

May 2011



Your Monthly News Update

## Dulles SHRM - Your Chapter of Choice

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#### 2011 Annual Sponsor



The Insurance Exchange is one of the largest independent insurance agencies in the Mid-Atlantic region. We offer insurance coverage to businesses and individuals throughout the United States and abroad. Founded in 1967, The Insurance Exchange has grown from a small, local agency to a dynamic corporation dedicated to providing the best insurance solutions for our clients. Despite our growth, we retained our small business ideals and work with each client to design an individualized insurance program with an emphasis on value.

Our highly trained professionals provide exceptional, personalized service through the use of dedicated account teams. We bring together the pieces of the insurance puzzle to provide our clients with sophisticated insurance solutions utilizing all available options.

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## 3rd Annual May Spring Seminar



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*LinkedIn MEMBER  
COMMENT: Those who missed the Spring seminar yesterday really missed out on a lot of great information strategic to our work as HR professionals. Dr Lawrence opened up a while new perspective on diversity for me. Alaina Love taught me to focus on the right passions when recruiting candidates. Raina Hobbs got me excited about metrics based planning, Curtis Midkiff provided a wealth of information about sensible social networking, and Adam Harmon offered fresh insights into collaboration and agility. Great work DullesSHRM, my chapter of choice!*

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### THANK YOU TO OUR SPEAKERS.....

**Dr. Martin Davidson...** "Leverage Difference: Why diversity efforts fail and how Leveraging Difference can succeed"

**Alaina Love...** "Strategies for Closing the Human Potential Gap"

**Raina Hobbs...** "Is There a New "War for Talent"?: Workforce Planning in 2011"

**Curtis Midkiff...** "Making Sense of Social Media as a Tool for HR Professionals"

**Adam Harmon...** "Raising an Army of Innovative Leaders and Building a High-Performance Organization"

### THANK YOU TO OUR SPONSORS.....

VMeals

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Thomas & Talbot Real Estate

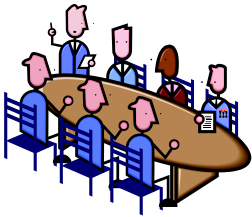
Doctalker

ExecuWrite

Thank you to everyone who attended our 3rd Annual May Spring Seminar. It was a hit! We encourage you to attend other Dulles SHRM meetings and discussion groups. Details....[www.dullesshrm.org](http://www.dullesshrm.org)

## Upcoming Events

### May Chapter Meeting - Dinner Meeting May 18, 2011



**Alice K. Waagen PhD**, Workforce Learning, and Paul Siker, Advanced Recruiting Trends, LLC  
*Changing Career Ladders into Career Roadmaps: Dynamic Approaches to Employee Development*  
A steady climb up the corporate ladder has long been the traditional measure of career success.

In many organizations, employees have an expectation for growth predicated on a “time in grade” mentality. For most corporations, continuous vertical progression for employees is both unrealistic and unfeasible. Salary structures, budgets, and organizational frameworks cannot support unlimited advancement.

**Devising a career progression structure** that is easily understood and that accommodates both horizontal and vertical movement is one solution that we’ve found works well. Job Families are designed with a limited numbers of tiers, distinct competencies between position levels are evident, Job Titles and Position Descriptions are consolidated and accurate, and tools are created to help employees become more engaged in their own development. The end result is a job structure that is both clear and transparent, and where managers are trained and equipped to help employees steward their careers either vertically or horizontally.

**In this presentation**, Paul and Alice will share their lessons learned from implementing career progression systems. They will explain the 10 ten key strategies for designing career progression systems as well as the 5 big mistakes to avoid. The presentation will be fast-paced, informative and fun.

**Learning Objectives:**

1. New Ways to Map Employee Career Development
2. Strategies for Creating a New Career Advancement Mindset – Getting From Current State to Future State
3. Design ideas for Career Ladder elements and tools.
4. 5 Essential Communication Approaches to Engage Key Stakeholders
5. Keeping it current – strategies for keeping position structures current and functional

**About Our Speakers:**

**Alice Waagen, Ph.D.** is president and founder of WORKFORCE LEARNING LLC., a leading provider of learning programs that support business strategies. Since earning a BS in Art Education from the New York State College at Buffalo, and MS and Ph.D. degrees in Art Education from the Pennsylvania State University, Alice has been providing leadership development and executive coaching for numerous organizations in the Metro DC area. In the past three years, more than 135 leaders from 26 different organizations have graduated from Alice’s unique leadership development workshop series. Giving back to the community is also important to Alice. She currently serves on the Board of Directors for Habitat for Humanity, Northern VA as well as on the Advisory Board for Marymount University Reston Campus Graduate and Adult Education Programs and is a videoconference docent for the Smithsonian American Art Museum.

**Paul Siker** is the founder and CEO of Advanced Recruiting Trends, an international recruitment training and HR consulting firm. He is also a principal of The Artisan Group, an executive search firm based outside of Washington, D.C. He possesses over 20 years of experience in recruiting individual contributors, line managers, and C-level executives. Paul has delivered presentations on talent acquisition and retention best practices at numerous national and regional conferences, and additionally conducts specialized in-house training programs and seminars for clients that range from Fortune 20 entities to small, boutique consultancies. Paul obtained his B.A. from Wittenberg University. In 2007, Paul released his first book, “Proactive Recruiting In A War For Talent Economy.”

- 5:15 pm – 6:00 pm Registration and Networking  
 6:00 pm – 7:00 pm Dinner and Announcements  
 7:00 pm – 8:00 pm Program  
 8:00 pm – 8:10 pm Door Prizes/ 50-50 Raffle / Wrap-Up

**Where: Sheraton Reston**

11810 Sunrise Valley Dr, Reston, VA 20191

Payment by credit card (VISA, MasterCard, AMEX, Discover), check, or cash is also available at the door.

**Walk-in Registration Price:** MEMBERS - \$50, NONMEMBERS - \$65.

Payment by credit card (VISA, MasterCard, AMEX, Discover), check, or cash is available at the door.

**No shows will be billed unless a cancellation email to [registration@dullesshrm.org](mailto:registration@dullesshrm.org) is received by 5:00 pm Friday prior to the meeting.**

**Online Registration**

**Price:**

**MEMBERS - \$40,**

**NONMEMBERS - \$55.**

## Upcoming Events Continued....

### Event Details



### The 2011 Helios HR Apollo Awards™

The Helios HR Apollo Awards™ have been inspired by years of witnessing the proactive efforts of employers in the Washington metropolitan area as they create opportunity in their organizations by investing in employee development initiatives. Apollo recognizes those employers that promote employee development.

**Where:** *Hilton McLean - 7920 Jones Branch Drive, McLean, VA 22102*

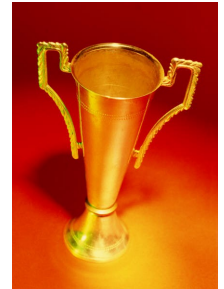
**When:** *June 1st, 2011 - From 7:15 - 9:30 a.m.*

#### **Agenda:**

*7:15 - 8:00 a.m. - Registration and Networking*

*8:00 - 8:30 a.m. - Breakfast*

*8:30 - 9:30 a.m. -Program*



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*"The Apollo Awards are presented in multiple categories based on organization size: emerging, small, mid-size and large. "*

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Nominations will be reviewed by an independent panel of recognized workforce development authorities and business leaders. Finalists for the Apollo Awards are selected based on the following criteria: The employee onboarding process; Opportunities for mentoring; Innovative programs or opportunities to develop leadership skills through charitable community involvement; and The impact of a program(s) on an individual and the organization. Click here - <http://survey.confirmit.com/wix3/p1535774014.aspx> "This is the Apollo Effect, where winning your awards drives even greater effort to do business right. It's not HR; it's now the way of doing business." - Douglas Clark – CEO, Métier, Ltd. "There's a momentum towards investing in your employees." - John Remy – Managing Partner, Jackson Lewis [Register](#) for the Apollo Awards Breakfast Ceremony on June 1, 2011, at the McLean Hilton: Click here - <http://www.eventbrite.com/event/1157035725>



## In the Community



### **SHRM Sons and Daughters Scholarship Program**

**Application Deadline May 15, 2011**

The Sons and Daughters Scholarship Program was established by the Society for Human Resource Management to help finance higher education for the children of its members.

Applicants must be children of national members of SHRM. Applicants may either be high school seniors, high school graduates, or first-year college undergraduates enrolled or planning to enroll in a full-time course of study at an accredited four-year college or university.

Scholarship recipients are selected on the basis of academic achievement, leadership and participation in school and community activities, honors, work experience, statement of educational and career goals, and recommendations.

All applicants are notified of their status in late June. Awards are \$1,500 each and may only be used for the first or second year of undergraduate study.

A total of twenty-four (24) scholarships are awarded annually.

**This scholarship is to be phased out at the conclusion of the 2011 program. The final set of scholarships will be awarded in June 2011.**



### Scholarships for HR Professionals

By: **Joe Sherrier, SPHR**  
**SHRM Foundation Representative**

*“Auction Items Needed, SHRM Foundation Releases New Report, The Executive Briefing Series”*



## SHRM Foundation News

### SHRM Foundation Online Auction – Auction Items Needed

The SHRM Foundation needs auction items for its 2011 Online Auction. We are seeking items such as electronics, jewelry, travel and excursions, sports tickets or memorabilia or the upcoming Online Auction during June 20 – July 8. The deadline for the auction items is **May 22<sup>nd</sup>**. Donate online at [www.shrmfoundation.cmarket.com](http://www.shrmfoundation.cmarket.com) or contact Janée Nouët-Morales, Development Coordinator at [janee@shrm.org](mailto:janee@shrm.org). The SHRM Foundation truly appreciates your generosity and support!

### SHRM Foundation Releases New Report

This spring, the SHRM Foundation published a new report in its popular Effective Practice Guidelines series: *Transforming HR Through Technology: The Use of e-HR and HRIS in Organizations*. HR management is evolving into a more technology-based profession, and in many organizations, employees now see the face of HR as a portal rather than a person. This transformation of HR service delivery, known as “e-HR,” requires a

fundamental change in the way HR professionals view their roles. Organizations that successfully adopt sophisticated HR technology, or e-HR, often outperform those that do not. This new report, sponsored by ADP, will help you to better leverage e-HR to transform your HR practices and market your HR brand. To download your free report, visit [www.shrm.org/foundation](http://www.shrm.org/foundation).

### SHRM Foundation News: The Executive Briefing Series

To make it easier for HR professionals to share important evidence-based management practices with their CEOs and line managers, the SHRM Foundation has introduced its new Executive Briefing series.

The executive briefings are based on solid research. They cover similar content to the popular Effective Practice Guidelines, however they are just 3-5 pages in length, making them ideal to share with colleagues at the office. The briefings highlight the most important, bottom-line implications on each HR topic. The following briefings are now available for free download:

*Leveraging HR Technology for Competitive Advantage*, sponsored by ADP  
*Four Questions the CEO Should Ask About Performance Management*  
*Use and Management of Downsizing as a Corporate Strategy*

This series is made possible by the generous support of SHRM members and chapters. Visit [www.shrm.org/foundation](http://www.shrm.org/foundation) and select "SHRM Foundation Products" to download the executive briefings.

## Education and Useful Tools

### SHRM Webcast

#### HR Public Policy Webcast Series

Staying up-to-date on pending and anticipated legislative, regulatory and judicial activity is vital to your career and your organization. The Society for Human Resource Management makes it easy to stay a step ahead of HR public policy matters with the HR Public Policy Webcast Series.

#### SHRM Employment Law Compliance Series

Stay safe and legal with SHRM's new webcast series covering the most critical federal employment statutes with which employers must contend and how to communicate compliance with these laws effectively. Late-breaking regulatory actions and legal decisions which provide an ongoing challenge to HR professionals will also be reviewed.

For more details, go to: [www.shrm.org](http://www.shrm.org)

## Get Involved

### The HR SOURCE is hosting a charity cook off to support local charities

**June 2, 2011, 12:00p.m for Grillers  
4:00p.m For sampling and entertainment.**

Billingsley House Museum 6900 Green Landing Road Upper Marlboro, MD 20772  
Call 301-459-3133 or visit our website [www.thehrsource.com](http://www.thehrsource.com)

The HR SOURCE is hosting a charity cook off to support local charities. We are asking corporations to register a Grill Master (who should be an HR Professional ) in a grilling competition. The corporation would then be paired with a local charity. The grill master will grill an entre which will be judged by a panel of 5 local chef who will award 1st, 2nd and 3rd monetary prizes. The winning corporations will then donate the monetary prizes to the local charities. If you have questions please feel free to contact me on 301-459-3133. Pat Hall Jaynes.

ALL PROCEEDS FROM THIS EVENT WILL BE DONATED TO CHARITABLE ORGANIZATIONS.  
Hope you can help us spread the word. The HR SOURCE Foundation Iron Grill Charity Cook Off DATE: June 2, 2011 TIME: 12:00 for Grillers 4:00 For sampling and entertainment LOCATION: Billingsley House Museum 6900 Green Landing Road Upper Marlboro, MD 20772 MORE INFO? Call 301-459-3133 or visit our website [www.thehrsource.com](http://www.thehrsource.com).

### Marymount Reston Center Graduate Business Programs Information Luncheon Thursday, May 12, noon

MU's Reston Center, 1861 Wiehle Ave, Reston, Virginia  
RSVP: Call 703-284-5902 or sign up online at [marymount.edu/infosession](http://marymount.edu/infosession)

Join faculty and staff for an information session to learn about Marymount's Reston Center graduate business offerings including the master's program in Human Resource Management. The session at the Reston Center will provide details on the 24-month HRM program that is delivered in a cohort format at that location. The cohort allows students to take classes together throughout their program, providing an enriched academic experience and opportunities for networking that extend beyond the classroom.

### IHRIM 2011 Conference and Technology Exposition The IHRIM 2011 Conference and Technology Expo will take place on May 15 - 18, 2011

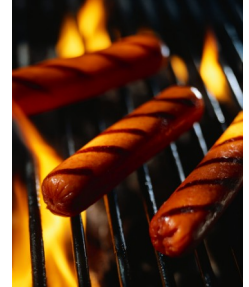
Gaylord National Resort and Convention Center, National Harbor, MD (outside of Washington D.C.)  
Each year, IHRIM packs the best HRMS education, information and networking into our conference. For over 30 years IHRIM's conferences have offered our attendees the perfect blend of networking, education and technological solutions to issues facing HR and HR systems professionals today and in the future. Created by industry experts and senior level practitioners who know first hand the issues and challenges facing HR and HR information management professionals, IHRIM's educational program is created with you and your organization in mind.

IHRIM's Annual Conference is always an exciting opportunity for our attendees to get together and share ideas and solutions. Our networking activities allow you to share ideas with industry leaders and professional colleagues from around the world. Visit the Exposition Hall to learn about organizations on the leading edge of new technologies and innovative HR delivery solutions and applications.

The IHRIM 2011 Conference has been approved for 12 recertification credit hours toward HRIP (Human Resource Information Professional) recertification. For more information about certification or recertification, please visit the HRIP web pages at <http://www.ihrim.org/certification/Index.htm>

#### 2011 Expo

Interested in sponsorship opportunities or exhibiting at IHRIM 2011? Contact our Expo Manager, Blaine Siske, at [bsiske@mpire-group.com](mailto:bsiske@mpire-group.com) or 866-236-6879 ext.203.



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*Read more about  
Charity Cook Off,  
Marymount Reston  
Event, AND  
IHRIM Tech Expo*

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Networking  
Networking  
Networking



Welcome New Members!

## Get Involved Continued.....

### **Dulles SHRM *New Members***

Ordette Allen, McDonough Bolyard Peck

Kimberly Barker, SPHR

Nancy Clayton, PHR, Freddie Mac

Amy Cushman, SPHR, VA Department of Business Assistance

Alicia Johnsen, Collinstone Group

Susie McNamara-Peck

Ellen Miller, PHR, Gov't Contractor/ STG, Inc.

Manuela Moeller

Conor Nicholson, Nicholson Staffing Solutions

Carey Pellock, PHR, Sallie Mae

Maryanne Roy, Consumer Electronics Association

Patricia Schlener, Fairfax Co. Dept. of Housing and Community Development

Rahul Sharma, PHR, Collabera Inc

Jen Siegel, SPHR, Excelacom

Barbara Spiro, PHR, Systems Planning and Analysis, Inc.

Kristen Walsh, PHR, Command Information

### **Dulles SHRM *Membership Renewal***

Joanna Anderson, PHR, Cox Communications

Amy Civilikas, PHR, Capital Caring

Tyler Clapp, PHR, Audi of America

Laurie Foglesong, SPHR, Harris IT Services

Gregory Harp, Loudoun Convention & Visitors Association

Monique Hurley, PHR, SAIC

Amanda Kiefer, SPHR, CommScope

Monica Lisi, PHR, SBS, Inc.

Bonnie Nichols, PHR

Kareema Price, PHR, American College of Radiology

Anna Rehman, Service Source Network

Carol Robinson, PHR, Volkswagen Group

Therese Sellars, SPHR, Analytic Services Inc.

Simi Sitaram, Near Infinity Corporation

Barbara Stebbins, SPHR, Intelsat

Laurel Thomas, SPHR, Municipal Securities Rulemaking Board

Virginia Tischner, SPHR, PRS, Inc

Melissa Wagner, SPHR, Andrew Solutions

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*“Members from  
Freddie Mac, Sallie  
Mae, SAIC,  
Volkswagen and  
many more.....”*

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Welcome Back to our members who have renewed their membership!!!

## Get Involved Continued...

Dulles SHRM is excited to extend an invitation to any student to attend a Dulles SHRM meeting at no cost! We have space for one student per month on a first-come first-served basis.

Come join us and meet new people while getting great information on a variety of HR topics! Dulles SHRM is made up of friendly HR professionals, many of whom are great resources for students transitioning into the workplace.

Future meetings include:

May 18 – dinner (Changing Career Ladders into Career Roadmaps: Dynamic Approaches to Employee Development)

June 15 – dinner (Executive Coaching: What is it and what’s in it for me?)

Interested attendees should contact Maia Lucier at [maia.lucier@us.didata.com](mailto:maia.lucier@us.didata.com) or 571.203.4043.

Additionally: If the student is a member of SHRM National, he/she may be eligible to become a Dulles SHRM member at no cost while they pursue their degree.

### Upcoming College Event!

**Mark your calendars!**

**Marymount University**

**Topic: Student Chapter  
Hosted by: Pramila Rao**

**May 16th, 2011**

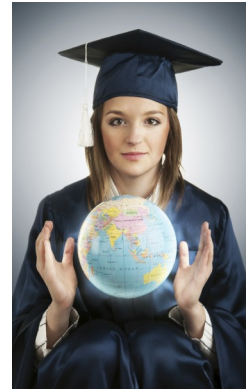
**More details to come....**

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*“Student Opportunities, FREE!!”*

*Upcoming Marymount Event!!”*

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**SHRM promotes the workforce development of HR professionals pursuing a master’s degree in Human Resources!**

## Get Involved Continued.....

### Dulles SHRM - Your Membership of Choice

#### Have you renewed your membership for the New Year?



Ask a co-worker to join!

Membership in the Dulles Chapter will be accepted upon receipt of your National SHRM membership number. The Dulles Chapter is a 100% Chapter, i.e., all members are required to join National SHRM prior to joining the Dulles Chapter [Click Here](#) to find out how to join. Membership in the national organization must be maintained to continue Dulles SHRM membership.

NOTE: For new members who join during the 4th calendar quarter (October-December), paid dues cover the remainder of the current calendar year as well as the following calendar year.

If mailing \$30.00 membership dues, mail payment to:

Treasurer  
Dulles SHRM  
P.O. Box 1249  
Herndon, VA 20172-1249

Membership Payment Related Questions:

[Tim Kelly, CLU](#), Treasurer

Other Membership Related Questions:

[Linda Caporaletti-Hoyt](#), Vice President, Membership  
<http://www.dullesshrm.org/join.htm>

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*“ Sponsorship opportunities available!!”*

#### Sponsorship Opportunities

We invite you to join us as a Dulles SHRM Sponsor, with additional opportunities to Advertise on our website and/or participate on our annual Holiday Party.

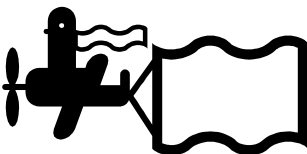
Dulles SHRM offers you and your company many ways to market your products and services to our members.

We have over 300 Human Resource professionals who are interested in hearing about what your organization has to offer.

Please consider one of the following sponsorship opportunities:

#### *\$300 Gold Program Sponsor*

- Acknowledgement of sponsorship on front page of Dulles SHRM web-site: including company name and level of sponsorship.
  - One Guest attendees at meeting.
  - Display table for literature/handouts in a designated area outside of meeting area.
  - Acknowledgement of sponsorship at Dulles SHRM monthly meeting.
  - 5-minute speaking opportunity during program.
- Receives current Membership Directory (final directory from previous year)



Gold, Platinum and Annual Sponsorship Opportunities.

## Get Involved Continued....

### *\$500 Platinum Program Sponsor*

- Acknowledgement of sponsorship on front page of Dulles SHRM web-site: including company name, level of sponsorship, and link to your company’s website for 30 days, beginning on the first day of the month..
  - Article placed on front page of Dulles SHRM web-site promoting services of sponsor.
  - Two Guest attendees at meeting.
  - Display table for literature/handouts in a designated area outside of meeting area.
  - Acknowledgement of sponsorship at Dulles SHRM monthly meeting.
  - 5-minute speaking opportunity during program.
- Receives current Membership Directory (final directory from previous year)

### *\$1500 Annual Sponsor (Limit One Per Year)*

- Acknowledgement of sponsorship on front page of Dulles SHRM web-site: including company name, level of sponsorship, and link to your company’s website for 30 days, beginning on the first day of the month..
  - Article placed on front page of Dulles SHRM web-site promoting services of sponsor.
  - Two Guest attendees at all meetings.
  - Display table for literature/handouts in a designated area outside of meeting area.
  - Acknowledgement of sponsorship at each DULLES SHRM monthly meeting.
  - 5-minute speaking opportunity during program at 3 monthly meetings.
  - Receives current Membership Directory (final directory from previous year)
  - Company logo on all DULLES literature (brochures, directory, web-site, meeting receipts)
  - Acknowledgement of sponsorship in Membership directory.
- Banner Ad located on web-site for year of sponsorship.



Sponsor and get your name on the front page of Dulles SHRM Website.

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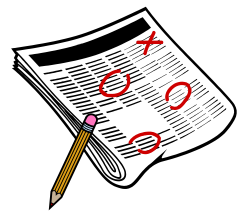
*“Advertising Opportunities Available!!”*

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### Advertising Opportunities

\$250 for Dulles SHRM Member:  
Classified Ad on [www.dullesshrm.org](http://www.dullesshrm.org)  
Three (3) months.

\$350 for *Non*-Dulles SHRM Member:  
Classified Ad on [www.dullesshrm.org](http://www.dullesshrm.org)  
Three (3) months.



Caption describing picture or graphic.

## Job Openings

**Sr. Benefits Specialist**

**Location:** Reston, VA

**Company:** MAXIMUS, Inc.

**Company Website:** [www.maximus.com](http://www.maximus.com)

**Human Resources Manager**

**Location:** Washington, DC

**Company:** Avalere Health

**Company Website:** [www.avalerehealth.net](http://www.avalerehealth.net)

**Human Resources Coordinator**

**Location:** Washington, DC

**Company:** Avalere Health

**Company Website:** [www.avalerehealth.net](http://www.avalerehealth.net)

**Compensation Analyst**

**Location:** Reston, VA

**Company:** comScore, Inc.

**Company Website:** [www.Click2Apply.net/qvrhf5s](http://www.Click2Apply.net/qvrhf5s)

**Human Resources Manager**

**Location:** Herndon, VA

**Company:** SeKON Enterprise, Inc

**Company Website:** [www.sekon.com](http://www.sekon.com)

**Organizational Development Consultant**

**Location:** Herndon, VA

**Company:** HumanR

**Company Website:** [www.humanr.com](http://www.humanr.com)

**Sr HR Generalist**

**Location:** Sterling, VA

**Company:** Millennium Bank, N.A.

**Company Website:** [www.millenniumbank.com](http://www.millenniumbank.com)

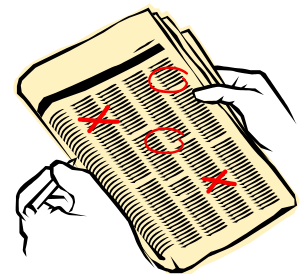
- Job Posting
- Resume Posting
- Professional Services Forum

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*To Submit a Post,  
please go to:*

*[http://  
www.dullesshrm.org  
/career.htm](http://www.dullesshrm.org/career.htm)*

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See more at: <http://www.dullesshrm.org/cohropp.htm>

Dulles SHRM - Your Chapter of Choice

Dulles SHRM  
PO Box 1249  
Herndon, Virginia 20172-1249

Keli Winter, PHR - President  
Michelle Temple, PHR - Media Director

*Dulles SHRM's - Your Chapter of Choice Newsletter is the official newsletter of Dulles SHRM; Dulles SHRM's Newsletter is published monthly. Deadline for content submission, last Monday of every month.*

*Email submission requests to [michelle.temple@cgi.com](mailto:michelle.temple@cgi.com) Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](#).*



*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 [www.DullesSHRM.org](http://www.DullesSHRM.org)*

## We welcome our May Gold Sponsor



### where life meets style

AVE – apartments and suites by Korman Communities – brand new contemporary apartment communities with resort style offerings that feature both elegantly furnished apartment suites and distinctive unfurnished apartment homes with locations chosen with a balance towards suburban and urban living – are unparalleled in the world of extended stay and rental residences. This unique collection of residential properties represents four generations of experience in design, service, and innovation.