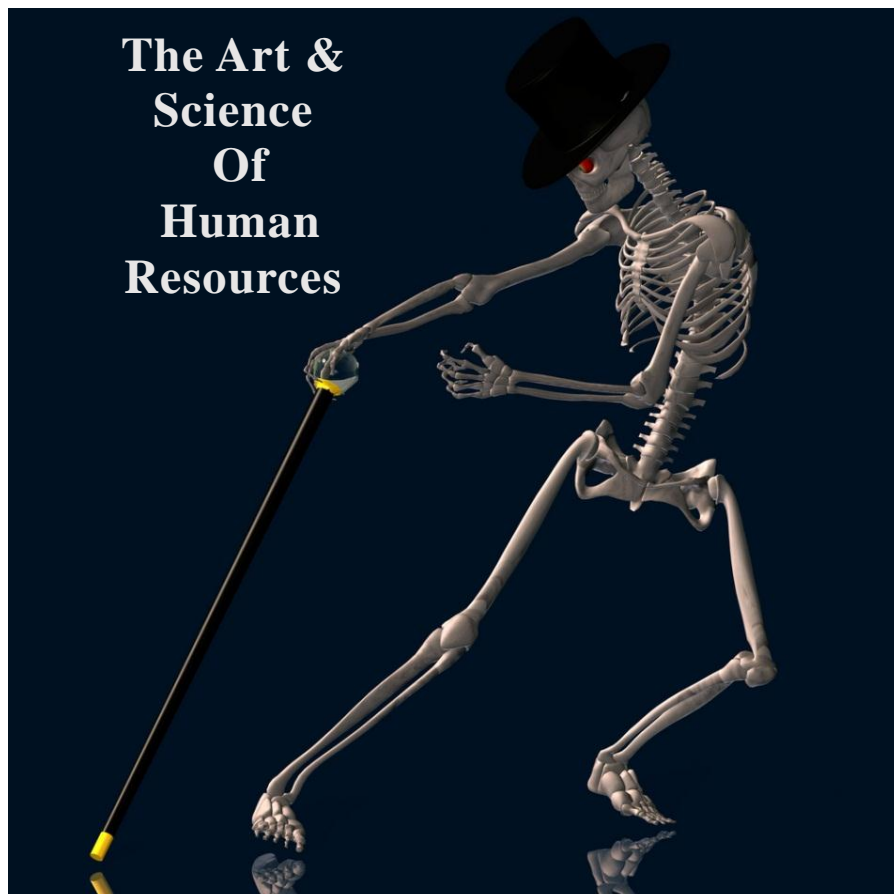
Place

Jackson Lewis
10701 Parkridge Blvd., Suite 300
Reston, VA 20191



Upcoming Events

Approved for 3 HRCI Credits – 2 General, 1 Business



Friday November 7, 2014 7:00a.m. to 1:00p.m.

The Waterford at Fair Oaks
12025 Lee Jackson Memorial Highway
Fairfax, VA 22033
(next to Fair Oaks Mall)

Member -- \$69.00

Non-Member -- \$119.00

Dulles SHRM Members & Seminar -- \$99.00 (BEST
VALUE FOR NON-MEMBERS)

[Register Now!](#)

Most every HR strategy is not either an ART or a SCIENCE, but a combination of both.

Join us as we explore leadership, metrics and critical conversations, and the art AND science that come together to help HR leaders build strategies and make decisions.

Agenda:

7:00am-8:00am ~ Registration & Breakfast

8:00am-9:00am ~ Strategic Leadership - Lessons from the Performing Arts

9:15-9:30am ~ Break

9:30am-10:30am ~ Aligning HR Metrics to Organization Performance

10:30am-10:45am ~ Break

10:45am-11:45am ~ Feedback: The Fastest Way to Peak Performance

12:00pm ~ LUNCH!

[Click Here to View Speaker Bios](#)

Upcoming Events

November Chapter Meeting, November 19, 2014

Inside Tips for Internal Investigations

Employment attorney Beth Wolfe will outline her time proven-methods for conducting and documenting internal investigations. This will be a “how-to” presentation – no cases or legal principles. She will focus on:

- What you should say and do,
- What you should avoid saying and doing,
- Tips for talking to witnesses,
- What should be documented and how to document it,
- Helping decision-makers react appropriately to what happened,
- Communicating results to those involved and others.



HR professionals will come away with solid ground rules for how to talk to witnesses, how to organize an investigation, how to handle efforts to interfere with the investigation, how to manage executives who want a “heads up” on how the investigation is going, and how to present the results of the investigation. Handouts will be provided that should be a useful reference in the future.

When: Wednesday, November 19, 2014

Time: 5:30pm to 8:00p.m.

Where: Hidden Creek Country Club

1711 Clubhouse Road, Reston, VA 20190

[Click Here to Register Online](#)



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.

This Month's Speaker

Beth Wolfe



Beth Wolfe has practiced employment law for almost 30 years, representing only employers. She has conducted numerous investigations of complaints of sexual harassment, race and sex discrimination, and retaliation. She has also guided many clients in conducting their own, in-house investigations. Beth regularly advises companies on employee policies and handbooks, wage and hour issues and audits, attendance and accommodation issues under the ADA, FMLA, and Virginians with Disabilities Act. Beth also litigates on behalf of employers in state and federal courts in VA, DC and MD, and before the EEOC and US Department of Labor, as well as the state counterparts of those federal agencies. For more information on her practice, see her website at www.WolfeLaw.com.

Upcoming Events

NOVA SHRM

(in conjunction with HRA-NCA and Dulles SHRM)

is proud to sponsor

DAY ON THE HILL



Let your voice be heard!

NOVA SHRM is offering the chance for you to visit the offices of your Representatives and Senators to talk about issues affecting today's HR professionals. We'll do all the prep work – scheduling your visits and providing you with talking points.

SHRM Last Year And The Year Before Awarded 4.0 HRCI Strategic Credits For Those

Who Attend

All you need to do is show up!

**Date: Thursday, December
11, 2014**

Time: 10:00 – 4:30

**No registration fee; Lunch
provided**

*Space is limited and is on a
first-come, first-served basis!*

Questions and RSVP to:

Larry Postol,
Vice President of Legislative Affairs
NOVA SHRM

Lpostol@seyfarth.com; 202-828-5385

Where

10:00am-12:00pm Orientation at
Seyfarth Shaw, LLP
975 F Street, N.W.,
Washington, D.C.
(Metro Center Subway Stop)



Northern Virginia
Society for Human Resource
Management



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

[Click Here to Register](#)



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

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

Benefits of Dulles SHRM Membership



Dear HR Professional,

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! **RENEW YOUR DULLES SHRM MEMBERSHIP TODAY!**

Here are some of the benefits you receive through this local chapter:

- **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)

Renewing your membership is very easy; here are some tips for you:

1. To renew your chapter membership please click on this link: Dulles SHRM Membership Page [Dulles SHRM Membership Page](#)
2. Since we are a 100% Chapter, you must be a current member of National SHRM. To renew with National SHRM, please click on this link: [National SHRM Website](#)

Another successful year of Dulles SHRM is almost complete and we want to make sure that you are set for 2015.

Renew by December 31, 2014 and be entered to win one of three National SHRM memberships!

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

Rae Duffy, VP of Membership: 703-385-7200 x118 or Rae.Duffy@bbgbroker.com

Welcome New & Returning Members!



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

Susana Arciniega
Chris Bartnik
Sharon Boisvert
Leah Cohen-McHale
Charlan Cornwell
Gursimran Dhanoa
Deirdre Dietz
Rae Duffy
Neil Dziemian
Tiana Fallavollita
Kristen Galloway
Ed Hasan
Mark Ingham
Maggie Jones
Andrea Leehan
Michelle Milam
Amber Myers
Tara Newman
Carey Pellock
Cassie Phonghouthai
April Raines
Jennifer Regis

Moved? Change Jobs or Been Promoted? Remember to update your Membership Record!

Don't forget to check your membership profile with Dulles SHRM, and update if you've had any changes through the year.

Remember, this is how other chapter members can locate you in our Membership Directory!

It's easy to check your profile:

- Go to the Dulles SHRM web site at <http://dulles.shrm.org/>
- Press the "Sign In" Link in the upper right corner of the home page.
- Enter your email address and password in the appropriate fields (Forgot your password? No worries—just click on the "request a new password here" link, and a temporary password will be emailed to you.).
- Press the Log In button to access your profile.
- Press the Edit button to update your profile information as appropriate.
- Press the Save button to save your changes.

Get Involved

Dulles SHRM Board Team Cookoff



Have you ever wanted to expand your horizons, give back to the HR community, or build your professional skills?



Consider joining the Dulles SHRM board where you can not only meet others, expand your professional repertoire and provide an opportunity to give back, but, you may get the chance to cook like an Iron Chef. Say what? That's right! This month the 2014 Dulles SHRM Board had a Board gathering at Cookology that involved a cooking event, which mimicked the Iron Chef model. The instructions included each team needed to create a full meal, with protein, vegetable, starch and dessert. The teams could use any of the ingredients in the kitchen, and could reference recipes. Teams divided by counting off by 1 and 2, then had one hour to prepare and plate their meals. With a little wine, inspiration, and creativity, the teams created two great meals. The winning team made a Dijon-white wine chicken with parmesan bread crumbs, root vegetable gratin, roasted tomatoes and Brussel sprouts (the surprise ingredient!), and baked apple crisp.





Mary Roome-Godbolt, PHR – President
Cindy Snyder, SPHR - Media Director

Dulles SHRM
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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*

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*Over 300 Top Human Resource Professionals in the Dulles Corridor
Learn more at <http://dulles.shrm.org/>*

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