



July 2014



## Dulles SHRM - Your Chapter of Choice

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#### Mission:

- **Understand.** We work to understand you, your business, your clients, your risks and your needs.
- **Service.** We deliver to you an unparalleled local service experience with a team of professionals that will be there when you need help, we will do what we say, and we will go the extra mile.
- **Innovate.** We will present and deliver to you an incomparable breadth and depth of impact solutions so you will always be on the cutting edge of answers and alternatives to meet your needs today and positioned for the future.



## President's Message

By Mary H. Roome-Godbolt, PHR



Technology, Social Media, Texting, etc – Communication has changed a lot since I grew-up! I am learning new things daily and constantly adapting to new styles and platforms! It is challenging and exciting all at the same time! (For those of you that grew up with this, it is just an indication of how “mature” I am!)

So, with that said, I am excited to announce a few things!!

- Our new website is officially launched! Check it out at [www.dulles.shrm.org](http://www.dulles.shrm.org) I also want to send a huge, heartfelt THANK YOU to Courtney Nicholson! Her hard work and dedication made this all possible!
- We would love for all of us to get more involved in tweeting, posting and being more interactive on social media during our Chapter Meetings, Discussion Groups and other events. Follow us on Twitter: @DullesSHRM and we will share some # (hashtags) at the beginning of meetings!
- Ok, not sure if I am using the correct “lingo”, because...drum-roll please...I am now on Twitter! Courtney finally convinced me, and it was her suggestion to get all of us more involved! (Thanks again Courtney!) You may need to help us all along with this!!
- With that said – follow me @MaryRGodbolt and follow Courtney @CourtWNicholson! It was so easy to set-up an account – just do it!

Again, one of the great benefits of belonging to a Local Chapter, is that we can share ideas and discuss the constant changes in our profession and the world around us. I also just started a discussion on our LinkedIn group about the new SHRM certification, and I would love for everyone to weigh-in. I'm sure it was a hot topic at National SHRM and we would love to hear about what was discussed.

Don't miss our upcoming Chapter Meeting in two weeks on Wed., July 16<sup>th</sup> at Hidden Creek Country Club. Join us and our speaker, Pam Murray, Sr. HR Consultant with the Human Practice of Willis of Maryland. The topic is “Flexibility Works! How & Why to incorporate workplace flexibility into your culture”. Also, our next Discussion Group is Thursday, July 10<sup>th</sup> at Greenblum and Bernstein, PLC, 1950 Roland Clark Place, Suite 100 in Reston. The topic of discussion is “The Art of Compensation Negotiation”.

All the details for our upcoming events & great information are on our website at [www.Dulles.SHRM.org](http://www.Dulles.SHRM.org).

Once again, we have fantastic volunteers on our Board of Directors for 2014. Thanks again for all you do to help educate and provide great professional information and services to our Membership!

Just my opinion...

Social Media has created a vibrant and “real time” communication and information platform. Just remember...What happens on Social Media, stays on the Internet forever! Stay positive!

Mary ☺

## Upcoming Events

### Dulles SHRM Chapter Discussion Group

**Thursday, July 10, 2014**

#### About our Facilitator



**Kim Keating**

Kim Keating is Founder and Managing Director of Keating Advisors. With over 18 years of experience, Kim serves as a trusted advisor to numerous industry leading organizations. Under her guidance and expertise, Kim helps organizations develop a clear talent management vision and strategy. She specializes in working with leaders to align their strategy, organization design, and compensation practices to deliver improved performance and results. Kim helps individuals negotiate more effectively and speaks regularly on women and the pay gap.

Preceding her human resources career, Kim was a financial analyst at Morgan Stanley Investment Bank and Chief Financial Officer at Teach for America.

For more information about Kim, visit the Dulles SHRM website at <http://dulles.shrm.org/events/2014/07/art-compensation-negotiation>

#### The Art of Compensation Negotiation

Both employers and employees face negotiations with one another in all aspects of the employment relationship, but one form of negotiations has remained complicated and often uncomfortable for many regardless of which side of the table you sit on. Negotiating salary is a two-way street that requires informed decision making when acting on behalf of your company or yourself in light of the different factors that influence the design of compensation packages. What's the best way to conduct compensation negotiations, including what to say and what not to say? What considerations should be assessed to ensure good stewardship of company resources, competitiveness in the marketplace and equitable pay?



Come prepared to discuss the following:

- How to become a more effective and creative collaborator
- Why planning is the most important (and frequently neglected) part of the negotiation process.
- How to make appropriate use of multiple negotiation strategies and techniques
- The power that comes from understanding the other party's perspective
- How to use and respond to negotiation tactics

*Please join us to share your thoughts and ideas with the group. 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.dulles.shrm.org](http://www.dulles.shrm.org)) -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or [discussion@dullesshrm.org](mailto:discussion@dullesshrm.org) or [bagilley@lytleap.com](mailto:bagilley@lytleap.com).*

**Date:** Thursday, July 10, 2014

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

**Place**

Greenblum & Bernstein, PLC  
1950 Roland Clarke Place, Suite 100  
Reston, VA 20191  
(703) 716-1191

## Upcoming Events

### July Chapter Meeting, July 16, 2014

#### Flexibility Works! How and why to incorporate workplace flexibility into your culture!

With the population aging, the number of caregivers growing and the surge of the Millennial generation within the workforce, the need for flexible work policies is becoming more urgent. Consider the below:

- Women without children would rather have more free time than make more money (68%) – even more than those with children (62%).
- About 40 percent of professional men work more than 50 hours per week. Of these, 80 percent would like to work fewer hours.
- One of every five employees cares for elderly parents, a number that could increase to almost half of the workforce over the next several years.
- By 2025, Gen Y employees, now in their 20s, will grow to represent 75 percent of the workforce. For this emerging generation, work life fit is valued more than compensation, growth or skill development

And while many leading organizations understand the need for workplace flexibility and have incorporated it into their talent management strategy understanding that truly engaged employees don't leave the job behind when they are off the clock or not at the work-site – many still have not.

Organizations that want to be successful and competitive in the war for talent need to bring this conversation to the forefront. They need to present flexibility as a solution; as an option for people to do their work in a more creative manner, where and when they can be at their best.

Can every form of flexibility work for all employees? Of course not. There are situations where telecommuting would not be feasible or working a compressed work week would not meet customer needs. But we must not be bound by the outdated notion that all work must be done within the confines of an office between the hours of 9 and 5.

Businesses that view flexibility as a solution, rather than another "program" to be added to the talent management repertoire, have the advantage of not only thinking strategically but increasing employee engagement, well-being, and productivity which ultimately results in increased profits and organizational success.

#### When: Wednesday, July 16, 2014

5:15 – 6:00 pm Registration and Networking

6:00 – 7:00 pm Dinner and Announcements

7:00 – 8:00 pm Program

8:00 – 8:10 pm Door Prizes/ 50-50 Raffle/ Wrap-Up

#### Where: Hidden Creek Country Club

1711 Clubhouse Road, Reston, VA 20190

To register, visit the Dulles SHRM website at <http://dulles.shrm.org/events/2014/07/flexibility-works-how-and-why-incorporate-workplace-flexibil>

#### About Our Speakers



Pam Murray is a Senior HR Consultant within the Human Capital Practice of Willis of Maryland. She is a seasoned thought leader with more than 20 years of experience providing HR consultation and direction to executives, managers and employees across a wide range of total rewards topics for small, medium and large companies within the healthcare and private sectors.

She has depth and breadth of expertise in compensation, benefits, HR communications, systems and program implementation.

This program has been approved for 1.0 recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.



## Upcoming Events

# THIRD ANNUAL EMPLOYMENT LAW SUMMIT

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and

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SHRM, INC.**



*Prince William Chamber of Commerce,  
Community Partner*

**Friday, October 3, 2014**  
8:00 a.m. to 4:30 p.m.

Continental Event Center  
9705 Liberia Avenue  
Manassas, Virginia 20110

**EARLY BIRD RATE** on or before August 29:

- Member and Non-Member Rate: **\$99**

**REGULAR RATE** on or after August 30:

- PWSHRM Member Rate: \$125
- Non-Member Rate: \$150

Register online at [www.vfnlaw.com](http://www.vfnlaw.com) or at [www.pwshrm.org](http://www.pwshrm.org)

## Upcoming Events



### 2015 Virginia SHRM State Conference

Sunday, March 08, 2015 - Wednesday, March 11, 2015

Williamsburg Lodge  
310 S. England St.  
Williamsburg, Virginia 23187  
United States  
800.261.9530

<https://www.regonline.com/Register/Checkin.aspx?EventID=1519283>



**Conference Registration Rate -- \$995 ends July 7, 2014**

<https://shrmstore.shrm.org/annual>



## STEP AWAY FROM THE KEYBOARD: Talk it Through, Work it Out

by Brenda Harrington, ACC, CRP

It is amazing how many issues in the workplace can be traced back to miscommunication and misunderstanding. Often disguised as problems with teamwork, differences of opinion and even performance, many times the root cause can be traced back to a breakdown in communication. Although the majority of us stay connected using a suite of devices, the frequency and quantity of what is being communicated does not always serve as a substitute for the quality and substance.

We are fortunate to have the benefit of so much technology to navigate all that we have to manage in our professional and personal lives. Over the course of a single day, most of us jump from a laptop to a smart phone, then perhaps a tablet and back again to remain accessible. The sound of our voice has largely



been replaced by a font and an email signature, and priority communications now show up as text messages. People are even transitioning from calling in, to texting in sick, to notify their supervisor of an unscheduled absence. We've moved from viewing technology as a helper or a tool, to using it as a replacement for our most powerful and effective form of communication, the conversation.

Few experiences replace the impact of actually talking with another person. Even in the case of awkward or unfavorable subjects, a conversation is ultimately how most issues get resolved. But like most things, it is easy to lose what we don't use. By replacing so much personal interaction with electronic communication, many people find themselves at a loss for how to conduct a conversation when the need arises. What follows is avoidance, allowing critical challenges and issues

to persist for too long and in some cases remain unresolved.

In the midst of misunderstanding, many would agree that more can be accomplished through conversation than in an endless email string. For most, the challenge lies in how to effectively begin the conversation and make it constructive. Below is a five-point approach to holding a constructive conversation, from getting started to keeping it on track.

- 1. Plan ahead.** Before getting started, be clear about what the issue is and why it is a challenge. Think about what you would like the outcome to be and why it is important. Jot down talking points to help you stay on track. Concentrate on what is relevant to achieve a favorable outcome, avoiding feedback that is not constructive. For example, replace "you did this," or "you didn't do that," with something like "in order for you/us to ..., it will be important for you to ..."
- 2. Avoid surprises.** Whether the conversation is to take place in person or over the telephone, treat the discussion as you would any other meeting. Give the other party the courtesy of advanced notice. Even if the proposed meeting is 15 minutes out, an agreed upon time it is more favorable than launching into an impromptu discussion without notice.



3. **Make room for the other person's point of view.** Once you have stated your concern(s). Ask the other person for his/her input. Listen to how their perspective may differ from yours, asking open questions, ideally starting with "what" or "how" to gather relevant information that will help to resolve the issue.
4. **When possible, collaborate on a solution.** Compromise is not always an option, especially when there is a disciplinary issue to be addressed. But when possible, find the *low hanging fruit*, if you will, that can be used to help the two of you build consensus and get on the same page. If you are able to find common ground you will be in a better position to tackle larger issues that may arise. For example, the two of you may disagree on an approach to how something should be done, but both of you may agree on the importance of completion date to avoid putting extra hours. Try to stay focused on what is really important.
5. **Summarize, finalize and focus on the future.** Once a potential solution is identified, summarize key points discussed to confirm mutual understanding. Solicit additional input or questions, again with "how" and "what" questions. For example, instead of asking "do you have any more question?" try asking, "what other questions [or concerns] do you have?" in search of more than a yes or no response. Come to an agreement on next steps, with a focus on managing future benefits and outcomes.

A myriad of challenges could be effectively addressed and even resolved if we took more time to talk them through. So when you find yourself about to hit *reply* for the fourth time, consider sending a meeting request instead.

*Brenda Harrington is a Certified Leadership Coach and Leadership Development Consultant. She is the founder of Adaptive Leadership Strategies, LLC. She works with leaders, managers, key individual contributors and high potential employees to develop success building habits that improve business performance.*  
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[www.adaptiveleadershipstrategies.com](http://www.adaptiveleadershipstrategies.com)





## Get Involved



### SHRM Foundation 50-50 Raffle

Each month we raise funds for the SHRM Foundation with a 50-50 raffle. Tickets are \$1.00 each or 7 for \$5.00. The winner gets 50% of the total collected and 50% goes to the Foundation.

### We collected \$56.00 at the June Chapter Meeting for the SHRM Foundation

#### SHRM Foundation Vision

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research.

#### SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's work includes:

**Strategic thought leadership initiative.** The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years. More information.

**Innovative academic research grants.** The SHRM Foundation is a **leading funder** of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

**Scholarships.** The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.

**Educational resources.** The SHRM Foundation's **Effective Practice Guidelines** series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational **DVDs** for SHRM chapter programming, staff trainings, and executive education sessions.

For more information and news about the SHRM Foundation visit their website at <http://www.shrm.org/about/foundation>



## Get Involved



**Dulles SHRM continues to support the Embry Rucker Shelter.**

**We collected \$71.00 at the June Chapter Meeting for the The Embry Rucker Foundation**

### *About Embry Rucker*

The **Embry Rucker Community Shelter** (ERCS) is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. We are dedicated to helping our clients overcome the circumstances that led to their homelessness, and facilitate their transition to stable housing.

We are open 24 hours a day, 365 days a year and employ 20 full-time staff members. We also have several part-time staff and more than 400 volunteers dedicated to helping our clients get back on their feet.

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Hope for Tomorrow Today

### New Members

Ulziikhand Chuluunbaatar  
Tricia Dell  
Edith Kaller  
Shefali Kapoor  
Sara Mejia  
Michele McCabe  
Alfonso Rivera  
Vivian Roeder  
Cynthia Williams



### Returning Members

Carol Campbell  
Maia Lucier  
Marcia Stewart

*We're glad you've made Dulles SHRM your  
Chapter of Choice*

## HR Career Opportunities



#### [Director HR, Americas](#)

Date Submitted: 6/28/14

Location: Fairfax, VA ([recruit@teoco.com](mailto:recruit@teoco.com))

Company: TEOCO Corporation

#### [Contractor HR Assistant](#)

Date Submitted: 6/20/2014

Location: Herndon, VA

Company: Airbus

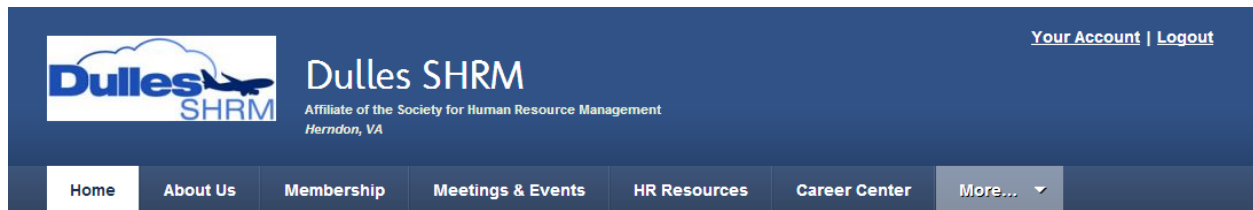
Looking for a new career opportunity?

Check out these HR positions now at the Dulles  
SHRM Career Center

<http://dulles.shrm.org/career-center>

## *Dulles SHRM has a New Web Address!*

<http://dulles.shrm.org>



The screenshot shows the top navigation bar of the Dulles SHRM website. On the left is the Dulles SHRM logo, which includes a stylized cloud and an airplane. To the right of the logo, the text reads "Dulles SHRM" and "Affiliate of the Society for Human Resource Management Herndon, VA". In the top right corner, there are links for "Your Account" and "Logout". Below the header is a horizontal menu with the following items: "Home", "About Us", "Membership", "Meetings & Events", "HR Resources", "Career Center", and "More..." with a dropdown arrow.

Welcome to Dulles SHRM

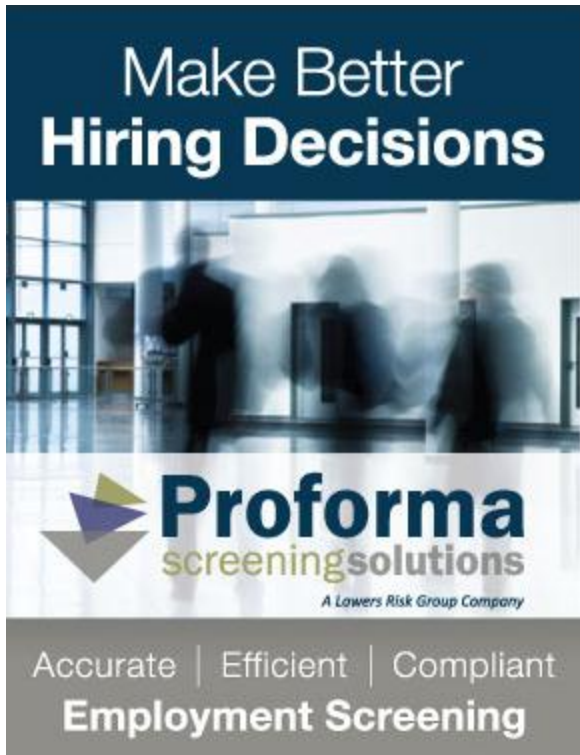


We are an affiliate of the Society for Human Resource Management. Whether you are new to the HR field or have many years of experience, we are a local starting point for networking, information, professional development and continued support of excellence in Human Resources.

We welcome your use of this site as a resource, and encourage you to check back frequently for updated information. We also encourage your involvement and suggestions about all of our activities, on the web and off.

We look forward to seeing you at an upcoming meeting or event!

## Thanks to our Monthly Sponsors July Platinum Sponsor



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<http://www.novamedgroup.com>



Mary Roome-Godbolt, PHR – President  
Cindy Snyder, SPHR - Media Director

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Dulles SHRM's - Your Chapter of Choice Newsletter is the official newsletter of Dulles SHRM; Dulles SHRM's Newsletter is published monthly.

Email submission requests to [dulleshrmmedia@gmail.com](mailto:dulleshrmmedia@gmail.com). Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](http://www.shrm.org).

*Chapter affiliate of the Society of Human Resource Management  
Proud to serve as your Chapter of Choice Since 1987*

*Thank you to our members...*

*Over 300 Top Human Resource Professionals in the Dulles Corridor  
Learn more at <http://dulles.shrm.org/>*

