



May 2014



Dulles SHRM - Your Chapter of Choice

INSIDE THIS ISSUE

President's Message

Upcoming Events:

May Discussion Group, Spring Into Membership Networking Event, May Chapter Meeting, Leesburg SHRM Special Event

The Art of Employee Engagement: Six Simple Strategies That Reap Real Rewards

Get Involved

SHRM Foundation, Embry Rucker

New & Returning Members

HR Career Opportunities



2014 Annual Sponsor

USI is a leader in insurance brokerage and consulting. With more than 4,000 dedicated, experienced and innovative professionals in nearly 100 offices across the United States, they have a team of professionals nearby ready to serve you.

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



As HR Professionals, we are always focused on helping others! It is our responsibility and our purpose, to represent the people that make-up the workforce of an organization. One of the main goals and greatest challenges of HR Professionals is to maintain consistent employee engagement. In other words, HR Professionals work to keep employees happy. But who helps to keep us happy and engaged?

We have to learn to be there for each other and “ask for help” when we need it. I think sometimes we worry so much about other people that we forget to take care of ourselves. So, remember one of the reasons that we are part of a local chapter is to be there to support each other.

- Enjoy an evening with friends and colleagues – attend a Networking event. Chat about challenges (work and personal), discuss possible solutions and ask for advice!
- Attend one of our great FREE Discussion Groups! Learn about new ideas and solutions to some of the issues that continue to challenge you!
- Join us at a Chapter Meeting. We continually have outstanding speakers, who share their knowledge and work to offer take-aways that we can put into effect immediately.
- Ask for help!! Do you need someone to look at your resume – just ask! Do you need help preparing for an interview – just ask! Do you need ideas for how to put together a Performance Management Plan – just ask?
- Don't be afraid to reach out to the members and Board of Dulles SHRM – we are here to help!

Talk about this great group to others – encourage them to join! The Dulles Chapter is really a great “local” forum for your personal and professional development. The Dulles Chapter is here to help you have “real time” information and solutions for you and your organizations!

Join us on Thursday, May 15th for our “Spring into Membership” Networking Event at the Hidden Creek Country Club, located at 1711 Clubhouse Road in Reston, VA 20190. It is just \$10/person and includes a “Deck BBQ” dinner, plus two drink tickets for wine, beer or soda. Fabulous door prizes!

Don't miss our upcoming Chapter Meeting in two weeks on Wed., May 21st at Hidden Creek Country Club. Join us and our speakers, Kathy Mulder-Williamson and Eileen M. Taylor, SPHR of hyrebuzz, llc. The topic is “Simplify Social Media for Recruiting”. Kathy and Eileen have teamed up to share their vast knowledge of social media tools and to share tips to help Recruiters and HR Professionals stay current on the latest trends and “buzz” in social media.

All the details for our upcoming events & great information are on our website at www.DullesSHRM.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!

“The best way to not feel hopeless is to get up and do something. Don't wait for good things to happen to you. If you go out and make some good things happen, you will fill the world with hope, you will fill yourself with hope.”

— [Barack Obama](#)

Mary ☺

Upcoming Events

About our Facilitator:



Doug Hensch, Principal
The DRH Group

Doug brings a wealth of experience and passion to the work he provides for his clients. His philosophy is simple: Set meaningful goals. Identify your strengths. Work in them regularly.

This philosophy guided him at Nextel Communications where he led the company's eCare efforts that resulted in yearly savings that exceeded \$10 million. Working in his strengths with purpose helped him launch a leading self-improvement web site that helped over 100,000 people increase their well-being and resilience.

Doug has touched the lives of business executives, managers, and individual contributors with innovative coaching, engaging workshops, and thought-provoking consulting. Dr. Martin Seligman, Fox Leadership Professor of Psychology at the University of Pennsylvania and the 'father of Positive Psychology,' referred to Doug as one of his "most talented young colleagues."

His expertise is in facilitation, coaching, instructional design, and consulting. He has created workshops that focus on resilience, strengths, well-being and goals. In addition, Doug has been called upon to lead courses designed by his clients in the areas of consulting skills, presentations, conversations, and networking.

Doug has a Master's in Education (Temple University) and Master's Organizational Management (University of Phoenix). He received his Bachelor's in Economics from the University of Pennsylvania.

Doug lives and works in Leesburg, VA, and spends his free time coaching his two boys' sports teams and volunteering with various organizations in the community.

Dulles SHRM Chapter Discussion Group

Thursday, May 1, 2014

The Role of Human Resources in Building a Resilient Workforce

What is the difference between people who fail and those that succeed? The research from the last 30 years suggests that it's not education, training, or experience. Resilience (the ability to bounce back and forward) helps people cope with adversity and thrive with uncertainty and change.

Come prepared to discuss the following:

- Building psychological flexibility to create more agility
- Why optimism can get you in trouble
- How curiosity can help manage anxiety
- When positive emotions help you see more options
- What supportive relationships do in times of change



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.dullesshrm.org) -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or discussion@dullesshrm.org or bagilley@lytleap.com.

Participation may be limited to the first 25 people who sign up.

Date: Thursday, May 1, 2014

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

Place

BB&T Insurance Services
3975 Fair Ridge Drive, #225 North Building
Fairfax, VA 22033
703-216-1623

Upcoming Events



DULLES SHRM SPRING NETWORKING/HAPPY HOUR



Join us as we spend an evening of fun, prizes and networking with our HR colleagues. Current and prospective members of Dulles SHRM are welcome.

Cost: \$10/person includes a "Deck Barbeque" dinner plus two drink tickets for wine, beer or soda.



Bring a guest who joins Dulles SHRM as a new member in 2014, and you will receive a free meeting pass!

Optional SHRM Foundation donations will be accepted.

Date: May 15, 2014
Time: 5:30-8pm
Location: Hidden Creek Country Club
1711 Clubhouse Road
Reston, VA 20190

Register online at www.dullesshrm.org



Upcoming Events

May Chapter Meeting, May 21, 2014

Simplify Social Media for Recruiting

Simplify Social Media for Recruiting is designed for recruiters and HR professionals, whether novices or experienced social media users. We will share practical, useful information on technologies, policies, shortcuts, and tips to help recruit, brand, and market through the social media formats of Twitter, Facebook, LinkedIn, and Google+.



When: Wednesday, May 21, 2013

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 www.dullesshrm.org

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.



About Our Speakers



**Kathy Mulder-Williamson, SPHR
Hyrebuzz, LLC**

Kathy Mulder-Williamson, former HR Director, has focused the last ten years of her career on recruiting. Kathy, a leading edge sourcer, has used LinkedIn to recruit since its infancy in 2003, and continually incorporates the ever-growing and evolving internet and social media tools to source candidates and publicize job opportunities. It is her passion - and somewhat of her obsession - to tirelessly research and share her knowledge of these tools with clients and colleagues.

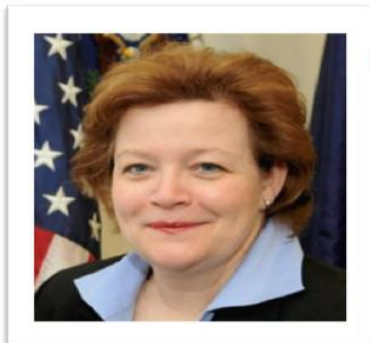


**Eileen m. Taylor, SPHR
Hyrebuzz, llc**

Eileen M. Taylor, SPHR, senior HR and business executive, and writer/editor by avocation, has considerable HR and recruiting experience. She first became sold on using free/low-cost internet-based sites to post job opportunities when she had an opening but no recruiting budget, and used Craig's List. After witnessing Kathy's success using social media to find candidates when traditional means fell flat, the obsession rubbed off on Eileen. Kathy and Eileen teamed up to commit to writing Kathy's vast knowledge of social media tools to share tips and tools to a wider audience and to form hyrebuzz, LLC to help recruiters and HR professionals stay current on the latest "buzz" in social media.

Upcoming Events

Leesburg SHRM Special Event



Please join us as we welcome
EEOC Commissioner Victoria
Lipnic to discuss:

Social Media in the Workplace

WHEN: May 20th, 2014
6:30pm – 8:00pm

WHERE: River Creek Country Club
43800 Olympic Blvd., Leesburg, VA

COST: \$10 per person
for all Members/Guests
which includes appetizers and soft drinks

Please RSVP by May 18, 2014



Find out more at: www.leesburgshrm.org

The Art of Employee Engagement: Six Simple Strategies That Reap Real Rewards

by Lisa Ryan

How would you react if someone suggested that you get to know your staff by taking one of them to lunch every day until you met with everyone in your department? Would you be willing to meet with your employees one-on-one for at least fifteen minutes to get to know more about them? What about simply showing interest in the people that work for you? These are some of the approaches that are utilized by successful leaders with the benefits of greater loyalty, engagement, and commitment from their employees.

Sound crazy? Are you thinking that you just don't have the time to invest in this? Well, what are your options? Think about it, people don't leave their jobs - they leave their bosses. When your employees feel that they are a valuable part of your organization, they stay. When they don't, they leave, and you risk losing your best and brightest talent.

By implementing a few simple strategies, you and your organization will receive huge payoffs in your employee retention, satisfaction, and performance.

Here are six ways you can take your T.H.A.N.K.S. to the bank:

T = TRUST is the foundation of a productive work environment; without it, nothing else matters. An organization's leadership team builds employee confidence by emphasizing mutual goals, sharing corporate missions and values, and treating staff members as partners. Getting feedback and buy-in from employees when implementing new processes also plays an important role in developing confidence in management.

H = HELP your staff envision their career path within the organization. A clear and concise career path is one of the biggest factors for improving employee retention. Schedule regular meetings with your employees to find out what's working for them, and what's not. Create a safe environment for them to openly share their feedback with you. Care about your staff's careers, and they will care more for your company.

A = APPLAUD the efforts of your team members. What gets recognized gets repeated, so make sure to be specific in your praise. Let your employees know how their individual actions are beneficial to your firm. A handwritten note goes a long way in giving your employees tangible "proof" of their contributions. Make sure you acknowledge your employees in the manner in which THEY want to be recognized.

N = NAVIGATE the work/life balance. Whether your employees are dealing with young children, aging parents or anything in between, look for ways you can accommodate how the work gets done. Pay more attention to the outcome than the means of finishing the job. Working within your employees' timeframes helps them to be more productive; they are able to focus on the job at hand and not be distracted by all that is going on in their personal lives.

K = KNOW your staff. When you show interest in, and listen to your team members, they feel more connected to the organization. Meet them where they are: if they are open to sharing, pay attention to what they're saying; if they want to keep their personal lives personal, don't pry. Simply asking a few general but somewhat personal questions, in a safe environment, makes a positive impression and creates a more open culture.

S = SERVE your team. Look ways to provide reinforcement for your staff. If you see someone struggling with an assignment, pitch in and assist them. Once the leadership team shifts from ignoring employee issues to jumping into the trenches with them, management generates a spirit of collaboration that permeates the organization. Encourage, energize, empathize, and most of all, lead with your heart.

When your employees **TRUST** you, they will perform at a higher level. When you **HELP** them envision their career path, they engage. When you **APPLAUD** their efforts, they are proud to work for you. When you help them **NAVIGATE** work and life balance issues, you reduce their stress. When you get to **KNOW** them, you make your employees feel significant. And, when you **SERVE** them, they feel included in the process. Harness the power of T.H.A.N.K.S. and your organization will reap the rewards.

Lisa Ryan, Founder of Grategy LLC, is the author of six books, and co-stars in two documentaries: the award-winning: "The Keeper of the Keys," and "The Gratitude Experiment." To learn more, visit www.grategy.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.

At the April Meeting, we collected \$75.00 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.

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.

Reston Interfaith has a new name. Our mission stays the same.



At the April meeting, we collected \$29.00 for the Embry Rucker Foundation



New Members
 Erin Crutcher
 Kathryn Milian
 Tammy Toma
 Kateryna Bender
 Petra Carrington
 Laura Danaher
 Jacqueline Fabitore-Matheny
 Nutima Hamm
 Kristi Helton
 Martina Jackson Green
 Deborah Lebron
 Kimberly Maddox
 Kumud Sharma
 Dexter Strong

Returning Members

Angela Alvarado
 Cornela Gamlem
 Joanne Hardison
 Page Holland
 Shawnda Howard
 Sue Ratcliff
 Jennifer Shannon
 Julie Stanley
 Susan Stinson
 William Wong
 Erin Alligood
 Erin Beales
 Carol Cronin
 Aeno
 Vanessa Kiser
 Pat Manzo
 Angela Marinich
 Raquel Paulo
 Lesley Paulo
 Ellen Shelton
 Joseph Sherrier
 Francesca Thompson
 Diana Wilson



Returning Members

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

HR Career Opportunities

Looking for a new career opportunity?

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

<http://www.dullesshrm.org/career.asp>

Recruiter/International Talent Acquisition Specialist

Date Submitted: 4/7/2014

Location: Arlington, VA

Company: Talent Remedy

Company Website:

Contact Person: Harriet Dunlap

Contact Phone: 202-907-8558

Contact Email: hdunlap@talentremedy.com

Livewell Coordinator

Date Submitted: 4/7/2014

Location: Fairfax County, Virginia

Company: Fairfax County Department of Human Resources

Company Website: www.fairfaxcounty.gov/jobs

Diversity & Inclusion Specialist

Date Submitted: 4/2/2014

Location: Arlington County, VA

Company: Arlington County Government

Company Website: WWW.ARLINGTONVA.US/PERS



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

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

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