



**September 2015**

## Dulles SHRM - Your Chapter of Choice

### INSIDE THIS ISSUE

**2015 Annual Sponsor**

**President's Message**

**Upcoming Events:**

September Discussion Group, September Chapter Meeting, Strategic HR Conference, HRLA Homecoming, Fall Seminar

**Welcome New & Returning Members**

**Get Involved**

Loudoun County School-Business Partnership 2015 Job for a Day Program

**Dulles SHRM Career Center**



## 2015 Annual Sponsor



**Proforma Screening Solutions is a leading background screening company. Founded by industry veterans and leaders with deep and broad background screening experience, Proforma sets the standard for compliant, accurate, and cost-effective programs.**

**We understand your risks and address your screening requirements with solutions that automate compliance, build a culture of trust and safety, and reduce the risks of negligent hiring. Proforma offers complete and affordable screening solutions that result in actionable information to drive better employment-related decisions.**

**[Contact Us](#)**

## President's Message

By Courtney Nicholson



The kids are back in school and it is time for us to get back to our own education and personal growth. Dulles SHRM offers many educational opportunities for HR leaders, such as yourself, throughout the year. On a monthly basis we offer continuing education credits at our Chapter Meetings, our monthly discussion group provides the opportunity to dig deep into an HR topic and discuss with our peers, plus we have special events such as our Fall Seminar.

As you are filling in your professional growth calendar for the Fall, save the date for our Annual Half Day Fall Seminar. We will be gathering at the Waterford Fair Oaks on October 16<sup>th</sup> for *Being A Strategic HR Business Partner – Much Easier Said Than Done...But Can Be Achieved*. Registration is open!!

We look forward to seeing you as you pursue life-long learning and build relationships through Dulles SHRM.



## Upcoming Events – September Discussion Group

### Getting What You Want: Setting and Maintaining Boundaries with Others

Thursday, September 10, 2015  
7:30am. to 9:30a.m.

When we effectively set boundaries and limits with others, it has a huge impact on our ability to do our best work. Examples of setting boundaries are telling people “no” when it is appropriate and letting them know what is acceptable. Effectively setting and maintaining boundaries helps people take better care of themselves, maintain self-respect, and increase their ability to control their work and their personal lives.

When managing staff or just interacting with coworkers, one of the most difficult things for many of us is to tell others what we need from them and then staying with those decisions. Effective boundary setting can increase productivity, teamwork, morale, and the bottom line. When we aren't able to successfully set them with others, we can be angry and resentful with them and ourselves, resulting in a lot of stress.

The inability to set and maintain boundaries effectively with others often results in projects not being completed according to plan or on time, people allowing others to take advantage of them, and miscommunication.

In this session you will learn:

- What is a boundary
- Examples of setting effective boundaries
- Why it is often difficult for us to set and maintain boundaries
- What you can do to help set and maintain boundaries

Our Facilitator is Mark Sachs



There is no fee for attendance. Due to limited seating advance registration is required [Register Now!](#)

Location: HydroGeoLogic, Inc. 11107 Sunset Hills Rd #400, Reston, VA 20190

## Upcoming Events – September Chapter Meeting

### Penny Wise & Pound Foolish: Worker Misclassification and How to Stay Ahead of the Curve

Wednesday, September 16, 2015  
5:30pm to 8:00pm

Are you properly classifying workers as independent contractors? Up to 30% of employers misclassify workers, and the revenue loss to US Treasury is more than \$3 billion, annually. Agencies across the employment spectrum are effectively coordinating and identifying misclassified workers, and seeking immense penalties from companies. Join us for a conversation about evolving agency initiatives, the various “tests” for contractor status, and a host of practical solutions to address these important issues.

#### About our speaker:

Ms. Mukherjee is an accomplished employment lawyer who partners with her clients to develop creative and strategic solutions to a wide array of employment law issues, including corporate governance and internal investigations, employment discrimination, performance counseling, wage payment, discipline, termination, mass layoffs, family and medical leave, disability accommodation, privacy and corporate diversity counseling. She negotiates and drafts agreements related to executive employment, equity compensation, independent contracting, confidentiality, restrictive covenants and severance. She advises executive management and human resources professionals on the development, implementation and enforcement of personnel policies and risk management tools, and she is a sought-after trainer of human resources professionals, executives and line managers regarding best practices and compliance with evolving employment laws.

Ms. Mukherjee has repeatedly been named to Best Lawyers in America, Top 25 Women Attorneys in Virginia, Virginia’s Labor and Employment Legal Elite, and Super Lawyers in both Virginia and Washington, D.C. for Employment & Labor Law. She is a popular and sought-after speaker on topics of human resources trends and employment practices for the Society for Human Resource Management and other human resources organizations. Ms. Mukherjee has a sustained history of non-profit leadership and innovation. She currently serves as Chairman of the Board of Northern Virginia Family Service, a social service agency serving more than 35,000 individuals annually.

Location: Hidden Creek Country Club  
1711 Hidden Clubhouse Road  
Reston, Virginia 20190

Price: \$35 Member, \$55 Non-Member, \$25 Member in Transition

[Register Now!](#)



This program is pre-approved for 1.5 (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute.



# STRATEGIC HR conference

Washington DC | September 15, 2015  
Frederick, MD | September 17, 2015



Proudly Sponsored by:  
**Frederick County SHRM and  
Dulles SHRM**



**PRE-APPROVED FOR 7 STRATEGIC-BUSINESS  
RECERTIFICATION CREDITS**

Traditional ideas about leadership and talent management are becoming less and less effective at driving success in the modern workplace. Organizations are changing at an incredibly rapid pace and in order to lead change we must change how we lead.

This program will present new and progressive methods in which you can assist your management team to become true coaches. We will discuss innovative techniques to drive high levels of engagement and accountability in your organization. All of which will lend to an improved work culture and increased business results.

For event details please visit  
[www.ideation-consulting.com](http://www.ideation-consulting.com)

Performing due diligence and developing a ROI is long-standing business best practice, however, rarely considered as a function of HR. However, if you review most organizational budgets, wages and benefits are usually the largest line items. In our current recovering economy, it is imitative for HR to implement strategies that are proven to drive bottom-line business results.

In order for HR to become a true strategic partner we need to play an active role in leading the leaders and coaching the coaches in our organizations. At this conference you will explore...

- the evolving role of Strategic HR in the modern workplace.
- new methodologies that quantify the impact of HR by analyzing the return on your organization's human capital investments.
- further developing a company culture that fosters high levels of employee engagement and personal accountability.
- progressive performance management tools and leadership development techniques that translate directly to organizational growth, efficiency, improved quality and customer service.

**FEATURING:**

Nationally Recognized Speaker, Management Consultant, Author and Strategic HR Expert



**Sara  
Christiansen**

Non-members \$299/person

FCSHRM and Dulles SHRM  
Members: \$269/person

**Register on-line at  
[www.ideation-consulting.com](http://www.ideation-consulting.com)**



[www.ideation-consulting.com](http://www.ideation-consulting.com)





**HOMECOMING**  
**75 YEARS**  
**HRLA LEADERSHIP AWARDS**  
*Save the Date!*

Wednesday, September 30, 2015  
6:00-8:00 p.m.  
Crowne Plaza Tysons Corner  
1960 Chain Bridge Road  
McLean, VA 22102  
Free to attend/Free parking

Follow us!  
  

RSVP by Sept 24: <https://hrla15years.eventbrite.com>

Join HRLA for a celebration of 15 years, announcing new award categories, connecting alumni with our partners, and highlighting the value of being part of the HRLA community!

## Dulles SHRM Annual Fall Seminar

*Friday, October 16, 2015 7am to 1pm*

*The Waterford at Fair Oaks  
12025 Lee Jackson Memorial Highway  
Fairfax, VA 22033*



How many times have you heard that HR needs to be a strategic business partner? Join us to review best practices, strategies and executable ideas in sharpening your business partner relationship.

You will gain an understanding of what being a strategic contribution is, how the role is achieved and how it truly aligns with the vision/mission of your organization. We have 3 great presentations:

- Secrets from a PMP in Managing HR Projects
- Business Financials for HR Professionals
- Being a Strategic Business Partner

HRCI & SHRM PDP Credit Available

Registration – \$75 Members, \$125 Non-Members/Guests

Special Registration Offer for Non-Members & Guests:  
Become a Dulles SHRM Member & Fall Seminar Registration \$115

**[Review Our Speaker Lineup & Register](#)**



**Welcome**  
**New & Returning Members!**



Tina Atwell  
Laura Clairmont  
Sarah Cox  
Stefanie Cunnane  
Niloufar Gomez  
Maria Gupta  
Patricia Johnston  
Rebecca Lloyd  
Kris Miracle  
Joseph O'Connor  
Breanna Saitta  
Julie Simmons

**Thank you for making**  
**Dulles SHRM**  
***Your Chapter of Choice***

## Get Involved

### Loudoun County School-Business Partnership

### 2015 Job-for-a-Day Program



*A Commitment to Loudoun's Future in the  
Classrooms of today*

The Loudoun County School-Business Partnership's "Job-for-a-Day" program allows rising juniors in all Loudoun County Public High Schools an opportunity to experience a career vocation of their choice. The program functions as a job-shadowing arrangement between the students enrolled in it, and the businesses that generously open their doors to them. This program allows students to envision themselves in career roles and see if the jobs that they have expressed interest match their skills and ambitions. Ultimately, this program helps students improve employment choices based on experiential learning and increasing awareness of available careers.

The Loudoun School-Business Partnership is seeking businesses willing to participate in this program by hosting one or two students in participant-learner roles for a one-day visit with their company. The date for this year is tentatively set for Wednesday, November 18<sup>th</sup>. The business should recognize that this "Job-for-a-Day" opportunity is an outstanding form of outreach to the future workforce and leads to a positive contribution to these students' lives through a hands-on learning experience.

To participate, all that we need from the prospective company is the following:

- Title of the job position you wish the student to shadow,
- Three brief sentences describing the position, daily demands, and educational interests,
- One sentence on critical success factors necessary to succeed in the position,
- A point of contact person with whom we will coordinate; please provide:
  1. Name and Phone number for contact
  2. Email for contact
  3. The physical address of the business where the student should arrive.
  4. Email the above information directly to [JFD@lcps.org](mailto:JFD@lcps.org)

The "Job-for-a-Day" program benefits both the students and the businesses. The aim is to allow students to be able to explore fields in which they have interest and/or aptitude while simultaneously strengthening students' awareness of business, industry, and particular vocations within the community. The program seeks to give students the backing that they need to make decisions related to life skills and career choices through hands-on experience with things that are not necessarily available to them in the typical classroom environment.

We expect the students to arrive promptly on the specified date, be professionally dressed, and prepared and ready to learn. In fact, it is highly suggested that you give the students actual work! Short sessions of pragmatic work-related tasks help the student better understand the career. Many businesses treat the students to lunch but if you have a cafeteria or active lunchroom merely inform the students of what is normal and usual at the business.

For more information, or to apply for participation, please email [JFD@lcps.org](mailto:JFD@lcps.org) and we will reply to your interest, or Contact Michael A. Lo Presti, Chairman, LCSBP at [mike@presti.com](mailto:mike@presti.com) or (703) 430-4757



Check out all the HR Career Opportunities  
at our [Career Center](#)

[Recruiter & HR Generalist](#)

Date Submitted - 8-28-2015

Cooperative Finance Corporation

Location: Dulles, VA

[Recruiting Coordinator](#) 

Date Submitted: 8/25/2015

Long and Foster

Location: Chantilly, VA

[Human Resources Generalist](#) 

Date Submitted: 8/4/2015

Goldbelt, Incorporated

Location: Herndon, VA





Courtney Nicholson - 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 [dullesshrmmedia@gmail.com](mailto: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 [dulles.shrm.org/](http://dulles.shrm.org/)*

## Thanks to our GOLD Sponsor



Integrated Financial Partners is dedicated to helping you improve your income and impact your quality of life. As a premier fee-based financial services firm, IFP can help guide you toward a more secure future. WE believe that it's not only our responsibility to help you make the most of your income and assets, but also to help you make the most of your life.

It's our plan for your future.

[www.ifpadvisor.com](http://www.ifpadvisor.com)