

2010 Annual
Sponsor



Business Benefits Group

www.bbgbroker.com



President's Message

My grandfather was a carpenter, and when we were kids it was always a treat for him to line us up against the wall, pull out his measuring tape, and gauge our height. That was how we measured our progress from year to year.

In HR, there are all kinds of metrics we can use to demonstrate our value as strategic business partners. What do you focus on in your organization? Retention and development of staff? Conducting employee satisfaction surveys to address internal issues? ROI on your latest training program? Whatever you measure, you want it to show a value to your team be a metric that has value – for you as an HR professional and for your organization.

So join us for breakfast on Wednesday, March 17 to hear Cathy Missildine-Martin of - Intellectual Capital Consulting, Inc. discuss "Creating HR Metrics That Matter." Cathy will focus on the current metrics that are being used today, and offer insight into the 10 metrics that are "must haves" for the coming decade. Whether you need to improve measurements on day to day matters or request new resources as part of a larger strategic initiative, this presentation will educate you on the importance of linking your HR metrics to organizational strategy. This presentation has been approved for strategic credits so make it a point to join us for this breakfast and learn what you need to make those measures meaningful. We hope to see you there!

Linda Caporaletti-Hoyt

Wisdom from the Goddess...

If Mama Ain't Happy, Ain't Nobody Happy...

(Note, this article is being reprinted from our last issue - an error occurred that omitted the last section of the article. Our apologies to the Goddess!)

In HR we're used to conflict – who else gets called in to referee when two employees are feuding and someone needs to make them play nice in the sandbox? Who is the one who gets to sort out the "he said, she said" allegations in a sexual harassment charge? "World Peace Negotiator" (not whirled peas – although that may sometimes apply as well) is part of our job description.

When it comes to people we are used to differences of opinion – we thrive on resolving the issues – but we are also rational beings (well, most of us are) and expect our metrics, facts and figures to be clear cut and unambiguous. So what's a goddess to do when respected polls come out with completely different results? It's enough to make you call your EAP's mental health counselor.

Continued on Page 5

March 2010
SILVER Sponsor



Ultimate Software is a leading provider of unified, comprehensive HR, payroll, and talent management solutions.

Ultimate's award-winning **UltiPro®** includes recruitment, onboarding, benefits, payroll, performance and learning management, business intelligence and robust reporting, compensation planning, plus time and attendance—all through Web-hosted SaaS with self-service for administrators, executives, managers, and employees.

Ultimate Software services **approximately 1,900 customers**, providing them highly flexible, easy-to-use HR and payroll solutions.

March Chapter Meeting

Creating Your HR Metrics That Matter

Wednesday, March 17, 2010 (**Breakfast** Meeting, 7:00 am to 9:40 am.)

Presented by **Cathy Missildine-Martin**

As a manager, with so many HR metrics to choose from, how do you know which ones truly matter? In this workshop, you'll gain insights into the latest thinking on HR metrics. Workforce planning metrics will be discussed in order to understand how to make sure you are planning for your workforce of tomorrow. Learn what you can start immediately to create meaningful metrics that communicates your Human Capital's value to leaders in the organization.

Course Objectives:

1. Understand the process for linking HR strategy to the organization's strategy
2. Learn current metrics that are being used today
3. Identify metrics that measure efficiency and effectiveness
4. Determine if the metric matters by using "impact test"
5. Learn the 10 metrics that are "must haves"



This program has been submitted 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. For more information, visit www.hrci.org.

About: Cathy Missildine-Martin

Cathy Missildine-Martin has extensive experience in many areas of strategic Human Resources Management. Cathy has worked closely with executives in the areas of performance, productivity, retention, training, employee and customer engagement, and strategic implementation. Her past experience in operations and sales management in the technical, insurance and hospitality industries has given her a broad understanding of business issues and a solid foundation for building performance enhancing systems that support the business.

In May 1997, Cathy and her business partner Barbara Hughes started their own consulting firm, Intellectual Capital Consulting (ICC), specializing in profitability through human capital. Their corporate mission is as follows, "to increase performance through maximizing an organization's human capital."

ICC's clients include: Intercontinental Hotels Group, Mizuno, Genuine Parts Company, Place Properties, Aon, IBM, Hampton Inn, Vulcan and Southern Company.

Cathy also serves on the Board of Directors for Samaritan House a non-profit organization helping homeless men and women return to the workforce.

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.

VOLUNTEER OPPORTUNITY



Computer Lab Attendants Needed

In partnership with the Fairfax County Department of Family Services and the Reston Regional Library, Reston Interfaith is promoting a workforce development initiative in the greater Reston-Herndon community. Reston Interfaith is a nonprofit organization that promotes self-sufficiency through support and advocacy for those in need of food, shelter, affordable housing, quality childcare, and other services.

Responsibilities:

- Participate in a training that provides a comprehensive overview of the shelter programs, common challenges that residents confront, computer lab procedures and available electronic resources.
- Monitor computer use and ensure that lab guidelines are followed at all times.
- Assist individuals with questions and needs related to their use of the computers. Specific tasks may include assistance with internet searches, job searches, resume writing, or email account set up.
- Call immediate staff attention to inappropriate, threatening or dangerous behavior taking place in the lab.

Days, Times, & Locations:

- Location: Embry Rucker Community Shelter: 11975 Bowman Towne Drive, Reston, VA 20190
- Days/Times: Mondays, 7:00 – 9:00 pm
 - Wednesdays, 7:00 – 9:00 pm
 - Fridays, 1:00 – 3:00 pm
- Length of Commitment: at least once a week (2 hours) for a minimum of four months

Qualifications:

- Compassion, strong desire to work with homeless, unemployed and underemployed adults and youth.
- Positive attitude, flexibility to adapt to fluctuating activity levels and adjustments to program procedures.
- Familiarity with MS Office suite and internet searches.
- Good communication skills and the ability to convey technical material in a simple and straightforward manner.
- Patience and tact to explain concepts to non-native English speakers with basic English language skills and others who may have difficulty comprehending information related to their use of the computers.
- Able to maintain strict confidentiality of client information.
- 18 year old minimum age limit.
- Participation in Reston Interfaith volunteer orientation and satisfactory completion of volunteer application and guidelines as well as satisfactory completion of Virginia State Police and Child Protective Services background check consent forms.

Contact Information:

- Emily Dahlkamp, Comm. Resource Manager
- (571) 323-1383 or e-mail: Emily.Dahlkamp@restoninterfaith.org

March Chapter Discussion Group

2010 Discussion Group Schedule

WORKPLACE CONFLICT RESOLUTION

Thursday, March 4, 2010

Litigation is expensive, time-consuming, and risky. A 2004 study found that the average cost of defending a litigated employment claim was \$130,000 (this figure is likely higher now). The median time between the date a lawsuit is filed and the start of a trial is approximately 2.5 years. The discovery process requires executives and HR managers to spend significant amounts of time locating and producing documents, meeting with attorneys, and attending depositions. A 2008 study demonstrated the financial risks associated with foregoing settlement and taking one's chances at trial: in employment cases, employers committed decision error 45% of the time, and the mean cost of that error was \$1,417,700. As HR professional, what steps can we take to help our organizations avoid the time and expense of litigation?

In this discussion we will review conflict resolution, the mediation process, the types of workplace disputes and the benefits of mediation and arbitration over litigation. Erik C. Johnson, Esq., President, Creative Dispute Resolutions, LLC will be on hand to facilitate this discussion. Please come prepared to discuss the following questions:

- What systems can you put into place to avoid workplace disputes?
- In the early stages of a conflict, how do you identify the right time to implement mediation?
- What types of employee conflicts have you experienced in your organization (wage and salary disputes, employee benefit disputes, contract dispute, non-compete claims, etc.)? How did you resolve the conflict? Did you incorporate mediation and arbitration strategies?

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 703.864.5925 or discussion@dullesshrm.org. Participation may be limited to the first 25 people who sign up.

Date: Thursday, March 4, 2010

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

Place: BB&T Insurance Services
3975 Fair Ridge Drive, #110 North Building
Fairfax, VA 22033
703-383-5680s

- April – Contractor or Employee?
- May – HIPAA and Employment Law Update
- June – Maintaining the “Human” in Human Resources
- July – Global HR
- August – Recruiting – Current Strategies and the Use of Social Media
- September – Personality Assessments
- October – Organizational Development – Pushing Your Ideas to Upper Management
- November – Facilitation
- December – TBD

For more information, please visit:
<http://www.dullesshrm.org/discuss.htm>

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.

Wisdom from the Goddess. (Continued from Page 1)

- The Conference Board, a research firm funded by about 2,000 corporations around the world, released a survey of 2,900 participants early this year in which it concluded “Americans of all ages and income brackets continue to grow increasingly unhappy at work.” This was the lowest level of job satisfaction since the survey started in 1987. The survey reports the participants said the best part of their job was the commute. (OK, so they couldn't possibly live in the DC area.)
- However in Gallop's August 2009 poll, 85-94% of the participants said they were either completely or somewhat satisfied with their jobs. (No word on their commute.)
- In the General Social Survey taken by University of Chicago researchers, 85-87% of people said they were either very or moderately happy at work. They did note that the best predictor of job satisfaction is age, with people in their 50's usually the most gratified by their work. (So the goddess is not getting older, she's getting happier – or maybe that's the wine.) The happy campers are also people in helping professions or doing creative work.

So what's an HR pro to do – are your folks happy or miserable? It occurs to me if you are depending on a poll to help you decide maybe you should be looking for a new job, but perhaps that's just me... And why should we even care? Go back and read the title of this article – if your employees aren't happy (a.k.a., Mama), your business will never be happy (read: satisfied customers, strong financial results, high level of productivity, etc.) It matters.

So how can you gauge employee satisfaction? There are a number of equally valid methods ranging from employee focus groups to formal employee surveys (and formal does not mean using Survey Monkey). We'll review some models for employee information gathering and surveys in next month's exciting and highly anticipated column (well, my cousin waits anxiously to read it) but in the meantime, let's talk about what happens when you have results and don't use them.

Pop Quiz! What happens when managers signal to employees that their opinion and their satisfaction *is* important and then ignores the feedback?

Goddess, I'll take employee morale goes down the toilet for 1 million dollars?

Ding! Ding! Ding! Ding! Ding! We have a winner – give that HR professional a cigar!



Continued on Page 6

Wisdom from the Goddess. (Continued from Page 5)

I had a client group whose employee survey results were dismal – which was totally out of sync with the rest of the company. In doing a little poking around I found out that when the employee survey was done the previous year the management had done everything right – they openly and honestly shared the survey results with the employees, asked the employees for their reaction to the results and input on what could be improved, had the employees select the items they wanted to concentrate on, formed teams of interested employees to generate ideas on how to address the concerns, pulled everything together in a report for senior management, and then... and then... management did NOTHING with the information. NOTHING!

You don't have to be a rocket scientist or a goddess to figure out why the employee survey results were so low. When you set expectations that you care what folks think and ask them to engage with you in an improvement effort, and then totally disregard the results – Mama is NOT happy.

Do you have to tell the employees about survey results? No, you don't, but you should. Do you have to involve them in joint problem solving? Again, no you don't, but it's a best practice. What you do need to do is set honest expectations on what you are going to do with the information before the survey is conducted. So, if you are going to reserve the results for management review only – tell them. And if you are going to share the information but involve management only in evaluating the results for possible changes – tell them that as well. It may not be ideal, but if your leadership is simply not inclined to have a participative form of management, they can still set appropriate expectations. These may not be ideal, and employees may not prefer this approach, but they will feel they are being dealt with honestly, and their trust in your organization will not be broken.

So sit back, sip your wine, smoke your cigar, and consider the state of your employee's satisfaction and what you can do about it. You can believe that if the goddess had been on the case when leadership ignored the employees' feedback, leadership would not have blown off the employees so easily. You gods and goddesses in training out there can have the same positive impact on your organization. And Mama will indeed be happy.

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

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



MENTORING TOOLKIT NOW POSTED ON SHRM WEBSITE

The NOVA/Dulles SHRM Mentoring Program is a cooperative effort of the Northern Virginia SHRM and Dulles SHRM chapters. They developed the 2009 Mentoring Program Toolkit to provide guidance and tools to SHRM chapters and SHRM members interested in establishing mentoring programs. This program allows us to engage chapter members, support professional development, and provide a venue for connecting human resource professionals in our local community. You can access the information at:

<http://www.shrm.org/Communities/VolunteerResources/Pages/NOVADullesSHRM MentoringProgram.aspx>

A special thanks from Program Director Mary Kitson to the Dulles SHRM members involved in this project - Nidhi Kanungo, PHR; Cindy Loison, SPHR; and Chas Sumser, SPHR.



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

DULLES SHRM NAVIGATOR

SHRM Foundation Update

The SHRM Foundation thanks you for your generous support. Your donations help the Foundation:

- Fund scholarships for education in Human Resources
- Fund research within our discipline
- Share research findings with its membership

The Foundation is always looking for volunteers to help further its' mission. Volunteering your time and talents could enhance your career prospects and provide valuable recertification credits at the same time. The SHRM Foundation is looking for help in a variety of areas:

- Assist in reviewing research grant applications
- Serve as a content reviewer for SHRM Foundation publications
- Assist with judging student scholarship applications
- Translate academic research findings into practitioner-friendly language

If you'd like more information on volunteer opportunities with the SHRM Foundation, contact Beth MacFarland at bmacfarland@shrm.org.

Thank you again for supporting YOUR Foundation!

Joe Sherrier is the SHRM Foundation Representative.

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

Powered By People --
Driven By Solutions
703-361-2220 x239

Email him at:
jsherrier@eeihr.com



SHRM Foundation 50-50 Raffle

Each month we raise funds for the [SHRM Foundation](http://www.shrm.org) 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](http://www.embryrucker.org) 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.

FREE National/Mid-Atlantic Health Benefits Survey for 2010!

--- Open Now! ---



Area where survey is given: Washington – Baltimore Region
Benchmarking Results: Regional and National
Survey Price: Free to Participate and Free Customized Results
Online Access: YES

- Last year we had over 4,800 participants in over 39 cities.
- 8th year free survey has been offered
- Quick and Easy to complete online, [click](https://2010survey.millimanomaha.com/survey/246792/f6c1/?LOID=1&b=DSHRM) on link below or type in:
<https://2010survey.millimanomaha.com/survey/246792/f6c1/?LOID=1&b=DSHRM>
- Customized benchmarking – see how your plans compare to other local and national employers – identifying trends
- 35 questions with over 1,000 data elements collected and analyzed. Takes only 30 to 60 minutes to complete.
- Information to help you make better informed decisions
- Individual custom reports provided to participants at no cost
- Each section will save as you proceed through the survey, so you can save and return to finish at later time.
- Enter up to 6 medical and 3 dental plans. User-friendly web-based format. Secure site.
- Please address questions to Becky Fuller at (301) 545-1569 or e-mail at: Fuller.R@TIE-Inc.com

One of the largest and most respected Fortune 500 global actuarial firms is conducting the confidential survey and the customized analysis.



Brought to you by Dulles SHRM

Mark Your Calendars for the 2010 Helios HR Apollo Awards!

“Winning the Apollo Awards has been a wonderful experience for Arc Aspicio because it has pushed us to have an even better training strategy for next year. One of the main reasons that new employees join our company is our employee development philosophy and the Helios Apollo Awards recognize us for this.” – *Lynn Ann Casey, CEO, Arc Aspicio*

HELIOS HR

smart CEO

Awards Ceremony & Sponsorships

Finalists will be announced in March. Award finalists and winners will be recognized at a breakfast ceremony on Thursday, June 3rd at the Fairview Park Marriott in Falls Church, VA. Information on ticket sales and sponsorship opportunities can be found at <http://www.helioshr.com/>.

SPONSORS:



Legally Speaking

By Dulles SHRM – Legislative Liaison, **Matthew F. Nieman**

While the snow around us begins to melt, the activity within Congress has only just begun to heat up. As predicted last month, Scott Brown's surprise election as Massachusetts' junior Senator brought about change, but the form was – yet again – unexpected. Here are some items to keep on your radar for impacts on you, your company, and your workforce:

The “Job-Creation” Bill

During January 2010, Senators Max Baucus (D-Mont.) and Charles E. Grassley (R-Iowa) completed negotiation of an \$85 billion job stimulus package. The enormous bill covered numerous items related to incentivizing businesses to hire the unemployed, reauthorization of tax provisions to permit businesses to write-off equipment purchases as business expenses, and expansion of a bond program to assist state and local government in infrastructure building, plus extensions of unemployment insurance and COBRA health benefits.

The core of the bill is a \$13 billion program incentivizing companies to hire workers who have been unemployed for at least 60 days by allowing them to not pay Social Security taxes for the remainder of 2010 on qualified new hires. Should these new workers stay on the job for at least a year, then the employer would also receive a \$1,000 tax credit for each qualified new worker.

Despite the bipartisan nature of the negotiated bill, just before the Senate's President's Day recess, Senate Majority Leader Harry Reid (D-Nev.) elected at the last minute to not introduce the agreed bill, but instead to put forward a “smaller” \$15 billion version. The new bill is identical to the larger bill, but for the omission of additional items (and their respective price tags). Significantly, this “slimmed down” version does not address the extension of unemployment or COBRA benefits or the \$31 billion in extensions of expiring tax breaks in the negotiated bill. It does include a provision allowing companies to write off equipment purchases as business expenses and an expansion of the Build America Bonds program, which helps state and local governments finance infrastructure projects.

While the Republican leadership cried foul that a bipartisan deal negotiated in good faith was discarded, the true surprise came when the vote came down to move the replacement bill forward. As discussed in my last column, Scott Brown's election broke the Democrats' “filibuster proof” 60-vote majority in the Senate. Nonetheless, on February 22, 2010, in the first vote back from recess, Brown and four other Republicans (two retiring senators from the economically-depressed Midwest and two other New Englanders) voted with Democrats to break the filibuster and move the introduced jobs bill forward.

The result puts the bill on track for Wednesday passage and left conservatives surprised and disappointed. If nothing else, the result shows that politics and government are – in the end – individual people casting votes.

Health Care Reform

Not to be left out, also on Monday, February 22, 2010, President Obama finally released his proposal to reform health care. As discussed last month, just prior to Christmas, the Senate passed its health care reform bill which differs in significant ways from the House of Representatives' version. In his proposal, President Obama used the Senate version as a starting point and attempts to forge ahead by cutting out the portions of that bill which proved derisive, such as the so-called “Cornhusker kickback” added to the previous version in effort to secure Senator Ben Nelson's (D-Neb.) vote for the current Senate bill.

The much-decried provision, which gave advantageous federal financing for Nebraska Medicaid recipients, is replaced in the White House's proposal with full federal financing for all states regarding Medicaid expansion from 2014 through 2017, and significant assistance beyond that.

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Legally Speaking (Continued from Page 10)

Also absent are exclusive exemptions from the “Cadillac tax” on expensive health care plans for collectively bargained benefits until 2018. Instead, the proposal extends the exemptions to all Americans and raises the amount at which family plans can be taxed from \$23,000 to \$27,500.

Further, the much debated “public option” does not appear in the President’s proposal. Despite this, the additions to the Senate Bill will add \$75 billion more to the price tag, bringing the total cost to a staggering \$950 billion for the first ten years.

Time will tell what any final version will contain or if it will pass.

Labor Reform and the Employee Free Choice Act

Finally, as mentioned at this month’s dinner meeting, the nomination of AFL-CIO and SEIU counsel Craig Becker to the National Labor Relations Board (“NLRB”) to did not make it to a confirmation vote in the Senate. Despite rumors of a “recess appointment” (which would be effective to the end of the current Congress – next January), no such appointment was made during the recent President’s Day recess. While such an appointment could still come later in the year, employers must still consider the real possibility that provisions of the Employee Free Choice Act (EFCA) may be brought to bear not through legislation, but instead regulation.

Stay tuned...

By **Matthew F. Nieman** – Jackson Lewis LLP, 703.483.8331 | E-mail: niemanm@jacksonlewis.com
Dulles SHRM – Legislative Liaison

EFFECTIVE APRIL 1, 2010

PRICE INCREASE FOR MONTHLY CHAPTER MEETINGS

Online Registration Price:

MEMBERS - \$40.00

NONMEMBERS - \$55.00

Walk-in Registration Price:

MEMBERS - \$50.00

NONMEMBERS - \$65.00

VOLUNTEER OPPORTUNITY

Volunteers Needed for the HR Games

What are the HR Games?

The HRGames are a fun way to motivate and prepare students for PHR® certification. The HRGames consist of a series of game show style matches between teams of up to three undergraduate students from various colleges and universities. The questions for the matches are divided into categories similar to those used in the PHR certification exam (i.e., Management Practices; Selection & Recruitment; Training & Development; Compensation & Benefits; Employee/Labor Relations; and Health, Safety & Security).

Winning teams at the state level earn the right to compete at the regional competitions. Regional winners go on to compete against other regional champions at the SHRM Annual Conference.

The HRGames offer the opportunity to bring professional chapter volunteers, students and student chapter advisors together in a meaningful way. The effort it takes to plan and conduct the games is worthwhile and beneficial to the professional members as well as the students. As they listen to the students answer questions, the volunteers conducting the games get a refresher course in the body of knowledge required of a human resource professional. The students receive an opportunity to network with other students and showcase their knowledge to HR practitioners. Volunteering for this one day event is a great way to give back to the profession!

When: Saturday, March 20, 2010 from 7:30 am to 4:00 pm

Where: James Madison University
Zane Showker Hall
421 Bluestone Drive
Harrisonburg, Virginia

To volunteer or get more information about this event, contact Teri Sellars, Dulles SHRM Student Chapter Liaison at Teri_Sellars@FreddieMac.com



DULLES SHRM PRESENTS

SPRING SEMINAR 2010

"A STRATEGIC APPROACH TO HR: DELIVERING BUSINESS RESULTS"

Friday, May 7, 2010
 Holiday Inn Washington Dulles
 45425 Holiday Drive
 Dulles, VA 20166

Cost: \$150.00 for Dulles SHRM Members/\$200 for Nonmembers
Total Certification credits approved by HRCI: 7.5 (6 Strategic credits!)
 Spaces available: 80
 Included: Breakfast/Lunch/Snack, 5 program sessions, networking

This one-day seminar is designed to give Human Resources professionals the tools and information they need to enhance their roles as strategic partners within their organizations.

PROGRAM SCHEDULE:

7:00-8:00 AM	REGISTRATION (Breakfast Provided)
8:00-9:30 AM	PIVOTAL DECISION MAKING (1.5 hours) (SPHR) Speaker: <i>Francie Dalton, Dalton Alliances, Inc.</i>
9:30-9:45 AM:	BREAK AND NETWORKING
9:45-11:15 AM:	SUCCESSION PLANNING (1.5 hours) (SPHR) Speaker: <i>Francie Dalton, Dalton Alliances, Inc.</i>
11:15-11:30 AM	BREAK AND NETWORKING
11:30-12:30 PM	DEVELOPING AN HR STRATEGY OUT OF BUSINESS STRATEGY (1.0 hours) (SPHR) Speaker: <i>Lynn Lorenz, HR Goddess, Inc.</i>
12:30-1:15 PM	LUNCH AND SPONSOR
1:15-3:15 PM:	BEYOND ROI: ESTABLISHING EVA BASED TRAINING METRICS (2.0 hours) (SPHR) Speaker: <i>Michael Beckmann, Freddie Mac</i>
3:15-3:30 PM	BREAK AND NETWORKING

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(Continued from Page 13)

PROGRAM SCHEDULE:

3:30-5:00 PM	LEADING UNDER PRESSURE: FROM CRISIS MANAGEMENT TO CRISIS LEADERSHIP (1.5 hours) (PHR) Speaker: <i>Erika H. James, PhD, Darden Graduate School of Business, University of Virginia</i>
5:00 PM	Seminar Ends

REGISTRATION COST AND INFORMATION:

Spaces available: 80

COST: ONLY \$150.00 for Dulles SHRM Members; \$200 for Nonmembers!

To Register, please visit <http://www.dulleshrm.org/event2010form.asp>

SPONSORSHIP OPPORTUNITIES ARE AVAILABLE TOO! IF INTERESTED, PLEASE CONTACT LINDA CAPORALETTI-HOYT AT lcaporaletti@hdmanet.org.

CERTIFICATION:

This seminar is approved for a total of 7.5 HRCI credits (6 of these credits are Strategic).

Thank you for your support of Dulles SHRM!



Dulles SHRM
PO Box 1249
Herndon, VA
20172-1249

Your Chapter of Choice

We're on the Web!

See us at:

www.dullesshrm.org



Welcome to DullesSHRM



~ Proud to be your "Chapter of Choice" since 1987 ~

DullesSHRM is the Dulles Chapter affiliate of the Society for Human Resource Management.

Our members comprise over 250 of the top human resource professionals in the Dulles corridor.

Learn more at www.DullesSHRM.org

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](#).

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Email submissions to Seven.T@tie-inc.com.