

Your "Chapter of Choice" since 1987.

## Join Dulles SHRM for our January Chapter Meeting "The Group Mentoring Experience"

Presented by Mary Kitson, PHR & Chas Sumser, SPHR

Mentoring is a powerful method for organizations to improve recruiting, retention, talent development, leadership and succession building. However, the world of work has grown too complicated for just one person to provide all the guidance and opportunities you need to meet your career goals. A better approach is to create and cultivate a developmental network of mentors who have a genuine interest in your learning and development. Your personal cadre of mentors might provide you with feedback on areas where you need to improve, offer insights on your industry, or share expertise with you. Group mentoring turns the traditional concept of mentoring on its side by providing a number of unique benefits, including:

- Builds leadership and teamwork skills that are not possible with traditional one-on-one mentoring
- Allows for peer mentoring and aids in the building of professional networks
- Makes efficient use of an organization's pool of mentors by teaming them with groups of mentees

In this program, you will learn the keystones to group mentoring and practice group mentoring

techniques. You will leave the workshop with increased knowledge and skills in group mentoring. This fast, facilitated workshop will allow you to interact with your SHRM colleagues in an engaging, lively, and fun manner!

Mary Kitson is the Program Director for the NOVA/Dulles SHRM Mentoring Program, which received a SHRM Pinnacle Award for Excellence in 2003. Mary also received the HR Leadership Award for Mentoring (2008) and a Distinguished Service Award from the NOVA chapter in 2003. She is a member of SHRM (both NOVA and Dulles chapters) and ASTD. She has presented workshops on mentoring techniques, human capital strategic planning, and metrics and measures at SHRM conferences, chapter meetings, and for other public and private sector organizations.

Mary has 15 years of experience in human capital planning and analysis; talent acquisition, development, and management; and change management and strategic communications. Mary currently serves as a Lead Organizational Development Consultant for the MITRE Corporation in McLean, VA, where she helps clients in the public sector to address strategic management challenges. Mary holds a

M.A. in Human Resource Development from the George Washington University and a B.S. in Business Management from Virginia Tech. She also earned a Certificate in Human Resource Management from George Mason University, and is certified as a Professional in Human Resources (PHR).

As FGM, Inc., Senior Vice President, Human Resources, Chas Sumser has responsibility for people-focused functions including compensation, compliance, performance management, training, employee relations, workforce development, and benefits. Mr. Sumser is a 2004 graduate of Leadership Fairfax, Inc., and earned his SPHR certification in 2007. Chas holds a B.A. degree in Mathematics from the College of William and Mary and an M.S. degree in Computer Science from the Johns Hopkins University. He has served on the board of directors for the Dulles SHRM chapter, is on the advisory board for the NOVA/Dulles SHRM Mentoring Program, and is a member of the advisory committee for the Northern Virginia Family Service (NVFS) Companies as Responsive Employers (CARE) awards program.



This program has been approved for 1.0 recertification credit through the HR Certification Institute. The use of this seal does not imply an endorsement by the HR Certification Institute of the quality of the program. For more information, go to [www.hrci.org](http://www.hrci.org).

This meeting is sponsored by Emond, Berger, Suyama & Associates, financial advisors.

Annual Sponsor:



**Don't forget to bring your business cards for networking, and for a chance to win a door prize!**

**SHRM Foundation 50-50 Raffle:** Each month we raise funds for the SHRM 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.

**Donation:** Dulles SHRM continues to support the needs of the Embry Rucker Shelter 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.

**Wednesday, January 21, 2009**

**Hyatt Dulles**

**\*\*\* New Location \*\*\***

**2300 Dulles Corner Blvd, Herndon, VA**

Registration/ Networking: 5:15 – 6:00 PM

Dinner/ Business: 6:00 – 7:00 PM

Program: 7:00 – 8:00 PM

50-50/ Door Prizes: 8:00 – 8:10 PM

**Price: \$35 Members; \$45 Non-Members**

**Register Online**

[www.dullesshrm.org/chapter\\_meeting\\_reg.asp](http://www.dullesshrm.org/chapter_meeting_reg.asp)

The deadline to register is

**5:00 pm, Friday, January 16, 2009.**

More details are at

[www.dullesshrm.org/flyers/current.htm](http://www.dullesshrm.org/flyers/current.htm)