



December 2013



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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2013 Annual Sponsor

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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 Joe Sherrier



It is ironic that the coldest time of year outside also brings the warmest time of year inside our hearts. It is a season of contrasts. The holidays bring thoughts of hot blazing fires and cold drifting snow. It is a time of bright lights and darker days. It is a time of joyful present receiving and painful present shopping. It is a time of celebrating our lives of plenty while simultaneously feeling the anguish of those who are without. The holidays are a time to feel, and we usually feel things in December in extremes, both good and bad.

This December, I feel the good and the bad. I am grateful to have had the opportunity to serve as Chapter President, and it feels good to have been surrounded by some many accomplished and committed professionals during this year. I am smiling about that as I type. The bad is that another year is over, and despite my busy schedule, I will miss this. Thank you everyone.

This holiday season, as with others in the past, the Dulles SHRM celebrates its relationship with Reston Interfaith and its signature program, the Embry Rucker Shelter. For years, Dulles chapter members have given of their time and their plenty to donate to the shelter. It is that time of year to again reaffirm that commitment to the shelter and those who are without.

At our Holiday Party on December 11th, we are asking our members to bring in an item that we can donate to the shelter. **The list is included in this newsletter.** I don't have to request that each of you give generously since we are usually overwhelmed with your philanthropic spirit. However, I will ask nonetheless. Please open your heart at this critical time and donate to the shelter. We appreciate your donations of necessities, but consider giving of your time as well. The joy of volunteering is repaid to you many times over.

Thank you for a wonderful year, and I look forward to seeing you in all of your UGLY HOLIDAY SWEATER glory on December 11th at our last official event of the year.

May you all enjoy a safe, peaceful and Happy Holiday Season!!!



Upcoming Events

About our Facilitator: Neal Henderson



This month's facilitator is Dulles SHRM's own Neal Henderson, Founder of Front Row Performance Coaching LLC,

Neal has extensive experience developing emerging leaders and helping organization grow and improve. A former Navy Master Chief Petty Officer and a Change Agent since the early 1990's, Neal has extensive experience developing emerging leaders and managers, leading complex change efforts, and increasing human performance. He has created winning organizations, from small offices to large regional organizations with locations on multiple continents, using a collaborative and relationship based approach, grounded in proven organizational development and leadership development practices and principles. Neal holds both the SPHR and GPHR certifications, a Bachelor's in Human Resource Management from the University of Maryland University College and a Masters in Organizational Development Knowledge Management from George Mason University.

Dulles SHRM Chapter Discussion Group

Thursday, December 5, 2013

Energizing Your Military Veteran Employees: Enabling Successful Careers in the Private/Public Workforce

Private/public job sector employers have hired and continue to welcome military veterans into the workforce. Extensive media coverage and an abundance of available resources about hiring veterans have equipped HR professionals with a wealth of knowledge about the value veterans add to organizations. Among other attributes, military veterans have quick learning curves and know how to work in diverse environments - and do not forget the tax and other monetary incentives available for companies hiring veterans.

What we also need to consider are the potential challenges military veterans and employers face in transitioning to the private/public sector workforce. It is critical that HR professionals proactively assess potential issues and help facilitate successful working relationships for military veterans in the workplace.

Come prepared to discuss the following:

- The fears, misperceptions, and truths about Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), and other ADA related challenges.
- Military and Private/Public Sector cultures, and what strategies can be used to smooth the transition from a highly structured environment to one that can be less structured and/or ambiguous in the private/public sectors.
- Strategies for capitalizing on the diversity of strengths of a Military Veteran when building a successful workforce plan.
- What relevant skills have you as an HR professional drawn upon to successfully engage military veterans in your workplace?



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 Wistaria Krigger at 703.716.1191 or discussion@dullesshrm.org. Participation may be limited to the first 25 people who sign up.

Date: Thursday, December 5, 2013

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

Place:

Farmers Insurance Group
11091 Sunset Hills Road, Suite 800
Reston, VA 20190
(202) 271-9462

Upcoming Events

December Chapter Meeting, December 11, 2013



This year, only \$10 includes dinner, drink, and a chance at fabulous prizes!!!

1st Annual Ugly Holiday Sweater Party & Networking Event Join the Celebration!

When: Wednesday, December 11th, 2013

Networking: 5:15-6:00pm

Dinner & Prizes: 6:00-8:00pm

Where: Hidden Creek Country Club

Register: www.dulleshrm.org

Wear your tackiest holiday sweater and toast the holidays with us in style!



Get Involved

Now Recruiting for the 2014 SHRM Mentoring Program!



- ✓ **Sharpen your professional edge**
- ✓ **Enhance your leadership presence**
- ✓ **Maximize learning opportunities**

We're now recruiting for the Washington, DC metro area's premier mentoring program for HR professionals! Whether you're still in the formative years of your career or fairly accomplished, the NOVA SHRM/Dulles SHRM Mentoring Program can help you to distinguish yourself and speed your progress towards meeting professional development goals. Please visit www.novashrm.org, www.dullesshrm.org, or <http://mcshrm.shrm.org> for more information and to download an application. **Applications are due on or before January 31, 2014.**

Mentoring is more important than ever, and the ability to change and grow in your career is an increasingly critical skill to have. Our Pinnacle award-winning mentoring program can help you to:

- Expand your professional network,
- Learn peer-group mentoring skills,
- Enhance HR and business competencies,
- Build your leadership skills,
- Overcome career obstacles,
- Gain access to the alumni network and a career coach, and
- Earn credits towards PHR/SPHR/GPHR recertification!

We will sponsor a maximum of 14 chapter members in 2014 to participate in the program, which integrates multiple types of mentoring techniques, leadership development, and peer learning networks. Over the course of the last 15 years, participation in our program has consistently resulted in enhanced peer networking for 100 percent of alumni as well as lateral and vertical career moves for over 75 percent of alumni.

Group mentoring meetings are held the second Wednesday of each month from 6:00 p.m. to 8:30 p.m. in the Tyson's Corner area. There is no cost to participate in the program; however, you must be a member in good standing with NOVA SHRM, Dulles SHRM, or MCSHRM.

If you're curious about this innovative mentoring program, please participate in one of the information sessions, held in January, at both the NOVA SHRM and Dulles SHRM chapter meetings. Or contact Mary Kitson, Mentoring Program Director, at mkitson@mitre.org or shrm.mentoring@gmail.com for more information.

Get Involved

EMBRY RUCKER COMMUNITY SHELTER 2013-2014 FALL & WINTER WISH LIST

Drive Coordinators and Large Volume Donors: we kindly request that you contact

Susan Alger, Volunteer Manager, at susan.alger@cornerstonesva.org or (571) 323-1383 to coordinate a time for donation drop off.

Individual donations are accepted any time. Drop offs between 10:00 a.m. - 2:00 p.m. M-F are most convenient for shelter operations. **Please deliver all donations to the Embry Rucker Community Shelter, 11975 Bowman Towne Drive, Reston, VA 20190.**

PERSONAL ITEMS **New and unopened only**	
◆ Deodorant	◆ Flip flops/shower shoes: men's/women's
◆ Toothpaste	◆ Foot spray/foot powder
◆ Disposable razors	◆ Shampoo
◆ Men's underwear: boxers/briefs, t-shirts, & thermal tops/bottoms (new)	◆ Shaving cream
◆ Women's underwear: panties, sports bras, & thermal tops/bottoms (new)	◆ Toothbrushes
◆ Socks: men's/women's (thermal, athletic, & dress) (new)	◆ Facial tissues
◆ Sweatpants: men's/women's (new)	◆ Hand sanitizer
	◆ Feminine products (pads)
	◆ Nail clippers

ACCESSORIES/MISCELLANEOUS	
◆ Towels	◆ Umbrellas
◆ Lip balm	◆ Sleeping bags (new)
◆ Wash cloths	◆ Watches
◆ Bottled water	◆ Alarm clocks (battery operated)
◆ Rain Gear/Ponchos	◆ Flashlights
◆ Pillows (new)	◆ Mesh laundry bags
◆ Twin Sheets and Pillow cases	◆ Sunglasses
◆ Blankets (no comforters)	◆ Reading glasses
◆ Backpacks, briefcases, tote bags	◆ Flash drives
◆ Hats/ball caps	◆ Sunscreen
◆ Batteries of all sizes	◆ Ziploc/Hefty Plastic Big/Jumbo Bags (15"x15")

CLEANING ITEMS	
◆ Kitchen trash bags	◆ Liquid, low suds only
◆ Utility trash bags	◆ Lysol Air Freshener
◆ Anti-bacterial wipes	◆ Paper towels
◆ 409 Disinfectant Spray Cleaner	◆ Bleach
◆ Windex	◆ Plug-ins refills
◆ Laundry detergent: liq-	

GIFT CARDS ACCESSORIES / MISCELLANEOUS	
◆ Target	◆ Metro SmartCard/Bus tokens
◆ CVS	◆ Hair Cuttery
◆ Kmart	◆ Sporting goods stores
◆ Giant	◆ Payless Shoes Store
◆ Safeway	
◆ Gas Station	

KITCHEN SUPPLIES	
◆ Bottled water	◆ Large (#10) cans of corn and green beans
◆ Paper plates, cups, napkins	◆ Cold cereals
◆ Disposable insulated cups & bowls	◆ Instant oatmeal
◆ Coffee (large cans preferred)	◆ Grits
◆ Mayonnaise	◆ Rice
◆ Plastic utensils	◆ Cooking oil
◆ Gallon Size Milk 2% or whole	◆ Ketchup & Mustard
	◆ Sugar
	◆ Sugar-free drink mix
	◆ Artificial sweeteners
	◆ Sugar-free maple syrup

CHILDREN'S ITEMS	
◆ Baby wipes	◆ Baby bottles (new)
◆ Diapers/Toddler training pants (larger sizes)	◆ Baby powder
◆ Children's underwear, t-shirts, tank tops, socks (new)	◆ Occasional need for new cribs, strollers, swings & car seats
◆ Children's sweatpants/sweat shirts (new)	
◆ Baby shampoo	

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

Cornerstones 
Hope for Tomorrow Today 

****Bolded items are especially needed at this time****

Reston Interfaith provides housing assistance and other support services to individuals and families in need.

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



EMBRY RUCKER COMMUNITY SHELTER 2013-14 FALL AND WINTER WISH LIST

Specific Donation Questions

ITEM	WHERE TO DONATE
Books	Please donate to your local library.
Used Car Seats; High Chairs; Cribs	For safety reasons, we can only accept new items with safety manuals.
Cars	To donate a car to Reston Interfaith, please contact Alacia Earley, Volunteer & Drives Manager, 571-323-9568. Vehicles must meet the following standards: <ul style="list-style-type: none"> • Excellent working condition • Current Virginia safety and emissions inspection tags • Paperwork, including car title, must be signed over to Cornerstones
Cell Phones	We do not accept used cell phones. Please consider donating to: <ul style="list-style-type: none"> • CellPhonesforSoldiers.com • Verizon Wireless: 703.437.2600 • Fairfax County Police Station: 703.691.2131 • or 703.478.0904
Used Clothing / Shoes	We do not accept used clothing / shoes. Please consider donating to: <ul style="list-style-type: none"> • The Clothes Closet, Herndon: 703.437.7652 • McLean Bible Church Clothing Share: 703.790.5590 • Goodwill of Greater Washington: 703.533.1840
Computers / Printers	<ul style="list-style-type: none"> • Computers must include a word processing program/package (Windows 2000 or above; includes 2000/XP home/Professional) and have a Pentium 4 or newer processor. • Printers should be less than two years old. • All power cords for computers and printers must be included.
Food Items not on Shelter Wish List	To make a general food donation to Reston Interfaith, please contact Minnie Orozco, Emergency and Self-Sufficiency Services Program Coordinator at 571.323.1410.
Furniture	To make a furniture donation to Reston Interfaith, please contact Graceful Spaces at 703.309.8277.
Opened or Used Toiletries	We can only accept unopened and unused toiletry items.
Used Toys	For safety reasons, we can only accept new toys.

For more information, contact Susan Alger, Volunteer Manager, at susan.alger@cornerstonesva.org or (571) 323-1383.

Get Involved

SHRM[®] Foundation

Shaping the future of HR



SHRM Foundation 50-50 Raffle

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

The SHRM Foundation helps predict where the workforce is headed because we they've been studying its evolution for over 40 years. The vision is a world of inspired business leaders implementing the winning combination of employee fulfillment and business success. The SHRM Foundation offers unmatched workforce knowledge for the benefit of professional workforce leaders with a total focus on studying and reporting the management practices that work. Supporting the SHRM Foundation is a chance to contribute to an ongoing study of the direction of human resources in society. The SHRM Foundation is a 501(c)(3) non-profit affiliate of SHRM.

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





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>

HR Project Manager (Temporary)

Date Submitted: 11/21/2013

Location: Washington, DC

Company: British Embassy

Company Website: <https://www.gov.uk/government/world/usa>

Office Administrator/HR Assistant

Date Submitted: 11/20/2013

Location: Reston, VA

Company: NikSoft

Company Website: www.niksoft.com

Contact Person: T. Michelle Bowman, HR & Recruiting Manager

Contact Phone: 703.435.2260 ext 205

Contact Email: jobs@niksoft.com

Associate HR Generalist

Date Submitted: 11/12/2013

Location: Reston, VA

Company: Dimension Data

Company Website: www.dimensiondata.com

Performance Specialist

Date Submitted: 11/4/2013

Location: McLean, VA

Company: Insperity

Company Website: www.insperity.com





Joe Sherrier - 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).

*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 www.DullesSHRM.org*

Happy Holidays

