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December 2008

We would like to thank all of our Chapter members and non members for their participation, enthusiasm, and volunteerism with Dulles SHRM and for your commitment to the HR profession. Thank you for your time and dedication. You make Dulles SHRM a successful Chapter.

We would also like to express our appreciation to the businesses and individuals representing them for their generous raffle gifts for our 2008 Dulles SHRM Holiday Party.

Liberty Mutual: 2008 Annual Sponsor ~ Alex Faulds

ROCS College Student Staffing: 2009 Annual Sponsor ~ Brandon Labman

JobFox: 2008 March Gold Sponsor ~ Marge Gold

Capital Search Group: 2008 May Gold Sponsor ~ Teresa Buchholz

Capital Search Consultants: 2008 May Gold Sponsor ~ Cassandra Hutton

Edward Jones Financial Advisors: 2008 June Gold Sponsor ~ Scott Leishear

HR Goddess, Inc.: Lynn Lorenz

Creating Wellness: John Nastelli

And, thank you to the staff at the Reston Sheraton for your service throughout the 2008 year.

We look forward to another terrific year in 2009. We hope to see at our Chapter events. Just as a reminder, we are changing the location of our regular monthly dinner meetings to the Hyatt Dulles in Herndon, VA.

With warm regards,
Dulles SHRM Board of Directors - 2008

Chapter Meetings Move to New Site

Starting with our January Chapter Meeting on January 21, 2009, Dulles SHRM will be in a new venue. Our new home is the **Hyatt Dulles** at 2300 Dulles Corner Blvd. in Herndon, Virginia.

In addition, all of our meetings will be **dinner meetings**. In the past we held breakfast meetings three times a year, but after studying attendance trends, the Board of Directors decided to schedule all of our Chapter Meetings in the evening.

2009 Dulles SHRM Academic Scholarship Winners Announced

The Scholarship Committee has awarded two \$1,000 scholarships for the upcoming academic year.

Stacy Lynskey is pursuing a Bachelor of Business Administration (BBA) degree full time at Strayer University. She also has experience in volunteer management.

Suzanne Burnett is pursuing a BS degree from Capella University while working as a Vice President at Meeting

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**THE UN-COMFORT ZONE with
Robert Wilson**

The Most Powerful Motivator



I was abruptly awakened and told, "The house is on fire. Go outside!" As I ran out of my bedroom and into the hall my socks slipped on the polished oak floor. A guiding hand helped me keep my footing and a frantic voice urged, "Hurry! Hurry!"

As I got to the door I looked over my shoulder and saw flames leaping out of the heating grate on the floor. The door was thrown open and I was shoved outside into the carport. "Go stand in the driveway and wait for me. And, DO NOT come back inside. Do you hear me? DO NOT come back inside the house!"

The door shut and I began to cry. I stood and stared at the seafoam green door with the frosted jalousie windows. I waited and waited, but I did not go stand in the driveway. I couldn't move. I began to shiver as the cold concrete floor seeped through my socks, and the winter air penetrated my pajamas. It seemed to take forever, and with each passing minute, I cried harder. I could taste the salt of tears flowing down my face and into my mouth.

Finally the door reopened and my mother announced, "The fire is out." Relief flooded my body as I ran into her arms and she held me tight. I was two years old and the mental images of that day are as clear as if it happened yesterday. It is perhaps my oldest memory.

As an advertising and marketing consultant,

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New Board of Directors Elected for 2009


The annual elections for the Dulles SHRM Board of Directors was held at the November Chapter Meeting. Members of the Chapter were able to vote in person at the meeting or email their ballots in early voting. According to our bylaws, **Denise Henderson, PHR** will become President, and **Sarah Cower, PHR** will become Past President. **Linda Caporaletti-Hoyt, SPHR** was elected the new President-elect. Linda will serve in that position this year, as Chapter President in 2010, and Past President in 2011.

The following Board members were re-elected to another term on the Board in their current position: **Keli Winter, PHR**, VP of Programs; **Teresa Buchholz**, VP of Sponsors;

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NOVA Annandale Campus Seeking Featured Employers


The NOVA-Annandale Career Resources & Development Center is seeking your participation as a featured employer for the Spring 2009 session. This unique opportunity is at no charge. Designated dates and times have been set aside for you to utilize the CRDC for set up and to meet one on one with students. Please review the information packet at <http://www.dullesshrm.org/emails/attach/NOVAEmployerVisitInfoSpring2009.pdf> to determine the date for your participation. We look forward to your participation. Should you need additional information, please do not hesitate to contact Felicia D. Blakeney at 703-323-3729 or fblakeney@nvcc.edu for assistance. 

2009 Dulles Membership Renewal


It is that time of year and our online system is set for you to renew (or join) your membership for 2009. Dulles SHRM Membership is paid every January. Please renew or join through our "membership form" link on the home page www.dullesshrm.org or www.dullesshrm.org/join.htm.

Your 2009 membership will give you full membership privileges, including discounted chapter dinner meetings, where you will have the opportunity to network with your peers and hear from speakers on a wide range of HR topics. In addition, free monthly Chapter Discussion groups which are held at various locations in the Reston/Dulles area. For our student members and members in transition we are offering discounted meeting rates; please see our website for more details. In the spring, all members receive a copy of the Chapter's Membership Directory.

When you submit your online membership renewal form, you may pay your \$30 dues payment online through PayPal (our preferred method). You may also pay by check or cash at any chapter meeting at the registration desk or via mail to Dulles SHRM and mail to: Dulles SHRM P.O. Box 1249 Herndon, VA 20172-1249.

If you have any questions, please contact Roxanne Ward, VP of Membership at rward@hirestrategy.com. 

Are You Reading Colleague's Copy of Dulles SHRM's Navigator?

Do you know an HR colleague who would like to keep up to date with our Chapter's activities? Signing up for *Dulles SHRM's Flight Plan*, our email list, is easy! Click on "email list sign up" on the left side of our home page. Or go directly to www.dullesshrm.org/emails/signup.htm. 



Gain a Career Advantage

Apply now for the NOVA/Dulles SHRM Mentoring Program!

Whether you're looking to refine, refresh, or reinvent your career, the NOVA/Dulles SHRM Mentoring Program has something to offer you. We are excited to announce our 2009 recruitment drive. Please visit www.dullesshrm.org/mentor for more information and to download an application.

Our award-winning mentoring program can help you to:

- Enhance your network of HR professionals,
- Overcome obstacles to reach career success,
- Clarify professional goals,
- Learn mentoring, coaching, and feedback skills,
- Gain access to the alumni network and a career coach, and
- Earn credits towards PHR/SPHR/GPHR recertification!

We sponsor 14 chapter members a year to participate in the program, which integrates aspects of several mentoring techniques, including: group mentoring, peer mentoring, and virtual mentoring. NOVA SHRM, the founder of the program, received a Pinnacle Award for Excellence by the Society for Human Resource Management in 2003 for this innovative mentoring model. Participation in our program has resulted in promotions, lateral career moves, and new job opportunities for over 70 percent of alumni.

Fun and informative group mentoring meetings are held the second Wednesday of each month from 6:00 p.m. to 8:30 p.m. in the Tysons Corner area. Although there is no cost for participation in the program, you must be a member in good standing with either the NOVA chapter or the Dulles chapter.

Please contact Mary Kitson, Mentoring Program Director, at mkitson@mitre.org or Chas Sumser, Dulles Liaison, at chas@fgm.com with any questions.

Note: Applications must be received on or before **February 6, 2009!**



Mentoring Program Spotlight: Sherian Roggeband, SPHR

Sherian Roggeband, 2007 Mentoring Program alumna, is currently a HR Business Partner with Helios HR.

What did you expect to gain from the mentoring program? An expanded professional network, ability to learn from and share HR knowledge and practices with other participants, to share my interest in International HR, and to explore consulting as a potential career move.

What did you learn from participation in the group mentoring meetings? I learned about aspects of Human Resources from a variety of perspectives, the benefits of networking, and the pros and cons of HR consulting.

How do you expect to utilize the professional networks that you gained as a result of participation in the program? I plan to stay connected with many of the program participants. It's nice to know that the mentoring alumni listserv is available for getting advice, guidance, and resources.

Tell us about your experience with your career coach. It made me think about my career plans and goals in ways that I hadn't previously. This was a great benefit of participating in the program.

Would you recommend the program to others? Absolutely! I found the program to be very beneficial in my own career development and in achieving professional goals.

For more information on the Mentoring Program, please contact Chas Sumser at chas@fgm.com or Mary Kitson at mkitson@mitre.org.



The Americans With Disabilities Act: Applying Performance And Conduct Standards To Employees With Disabilities

On September 25, 2008, President George W. Bush signed into law the ADA Amendments Act of 2008. See the list of specific changes to the ADA made by the ADA Amendments Act at www.eeoc.gov/ada/amendments_notice.html. As a result of this new legislation, which will go into effect on January 1, 2009, minor changes have been made to EEOC document "Applying Performance And Conduct Standards To Employees With Disabilities." These changes are found in endnotes 5 and 11 and do not affect the overall content or guidance in this document. View the entire document at www.eeoc.gov/facts/performance-conduct.html.

Submitted by Evelyn Kaiser, Director of Diversity & Workforce Education.



2009 Dulles SHRM Academic Scholarship Winners Announced

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Management Services.

Thank you to our Scholarship Committee, Nidhi Kanungo and Linda Caporaletti-Hoyt, for taking the time to review all the submissions and select the winning entries.

Congratulations to both our winners!



Virginia Department of Rehabilitative Services: *Business Matters* Newsletter

Business Matters is a quarterly newsletter for businesses, organizations, and workforce representatives who support the employment of persons with disabilities. It is distributed statewide by the Virginia Department of Rehabilitative Services. To view the Fall 2008 issue, as well as past issues, visit the newsletter archive at www.vdrs.org/Newsletters.htm.



THE UN-COMFORT ZONE with Robert Wilson

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I know there are many things that motivate us. During my presentations I frequently conduct straw polls, where I ask my audiences what motivates them. The first answers are usually about desires, but eventually someone remembers the most powerful motivator of all. FEAR.

Fear is a primal instinct that served us as cave dwellers and today. It keeps us alive, because if we survive a bad experience, we never forget how to avoid it in the future. Our most vivid memories are born in Fear. Adrenaline etches them into our brains.

Nothing makes us more uncomfortable than fear. And, we have so many: fear of pain, disease, injury, failure, not being accepted, missing an opportunity, and being scammed to name a few. Fear invokes the *flight or fight syndrome*; and our first reaction is always to flee back to our comfort zone. If we don't know the way back, we are likely to follow whoever shows us a path.

Marketers use fear as a motivator as often as they can. They present a scenario they hope will invoke our sense of fear. Then they show us a solution – a path back to our comfort zone – that entails using their product or service. Fear is used to sell virtually everything: cars, tires, and life insurance are classics. But, clever marketers also use it to sell breakfast cereal and deodorant. As a result we purchase all sorts of things that a generation ago were considered unnecessary: antibacterial soap, alarm systems, vitamins... the list goes on and on.

WARNING: Fear can be too powerful to use as a motivator because it can also paralyze - the classic *deer in the headlights syndrome*. Would you like to use fear to motivate your employees to perform better?

“If you don't sell more widgets - you're FIRED!” It can work, but there are rules you must follow for it to be successful. To use fear successfully as a motivator, a solution must be offered with it. A new path to follow. You can tell an employee he or she must sell more, but unless you show them how, fear will cause flight or worse: paralysis.

Fear is a powerful motivator, but it is a negative one. I prefer to motivate someone by eliminating doubt. Doubt destroys motivation. If you can help a person get rid of it, you will motivate them positively. I will elaborate on this next time.

Robert Evans Wilson, Jr. is a motivational speaker and humorist. He works with companies that want to be more competitive and with people who want to think like innovators. For more information on Robert's programs please visit www.jumpstartyourmeeting.com.

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Events

January Chapter Meeting "The Group Mentoring Experience"

January 21, 2009

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!



This program has been pre-approved by the HR Certification Institute for 1.0 hours of recertification credit toward the PHR, SPHR, and GPHR designations. The use of this seal is not an endorsement of the quality of the program. For more information, visit www.hrci.org.

Presenters

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,

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January Chapter Meeting

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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.

Meeting Sponsor

Thank you to **Emond, Berger, Suyama** for being our **January 2009 Gold Sponsor!**

Donations/ Raffle

In 2009 we will continue our tradition of collecting donations for the Embry Rucker Shelter. We are proud to continue our strong support to the SHRM Foundation through our 50/50 raffle. Tickets are one for a dollar and seven for five dollars. The winner will get half the pot and the remainder will go to the SHRM

Foundation. Also, drop your business card at the registration table to win a great door prize!

New Location!

All of our 2009 Chapter Meetings will be held at the **Hyatt Dulles** at 2300 Dulles Corner Blvd. in Herndon, Virginia. This is just a little south from our old location at the Worldgate Centre. If you are coming West on the Toll Road, take the Herndon exit and turn left onto Centreville Rd. Turn right onto Dulles Corner Dr and then right again onto Dulles Corner Blvd. A link to directions will be on the Web site.

Networking

As always, be sure to bring your business cards for make new professional contacts. We set aside from 5:15 to 6:00 exclusively for networking activities.

Schedule

5:15 - 6:00pm: Registration/ Networking
6:00—7:00pm: Dinner/ Business
7:00—8:00pm: Presentation
8:00—8:10pm: Door Prizes

Please note that ALL of our meetings in 2009 will be dinner meetings.

Save the Date Chapter Seminar 4/23/2009

The Dulles SHRM Chapter will be holding a seminar entitled **High Impact Solutions for HR Practitioners' Daily Challenges**. The all day event will be held at the Hidden Creek Country Club. Stay tuned for more details on www.dullesshrm.org and in the *Navigator* and *Flight Plan*.

January Discussion Group

“Brand Identity-What Attracts Clients and Talent to Your Organization”

January 8, 2009

Over the past decade, the brand has moved to the forefront of corporate concerns. Widely considered an "intangible," yet highly valuable asset, a whole industry has sprung up to create, build, promote, and protect the brand.

Advertising is a huge part of promoting your brand. Come share and explore the many marketing giveaways that can impact trade shows, recruitment efforts and employee satisfaction. Please bring samples of branding items you have used in the past.

In preparation for this discussion, please reflect on the following questions:

- What types of marketing giveaways have positively/negatively impacted my company?
- Where do you find unique branding items?
- Do you send new employees a welcome box filled with branded items?
- Does your advertising brand extend itself into your employment brand?

Come join the discussion as PJ Lawrence, former Marketing director for the National

Association of Broadcasters, leads a dialogue around this topic. If you have had no previous experience in this area, consider this an 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): Events/ Discussion Group. If you have questions, contact Janet Geib at 703-303-4427 or discussion@dullesshrm.org Participation is limited to the first 25 people who sign up.

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

Place: BB&T Insurance
3975 Fair Ridge Drive
Suite 250, North Building
Fairfax, VA 22030

Contact: Tim Kelly
703-383-5680



Attention SPHR's: Get All 15 of Your Required Strategic Credits in One 2-Day Session!

Join us for a packed day of new skills and new approaches—bring your whole Senior Mgt. Team & leave with a practical plan custom designed to your specific workplace change. Workshop leaders are Karen Conrad and Charlyne Meinhard, seasoned organization development Consultants with deep experience in leading organizational changes, leadership development, and executive coaching.

Day One: Thinking Like Your Ceo: Evaluating Your HR Function From A Business Perspective (www.thinkinglikeyourceo.com)

Day Two: Leading Change In Difficult Situations (www.changemanagementseminar.com)

Visit the Web sites to see location, dates and costs.



New Board of Directors Elected for 2009

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Christopher Schäffer, PHR, Director of Communications; **Evelyn Kaiser**, Director of Diversity & Workforce Education; and **Janet Geib**, Director of the Discussion Group.

Joseph Gregory, SPHR, who served as VP of Membership in 2008 was elected Certification Coordinator for 2009. **Mary Roome-Godbolt**, current SHRM Foundation Representative, was elected to the position of Registration Coordinator.

The other positions elected in November include: **Tim Kelly, CLU**, Treasurer; **Amy Lourenco, SPHR**, Secretary; **Roxanne Ward**, VP of Membership; **Michelle Milam, PHR**, Asst. VP of Membership; **Beth vanBurk, SPHR**, Asst. Registration Coordinator; **John Nastelli**, Legislative Liaison; **Brandon Labman**, Student Chapter Liaison; and **Joe Sherrier, SPHR**, SHRM Foundation Representative.

Teri Sellars, SPHR, Tina Atwell, SPHR, Judy Carter, SPHR, Jamey McNamara, Chas Sumser, SPHR, Nidhi Kanugo, PHR, and **Mary Saily** will not be continuing on the Board for 2009. The Chapter thanks them for their years of service to the chapter and wishes them well in their future endeavors.



Chapter Meetings Move to New Site

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Our schedule will not be changing. Meetings are still the third Wednesday of the month, with dinner at 6:00pm and the presentation starting at 7:00pm.

The new site just a little bit south from our previous location at the Worldgate Centre. If you take the Toll Road, go south on Centreville Rd and turn right on Sunrise Valley Dr, then right onto Dulles Corner Dr, then right again onto Dulles Corner Blvd. A link to directions will be available on the Web site.



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 the first Wednesday of every month. The deadline for submissions is the last Wednesday of the preceding month.

Christopher J Schäffer, PHR — Communications Director
Denise Henderson, PHR — President

Deadline for the January 2009 issue is December 31, 2008, for publication on January 7, 2009. Email submissions to cj.schaffer@dullesshrm.org.

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