



August 2015

Dulles SHRM - Your Chapter of Choice

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2015 Annual Sponsor



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President's Message

By Courtney Nicholson



August is the month for doing something different at Dulles SHRM! Please join us at our First Annual Legal Lunch. We will be covering employment law, ACA compliance and retirement plan fiduciary best practices. This is very valuable content for all HR practitioners. Visit our website to register.

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 16th for *Being A Strategic HR Business Partner – Much Easier Said Than Done...But Can Be Achieved*. We will be posting complete information on the website soon!

We look forward to seeing you at our Chapter Meetings, Discussion Groups and the Fall Seminar!

Employment Law



Upcoming Events – August Discussion Group

Nudging Employees to Better Health & Retirement An HR Executives Guide to Behavioral Economics

Thursday, August 6, 2015
7:30am. To 9:30a.m.

Employees routinely make poor decisions about their health and how they save for retirement, impacting themselves and their employer. How can HR leaders get employees to make better choices? During the March 5th program, we will outline basic principles of Behavioral Economics to “nudge” employees to adopt healthier habits and save better for retirement. Through an interactive session, we will demonstrate how employees often make irrational choices based on mental shortcuts such as *Loss Aversion*, *Status Quo Bias* or *Expert’s Certainty Bias*. We’ll discuss how employers can reframe these choices by leveraging concepts of “Choice Architecture”, such as *Naming*, *Ordering*, *Default Options* and *Anchoring*. Participants will come away with examples of how they can provide the knowledge, motivation and resources to help employees:

- Improve nutrition
- Increase physical activity / ensure they get adequate sleep
- Reduce risky behaviors such as tobacco use and excessive alcohol use
- Enhance overall wellbeing through stress reduction and better work / life balance
- Become better healthcare consumers
- Understand what they actually need to save for retirement
- Make better choices about their retirement savings

Our Facilitator is J. David Johnson, Vice President & Senior Consultant
Sibson Consulting



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

[Register Now!](#)

Location: Greenblum & Bernstein
1950 Roland Clarke Place #100
Reston, Virginia 20191
703-716-1161

Upcoming Events – August Chapter Meeting

Legal Lunch

Wednesday, August 19, 2015
11:00am to 1:30pm

Join us for our very first Legal Lunch!

Employment Law – Review of key developments in employment law and issues of current concern for employers and human resource professionals. Learn the latest information and best practices to prepare your organization.

Retirement Plan Fiduciary Best Practices – Now, more than ever, plan sponsors must understand their roles and fiduciary responsibilities in order to obtain the tax benefits of sponsoring a qualified retirement plan, help employees prepare for retirement and at the same time limit the liability associated with fiduciary status.

This presentation will provide a roadmap along with the necessary tools for the establishment of “best practices” in order to maximize the success of sponsored retirement plans for employees while helping to limit fiduciary liability.

Affordable Care Act (ACA) Updates – 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.” Review of King v. Burwell decision.

Our Speakers:

Matt Nieman, Shareholder & Litigation Manager, Jackson Lewis P.C.

Kathleen Sebetka, OKA, Vice President, Retirement Plan Services, USI Consulting Group

Ali Esfahani, ERISA Health & Welfare Attorney, USI Insurance Services LLC

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

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**



www.ideation-consulting.com

Welcome

New & Returning Members!



Kim Britton
Shefali Kapoor
Gus Lawson

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

**Congrats to Our Monthly
Education Winners**



Congratulations to Doug Rogers!

Doug was the lucky winner of our educational certificate drawing at our July Chapter meeting, and received a \$100 certificate good for HR-related training expenses.

Did you know that Dulles SHRM awards an educational certificate every month during our regular chapter meetings? We believe in helping our HR colleagues keep their skills current in our ever-evolving profession!

Educational certificates are valid for one year. All you need to do is drop your business card in the bowl when you arrive for the August meeting—best of luck!!

Get Involved

You Make A Difference!! Dulles SHRM Supports Embry Rucker Shelter

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



Dulles SHRM is a strong supporter of Embry Rucker Community Shelter (ERCS), located right here in Reston. ERCS is a 70-bed residential shelter that provides healthy, safe, emergency housing for families and single men and women. The staff at ERCS is dedicated to helping their clients overcome the circumstances that led to their homelessness, and facilitate their transition to stable living. Dulles SHRM is proud to support the ERCS—as chapter members, you help improve the lives of shelter residents, and enable them prepare to manage life's challenges. Every month, we collect donations at our monthly meetings to help fund ERCS's efforts.

Through your generosity, we raised \$57 for ERCS at our July meeting!! Thanks for your continuing support to those in need in our community!!



Get Involved



Dulles SHRM Supports SHRM Foundation at July Chapter Meeting

Your donations make a difference—please keep them coming! Did you know that Dulles SHRM provides ongoing support to the SHRM Foundation throughout the year? We do this through the generosity of our members. Each month, we raise funds for the SHRM Foundation by holding a 50-50 raffle—which is a great way for our members to win some cash while supporting the educational activities of the Foundation. Tickets are \$1 each or 7 for \$5. Our lucky winner receives 50% of the total collected, and the other 50% goes to support the work of the SHRM Foundation. At our July meeting, we raised \$38. Matt Nieman was our lucky 50-50 winner, and he generously donated his \$19 winnings to Embry Rucker Community Shelter. Thanks, Matt, and thanks to all for continuing your generous support!!



Get Involved

HELP
4 our children

twilight 5K

1 Mile Fun Run/Walk

First Annual Twilight Run!
Saturday, August 1
Lowes Island

Race Starts at 7:30PM
After Party at 9:00PM

to benefit the children of Loudoun County

after party by:  

Join us at Velocity 5 in Sterling for our after party!
Prizes | Drinks | Live Music | Food

FREE - for ALL Runners
\$20 - All Non-Runners
\$10 - Children under 12

For more info and to sign up please visit
www.h4oc.org

Bring Food Items to support
"Backpack Buddies"
Visit mybackpackbuddies.org
for items needed





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

- HR Employment Opportunities
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- HR-Related Professional Services



Are you getting our email updates?



Stay up to date on all chapter news and events
It's easy to register

1. Visit the [Newsletter Sign Up](#)
2. Complete Required Information
3. Receive emails from dullesshrmmedia@gmail.com

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@dullesshrm**

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dullesshrm**



Courtney Nicholson - President
Cindy Snyder, SPHR - Media Director

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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
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