



April 2015

Dulles SHRM - Your Chapter of Choice

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April Sponsor



2015 Annual Sponsor

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[**Contact Us**](#)



President's Message

By Courtney Nicholson



April showers bring May flowers. Think of how this applies to you and your career in HR. An investment in yourself now, can yield a blossoming career and life. Engage with Dulles SHRM and invest in yourself by learning, making connections, contributing and having fun.



Join us for our programs in April – Discussion Group on April 5th, Chapter Dinner Meeting on April 15th and our 2nd Annual HirRe EXPO on April 28th. This is a month full of opportunities to invest in yourself! I know that my 10 years with Dulles SHRM has helped my career in so many ways and made me a better person.

We look forward to seeing you!

Courtney



Upcoming Events – April Discussion Group

Bullies, Tyrants & Harassers: Dealing with Toxic People in the Workplace

Thursday, April 2, 2015
7:30am. To 9:30a.m.

Toxic people, like their chemical counterparts, harm everything they touch. They take various shapes and forms in the workplace; they target direct reports, people in certain jobs or who specific responsibilities or even more frighteningly, target a specific gender, age or race. How do you deal with damaging personalities, especially those who are adept at staying a hairs breadth away from a documentable performance problem? Or more frequently, toxic staff who have friends in higher places who make sure that they are protected from termination.

Come prepared to discuss the following:

What are the different types and nature of toxicity that you have witnessed?

What actions have you taken to successfully correct toxic behavior?

What have you tried that did not work?

Are their programs or processes HR professionals can put in place to limit the effects of toxic behavior? Or better yet, prevent it from starting in the first place?

[Register Now!](#)

Location: Sparks HR
2551 Dulles View Dr, First Floor Conference Room
Herndon, VA 20171

Meet Our Facilitator Alice Waagen, Ph.D



Alice is President of Workforce Learning LLC, a leadership development company that since 1997 has provided executives with the skills and knowledge they need to build positive and productive businesses.

Dr. Waagen has a passion for working with leaders to identify their successful leadership practices as well as to grow their knowledge and skills to increase their impact on the business. Alice consults with leadership teams to coach them into building better internal partnerships to achieve results. Alice has a proven process to build skills through observation, experimentation and feedback resulting in more confident and credible leaders.

Upcoming Events – April Chapter Meeting

Corporate Social Responsibility

(Presented by Marymount Student SHRM Chapter)

Wednesday, April 15, 2015
5:30pm to 8:00pm

Would your employees be willing to take a pay cut to work for a company that's committed to corporate social responsibility (CSR)? Are investors increasingly putting a premium on companies who can generate a triple bottom line: social, environmental and financial? Has the need to build a strong brand shifted to the need to build a sustainable brand?

This session will address these questions and more, offering HR professionals a look at the best practices in corporate social responsibility and its growing importance in attracting and retaining employees.

- What corporate social responsibility (CSR) is and its impact on companies in the US
- The various ways that companies manage CSR internally and externally (types of reports, data collected, business processes, etc.)
- Communicating CSR: why, how, what?
- Areas of intersection and opportunity between CSR and human resources

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

[Register Now!](#)

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

About our Speakers – Karen Vahouny & Barbara Koontz

Karen Vahouny, Communications Consultant and Professor, Karen Vahouny LLC, is a communications executive with corporate and agency experience at the most senior levels. She decided to leave her position as founding partner of Qorvis Communications, one of the largest independently owned PR firms in the country, in 2011 to become an entrepreneur, teacher, mentor and volunteer. She has built a successful communications consulting business and is an adjunct professor, teaching business and communications in master's degree programs at both George Washington University and Marymount University.

Barbara Koontz, Senior Vice President, Customer Experience, Curran & Connors, Inc., a nationally recognized integrated design services company, with 14 offices and four design studios. In her role, Koontz works internally and externally as part of a continuous improvement plan, to identify opportunities to improve processes and deliverables for a better experience for customers. She manages a team of account managers and project managers and meets with clients and prospects to learn from them and to convey a consistent message across all offices.



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.

Upcoming Events – HRLA Education Workshop, NEW Date Friday, April 10th



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 2nd Annual Co-Sponsored HiRe Expo



Tuesday, April 28th, 2015, 9:00am – 3:00pm, Sheraton Premier,
Tyson's Corner

Are you ready to find your niche? Are you excited to uncover your passion?

[HiRe EXPO](#) is an exciting annual event for our Human Resource Community, exclusively for both prospective candidates and employers. The EXPO will include many of the VA/MD/DC area's largest employers, including commercial companies, government contractors, non-profit organizations and employment agencies.

Meet Recruiters and Hiring Leaders from area companies that are seeking highly-qualified Human Resource Professionals.

This annual event is brought to you in partnership by Dulles, NOVA, Prince William SHRM Chapters and HR Girlfriends.



Job Seekers –We endeavor to provide you with as many companies, organizations and agencies, in one place, so you can shop around and look at all of the great career opportunities available in the area in which you live. Come talk to Recruiters and Hiring Leaders with small, medium and large companies seeking to hire qualified Human Resource candidates with your expertise. This is your opportunity to sell yourself and the skills and expertise you have to offer!

Need help with your resume? Want to find out about the latest interview styles and what employers are looking for? You can sign up to be a part of our Resume Writing Room and Interviewing Skills Room where you will work with an expert in that area to fine-tune your resume or interviewing skills!

Employer – Don't pass up a deal like this!! For only \$175 you can have a Booth at the Premier Human Resource HiRe EXPO in the VA/MD/DC area. In 2014, at our FIRST Annual HR Career Fair, we had over 200 attendees and a Resume Database of over 300 resumes. Sign-up now and you will have access to both the candidates and the resume database! Don't miss out on getting in on the ground floor of an Annual EVENT, that will soon become the most popular and respected resource for finding "TOP Notch" and "Highly-Skilled" HR professionals in the DC Metro area!

Sponsors - Join us in getting your company's name out in the HR Community. We want you to be able to Market and Brand your company with HR Professionals and let the highly skilled and educated candidates in the VA/MD/DC area know that you have Human Resource tools, equipment and services available. Once they are hired in their Dream Job, you want them to have your company and name top of mind!! Make sure that you are promoting your company with all of the current and NEW Human Resource Professionals throughout the VA/MD/DC area.





The Human Resource Leadership Awards
presents up to THREE

\$4,000 scholarships
annually

to students pursuing careers in the HR field.

Eligibility Requirements:

- Current students pursuing either an undergraduate or graduate degree in Human Resources
- Must reside in the greater Washington, DC area
- Must be registered in an HR program that is part of a regionally accredited university
- Must provide evidence of acceptance or enrollment in a Human Resources program of study
- Must demonstrate satisfactory academic performance, GPA equivalent to "B" average

Important Dates:

- March 13, 2015:** Complete applications must be postmarked
- April 13, 2015:** Scholarship winners will be announced
- May 5, 2015:** VIP Reception– scholarship winners will be honored
- June 9, 2015:** Scholarship will be presented at the HRLA Annual Gala

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WWW.HRLEADERSHIP.ORG/SCHOLARSHIPS



May Membership Mixer

Thursday, May 14, 2015

6 to 8pm

Hidden Creek Country Club
Reston, VA



New & Returning Members!

Carol Campbell
 Bill Cocolis
 Bernadette Gebhardt
 Donna Gomez
 Deanna Hess
 Giselle Jenkins
 Lina Jimenez
 Stephanie Langley
 Dianna Lopez
 Kimberly Maddox
 Maria Melton
 Rama Muthu
 Jeanette Phillips
 Carl Prator
 Joyce Robbins
 Kristi Robinson
 Robin Shakoor
 Trace Stokes
 Hector Velez
 Olivia Venus

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

Congratulations to Our Education Winners!

Congratulations to Madi Robison!

Madi was our lucky winner for our monthly educational gift certificate drawing at our March Chapter meeting. Madi received a \$100 certificate good for HR-related training expenses—her certificate is valid for one year. Did you know that Dulles SHRM awards an educational gift certificate every month at our regular chapter meetings? Remember, all you need to do is drop your business card in the bowl when you arrive for the meeting. Perhaps you can be our lucky winner in April!!



CONGRATULATIONS

TO THE 2015 MENTORING & LEADERSHIP DEVELOPMENT PROGRAM PARTICIPANTS!

Congratulations to the Dulles SHRM members who were selected to join the mentoring & leadership development cohort group this year: Suzanne Connell, Brian Rush, and Janine Onorio. They will participate in a kickoff meeting, along with the NOVA SHRM participants, on March 11 at Kaiser Permanente's facility in Tysons Corner.

Thank you to everyone who applied for the program. We had a total of 21 highly qualified applicants, including a few previous applicants that our advisory board was able to successfully match this year. Thank you for re-applying!!! If you were not selected this year, we sincerely hope that you will connect with us on LinkedIn for virtual mentoring, join us at our spring social event (we are still deciding, either March 25 or April 1), and reapply when the time is right for you. We are always adding new features to the program – we're launching a mentoring content management tool this year -- so please keep in touch to learn what's new and exciting!

For questions about the mentoring & leadership development program, please contact Mary Kitson, Managing Director, at mkitson@mitre.org or shrm.mentoring@gmail.com.



Get Involved-Backpack Buddies



Did you know that in Loudoun County alone, there are approximately 11,330 children that are food insecure?

Food insecure is "the limited or uncertain availability of nutritionally adequate and safe food." Last school year, 1 in 6 Loudoun County school children qualified for free or reduced-price school lunches.

What happens to these children when they go home for the weekend?

Backpack Buddies (BPB) is a program model created by Feeding America to provide food for the weekend to elementary school children who are in need.

**At the April chapter meeting
we will be collecting items to from
the following list.**

Backpack Buddies Shopping List

CRITICAL NEEDS



Inventory levels at less than two weeks

- ▶ Canned Chicken
- ▶ Shelf-stable Milk (Horizon, Organic Valley, etc)
- ▶ Individual Juice Boxes/Capri Sun, etc
- ▶ Protein Bars, Peanut Butter/Cheese Crackers
- ▶ Raisins, Popcorn, Pudding

SHOPPING LIST

BREAKFAST (oatmeal, grits, cream of wheat, small boxes of cereal, granola/cereal/nutrigrain bars, etc.)

LUNCH (cup/canned soups, chili, instant noodles, peanut butter/cheese crackers, etc.)

DINNER (mac & cheese, canned chicken/tuna, ravioli/beefaroni/spaghetti, black/pinto beans, etc)

SNACKS (protein bars, applesauce, fruit cups, raisins, popcorn, pudding, pretzels, etc.)

MILK (shelf-stable milk boxes, Horizon, Organic Valley, Hershey's, etc.)

JUICE BOXES (juice boxes, V-8, Capri Sun, etc)

Please help feed a child!

Get Involved

Dulles SHRM supports Embry Rucker

Dulles SHRM continues supporting Embry Rucker Community Shelter in Reston. Each month, the chapter collects donations at our monthly meetings to help fund shelter activities. Thanks to your generosity, we raised \$57 for Embry Rucker at our March meeting.

Thanks for contributing to a great organization that lends a helping hand to those in need in our community!!

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.

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.

Cornerstones 
Hope for Tomorrow Today

Get Involved



Dulles SHRM Supports the SHRM Foundation!

Did you know that each month, Dulles SHRM raises funds for the SHRM Foundation with a 50-50 raffle? It's the best deal in town! Tickets are \$1 each or 7 for \$5. The winner gets 50% of the total collected and the other 50% goes to help support the work of the SHRM Foundation.

At our March 2015 Chapter Meeting, we raised \$28—\$14 will go to the SHRM Foundation. Linda Caporaletti-Hoyt was our lucky 50-50 raffle winner. She received \$14, which she generously added to our monthly collection in support of Embry Rucker shelter. Thanks, Linda!

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.



SHRM 2015 ANNUAL CONFERENCE & EXPOSITION

LAS VEGAS CONVENTION CENTER | JUNE 28 - JULY 1, 2015



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



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Courtney Nicholson – President
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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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