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President's Message

As we start the New Year, I want to thank you for taking time to read "The Dulles Navigator." I am excited to be serving in the role of President for the chapter this year. Most HR professionals have probably completed the year end performance appraisal process, and are now looking to help set measurable goals for next year. I have given that some thought as well. I proposed the following goals for the Dulles SHRM chapter for 2010 at our recent board transition meeting:

- Increase membership by 10%
- Hold a Spring Seminar providing PHR and SPHR credits
- Continue our community outreach
- Conduct a strategic planning session
- Increase involvement with students and colleges

I consider this a starting point. We have a very talented and energized board of directors this year that are dedicating their time and energy to you, our members. But I would like your feedback. This is YOUR chapter. If you have an idea you would like to share or a suggestion that would benefit the membership, please contact me at lchoyt@hdmanet.org. I look forward to hearing from you, and working to serve our Dulles SHRM members.

Linda Caporaletti-Hoyt

Wisdom from the Goddess...

Who's Afraid of the Big, Bad Bully?

I just know If Taylor Lautner can be bullied, there's no one who's safe. And who's Taylor Lautner, you ask? The super buff, teenie bop heartthrob of the high grossing movie *New Moon* for those of you who don't have a teenage daughter, aren't into vampires or are older than dirt. Taylor recently recounted being verbally bullied in high school because he was into acting. No great surprise there, we've all heard of/seen/been the victim of either verbal, or heaven forbid, physical (think wedgies and swirfies) bullying in school. But bullies – they're not just for school yards.

I decided to write about this topic a couple of months ago when we were discussing workplaces bullies in class and I remembered (not too fondly, it's always HR that has to clean up the mess) one of the characters I had come across in my HR career. However, knowing that I had a few war stories on the topic, I had no idea how much emphasis would be placed on this subject recently.

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January Chapter Meeting

January 20, 2010 – New Hotel Location: Reston Hyatt, Reston Town Center

Dinner Meeting, 5:15 – 6pm Networking & Registration, 6:00-8:00pm Dinner and Presentation

"The January meeting has been approved for 1.0 recertification credit hour towards PHR, SPHR and GPHR. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit."



Leveraging the Power of Purpose and Passion in the Workplace

As the economic environment becomes increasingly challenging, leaders everywhere are searching for new ways to keep their people engaged and productive. Now, more than ever, companies are depending on employees to operate at full potential and deliver outstanding results. Identifying employee passions and aligning them with work roles is a key factor in generating top performance, stimulating discretionary effort and assuring that your employees are as productive as possible.

This event will offer HR professionals actionable strategies for leveraging the passions of their workforce to enhance the engagement and productivity of employees. Purpose Linked Consulting President, Alaina Love will share research and field work that describes:

- How harnessing employee passions provides a new competitive edge
- The 10 passion archetypes you should know about that are operating in your workforce and how they contribute to achieving strategic goals
- The vital link between employee passions and their affiliation to your organization

This is a high level presentation that demonstrates the strategic link between employee skills, passions and values, and critical organizational roles. The strategic application of specific passion archetypes in times of great transformational change (economic and organizational) will be discussed. The presentation will also allow members to be introduced to breakthrough concepts in the areas of strategic staffing, employee engagement and employee development.

Participants will develop an understanding of:

- The impact of purpose and passion (combined with skills) in achieving individual and strategic organizational goals, especially in challenging times
- How to strategically align passions with work roles
- How to incorporate passion into employee development processes and training

Speaker Bio:

Alaina Love is the President of **Purpose Linked Consulting** a leadership and organizational development consulting firm located in the US and Thailand. With twenty-six years of experience, Alaina consults to large, multinational Fortune 500 firms as well as small, independent companies and hospitals. Since the inception of **PLC** in 1994, she has provided a broad range of human resource and organization development services to clients, including:

- Purpose-Linked Leadership *Training & Coaching*
- *Vision, Mission and Values Creation*
- *Strategic Staffing and Selection (defining skills, competencies and passion requirements for key positions)*
- *Passion Profile Analysis of high potential talent*

Prior to founding **PLC**, Alaina spent over twelve years with Merck & Co., Inc., a multinational pharmaceutical firm. There, as Executive Director of Human Resources, she was responsible for HR services for the sales and marketing division, both domestically and internationally. Her client group included over 15,000 employees worldwide, generating US\$12.3 billion in sales. Earlier in her career, Alaina was a research scientist for Merck in the field of immunology, where she worked to develop products for the treatment of diseases such as Rheumatoid Arthritis and Lupus. She later worked in clinical research, with responsibility for monitoring international clinical trials for the anti-ulcer treatment known as Pepcid®.

Alaina is the co-author of the new McGraw-Hill book, **THE PURPOSE-LINKED ORGANIZATION: HOW PASSIONATE LEADERS INSPIRE WINNING TEAMS AND GREAT RESULTS**. The book focuses on PLC's groundbreaking research on the importance of purpose and passion in creating a fulfilled and motivated workforce, and sustained competitive edge in business. She is also the author of executive workshops on purpose and passion including, *Leading with Purpose™* and *Renaissance Reconnections™*, which are conducted at the firm's retreat center in Virginia. Alaina is a columnist for *BusinessWeek*, writing a monthly column entitled, "Leading With Purpose". She also writes a blog for *PINK* magazine. Alaina is a graduate of the University of Michigan Business School's Change Leadership Program. She studied human resources at Rutgers University and medicine at Tufts University School of Medicine and holds a baccalaureate degree in medical technology from Monmouth University. Alaina has been awarded the distinction of Senior Professional in Human Resources by the Society of Human Resource Management. In addition to the US, she has worked with business leaders in Asia, Europe and Latin America, and has lived in Singapore and Thailand.

Dulles SHRM continues to support the needs of the Embry Rucker Shelter for the homeless in our community.

Embry Rucker Community Shelter (Reston)

11975 Boman Towne Drive,
Reston, VA 20190

703-437-1975;
Fax 703-481-1406

- A shelter for families with children and adults without children.
- 42 beds (10 rooms) for families.
- 28 beds for unaccompanied adults (20 men and 8 women).
- 10 beds for cold weather overflow (November 1 through March 31).
- Full service program: case management, health care with on-site mental health substance abuse counseling.
- Opened in 1987. Operated by Reston Interfaith, Inc.

Coming in January: The 5th Annual Greater Washington Employer Benefit and Work/Life Survey

The Greater Washington Employer Benefit and Work/Life Survey, now in its fifth year, is the most comprehensive benefits questionnaire in the local marketplace. The survey has become an essential tool for over 450 local employers to benchmark their benefit programs against competitors, gaining valuable information to attract and retain top talent.

The survey covers a full range of employee benefits topics, including: Plan Design, Rates and Contributions, Medical Trends, Paid and Unpaid Leave, Retirement, and much more. Participants receive the survey report CD in early April - in time for 2011 renewal planning. The report features year-over-year analysis, as well as a series of data tables which aggregate responses by industry and employer size.

Mark Your Calendar

Survey Opens | Mid-January
Survey Closes | Late-February
Results Released | Early April
Benchmarking Session | Late April

Please visit dcbenefitssurvey.com for more information, and watch your email for updates.

More about Embry Rucker Community Shelter

Drop-in services (hot meals, laundry, and shower facilities) are available for unsheltered homeless people – those who, whether by choice or by lack of shelter space, live outdoors, in cars, or in other places unsuitable for human habitation.

While at the shelter, every resident receives nutritious meals and case management services that help to address the root causes of their homelessness and to plan for the future. The shelter provides life skills classes such as job readiness and tax preparation for adults and educational and recreational programs for children. Residents at the shelter benefit from referrals for substance abuse and mental health treatment, and for such Reston Interfaith programs as developmental childcare and transitional housing. When residents are ready to graduate from the shelter, case managers work with them to identify housing options and secure basic household goods.

In 2005, Fairfax County partnered with Embry Rucker Community Shelter to pilot a program for medically fragile homeless people. Through this program, additional medical services are now available at the shelter, making it possible for homeless people with mild to moderate medical concerns to reside there safely.

Operating the shelter 24 hours a day, 7 days a week, 365 days a year, requires 20 full-time staff members, several part-time staff members, and more than 400 volunteers.

January Chapter Discussion Group

Social Media Tolls in the Workplace

Thursday, January 7, 2010

Nearly every person in the workforce uses one of the numerous online websites that fall into the category of "social networking" such as Linked-In, Facebook and Twitter. This presents a great many opportunities to communicate with both employees inside the company and with external consumers.

But how can companies take advantage of these transparent external platforms for both recruiting and business development initiatives?

The rapid rise of these third party sites creates an HR conundrum in terms of controlling access and time spent by employees who may or may not be using the media to the benefit of the company. As HR professionals, we need to think through creating a social media policy and modifying that policy as quickly as the medium changes. Easier said than done. Catherine Read, owner of Creative Read, Inc, a company dedicated to developing strategies for online marketing and business development, will facilitate our discussion around this challenging issue. Merrell Renaud, an HR attorney with Squire, Sanders & Dempsey, will be on hand to help us with legal questions. Please come prepared to discuss the following questions

- Who should monitor the use of social media in your organization and enforce the guidelines?
- What happens when a potential employee has information on the web that creates a negative perception?
- How do you help employees balance a personal as well as a professional presence online?
- What happens in the event that confidential information is revealed online regarding an employee (perhaps by the employee himself) that is protected under HIPAA but is now known inside the organization?
- How does HR support organizational initiatives regarding the use of social media? What role does the department play in working with Marketing, IT, Legal and other departments to manage the various aspects of its use?

Join us to share your experiences and challenges in this area. This will be a great opportunity to learn from other professionals. 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): Career Growth/Chapter Discussion Groups. If you have questions, contact **Courtney Nicholson** at 703-471.5226 or discussion@dullesshrm.org. Participation is limited to the first 25 people who sign up.

Date: Thursday January 7, 2010

Time: 7:30 am – 9:30 am

Location: HireStrategy
11730 Plaza America Drive, Suite 340, Reston, VA 20190

Phone: 703 547-6759

2010 Discussion Group Schedule

- February 4. Creativity in the Workplace.

For more information, please visit:

<http://www.dullesshrm.org/discuss.htm>

We would like to thank the following contributing sponsors to our very successful 2009 holiday party: Capital Search Group, Liberty Mutual, Ave Karmon Communities, ROCS Jobs, Maximus, Northwest Federal Credit Union, J.R. Stockyards Inn, J.R. Festival Lakes, The Pavilions of Turkey Run, and The Fairfax Hunt Club, Reston Limo, Business Benefits Group, Lytle EAP Partners, Independent Benefits Service, Dimension Data, COX Communications, Dulles Hyatt.

Out of Work? Don't Give Up Attending Meetings!

By Amy Lourenco, SPHR

Did you know that Dulles SHRM has a special reduced rate for transitioning members? If you are a Dulles member and are currently in transition (AKA out of work), you pay only \$20 for each regular Dulles SHRM meeting. This is a reduction of \$15 from the already affordable \$35 per meeting! We've done this to assist you – our transitioning members – and to keep you involved and active in the Chapter.

HR practitioners seeking a new position must keep current with the field – and what better place to do it than the monthly meetings sponsored by “Your Chapter of Choice”? It also helps to let colleagues know about your availability and skill set. We encourage attendees to discuss HR openings, so you may even hear about your next opportunity at a meeting!

In order to take advantage of the reduced “Transitioning Member” rate, you must be a paid member of the Dulles Chapter. You'll then need to fill out and submit a very brief Transitioning Member Registration Form that can be found at http://www.dullesshrm.org/transition_reg.asp. Then when you login to the Dulles site to register for a meeting, check the box that says “you are an approved Transitioning Member still in transition”. You will need to register and pay on line to take advantage of the \$20 rate.

Apply Now for the NOVA/Dulles SHRM Mentoring Program!



Our award winning group mentoring program will provide you with the networks, resources, and tools you need to stay on the cutting-edge of your HR career. According to research, people with mentors get more promotions and experience greater job satisfaction than those without mentors. Approximately 70 percent of our mentoring program alumni have been afforded promotions, lateral career moves, and new job opportunities within two years of completing the program.

We're currently recruiting participants for the 2010 calendar year. The group mentoring program is designed for individuals with at least three years of professional experience.

Group mentoring meetings are held the second Wednesday of each month from 6:00 p.m. to 8:30 p.m. in the Tyson's Corner area. Participation in the program is free; however, you must be a member in good standing with either the NOVA or Dulles chapter.

Participation in the program can help you to:

- Enhance your trusted network of HR professionals;
- Clarify professional goals with the assistance of a career coach;
- Learn group, peer, flash, and virtual mentoring techniques that you can apply on the job;
- Improve problem solving and troubleshooting abilities with easy access to the online mentoring alumni network; and
- Earn credits towards PHR/SPHR/GPHR recertification!

To apply for the 2010 mentoring program, download an application from our website at www.dullesshrm.org, or contact Mary Kitson, Mentoring Program Director, at mkitson@mitre.org.

Reminder: Application deadline is January 31, 2010!

Wisdom from the Goddess. (Continued from Page 1)

- There's a new SHRM publication: *Stop Bullying at Work*, an overview of the scope and impact of workplace bullying and practical solutions to help HR proactively deal with the problem. (\$15.95 member price).
- ELT, Inc., which specializes in ethics and compliance training, gave a free webinar on the topic. (It's posted on their website under "News and Events" and then "Webinars" – www.elt-inc.com) They also have a Violence in the Workplace white paper. <http://www.elt-inc.com/documents/terror-and-violence-in-the-workplace.pdf>
- SHRM also featured the article, "Is That A Threat", in their most recent *HR Magazine*. The article shows how an employer's response to threats by employees can prevent workplace violence.
- And last, but surely not least, I found out there is a **Workplace Bullying Institute**. Now you know when there is a **whole** institute devoted to a topic it must be a major problem! They also have a book called *The Bully at Work* that offers solutions based on their research – \$14.99 on Amazon, see www.workplacebullying.org/

Now I know what you are thinking: The goddess must truly be omniscient to be so timely in spotlighting this topic. And you may be right, but I think it was more dumb luck (but don't tell anyone that). Side note: One thing I did learn from the Workplace Bullying Institute that the majority of the people who bully are women. Who knew? I would have assumed it was men so I guess the goddess is not that all knowing after all. And likewise the majority of the people being bullied are women, so I guess there's a lot of woman on woman bullying going on. (And it probably doesn't involve jello or mud wrestling.)

There are laws that deal with workplace violence, and we most likely have company policies that deal with workplace violence, harassment, etc. but these folks don't always fall within those categories. Besides, it's really not illegal if they aren't directing their abuse at any protected group, is it? If they spread the "love" around it sucks but there's not much HR can do, can we? We have a name for these folks; we lovingly call them "equal opportunity abusers." Bullying can escalate into violence – it involves inappropriate expressions of anger – but many times employers ignore this behavior (especially in the higher ranks) if the person has special skills, contacts, industry reputation, or if everyone is simply too intimidated to do anything about it for fear of the fall out. And although HR may intervene, we are often told it is a business decision to retain the person and don't go away mad, but go away.

The person I have in mind to illustrate this concept was part of an acquisition – in fact he was the reason the acquisition was made in the first place – for his brilliance (and he was scary bright), his product knowledge, his forward thinking and a whole lot of other skills and abilities that would have been great if he didn't scream at everyone and call them *really* nasty names. (And did I mention he was also big and burly, so the impact was twice as terrifying?)

Now, some of this was just because he was loud. However when he was upset he was SO loud that everyone in the office heard him. Oh, and guess what management's solution was to that issue? If you are thinking they talked to him about it, provided some coaching and counseling – maybe hinted that his future with the company was at risk... Wrong! They did fix the problem – they paid to sound proof his office! Seriously. (There are some things you just can't make up.) He was definitely in the "equal opportunity" category – if you displeased him (i.e. you messed up or couldn't keep up with him mentally – he did **not** suffer fools gladly) he would give you what his team endearingly called a "beat down" – verbal abuse of the most disconcerting variety. There was one time he berated a visiting VP for over an hour – in a meeting of 20 people – intimidating, yelling, mocking, embarrassing, I don't think it could have been much worse without actual physical violence. Why the person stayed and took it I have no idea, but eventually she ended up in my office.

Management at the time decided his benefits outweighed the negatives. And they were obvious even without an investigation: "I've had enough of this manure" turnover, his managers adopting an identical operating style (a bunch of "mini me's") and employee morale in the gutter. That's when as HR you just want to shake them and scream: "Are you nuts?!?"

There is a happy ending though. Not long after this incident a new, enlightened leader came into the picture (and he was not even riding on a white horse). He decided that while this behavior may not be illegal, and this person may be a huge loss to the organization, this was not the kind of work environment he wanted to encourage and he fired the abuser. Yeah! The good guys win! I think we all agree that bullying does not belong in the school yard. We need to help our organizations put their money where their mouth is in relation to not just workplace violence but bullying as well. Bottom-line, for your organization's and your own well being, develop and put in place a zero tolerance violence and bullying policy, or the goddess will come and slap you silly.

Lynn M. Lorenz, SPHR, President, HR Goddess, Inc.

Phone: 703-430-8642, Email: HRGoddess@AOL.com



Nominations now open for 2010 Human Resource Leadership Awards (HRLA) of Greater Washington

The Human Resource Leadership Awards of Greater Washington recognizes individuals who have demonstrated exemplary leadership and strategic vision in the field of Human Resources Management. It also rewards professionals seeking to advance their careers through continued education.

HRLA Award Categories

In 2010, the HR leaders of Greater Washington will be eligible for the following 6 awards:

- *Leadership*
- *Strategic Alignment*
- *Innovation*
- *Mentoring*
- *The Sister Eymard Gallagher Award for Corporate Social Responsibility*
- *The Dr. J.P. London Award for Promoting Ethical Behavior*

Nominations are now being accepted. For more detailed information, please contact Zuzana.Steen@marymount.edu. Deadline for nominations is March 5, 2010

Emerging Leaders

HRLA also offers a recognition program for Emerging Leaders. We want to recognize HR professionals who have demonstrated leadership abilities and made significant contributions to their HR roles.

2009 Award Recipients:

- *Leadership* – *Larry Clifton*, Senior VP of Recruiting & Workforce Planning, CACI
- *Strategic Alignment* – *Anne Monahan*, Director of Succession & Talent Management, BAE Systems
- *Innovation* – *Robbins-Gioia HR Team*
- *Mentoring* – *Bob Waters*, VP of HR Strategy & Talent Acquisition, Northrop Grumman
- *The Sister Eymard Gallagher Award for Corporate Social Responsibility* – *The DLT Foundation*
- *The Dr. J.P. London Award for Promoting Ethical Behavior* – *Gus Siekierka*, VP of HR, CSC

2009 Emerging Leader Award Recipients:

- *Donna Diederich*, Director of HR and New Business Pursuits, Northrop Grumman
- *Harriet Dunlap*, Director of HR, TechTeam Government Solutions
- *Kate NekiC*, Senior Associate, Booz Allen Hamilton

Submitted by Roxanne Ward, Director of Administrative & Human Resource Services, HireStrategy



Dear Dulles SHRM Member:

We appreciate your membership with our chapter and as you know, we aim to be a valued resource in the local HR community! In an effort to be a **new** resource for professionals that do not participate in a professional HR organization, we ask that you reach out to those in your network who are not members of Dulles SHRM and share some of the benefits of membership with our chapter. It's tough in today's fast-paced work environment to maintain top performance as a human resource management professional – sometimes you need all the help you can get! **PLEASE ENCOURAGE OTHERS IN YOUR NETWORK TO JOIN THE DULLES SHRM CHAPTER TODAY! If they join our chapter before December 31, 2009, their paid membership will be good through December 31, 2010!**

Here are some of the benefits they can receive through our 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
- **Access to current best practices** to make your organization more efficient, increase employee commitment, and help line managers carry out business strategy
- **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 \$45)

Joining our chapter is very easy and here are some tips:

1. To join the Dulles SHRM chapter, please click on this link: [New Member](#)
2. Since we are a 100% Chapter, all applicants must be a current member of National SHRM. To join National SHRM, please click on this link: [National SHRM Application](#)

Another successful year of Dulles SHRM is complete and with your help we look forward to a fruitful 2010!

If you have any questions, please contact:

Michelle Milam, VP of Membership: 703-385-7200 x121 or michelle@bbgbroker.com

Employment Movies We Love

At this joyous time of year, we take a short break from the trials and tribulations of the traditional job search to let our minds wander – just briefly. What are the best employment movies of all time? Here's my list, but I am sure that I have forgotten your favorite. Let me know where I've missed the mark:

10. How to Succeed in Business Without Really Trying: Robert Morse brings this zany musical to the big screen and exposes the lunacy of the advertising business and Big Business in general. The name of the movie alone earned it a place on the list.

9. Working Girl: Melanie Griffith assumes her boss' identity (before identity theft was fashionable), and proves that anyone can run a company and steal the boyfriend at the same time. Griffith thinks this is all fair because the boss (Sigourney Weaver) has stolen her idea for a business merger. Petty office politics spun to the extreme. Harrison Ford rounds out the cast, but don't forget Joan Cusack as the stereotypical NY secretary. She makes the most of a small role.

8. Philadelphia: The most serious movie on my list explores many social issues, but in particular the discrimination that leads to wrongful termination. It's a movie for any aspiring employment attorney, and Tom Hanks won the Oscar for his performance.

7. The Firm: Have you ever started working for a company, and then come to realize that the leadership acts in an unethical manner? Or perhaps you are asked to participate in the unethical behavior? What do you do to save your own integrity?

6. Kramer vs. Kramer: This movie is on the list for one reason – Dustin Hoffman's Christmas Eve job interview scene. If you have ever been desperate to get hired, this scene is a must-see. Dustin Hoffman (Kramer) needs to have a job by the end of the day Christmas Eve, or risk losing custody of his son, the adorable Ricky Schroeder. Dustin waits outside the hiring manager's office for a decision while a 1970s style holiday party rages in front of him, complete with wide ties, big hairdos and lots of booze. "Awkward" doesn't even begin to describe the uncomfortable emotions of the moment, portrayed by arguably the best actor of his generation.

5. Jerry McGuire: Did you ever fantasize about quitting your job with as much bravado and conviction as Jerry McGuire? I think we all have written a Mission Statement about our jobs, at least in our own minds, but have we ever told all of our co-workers "The Things We Think But Dare Not Say"? This movie ushered in the era of the micro-business.

4. 9 to 5: Dolly Parton, Lily Tomlin and Jane Fonda, all superstars at the time, team up to make life miserable for their sexist boss, Dabney Coleman. The politics of gender get an extreme comedy makeover, and give life to a hit single by the same name. Hey, they kidnap the boss and torture him – what's wrong with that?

3. Falling Down: Workplace violence was never so cool. Michael Douglas gets laid off from his Silicon Valley defense contractor position, and snaps big time. How great is it that he is a disgruntled worker and ends up finding a bazooka? This is the kind of movie that should scare an HR person involved in any "reorganizations".

2. Glengarry Glen Ross: David Mamet's realistic dialogue and the skills of 4 Academy Award winning actors (Al Pacino, Jack Lemmon, Alan Arkin, Kevin Spacey) make this one of my all-time favorites. If you are in sales, and have never seen Glengarry Glen Ross, then stop reading now and rent this movie – better yet buy it to watch over and over. You can't work in sales and not understand that "coffee is for closers."

1. Office Space: The Granddaddy of them all, the cult classic that has gone mainstream, the movie that has given rise to dozens of quotes that are forever part of the daily work experience. "Did you get that memo?" "Looks like someone has a case of the Mondays." "So what it is you'd say it is....you do here?" And those are just some of the clean ones.

Joe Sherrier is the SHRM Foundation Representative.

Joe is also the Human Resources Director Employment Enterprises, Inc.
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DULLES SHRM NAVIGATOR

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Your Chapter of Choice

We're on the Web!
See us at:
www.dullesshrm.org



Congratulations to Mentoring Program Graduates!



Congratulations to the 14 NOVA and Dulles SHRM members who recently graduated from the Mentoring Program: Katie Sprick, Sheri Burns, Rachelle Falls, Roxanne Ward, Amy Hood, Joy Orteza, Michelle Light, Joyce Johnson, Melissa Clokey, Shawna Vaswani, Karen Polizos, Debbie Green, Jueline Perry, and Shannon Ehret. The **application deadline for the 2010 Mentoring Program is January 31!** Download an application from our website at www.dullesshrm.org or contact Mary Kitson at mkitson@mitre.org for more information.

About Our Organization

The Dulles Chapter of The Society for Human Resource Management first met on January 21, 1987 and was chartered on June 24, 1987 with 61 charter members. It has grown to more than 250 members.

The Dulles Chapter is a 100 Percent Chapter where all members are required to maintain membership in the national organization. In addition to programs providing information to human resource professionals, the Dulles

Chapter is a Pinnacle Award winner and continues to be a Superior Merit Award Chapter. The Chapter also holds seminars and workshops dealing with a wide variety of current topics and issues including [certification](#).

This is *Dulles SHRM's Navigator*, the official newsletter of Dulles SHRM, the Dulles corridor's human resources professional organization. *Dulles SHRM's Navigator* is published monthly.

Tobin Seven — Media Director
Linda Caporaletti-Hoyt — President

Deadline for the February 2010 issue is January 23, 2010.
Email submissions to Seven.T@tie-inc.com.