



May 2015

Dulles SHRM - Your Chapter of Choice

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May Sponsor



2015 Annual Sponsor



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President's Message

By Courtney Nicholson



May is “Spring Into Membership” month. Please join us at our Annual Membership Mixer on May 14th – prizes, great food and networking.

Get engaged in your Dulles SHRM chapter this month:

1. Make sure you are an active member and have renewed your annual dues for 2015.
2. Engage in as many Dulles SHRM activities that fit your schedule and career goals – monthly chapter meetings, monthly discussion groups, social media and special events.
3. Encourage your peers to join Dulles SHRM.
4. Passionate about a particular HR subject? Submit an article for our monthly newsletter!
5. Reach out to the Dulles SHRM Board of Directors with any questions, guidance and/or suggestions.

We are here for our members and thank you for being a part of Dulles SHRM!

Become a
Chapter Member
[Sign Up Today!](#)

Upcoming Events – May Discussion Group

Feedback: The Fastest Way to Peak Performance

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

Feedback is the cheapest, most powerful, yet, most under used management tool that we have at our disposal. Feedback is powerful as it helps people get on track and it serves as a guide to assist people to know how they and others perceive their performance. It can be very motivating and energizing, and it has strong links to employee satisfaction and productivity. We are not talking about formal performance feedback but ongoing, regular and informal feedback. It is timely, specific and may help the individual receiving feedback relate to:

- How they are impacting on others in the workplace
- Whether or not they are achieving their goals
- What they are supposed to be achieving in their role and why their role exists
- What they are currently doing well and what areas require improvement

There is no fee for attendance. Due to limited seating advance registration is required

[Register Now!](#)

Location: Dimension Data
11730 Plaza America Dr #340
Reston, VA 20190

Our Facilitator Anne Loehr



Our facilitator for this discussion is Anne Loehr. After graduating from Cornell University, Anne Loehr managed and eventually owned international, eco-friendly hotels and safari companies for over 13 years. Frustrated that she couldn't find top-quality team development programs for her 500 Kenyan employees, Anne honed these skills herself by creating her own dynamic leadership and management development programs. [Read More About Anne](#)

Upcoming Events – Annual Membership Mixer

Spring into Membership! Annual May Membership Mixer



Join us as we spend an evening of fun, prizes, and networking with our HR colleagues. Professional headshots will be taken by Amber with Amber Rose Photography & Events.



Current and prospective members of Dulles SHRM are welcome.

Cost: \$20/person includes a "Deck Barbeque" dinner plus two drink tickets for wine, beer or soda



Thursday, May 14, 2015

6 to 8pm

Hidden Creek Country Club
Reston, VA

[Register Now!](#)

Upcoming Events – May Chapter Meeting

2015 Federal Welfare Law Compliance Update

Wednesday, May 20, 2015
5:30pm to 8:00pm

The presentation will focus on federal welfare law compliance mandates applicable to large employers, including the ACA employer shared responsibility mandate, 6055/6056 reporting and disclosure requirements, 2018 “Cadillac Tax” or Excise Tax issues, and an update of recent federal regulations, legislation and judicial cases that impact employers.” Target audience is employers with 50 or more full time equivalent employees. However, if there are companies that are on the threshold of 50 employees, 35 to 49 or are on the verge of a large hiring initiative, then this would apply as well.

- Direction and guidance on how to execute the 6055 / 6056 form for the IRS
- Direction and guidance on the upcoming Cadillac tax, including the ability to project and predict the amount tax incurred using the Cadillac Tax Impact Analysis Tool from USI – individual meeting would be conducted as it is based on the specific company data.
- Preparation and guidance on mandates on shared responsibility mandates
- ERISA compliance on Wellness plans and recent EEOC court cases – what NOT to do.
- Direct Q & A circumstances relevant to the topic or other ERISA / Employee Benefit Compliance issues.

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

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

[Register Now!](#)

Our Speakers

Ali Esfahani, ERISA Attorney

Steven Pace, Senior Vice President, Employee Benefits, USI Insurance LLC



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.



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



The 14th Annual HRLA Gala

The HRLA of Greater Washington is pleased to celebrate the HR industry, to honor its leaders, and recognize how despite the changes in the business world that HR has to, as the pulse of the organization, remain connected- to the strategy, to the people, to the culture. This is a brief moment in the season set aside to lift up the best of the best in the industry, offer a tremendous networking opportunity and share with an evening of excellence. Consider attending to support a nominee, as a sponsor, as a business opportunity. This year's exciting new venue highlights our winners and embraces the chance to engage with our executive level attendees!

Honoring Outstanding Leaders in Human Resources



Tuesday, June 9, 2015

5:30 | Reception

6:30 | Dinner and Program

8:15 | Encore Reception

The Ritz-Carlton, Pentagon City
1250 S Hayes St, Arlington, VA 22202

[Purchase your 2015 tickets now!](#)

(You will be redirected to Marymount University's website for purchase)

Individual ticket: \$275

Table of ten: \$2,500

Finalists and winners will be announced in the following categories:

Leadership
Strategic Alignment
Innovation
Mentoring

The Sister Eymard Gallagher Award for Corporate Social Responsibility
The Dr. J.P. London Award for Promoting Ethical Behavior

How to Transform Disengaged Employees into Engaged Employees

Here in the US, we have a real problem with disengaged employees. On January 28, Amy Adkins of Gallup confirmed this when she released this: "Majority of US Employees Not Engaged Despite Gains in 2014." As you can probably guess from her title, there's good news and bad news.

On the bright side, employee engagement is at its highest level since 2000, and overall employee engagement was up 2% from 2013 to 2014. That takes us all the way up to 31.5% of US employees engaged at work. It's good, but only in the "sort of" sense. There's still a lot of work to be done.



Now for the bad news. The level of employees categorized as "not engaged" remained basically flat. It now sits at 51%. Yes, that's over half of the US workforce. For "actively disengaged employees"... it's 17.5%. Combined, that's a mind-numbing 68.5% of employees who are apathetic, unenthusiastic, and not committed to the company. Essentially, they punch the clock, count down the hours, and collect their paycheck. That's it! Nothing else.

Maritz Research recently polled a sampling of US employees and found a prevalent theme: Lack of trust in company management. The research uncovered, "poor communication, lack of perceived caring, inconsistent behavior, and perceptions of favoritism were cited by respondents as the largest contributors to their lack of trust in senior leaders."

The same Maritz study revealed that nearly two-thirds of participants, who said they had "strong trust in management," would be happy to spend the rest of their career with their present company. Only 7% of respondents, who have weak trust in their employers, would want to finish their career with their current employer. That tells us a lot, doesn't it?

What does all this mean for HR? When you're tasked with finding, screening, recruiting, and training job applicants... where does employee engagement have its greatest impact?

Consider the immense monetary value in having happy, engaged, motivated, long-term employees. Employee retention not only saves a great deal of money, but also saves a great deal of time and resources that would be better spent finding and training new employees. Those recovered resources can now be devoted to developing and enhancing existing employees, leading to more loyalty to the company and an even higher level of employee engagement.

For employees, the credibility of the company and senior management is driven largely by the quality of relationships that employees have with their direct supervisors. It is imperative for HR to insist that all managers have a caring relationship with all their employees.

Managers need their employees to be engaged and productive for the ultimate success of the business. You can have all the pizza parties, stock option plans, employee awards, fancy software packages, and casual Friday's you want, but true employee engagement isn't an activity. It's a deeply-felt "emotion" in the heart of each employee.

Employee trust is a critical factor. Employee engagement is what makes the difference between an average organization and a world class organization. In a world class organization, employees truly care about the success of the company. They're the ones who will work hard to make sure your clients, guests, and customers are happy.

It's been proven, time after time, that companies with world class engagement experience increased productivity, increased profitability, fewer safety incidents, lower absenteeism, and a significantly higher growth rate compared to companies with disengaged employees. That means more money to the company's bottom line. Less waste, more profits!

HR can influence and inspire managers to make this vision a reality by helping them understand the WIIFM principle (What's in It For Me). Let's look at the payoff in terms of what it can do for their career. Managers of world class companies are significantly more successful than the average US manager. This means a much higher annual income and more frequent promotions.

So, how do you transform disengaged employees? Answer: You have to put employees first. Zig Ziglar said, "To get what you want in life, you must first help others get what they want."

When talking about employee engagement, managers must help every one of their employees to be engaged, motivated, and productive. This means truly caring about the work they're doing and their happiness with the company. The results will mean success for the employee, success for management, success for HR, and ultimately, success for the company.



Co-Authors: [David Long](#) is CEO of [MyEmployees](#) and Author of the best-selling management leadership book, [Built to Lead](#). [Matthew Coleman](#) is the Marketing Manager for [MyEmployees](#). The mission of [MyEmployees](#) is to engage America's workforce, one manager, one employee at a time... forging stronger companies in the process.

Hyperlinks:

David Long - <https://twitter.com/Top10Manager>

Matthew Coleman - <https://twitter.com/matthewjcoleman>

MyEmployees - <http://myemployees.com/>

Built to Lead - <https://myemployees.clickfunnels.com/optin1207981>

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 May chapter meeting,
we will be collecting items 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 \$52 for Embry Rucker at our April 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 Board Community Service

On Saturday, April 18 the six Dulles SHRM Board members put on their aprons to prepare and serve a meal to the guests at the Embry Rucker Community Shelter (ERCS) in Reston, VA.

The shelter is a 70-bed residential unit that provides healthy, safe emergency housing for families and single men and women. Madi Robison, Director, Community Outreach coordinated the event and planned the menu with help from Doug Rogers, Student Chapter Liaison, Katt Hancher, Assistant Vice President of Membership and Cindy Snyder, Director of Social Media & Newsletters. Mary Roome-Godbolt and Linda Caporaletti-Hoyt, both past presidents, also participated.

The team cooked up soft and hard shell tacos with plenty of toppings, spiced black beans and Doug Rogers special coleslaw. The guests were also treated to ice cream sundaes, which seemed to be greatly appreciated.



Just prior to serving the meal, the board members were greeted with a visit from Susan Alger who made a point to come by on her day off to personally thank the team members for their volunteer service and continued financial support. Prior to our last chapter donations, the guests did not have enough tables and chairs for everyone to sit and eat during meal time. Dulles SHRM donations have made it possible to seat and accommodate all the guests and provide a sense of community. The board truly got a sense that their financial and volunteer support has made an impact in the lives of those who have passed through the shelter. If you would like to learn more about ways to support ERCS, please visit their [website](#) or contact Madi Robison at madeline.robison@usi.biz.



Get Involved



Dulles SHRM Supports the SHRM Foundation!

Each month, Dulles SHRM raises funds for the SHRM Foundation with a 50-50 raffle—it's a terrific way to win some cash while supporting a great cause! Tickets are \$1 each or 7 for \$5. The winner receives 50% of the total collected and the other 50% goes to help support the work of the SHRM Foundation. At our April 2015 Chapter Meeting, we raised \$52. Maggie Jones was our lucky 50-50 winner. She received \$26, which she donated back to the Foundation. So, for April, the SHRM Foundation will receive the total donation of \$52 from Dulles SHRM members. Thanks to all for your support!

Looking for Places to Make Tax-Deductible Contributions in 2015? Please Help Make An Impact on the Future of HR—Consider Donating to the SHRM Foundation at Dulles SHRM Meetings!

Starting to make your list of charitable and educational organizations to support in 2015? Please consider adding the SHRM Foundation to your list. The SHRM Foundation is a 501(c)(3) nonprofit affiliate of SHRM. It's a legally separate organization, and is not funded by SHRM membership dues. The SHRM Foundation is a catalyst for thought leadership in the HR profession. Your donations help deliver scholarships, produce workplace resources, further HR research, and advance thought leadership in our profession. Interesting in learning more? Please check out the SHRM Foundation online at shrmfoundation.org/impact to see your donations in action!

New White Papers and Educational DVDs Available From the SHRM Foundation!

Did you know that the SHRM Foundation conducts ongoing research and creates educational resources for SHRM members? These include a DVD series, executive briefings, research reports and effective practice guidelines—all available to you free of charge as a SHRM member! These are available to you at your convenience, and some are even eligible for certification credits. Check out some of the SHRM Foundation's latest white papers:

- New!** The Evolution of Work and the Worker: Five Key Trends from SHRM's Special Expertise Panels
- New!** The Aging Workforce: Leveraging the Talents of Mature Employees
- New!** Evaluating Worksite Wellness; Practical Applications for Employers

Interested in learning more? Please see the SHRM Foundation's resource page at <http://www.shrm.org/about/foundation/products/pages/default.aspx>, and check out the latest trends in our industry!



SHRM 2015 ANNUAL CONFERENCE & EXPOSITION

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



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



Are you Connected?



Follow us on social media for all the current chapter news and events!



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Instagram

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Thanks to our May Platinum Sponsor



Sunrise Orthodontics provides the best orthodontic care in the Reston area, with the application of the latest technology for orthodontic diagnosis and treatment, in an unbelievably relaxing environment.

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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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 Proud to serve as your Chapter of Choice Since 1987*

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