



February 2013



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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GET INVOLVED

SHRM Foundation, Embry Rucker Foundation

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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 Joe Sherrier



Back in the dark ages of the late 1990s, a few chosen corporate office employees were deemed essential enough to be granted access from their desktops to the world wide web. Internet access was a privilege not an entitlement. Employees who felt that web access could enhance their productivity would complete a Request Form (name, Emp ID, reason for request, manager's approval signature – you know the drill). HR and IT would review the request and either grant or deny the request. After all, we were charged with protecting the company and the Internet was a well-known time thief.

Less than 15 years later, the Internet Access Request Form is a historic relic of a bygone workplace, replaced by the Social Media Access Request Form. After all, social media is a well-known time thief, isn't it? But what if access to social media resources for all employees could turn out to drive productivity and improve profitability? Could that day be coming?

In the world of recruiting, that day is already here. This month, nationally recognized speaker, Kelly Dinee, will be our featured speaker. Kelly is currently a Strategic Recruiting Manager at Staffing Advisors, leading candidate research efforts in a variety of industries including nonprofit. Her presentation, Social Media and Recruiting in 2013...Are We There Yet?, will explore how far we have come and how far we have yet to go when it comes to leveraging the power of social media within the staffing discipline.

This month, we couple this dynamic dinner meeting presentation with a related discussion group meeting. Recruiting Metrics and Scorecarding that Works will help HR professionals to measure with accuracy our recruiting efforts and successes. Our discussion on February 7th will be led by Carolyn Thompson. Carolyn is a certified career coach and is frequently called upon by national news organizations such as The Washington Post, The Wall Street Journal, NPR, CNN, MSNBC, and AOL Jobs among others to contribute content on a variety of topics. Her insights should be an excellent complement to our dinner meeting topic.

We look forward to seeing you at a Dulles SHRM event this month.

Upcoming Events

About our Facilitator:



Our facilitator for this discussion is Carolyn Thompson. She resides in the Washington, DC area and has been an executive recruiter since 1988. Carolyn is a certified career coach and is frequently called upon by national news organizations such as The Washington Post, The Wall Street Journal, NPR, CNN, MSNBC, and AOL Jobs among others to contribute content on a variety of topics.

Her articles on career development, executive coaching, recruiting and the employment industry have been published in various national magazines, trade journals, and on the Internet. She regularly donates her time as a volunteer speaker for resume workshops and job fairs across the nation.

Carolyn is also the author of Ten Easy Steps To A Perfect Resume, Ten Steps To Finding The Perfect Job, and Ten Secrets To Getting Promoted now available in select bookstores and on Amazon.com. Her blog can be found at www.JobSearchJungle.com.

Dulles SHRM Chapter Discussion Group

Thursday, February 7, 2013

Recruiting Metrics and Scorecarding That Works



Many companies have teams of recruiters that are measured on a variety of metrics. Even if you are a team of one, are your metrics in line with the results you are looking to achieve? Are you attracting high quality people to your company or are they getting lost in the shuffle?

Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues.

Place:

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

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

No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site. 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.

Upcoming Events

February Chapter Meeting, February 20, 2013

Social Media and Recruiting in 2013...Are We There Yet?

Social Media ... it's a hot topic in recruiting these days and many HR departments are struggling to *integrate* this useful medium with their recruitment initiatives. There is an incredible urge to find and connect talent in what can be a very economically feasible medium, and at the same time not be viewed by your talent as a stalker, but as a "friend." LinkedIn, Twitter, Facebook, Quora, Pinterest....What social media flavor of the month should you be using? And how can you possibly make time for social media in your recruiting day? Kelly Dingee, Strategic Recruiting Manager at Staffing Advisors, has been facing these very questions in her own work over the last several years. This session is dynamic and appealing to all levels of recruiting professionals, whether you have no idea about social media and how to integrate it into your recruiting practice or if you're someone who is on the sites but can't manage the volume of information available, this session is for you.

During the presentation, participants will learn:

- Key sites to engage with talent online
- Tips to get your jobs out there and noticed by jobseekers and key reference points
- Tips on authentic engagement, with peers and more importantly, candidates
- Tools to save time, and your sanity, so you can integrate social media into your recruiting strategy, but not let it rule your workday

When: Wednesday, February 20, 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 Speaker:

Kelly Dingee

Kelly Dingee is a Strategic Recruiting Manager and leads the research team at Staffing Advisors. She is also a regularly featured writer on the talent management blog "Fistful of Talent". She has been sought out by publications like Workforce Management, and Mashable.com due to her sourcing and social media expertise. Her previous experience includes contract sourcing and corporate HR roles, as well as working for a well known recruiting training organization as a Technical Writer/Course Developer where she had the opportunity to experience what she refers to as "extreme boolean boot camp", collaborating with the training team on all courses, including her personal favorite, Certified Social Sourcing Recruiter. A confirmed social media geek, Kelly can boast she has been asked to live tweet several events, including those put on by the social media leader, The Realtime Report and her hometown favorite, recruitDC (full disclosure - she's a Board Member). Kelly has presented and moderated panels at industry events like AEIS, WTPF, The Big 7, HRA-NCA, MCSHRM, Leesburg SHRM, PWSHRM, Project SAME, recruitDC, HCI, and ERE's Social Recruiting Summit.



Upcoming Events

NOVA SHRM HR Legal Seminar

Back by popular demand, this full-day Legal update will give you everything you need to be in compliance the rest of the year. This program has been sold out in the past so don't wait to register!

New for 2013! A mock trial covering issues that all HR professionals need to know. You cannot afford to miss this session!

Featuring:

How To Hire and Fire Without Being Sued: Employment Law Checklist
Lawrence P. Postol
SEYFARTH SHAW LLP

Workplace Violence - How To Be Prepared and How To Handle Threats
Michael Johnson
Clearlaw Institute

Health Care Reform: Complying with HCA
Jay M. Napier-Joyce
JACKSON LEWIS

Employment Law Update and EEOC Strategy- 2012 In Review and What To Expect For 2013
Eric Dreiband
Jones Day

New Threats To Employers - NLRB Gone Wild Trying To Regulate Non-Union Employers and Whistleblower Actions
Michael Viccora
SEYFARTH SHAW LLP

How to Respond to a EEOC Charge - Mock Investigation
Lawrence P. Postol
SEYFARTH SHAW LLP
Michael Viccora
SEYFARTH SHAW LLP
Eric Dreiband JONES DAY (AND FORMER EEOC GENERAL COUNSEL)

Fees
Program, Member: \$125
Program, Non-Member: \$17 5

This program is pending approval for 7.25 re-certification credit hours through the HR Certification Institute (HRCI).



About NOVA SHRM

The Northern Virginia chapter of the Society for Human Resource Management (NOVA SHRM) was chartered in 1979 with just 14 members and today the chapter has grown to over 700 members. The chapter is an affiliate of The Society for Human Resource Management (www.shrm.org), the premier HR professional organization representing over 200,000 members worldwide. NOVA SHRM is a 100% chapter, which means that we limit our membership to those HR professionals who are members of SHRM. Today, we are one of the largest 100% chapters in the United States.

For more information, and to register for this seminar, please visit

www.novashrm.org

Upcoming Events

Wednesday, February 27, 2013



2013 Compensation & Benefits Summit Conference

"Ask the Experts... Total Rewards in a Recovering Economy"

Today's economic climate is keeping "Total Rewards" programs difficult for companies to manage. Employers are being obligated to adjust salaries, reduce benefits, consolidate plans and institute creative retention programs. Business leaders are demanding results within the limited budget. Containing costs while offering competitive rewards has become more challenging with each passing day. How do you comply with increased regulatory requirements while responding to market pressures? The prompt recovery from the recession that was expected has not come into view. What's a company to do?

Please join us for a day of discovery of current strategies that impact the decisions that organizations are making to respond to federal/state regulations, competition and decisions that greatly impact the future. This is an opportunity to be on the cutting edge of relevant compensation and benefits matters with dynamic presentations, unbeatable learning and networking opportunities. With new legal rulings, methods and procedures from the federal government outpacing the latest laws, companies are struggling to attract and retain their employees. Take this opportunity to engage with speakers from major organizations and firms. The conference will showcase the market of total rewards and clarify options for businesses, as they navigate the current economic recovery stream by incorporating modern trends and developments.

Connect with leading industry professionals and colleagues for a day of learning, exchange, innovative and practical ideas for successfully reforming your total rewards agenda.

GET MORE INFORMATION, SEE THE AGENDA, OR REGISTER NOW!

www.hra-nca.org

HRCI Credits - Approx. 4 General/Strategic



Upcoming Events



Virtual Government Career Fair

[Sign Up Today!](#)

The Virtual Career Fair is free and focuses on connecting people with government agencies and organizations that have current openings. Participants will:

- Interact with agency representatives and learn more about participating organizations
 - Cut through the cluster of resumes by submitting yours directly to agencies who are actively seeking to fill vacancies
- Hear best practice strategies and lessons learned from experts that have succeed in government

In addition to the Career Fair, there will be interactive keynote sessions and live video chats. These sessions will cover how to navigate the government application process, professional networking, finding a mentor, and moving up the professional ladder.

The GovLoop Virtual Career Fair is Thursday, February 28th from 11AM - 3:30PM ET, so mark your calendars now.

Get your resumes ready now and see you there!



Upcoming Events



GPHR (Global Professional Human Resources) Prep Classes

Marymount University, Reston campus, Wednesdays (6:30-9:15)

Spring 2013

Marymount University is happy to announce it will offer GPHR prep classes from the spring of 2013. The classes will meet once a week starting from mid-January through the last week of April.

Marymount students who take this class have to pay **regular tuition plus \$750** for GPHR learning materials. Students pursuing this option can earn 3 graduate credits towards their HRM degree.

Non-Marymount students who take this class have to pay a total of **\$1100** (course and material costs).

There are several advantages in getting a GPHR certification:

- Prove your commitment to the HR profession while taking on new responsibilities locally and globally
- Demonstrate to the international business community that you are prepared to assume HR responsibilities anywhere
- Become recognized as a credible and respected source of information on core international HR practices.

The eligibility criteria for students to take the GPHR exam are:

- 2 years of demonstrated global exempt-level HR experience with a Master's degree or higher
- 3 years of demonstrated exempt-level HR experience (with 2 of the 3 being global HR experience) with a Bachelor's degree
- 4 years of demonstrated exempt-level HR experience (with 2 of the 4 being global HR experience) with less than a Bachelor's degree

If you have any questions, please email Dr Pramila Rao, Associate Professor, Ph.D., GPHR at prao@marymount.edu. (703-284-5726).



**2013 Virginia SHRM State Conference The Homestead resort
Hot Springs, Virginia April 22-24.**



Come Up, Up and Away with us at the 2013 Virginia SHRM State Conference at The Homestead resort in Hot Springs, Virginia from April 22-24.

With five outstanding keynote speakers, four tracks of great concurrent programs, fabulous networking opportunities and fun entertainment - all in the historic and comfortable setting of The Homestead - this is one conference that you don't want to miss. (You'll even have an opportunity to earn more than 17 HRCI recertification credits.)

The conference early bird rate of \$395 per attendee expires on November 1st, and conference registration is required prior to reserving your room at The Homestead. Visit www.shrmva.org for more information and a link to the conference website.

Don't miss out on all the learning and all the fun as we take HR to new heights. Register today!

SHRM's upcoming seminar schedule

For more details, please go to <http://www.shrm.org/Education/SEMINAR/Pages/default.aspx> or contact shawnetta.walker@shrm.org.

Date	Location	Seminar
1/9-1/11	Alexandria (SHRM)	PHR/SPHR Cert Prep
3/14 - 3/15	Alexandria (SHRM)	HR Generalist
3/18	Alexandria (SHRM)	Diversity Practitioner
3/21 - 3/22	Alexandria (SHRM)	Strategic HR
4/15	Alexandria (SHRM)	Global Cultural Competence
4/18 - 4/19	Alexandria (SHRM)	HR Generalist
4/24 - 4/26	Alexandria (SHRM)	PHR/SPHR Cert Prep
5/7- 5/8	Alexandria (SHRM)	HR Metrics
5/13 - 5/14	Alexandria (SHRM)	Essentials of HR
5/16 - 5/17	Alexandria (SHRM)	Employee Relations



Now Recruiting for the 2013 SHRM Mentoring Program!

- . Gain a career advantage
- . Develop 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 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 February 1, 2013.

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 5 credits towards PHR/SPHR/GPHR recertification!

We will sponsor a maximum of 14 chapter members in 2013 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.



Dulles SHRM

The Dulles SHRM, an affiliated chapter of the Society for Human Resource Management, is seeking on-going technical assistance to assist the chapter 8-10 hours per month maintaining a variety of web-based programs, including managing its website content, its e-mail service, and its meeting registration payment program.

Technical Assistance for web-based programs and multi-media platforms

Essential deliverables:

- Update the content of the Dulles SHRM web pages and database
- Handle web development/create new web pages with forms that interface with the database
- Support of the mailer content/layout
- Troubleshooting issues/answering questions about user accounts
- Maintenance and patching; apply backups and security for assigned programs

Requirements for the Tasks:

- Experience with VBScript for server-side processing of Microsoft Active Server Pages (.asp).
- Access database experience.
- Knowledge of HTML and JavaScript a must.

All written responses or questions should be directed to:

- Joe Sherrier, President Dulles SHRM
- Joseph.Sherrier@gdit.com

Proposals due **no later than** February 16, 2013 for consideration.

Get Involved



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.



I

In January, we raised \$105.00 for the SHRM 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>

Outreach Opportunity



Dulles SHRM continues to support the needs of the [Embry Rucker Shelter](#) 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.

At the January meeting we raised \$80.00 for the Embry Rucker Foundation



HR Career Opportunities



Your dream job is just a click away.

HR Manager

Date Submitted: 1/14/2013

Location: Tysons Corner, VA (20166)

Company: Aptify Corporation

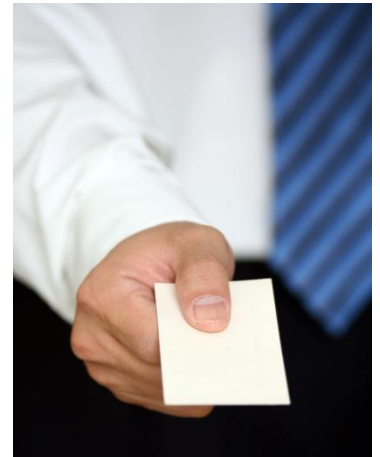
Company Website: www.aptify.com

For more information on this posting or other positions current positions, visit the Career Center on the Dulles SHRM Website at <http://www.dullesshrm.org/career.asp>



Did you know you can post your resume on our website?

Visit the Career Center and download the resume posting form.



Looking for your next HR Professional?

Try posting your position on our website

If you would like to submit a post, please fill out the appropriate form and submit it via email to Keli Winter at mrskeliwinter@yahoo.com

You will need to provide your SHRM number to receive the free 60 day posting. If you are not a SHRM member, please submit the ad and someone from the board will contact you for payment prior to posting. The cost to post for non-members is \$150.00 for 60 days.



Social Media

Follow Us!



Joe Sherrier – President
Cindy Snyder, SPHR - Media Director

Dulles SHRM
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Herndon, Virginia 20172-1249



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 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*

We Welcome our February **GOLD** Sponsor
Flexforce Professionals



FlexProfessionals, LLC is a flexible recruiting and staffing company serving the Washington, D.C. metropolitan area. We match experienced professionals seeking fulfilling part-time employment with local businesses who have part-time, flexible, or project-based needs.

Our candidates are seasoned professionals with 10 or more years of experience and top-notch skills in business areas such as: Finance & Accounting, Sales & Marketing, Public Relations, Human Resources, Legal, Strategy, Business Development, Project Management, Web Development, Research & Analysis, Technical & Proposal Writing, Training, Event Planning, and Administration. Our professionals work at affordable rates and require no benefits in exchange for the opportunity to work on flexible assignments.

FlexProfessionals offers solutions that are a win-win for companies and candidates.

www.flexforceprofessionals.com

