



October 2013



Your Monthly News Update

Dulles SHRM - Your Chapter of Choice

INSIDE THIS ISSUE

President's Message

Upcoming Events:

October Discussion Group, October Chapter Meeting, NVCC Industry Building Learning Series

Creating a Successful Wounded Warrior Program, Fall Mixer, Fall Seminar

SHRM Foundation, Embry Rucker Foundation

HR Career Opportunities



2013 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 Joe Sherrier



October.

It's the season to be scared. October has Halloween as its most celebrated holiday, after all. Unfortunately we have reason to be scared these days. Our government is shut down because leadership can't get along. Our workplaces are increasingly plagued by workplace violence, most recently at the nearby Washington Navy Yard. Unemployment continues to remain stubbornly high. So where does HR fit into all of this?

We fit right smack in the middle! When company leadership cannot communicate, when corporate leadership is dysfunctional, who has the skills and ability to turn that situation around? HR professionals. When a crisis erupts in our workplaces, who provides the calming influence to diffuse situations? HR professionals. When our workforce is asked to do more with less, who is asked to deliver the message (and enforce the new rules)? HR professionals.

We have scary jobs, don't we?

In October, our chapter will help you build your skills to deal with all of these scary situations. Our monthly chapter meeting will address workplace risks and how to mitigate them. Our end of month one-day seminar will review talent acquisition strategies so we can confidently hire the right people the first time. Our discussion group meeting will teach you ways to handle your own stress during these turbulent times. And finally, our October networking event will surround you with the HR support you need – some food, some fun, and a stiff drink if you like!

Thank you for your commitment to the HR professional. Life in the workplace without you would be the real fright.



Upcoming Events

About our Facilitator:

Angelique Andrae



Angelique Andrae, SPHR, is a 15+ year Human Resources Veteran. She holds her Master's Degree in Human Resources Management from the Florida Institute of Technology, a Bachelor's Degree in Business Administration from the University of Maryland University College and is also a veteran of the U.S. Navy. Ms. Andrae is a certified Senior Professional in Human Resources (SPHR) and has provided HR leadership in a number of different industries.

For Angelique's complete bio, visit the Dulles SHRM website at www.dullesshrm.org

Dulles SHRM Chapter Discussion Group

Thursday, October 3, 2013

Mindfulness in the Workplace: Breaking the Stress Cycle & Improving the Bottom Line

Companies like Apple, Google, McKinsey & Company, Deutsch Bank, Proctor & Gamble, Astra Zeneca, General Mills and many more have instituted their own mindfulness at work programs to improve their employees overall health, well-being, productivity and leadership ability. And, the results have been astounding. In an article Arianna Huffington wrote for The Huffington Post, entitled, "[Mindfulness, Meditation, Wellness and their Connection to Corporate America's Bottom Line](#)", she states, "There's nothing touchy-feely about **increased profits**. This is a tough economy, and it's going to be that way for a long time. Stress-reduction and mindfulness don't just make us happier and healthier, they're a **proven competitive advantage** for any business that wants one."

In this interactive and experiential discussion, we'll talk about why mindfulness is taking businesses by storm and being talked about in publications like the Financial Times, Forbes and The Washington Post; Google has published a best-selling book about it, and; top Universities and medical centers around the world are researching and reporting on its many benefits.

Come prepared to discuss the following:

- What is mindfulness and why is it important to leadership?
- How does practicing mindfulness break the stress cycle?
- Why is this crucial to business?
- How does mindfulness improve work-life balance?
- What are some of the major results that companies using mindfulness training are reporting?

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, October 5, 2013

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

Place:

Jackson Lewis LLP
10701 Parkridge Blvd.
Suite 300
Reston, VA 20191
(703) 483-8300

Upcoming Events

October Chapter Meeting, October 16 , 2013

Risk Management in the Workplace

Human Resources professionals manage a variety of personnel matters in the workplace that have the potential of resulting in a conflict. Sexual harassment cases that cross over into obsessive interest and terminations that are potentially violent may all fall within the category of workplace violence. Repeatedly, cases have shown that signs are present that suggest a person may be a risk to employees, yet these signs are many times not communicated or assessed. Human Resource professionals are key members in teams designed to mitigate these risks.

In our presentation, Chuck Tobin, President of AT-RISK International defines in detail the proper strategic planning, design and implementation of an effective workplace violence risk management program to protect employees and the organization. We will identify behaviors typically seen in obsessive interest and threat cases that have resulted in potential risk to the corporations and individuals. We will identify strategies to mitigate these risks to include examination of the recently published ASIS/SHRM standard as well as exploring the OSHA guidelines. From these standards we will explore how corporations are utilizing the multi-disciplinary approach to threat assessment and management. Through a discussion into applying the new standards we will assist the attendees in understanding the scope of their role and how they can best contribute to the reduction of the risk of violence in the workplace.

When: Wednesday, October 16, 2013

5:15 – 6:00 pm Registration and Networking

6:00 – 7:00 pm Breakfast 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

This month's speaker

Chuck Tobin

Chuck Tobin has extensive presentation and training experience over his 25 years in the security industry. As a certified Department of Criminal Justice Services Instructor and Director of Training, he is well acquainted with training the adult learner. As an owner and President of AT-RISK International, he has conducted many paid and free training programs domestically and internationally, to include training of over 2,000 replacement Military Police Forces at 23 different U.S. Army installations from 2003-2006. His specialty over the past 14 years has been in a focus on workplace violence and threat assessment/management. He has overseen many cases of communicated threats and hostile terminations and currently chairs the Association of Threat Assessment Professionals Violence Risk Assessment Certification Committee. He has been active in ATAP since 1999 having held positions such as DC Chapter President, National Audit Committee, Conference Speaker Committee and Association Sergeant of Arms.

To view more information on Misti visit the Dulles SHRM website at www.dullesshrm.org

Upcoming Events

NOVA Northern Virginia
Community College
Workforce Development Division

WORKFORCE DEVELOPMENT DIVISION

WORKFORCE INDUSTRY BUILDING LEARNING SERIES



Speaker:

Neal Henderson, GPHR, SPHR

RECRUITING AND RETAINING VETERANS

Thursday, October 3, 2013

12:00 PM – 1:30 PM

Ernst Cultural Center

Northern Virginia Community College, Annandale Campus Location
8333 Little River Turnpike, Annandale, VA 22003

You can register at our website: www.nvcc.edu/workforce
By clicking on the "Workforce Industry Building Learning Series" box

For more information, email: camolinari@nvcc.edu or call 703-323-3281

Register Today!

- Seats are limited and filling fast
- Lunch served
- Gift to all attendees
- \$15 Registration Fee

Upcoming Events



*Promoting best practices in
hiring, retaining, and marketing
to people with disabilities.*

**DC Metro BLN Program
4.0 HRCI pending
Creating a Successful Wounded Warrior Program
Wednesday October 9, 2013
Breakfast and Networking 8:30-9:00; Program 9:00 am – 1:00 pm
Raytheon: 22265 Pacific Blvd, Dulles, VA 20166**

The DC Metro BLN Wounded Warrior Transitions Committee invites you to attend this rich and informative dialog focused on talent, inclusion and compliance. Keynote speakers will share expertise related to hiring wounded warriors and the final rule on Section 4212.

Assistant Secretary VETS, Keith Kelly (*confirmed*), will share his vision for supporting transitioning veterans including wounded warriors to successful civilian careers. Dinah F. B. Cohen, (*confirmed*) the Director for the Department of Defense (DoD) Computer/Electronic Accommodations Program (CAP) will share her expertise in providing assistive technology and accommodation support to wounded service members. Our Subject Matter Expert Panels consisting of employers, veterans and providers will provide best practice perspectives. Exhibitors will provide information on recruitment options.

Attendees will gain valuable information including

- How to start or build a successful wounded warrior programs
- Where best to recruit wounded warriors
- How to successfully assimilate service members from military into corporate life
- Becoming a member of the BLN Transitions Committee to provide outreach and education to employers and wounded warriors

[Register](#): \$35 BLN members, \$80 non BLN Members. (Early Bird \$)
Exhibitor Tables \$125 includes two attendee registrations

Upcoming Events

Dulles SHRM Fall Mixer

Join us for food



Friends



Drinks & Games



Thursday, October 3rd 6 to 8pm

Hidden Creek Country Club
1711 Clubhouse Road, Reston, VA 20190

Register online at www.dullesshrm.org

Upcoming Events

Dulles SHRM Half Day Seminar

THE NEW AGE OF STRATEGIC TALENT ACQUISITION

FRIDAY, NOVEMBER 1, 2013, 7AM – 12:30PM

Hyatt Dulles

2300 Dulles Corner Blvd

Herndon, Virginia 20171

REGISTRATION IS NOW OPEN

Don't miss this great opportunity for HRCI credits and some excellent Talent Acquisition speakers! Registration -- \$49 Members, \$99 Non-Members.

To view additional information on presentation topics, speakers and to register online visit www.dullesshrm.org



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.

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>



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.





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 Specialist

Date Submitted: 9/23/2013
Location: Chantilly, VA
Company: Femme Comp, Inc. (FCI)
Company Website: www.femmecomp.com
Contact Email: careers@femmecomp.com

Director of Broad Base Compensation

Date Submitted: 9/20/2013
Location: Bethesda, MD
Company: Lockheed Martin
Company Website: www.lockheedmartin.com
Contact Person: Rob Wetzel
Contact Phone: 301-799-9277
Contact Email: rob.l.wetzel@lmco.com

Director of Executive Compensation

Date Submitted: 9/20/2013
Location: Bethesda, MD
Company: Lockheed Martin
Company Website: www.lockheedmartin.com
Contact Person: Rob Wetzel
Contact Phone: 301-799-9277
Contact Email: rob.l.wetzel@lmco.com

Sr. Human Resources Generalist

Date Submitted: 9/16/2013
Location: Reston, VA
Company: WBB Inc
Company Website: www.wbbinc.com



Joe Sherrier – President
Cindy Snyder , SPHR - Media Director

Dulles SHRM
PO Box 1249
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 dulleshrmmedia@gmail.com. Dulles SHRM is an affiliate of the [Society for Human Resource Management \(SHRM\)](#).

*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*