



February 2015



Dulles SHRM - Your Chapter of Choice

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Become a Dulles SHRM Sponsor!



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 Mary H. Roome-Godbolt, PHR



February is the month of love. Think about how you are embracing your career in HR and how Dulles SHRM can be a place for you to hone your craft through our educational presentations and discussion groups, networking with your peers, plus sharing your experience and knowledge with your fellow Dulles SHRM members. Our goal is to be providing you with these opportunities and more.



Speaking of love, do we love our mobile devices or what? Now that more personal mobile devices are entering the workplace, how are you identifying and managing the potential risks? Join us at our February Chapter Meeting as our own Matt Nieman, Shareholder & Litigation Manager at Jackson Lewis P.C., walks us through this discussion. I know you will leave with ideas you had not previously considered in helping your organization journey through and manage devices in the iGeneration.

We look forward to seeing you!

Warmest regards,
Courtney

Upcoming Events – February Discussion Group

Work/Life Integration and Successful Workplace Culture

Thursday, February 5, 2015
7:30a.m. to 9:30a.m.

We come to our professional lives with a variety of Work/Life challenges. Depending on life stage the challenges could be child care, elder care, and management of chronic illness, family responsibilities, and so much more. How does the workplace sustain a high performance environment and support employees through their life cycle challenges? What is the ROI for companies who adopt a family friendly workplace culture? How do front line managers and C-suite executives translate the cultural messages?

Come prepared to discuss the following:

- Work/Life integration challenges and success stories
- Role of HR in establishing a work/life friendly culture

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

There is no charge for Discussion Groups; however, seating is limited to registration is required.

[Register Now!](#)

Meet This Month's Facilitator

Marissa Levin, Founder & CEO of Successful Culture



Marissa is a 20-year entrepreneur, best-selling author & national speaker. She equips others with the mindset, tools, & strategies they need to overcome their barriers to growth. Tapping into 2 decades of business-building & leadership, Marissa coaches & advises entrepreneurs, executives, & leaders on how to create a mindset & culture of intention, accountability, & execution. Marissa spent 19 years facing just about every possible business challenge as she evolved Information Experts into a multi-million dollar global communications & education firm. She knows what it's like to make the complicated move from solopreneurship to leadership...to implement processes, to seek help, to block out the nonbelievers. Marissa knows how important it is to pivot on a dime & embrace change due to external changes beyond your control.

Upcoming Events – February Chapter Meeting

Managing Devices in the iGeneration

Wednesday, February 18, 2015
5:30pm to 8:00pm



Join Dulles SHRM's Matthew "Minute With Matt" Nieman

Risks and solutions for allowing employees to use their own devices for work related issues.

What are the advantages to BYOD ("Bring Your Own Device")?

What are the risks?

What are the solutions?

Creating policies.

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 has been approved for 1.0 (General) 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 activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



Promote Excellence. Advance HR Professionals. Connect Thought Leaders

Human Resource Leadership Awards Applications are available now! www.hrleadership.org/awards

Individual Award Categories:

Leadership
Corporate Social Responsibility
Mentoring
Promoting Ethical Behavior

Team Award Categories:

Innovation
Strategic Alignment

HRLA is making the application process easier this year with free Award Application Boot Camps hosted by former judges, award winners and HRLA Nomination and Judging Committee members!

Register at www.hrleadership.org/bootcamp

February 3, 2015

8:30 a.m. - 10:30 a.m.

Long & Foster Companies Corporate Office
14501 George Carter Way
Chantilly, VA 20150

Parking: use the front of the building to park and enter through the front foyer.




Sponsorships Available www.hrleadership.org/sponsor

Stay tuned for our New Year Networking Event in early January!

Application Deadline is March 15, 2015

Nominate Someone or Submit Your Own Application Today!



The HRLA win has been important to me because it is a visual and public recognition for the values that I have as a leader. While in no way did I expect an award, it certainly has provided an opportunity for those outside my immediate organization to get to know me as a leader. My company did several press releases internally as well as leverage social media allowing my peers/friends/relatives outside of work recognize me well.

- Michele Neiman,
Northrop Grumman
2013 Mentoring Award

Top 10 Reasons Why You Should Want to be Nominated and WIN a HR Leadership Award:

1. Gain exposure as a nominee/company in HRLA collateral, on the website, at the VIP Reception and Gala, and be listed at least twice in Capital Business, a weekly publication of The Washington Post.
2. Gain exposure as a winner in all of the above PLUS press releases, promotion through HRLA partners, highlighted in the HRLA pullout section of Capital Business in June and more!
3. Attend the exclusive VIP Reception in May where they have an opportunity to network with other past winners, their nominators, executives, and sponsors.
4. Leverage our networks for connections and introductions, sharing ideas, gaining further promotional opportunities.
5. Collaborate and share best practices with the best of the best!
6. Enjoy exclusive opportunities to demonstrate thought leadership through publishing, presenting, and participating in alumni-only events!
7. Promote your award on your website with an HRLA Winner Badge.
8. Add to your professional resume.
9. Be part of an independent Human Resource community truly seeking to advance the HR industry and eager to promote you and your achievements with no membership fees.
10. Attend the Awards Gala for free!

WWW.HRLEADERSHIP.ORG/NOMINATE



Education Workshop

Changing Dynamics of the HR Profession

Friday, March 6th, 2015 7:30 a.m.- 12:30 p.m.

Cost: \$50, includes breakfast and snack break

Crowne Plaza Tysons Corner

1960 Chain Bridge Road - McLean, VA 22102

Keynote:

- Colin McLethie, President, Five Ways Forward

Session Topics and Speakers:

- Workforce Planning: Pamela Green, Private management consultant, keynote speaker, and published author **AND** The Honorable Katherine McCary, President, C5 Consulting, LLC
- Executive Presence: Tujuana Williams, Vice President, Chief Diversity & Inclusion Officer, Fannie Mae
- Crucial Conversations: Tory Ruttenberg, Principal, Ruttenberg Consulting

REGISTER:

<http://hrleadership.org/education-workshop>

This program is pending HRCI approval for recertification credit hours.

Upcoming Events



2015 Virginia SHRM State Conference

Sunday, March 08, 2015 - Wednesday, March 11, 2015

Williamsburg Lodge
310 S. England St.
Williamsburg, Virginia 23187
United States
800.261.9530

[Click Here to Register](#)



Conference Registration Rate -- \$995 ends July 7, 2014

<https://shrmstore.shrm.org/annual>



Welcome New & Returning Members!

Marijana Barr
Daniel Brodhead
Mira Dib
TraceAnn Green
Sarah Jimenez
Katherine Parramore
Linda White

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

**Moved?
Change Jobs or Been Promoted?
Remember to update your Membership Record!**

Don't forget to check your membership profile with Dulles SHRM, and update if you've had any changes through the year.

Remember, this is how other chapter members can locate you in our Membership Directory!

It's easy to check your profile:

- Go to the Dulles SHRM web site at <http://dulles.shrm.org/>
- Press the "Sign In" Link in the upper right corner of the home page.
- Enter your email address and password in the appropriate fields (Forgot your password? No worries—just click on the "request a new password here" link, and a temporary password will be emailed to you.).
- Press the Log In button to access your profile.
- Press the Edit button to update your profile information as appropriate.
- Press the Save button to save your changes.

Get Involved

Donate to Embry Rucker Community Shelter at Dulles SHRM Meetings!

Dulles SHRM is proud of our ongoing support of the Embry Rucker Community Shelter (ERCS). ERCS is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. ERCS is open 24 hours a day, 365 days a year. Their 20 full-time staffers, part-time staff and over 400 volunteers are dedicated to helping shelter residents get back on their feet. ERCS is located at 11957 Bowman Towne Drive in Reston, VA, and is part of Cornerstones (formerly Reston Interfaith). Cornerstones is a nonprofit organization that promotes self-sufficiency by providing support and advocacy for those in need of food, shelter, affordable housing, quality childcare, and other human services.

How can you help? Please give generously when you attend Dulles SHRM chapter meetings. We take monetary donations for the shelter at all meetings—in 2014, we were pleased to present a check for \$1085 to ERCS at the Dulles SHRM Holiday party. Each year at the holiday party, we also collect “Wish List” items from chapter members that are then donated to shelter residents.

Please donate to the Embry Rucker Community Shelter at all 2015 Dulles SHRM chapter meetings—help us make a difference!

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



Get Involved



Step Right Up, and Try Your Luck—Everyone's a Winner!! Please Join in the SHRM Foundation 50-50 Raffle in January!!

Did you know that the SHRM Foundation is a 501(c)(3) nonprofit affiliate of SHRM? The Foundation is a legally separate organization, and is not funded by SHRM membership dues. Each month, Dulles SHRM raises 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 the other 50% goes to help support the work of the Foundation. **In 2014, Dulles SHRM collected \$578.50 for the SHRM Foundation!**

Not familiar with the SHRM Foundation? Here are some details on its mission and current activities

Mission & Vision

The SHRM Foundation is the globally recognized catalyst for shaping human resource thought leadership and research. The mission of the Foundation is to advance global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

SHRM Foundation Mission

The SHRM Foundation advances global human capital knowledge and practice by providing thought leadership and educational support, and sponsoring, funding and driving the adoption of cutting-edge, actionable, evidence-based research.

The SHRM Foundation's work includes:

Strategic thought leadership initiative. The SHRM Foundation is conducting a multi-phase program to identify and analyze critical trends likely to impact the workplace in 5-10 years.

Innovative academic research grants. The SHRM Foundation is a **leading funder** of HR research. Over the past three years, the SHRM Foundation has awarded more than \$1.8 million in grants to fund rigorous, original academic research with practical implications for HR management practice.

Scholarships. The SHRM Foundation awards \$170,000 annually in **education and certification scholarships** to professional and student SHRM members, and doctoral students.

Educational resources. The SHRM Foundation's **Effective Practice Guidelines** series makes research findings easily accessible to HR practitioners. The Foundation has also created a series of educational **DVDs** for SHRM chapter programming, staff trainings, and executive education sessions.

Interested in learning more? Please visit the SHRM Foundation's website at www.shrm.org/about/foundation/pages/foundationhome.aspx and check out some of the great information available to you.

Don't forget to enter into the 50-50 raffle at the next Dulles SHRM meeting—you'll be supporting a great cause, and if you're the night's lucky winner, you'll even be taking home some extra \$\$!!

DULLES SHRM SPONSORSHIP OPPORTUNITIES AVAILABLE

Now is a great time to secure a sponsorship opportunity for one of our 2015 Monthly Chapter Meetings. Dulles SHRM is an affiliate chapter of the Society for Human Resource Management (SHRM). Members comprise over 300 of the top human resource professionals in the Dulles corridor and is a great local starting point for marketing, selling, networking, information, professional development and support of excellence in Human Resources.



We have immediate sponsorships opportunities for our February, March & April chapter meetings. We have limited sponsorship opportunities available –act now to secure your sponsorship!

The links below contain information about these sponsorship opportunities.

Available 2015 Monthly Meeting

Meeting are the third Wednesday of each month; all dinner meetings except March and August which are breakfast meetings.

<http://dulles.shrm.org/events>

Sponsorship Cost and Details:

<http://dulles.shrm.org/sponsorship-packages>

Note: Platinum Level Sponsorship is recommended for maximum possible exposure to membership.

Thanks to our January **GOLD** Sponsor



Integrated Financial Partners, Inc.

Integrated Financial Partners, Inc. is a regional financial services firm with representatives in offices throughout New England, New York and Virginia. Our professionals include CERTIFIED FINANCIAL PLANNER™ practitioners, Chartered Financial Consultants, Chartered Life Underwriters, Chartered Retirement Planning CounselorsSM, Certified Public Accountants*, and other associates whose expertise encompasses the financial planning strategies that help support wealth accumulation and preservation.

Our associates work as a team to provide clients with comprehensive financial, retirement, investment, business owner and estate planning using proven strategies and state-of-the-art software. Our advisors can help clients implement financial solutions to address the unique needs uncovered during the financial planning process.

We are committed to do whatever is required to get our clients to take the actions that are necessary to put their financial affairs in appropriate order. The hallmark of our firm has always been to deliver personalized financial plans and solution strategies that help meet the unique needs of our clients.

If this kind of partnership makes sense to you, give us the opportunity to personally discuss the benefits you and your employees will enjoy by working with us.

<http://www.amyoviedo.com/menu/home-action>

*Not practicing on behalf of Lincoln Financial Advisors

Thanks to our February **GOLD** Sponsor



As a leader in payroll and HR technology, Oklahoma City-based Paycom redefines the human capital management industry by allowing companies to effectively navigate a rapidly changing business environment. Its cloud-based software solution is based on a core system of record maintained in a single database for all human capital management functions, providing the functionality that businesses need to manage the complete employment lifecycle, from recruitment to retirement. Paycom serves businesses of all sizes and in every industry. As one of the leading human capital management providers, Paycom serves clients in all 50 states from offices across the country.

www.paycom.com



Courtney Nicholson – President
Cindy Snyder, SPHR - Media Director

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Herndon, Virginia 20172-1249

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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 <http://dulles.shrm.org/>*