



May 2013



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

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- **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



The Great Recession is over (technically), but the Great Recovery is still a work in progress. Workers in our area have been insulated from some of the worst of the national economic conditions, but that is changing in the face of sequester cuts that may disproportionately impact our area. If you are not a federal worker, you may be a government contractor employee, or your business may depend on customers that have these jobs. Either way, these are changing times for local HR professionals and we need to be prepared to adapt. Our employees and our employers will look to us to navigate these waters.

This month, we offer a number of programs to support our members to help them through these times.

Our May discussion group will address employee engagement, and focus on how we can keep our workforce committed and productive. When times are tough, it is critical that we help our staffs remain focused. The dinner meeting on May 15 is devoted to the blocking and tackling of working through the merger and acquisition process, a trend sure to accelerate as growing businesses see opportunities in the new economic reality.

Finally, we offer a chance for our members to stay connected in a more social setting. On May 23rd, we invite you to join us for an evening of networking and fun as we kick off the Memorial Day holiday on Thursday, May 23rd, from 5:15 until 8 PM. We'll have hamburgers and hot dogs off the grill, beer and wine to quench your thirst, and a photo booth to capture your most professional head shot, and maybe a few candid, 'non-HR' pictures, if you dare! The event costs only \$10, and the photo booth is included in that price, although we will accept SHRM Foundation donations for any photos.

These are changing times, but we can navigate them together by staying informed and blowing off a little steam. Dulles SHRM is here for you! Thank you for being part of our organization.

Upcoming Events

Dulles SHRM Chapter Discussion Group

Thursday, May 2, 2013

About our Facilitator:

Our facilitator for this discussion is Gwen Kinsey.



Gwen is a consultant, speaker and leadership coach who focuses on leadership effectiveness for leading change. Gwen's background includes progressive sales and management positions in the television industry with publically traded companies in six geographic markets. Gwen has also held nonprofit board leadership roles during 20 years of service for a variety of local and national organizations.

Check out her website at www.gwenkinsey.com

Employee Engagement: Inspiring High Performance

As HR professionals, we dream of a positive workplace with peak productivity and satisfaction among employees. Many employers have found the formula for making this dream a reality, while others struggle to get started down the road to having a highly engaged workforce. Please join us to share your observations and experiences and explore simple and easy-to-implement actions that inspire people to achieve their best and have helped transform poor performing businesses into award winners.

Come prepared to discuss the following:

- What work cultural values have the highest priority for your organization? How are those values being supported and developed?
- How do your employees find the connection between what is important to them and those values?
- Have you found ways to get employees to take more initiative?
- What's one thing you did to motivate employees that wish you could do over? What did you learn? What would you do differently this time?
- What are some high value, yet low cost ways you're developing leaders or employees for future challenges?

Place:

HGL

11107 Sunset Hills Road, Suite 400

Reston, VA 20190

(703) 915-0285

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

When visiting HGL, once you turn onto the property from Sunset Hills Road, do not enter the garage on the left – instead proceed straight up the slight incline and park in available spaces along the right side (but not around the circle).

NOTE: As of the April 30, 2013, this discussion group has reached its seating capacity



Upcoming Events

May Chapter Meeting, May 15, 2013

Making People a Priority in Mergers & Acquisitions

Mergers and acquisitions (and any of type of major organizational restructuring, for that matter) create uncertainty and change. And while all corporate audiences share some common questions about the merger or acquisition (such as the basic who, what, where, when, why), each constituency tends to center on one or two major items. Investors want to know how the combined firm will generate higher returns on their investment. Investment bankers care about the premium – the amount the acquiring company is willing to pay above the stock or book value; higher values can stimulate more M&A activity in that industry sector (and generate more fees for the bankers). The press centers on potential layoffs and impact to the community. Customers care about how the event will affect products, services and company points of contact. Employees want to understand how it will affect their jobs, organizational and reporting structure, and benefits.

To many, M&As are all about the dollars and cents ... the financial benefits of buying and selling companies. Yet, the caretakers of the company's P&L and balance sheet – the chief financial officers – have suggested that M&As fail primarily because of people issues. The employees need extra care, compassion and communication during these types of major organizational events. This presentation will include research that validates how a focus on employees can drive merger success and will explore some best (and worst) case examples.

When: Wednesday, May 15, 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:



**Karen Vahouny,
 Communications Consultant
 (Karen Vahouny LLC) and
 Adjunct Professor,
 Marymount University**

Following a successful career in both corporate and agency PR/communication, Karen Vahouny decided to launch a new career in the fall of 2011.

She started her own communication consultancy and is an adjunct professor at Marymount University, where she teaches organizational communication in the MBA program. An Accredited Business Communicator, Vahouny has built a particular expertise in change management, corporate repositioning/turnaround, and merger & acquisition situations, and she has provided communications coaching to executives in a range of positions and industry sectors. She has both corporate communications and investor relations experience, bringing a research-based and financial perspective to all her engagements.

Upcoming Events

Dulles SHRM Spring Happy Hour

Tuesday, May 23, 2013



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.

Date: May 23, 2013

Time: 5pm-8pm

Location: Hidden Creek Country Club...located at 1711 Clubhouse Road, Reston, VA 20190

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

And, we will have a photographer on hand to take head shots and a photo booth for fun pictures (props included). Optional SHRM Foundation donations will be accepted.

Fabulous door prizes -- grand prize is a Kindle Fire HD.



Upcoming Events



CHICAGO

JUNE 16–19, 2013

SHRM 2013 ANNUAL CONFERENCE & EXPOSITION

Bolder. Stronger. Better.

With an impressive keynote lineup, hundreds of sessions, the world's largest HR marketplace, and the iconic Chicago skyline as a backdrop, the SHRM 2013 Annual Conference & Exposition will give you everything you need to be more focused, energized and successful. Make your plans now to join us and ensure that you are faster, stronger, and bolder.

To view all conference details and to register, visit the conference website at <http://annual.shrm.org/>





Mentoring Anniversary Celebration of Stars

The NOVA SHRM/Dulles SHRM Mentoring Program celebrated 15 years of success on Wednesday, April 3, 2013. The Hollywood themed Celebration of Stars Anniversary Gala had almost 100 alumni in attendance, along with the members of the NOVA SHRM and Dulles SHRM board of directors. Mary Kitson, Mentoring Program Director, served as the glamorous hostess of the evening. Kitson and Mary Fetter developed the program in 1999, which won the coveted SHRM Pinnacle Award for Excellence in 2003.

Joe Sherrier, current Dulles SHRM president and Sharifa Gomez, NOVA SHRM president elect shared their remarks with the group about their own definition of mentoring. Deb Cohen, Vice President of Knowledge Development from SHRM headquarters also spoke about the benefit of the mentoring program. The evening included the presentation of several star awards in the following categories:

Longtime leadership of the mentoring program:

Chas Sumser
Jim Murray
Chris Graham
Debbie Green
Meg Nelbach
Cindy Loison
John Viaralla

Melissa Cona
Mary Fetter
Paul Mohnkern
Jill Klaskin
Rich Delaquis
Shelly Geary
Robert Krajewski

Janet Nguyen
Nora Lauterbach
Deepa Aggarwal
Ann Siegel
Sam Russo
Mimi Shieh
Chelsea Hutton

Longtime Mentoring Program Coaches:

Clarence Norment
Ellen Dunagan

Melanie Ott
Lori Ermi

Dana Pulley

Charter Dulles SHRM Members:

Sherian Roggeband

Amy Rigney Gay

Adrianna Mattson

Charter Montgomery County SHRM Member:

Tobie Hollander

Mentoring Program Toolkit Program Managers:

Maggie Moore

Lindsay Muirhead

Pinnacle Award Mentor:

Leslie Weatherly

Special Mentoring Program Graduate:

Julie Simmons

Mentoring Anniversary Event Project Manager:

Linda Caporaletti Hoyt

Several door prizes were awarded to attendees throughout the program, which were made possible by the generous contributions of several sponsors (listed below). The evening concluded with a SHRM Foundation raffle, with attendees contributing over \$325.



Thanks again to all who attended and have been involved in the mentoring program. To learn more about this program or get more involved, go to <http://www.novashrm.org/article.html?aid=176>

The NOVA SHRM/Dulles SHRM Mentoring Program thanks the following sponsors for their contributions to the Celebration of Stars Anniversary Gala:

Gold Sponsor: Helios HR

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www.sharprockvineyards.com

BenStream Consulting
www.benstream.com

The Wolf Trap Foundation for the Performing Arts
www.wolftrap.org

Dulles SHRM Chapter
www.dullesshrm.org

Traverse Management Solutions
www.traversesolutions.com

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www.hamiltonhoteldc.com

ING Financial Services
http://ing.us
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www.chipotle.com

Potomac Party Cruises
www.dandydinnerboat.com

The Cheesecake Factory
www.thecheesecakefactory.com

The Mentoring Corner – Living Your Childhood Dream

Mary Kitson, PHR
Mentoring Program Director
NOVA SHRM/ Dulles SHRM

Let me ask you two simple, but very powerful questions. Take a moment and think back to when you were a child. What did you want to be when you grew up? Are you living your childhood dream?



I wanted to be a teacher or an artist. I come from a long family of teachers and I felt like this was part of my calling. Being creative has always been an important part of who I am as well. I loved painting, photography, and writing poetry and short stories as a child. Lucky for me, I was able to fuse the teaching and artistic capabilities together in my human resource development profession.

I pride myself with being a mentor, coach, and learning guide to many people. And I do so through using the communication arts...one-on-one discussions, facilitating workshops, public speaking, and writing articles and other content for websites and various social media outlets. Also, as an organizational development consultant, I teach work teams and organizations how to effectively structure their people and processes to meet their business goals. Sometimes the fix is relatively simple like developing frameworks for more effective group communication. Other times I'm called upon to help shift mental models in order to make organizational changes stick – which is a highly complex effort and usually requires massive amounts of creative juices!

How well are you living your childhood dream? Can mentoring or coaching help you to be more professionally fulfilled? The NOVA SHRM/Dulles SHRM Mentoring Program can help to facilitate professional connections for you. We have over 200 people in our mentoring network and we have relationships with a half dozen coaches. Drop us a note at shrm.mentoring@gmail.com and let us know what we can do for you!

Phone Interview Do's and Don'ts: "Not as Easy as it Seems!"

*By Mary Roome-Godbolt, PHR
Senior Recruiter, Cox Communications & President Elect, Dulles SHRM*

A phone interview sounds easy, doesn't it? You don't have to get dressed in your best interview attire, travel to a company's office, or interview one-on-one with a hiring manager or with a panel of 5 people. Instead, you're interviewing, on the phone, from the comfort of your home.



It's not as easy as it seems though. You can blow phone interview just as easily as you can blow an in-person interview. Background noise, poor reception, not knowing about the company, and/or not being prepared to respond to interview questions can knock you out of contention for a job.

In today's job economy, employers often use phone interviews as a way to screen candidates in order to narrow the pool of applicants who will be invited in for an in-person interview. It is important to be prepared for a phone interview on a moment's notice. You never know when a contact or recruiter might call to ask if you have a few minutes to talk.

Here are some tips to a successful phone interview –basic do's and don'ts. Job-seekers who follow these simple rules and guidelines should achieve success in this important phase of job-hunting and hopefully to the next stage of the hiring process.

- Create a **Checklist**
 - ✓ Review the job posting and make a list of how your qualifications match what they are looking for.
 - ✓ Have a copy of your resume so you can remember what you did when.
 - ✓ Have both in clear view during your phone interview.
- **Research** the job and the company! The more prepared you are, the smoother it will go.
- Use a **land line** if at all possible. Unless your cell service is 100% all the time, I highly recommend using a land line. This way you don't have to worry about static or disconnection.
- Get **rid of distractions!**
 - ✓ Interview in a private quiet place!
 - ✓ If you have children at home, secure a babysitter.
 - ✓ Make sure animals are in another room.
 - ✓ Don't take the call while driving or outside.
- **Focus, listen and enunciate!**
 - ✓ Focus on the interview alone.
 - ✓ Listen to the questions – ask for clarification if needed.
 - ✓ Speak slowly, carefully and clearly – it is fine to take a few seconds to compose your thoughts.
- Pay attention to **body language!** (I know that sounds strange!) But, be sure to sit up straight, smile and think positive. You will make a better impression!
- **Take notes** – it is hard to remember what you discussed after the fact, so take brief notes.
- **Follow up** after the phone interview.
 - ✓ Ask for the interviewer's email and follow up immediately after the call.
 - ✓ Thank the interviewer and reiterate your interest in the job.
 - ✓ And finally, be sure to provide any additional information or a qualification you didn't get to mention during the phone interview!

Let me know how it goes and if you are successful! Feel free to reach out to me: mary.roome@cox.com



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 Raised \$54 for the SHRM Foundation at the March chapter meeting



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>

Get Involved

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.

We raised \$53 for the Embry Rucker Foundation at the March chapter meeting



HR Career Opportunities



Looking for a new career opportunity?



Looking for quality HR professionals?



Check out the Career Center on the Dulles SHRM Website at <http://www.dulleshrm.org/career.asp>



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).

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Thank you to our members...

*Over 300 Top Human Resource Professionals in the Dulles Corridor
Learn more at www.DullesSHRM.org*

Congratulations!



Dulles SHRM has been awarded the 2012 Silver EXCEL Award. This award recognizes outstanding achievements in chapter operations and a commitment to providing meaningful programs and services to our members. It also is recognition of our continued growth and development as a business leader, capable of developing strategies that lead to business success!

By achieving this award, our chapter distinguishes itself as an outstanding organization dedicated to serving the needs of your members and to the advancement of the human resource management profession.