



October 2014



Dulles SHRM - Your Chapter of Choice

INSIDE THIS ISSUE

President's Message

Upcoming Events:

October Discussion Group, October Chapter Meeting, Prince William Third Annual Employment Law Summit, HiRe Expo, Fall Seminar, VASHRM 2015 Conference, SHRM 2015 Conference

Dulles SHRM Scholarship Program

Get Involved

Nova/Dulles SHRM Mentoring Program Day of Community Service

New Dulles SHRM Website



2014 Annual Sponsor

USI is a leader in insurance brokerage and consulting. With more than 4,000 dedicated, experienced and innovative professionals in nearly 100 offices across the United States, they have a team of professionals nearby ready to serve you.

Mission:

- **Understand.** We work to understand you, your business, your clients, your risks and your needs.
- **Service.** We deliver to you an unparalleled local service experience with a team of professionals that will be there when you need help, we will do what we say, and we will go the extra mile.
- **Innovate.** We will present and deliver to you an incomparable breadth and depth of impact solutions so you will always be on the cutting edge of answers and alternatives to meet your needs today and positioned for the future.



President's Message

By Mary H. Roome-Godbolt, PHR



It is officially FALL! It is also October and *Breast Cancer Awareness Month!* Please be sure to schedule your mammogram and encourage your loved ones to do the same!! A lot of insurance companies cover this cost, and if not, there are free services throughout the area. Check out these websites:



<https://americancancerfund.org/breast-cancer/>
<http://preventcancer.org/what-we-do/outreach/mammovan/>
<http://www.sentara.com/Northern-Virginia/news/2012-News-Archives/Pages/Mobile-Mammography-Van-Arrives-in-Northern-Virginia.aspx>

Also, don't forget to get your FLU shot! Again, a lot of insurance companies will cover the cost of the shot, but they are readily available all over at Costco, Walgreens, Target, CVS, etc...



As 2014 starts to wind down, you may already be thinking about starting out 2015 with a new career opportunity. Or, as an employer, you may be looking to hire new or additional Human Resource or Administrative staff. Well, don't miss out on...

1st Annual Co-Sponsored HiRe Expo

If you are an employer that will be looking to hire HR/Administrative staff in Q4 of 2014 or Q1 of 2015, this is the event for you! We still have a few Vendor slots left for only \$125!!

Contact me directly at mary.roome@cox.com or 703-480-5135 to sign up NOW!!! All information is listed at: <http://www.novashrm.org/article.html?aid=1347>





And don't forget about these great events for the remainder of 2014!!

- ***Just in time for 2015 Implementation*** – Join us for an informative presentation on “Worksite Wellness Programs: The Do’s and Don’ts of Wellness Incentives.” We have 2 great presenters that will be sharing their knowledge with us: Ali Esfahani, J.D., Regional Director of Compliance, ERISA Attorney with USI Insurance Services, LLC, and Julie Dennis, MidAtlantic Director of Wellness and Population Health Management. Chapter Meeting is Wed., Oct. 15th.
- ***Joint Discussion Group with Leesburg Chapter*** – Highly relevant discussion on “Interviewing for Senior Talent”, with facilitator and author, Dr. David C. Miles, SPHR, CMF, Chairman of The Miles LeHane Companies. Join us for a lively discussion on finding senior talent, who can contribute to the value of an organization.
- ***Dulles Annual Seminar*** – Here it is again – join us again, or don’t miss it this year!! In 2014, it’s all about “The Art & Science of Human Resources”! All the details are on our website and registration will be open soon! Register early, as it is always a popular event!!
- ***Celebrate the Holidays*** – Put it on your calendar now to “Save the Date”! Wed., Dec. 10th is the Dulles SHRM Holiday Party! It is always a fun event, and we have the swearing in ceremony for the 2015 Board Members! Don’t miss out on the fun!

We are still gathering information from HRCI and National SHRM on the 2 certification programs. We hope to be able to have them both come together for our December Discussion Group. As we get more information, we will keep you posted. As always, all the details for our upcoming events & great information are on our website at <http://dulles.shrm.org/>.

Once again, we have fantastic volunteers on our Board of Directors for 2014. We are looking for additional volunteers for 2015 for both board positions and committee members. Please let us know if you are interested!! Thanks again to all of our 2014 board members, for all you do to help educate and provide great professional information and services to our Membership! We will be voting on the new 2015 Board at our November meeting and voting will also be available online on our website!

Just my opinion...

We all work so hard taking care of others, both professional and personally. Don't forget to take care of yourself!! Doing that just helps to make you stronger!!

Mary ☺



Upcoming Events

About our Facilitator

Dr. David C. Miles, SPHR, CMF



Dr. David Miles is the Chairman of The Miles LeHane Companies, as well as the author of *The Four Pillars of Employable Talent and Building Block Essentials*. He acquired the business with his wife and business partner, Melanie, in 1992, following a twenty-five year career with Marriott Corporation (Saga). During the ensuing years he has grown this Strategic Management and Talent Management Consulting Firm into five primary areas of practice: Strategic Management Planning, Coaching, Career Transition, Executive Search and Human Resources Products and Services. Becoming a published author in 2011, with the second edition in 2014, Dr. Miles' *The Four Pillars of Employable Talent* offers readers thought-provoking analyses of the changes that have transformed the workplace as well as a compelling argument for why an individual must possess four key attributes to be employable in today's challenging job market: resilience, balance, strategic career planning, and active financial planning. He also examines how each of the four generations interact within today's workforce—Seniors, Baby Boomers, Generation X, and Millennials—and how they perceive and embrace each of the Four Pillars. Dr. Miles became a published author once more in 2012, adding the second edition in 2013, with the publication of *Building Block Essentials*, a tactical guide for job searching.

Dulles SHRM Chapter Discussion Group

Thursday, October 2, 2014

Interviewing for Senior Talent

Today, more than ever, change in demands on senior talent are occurring at a pace, which exceeds an organization's ability to just simply adapt and evolve. Senior talent must be able to see the future, remove barriers to adapting, and lead through changes. Critical thinking is a key skill blended into leadership. Contributive value is a key tool for you.

Come prepared to discuss the following:

- Resumes: Pertaining to Interviewing
- Interview: Five Key Steps
- Style of Interview: Accomplishment-Competency-Contributive Value
- Leadership & Critical Thinking



Please join us to share your thoughts and ideas with the group. You are welcome to extend an invitation to interested colleagues. No fee is charged for attending. However, registration is required on-line, at least 24 hours in advance, via the Dulles SHRM web site <http://dulles.shrm.org> -- Chapter Discussion Groups. If you have questions, contact Beth Gilley at 703.444.2254 or discussion@dullesshrm.org or bagilley@lytleap.com.

Date: Thursday, October 2, 2014

Time: 7:30 a.m. to 9:30 a.m.

Place

Jack Kent Cooke Foundation
44325 Woodridge Parkway
Lansdowne, VA 20176
703-723-8000

Upcoming Events

October Chapter Meeting, October 15, 2014

Worksite Wellness Programs: The “Do’s” and “Don’ts” of Wellness Incentives

Incentives are a hot topic in worksite wellness programming. Employers are looking for effective strategies to “nudge” employees to better health. But are you aware of the labyrinth of compliance issues to navigate? Please join us for an informative discussion regarding wellness incentives led by Juli Dennis with insight on wellness compliance issues from Ali Esfahani.



During this workshop we will discuss:

1. The Current Wellness and Incentive Landscape
2. Common Incentive Design Pitfalls
3. Recent (and Not-So-Recent) Compliance Changes Affecting Wellness Incentive Design
 - HIPAA Nondiscrimination
 - Participatory wellness programs
 - Health-contingent wellness programs
 - Affordability under PPACA
 - Main changes between the new and the old rules
 - Other compliance issues to understand
4. Putting Incentives Into Action -- Does Your Incentive Strategy Make Sense?
 - Case studies

When: Wednesday, October 15, 2014

Time: 5:30pm to 8:00p.m.

Where: Hidden Creek Country Club
1711 Clubhouse Road, Reston, VA 20190

[Click Here to Register Online](#)

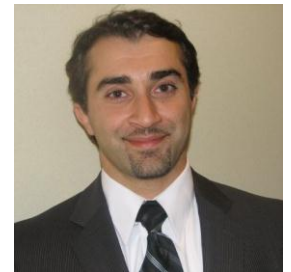


Our Speakers



Juli Dennis

**MidAtlantic Director of
Wellness and Population
Health Management
USI Insurance Services LLC**



Ali Esfahani

**Regional Director of
Compliance, ERISA
Attorney
USI Insurance Services LLC**

This program has been approved for 1.0 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 program.

Upcoming Events

THIRD ANNUAL EMPLOYMENT LAW SUMMIT

Jointly presented by



VANDERPOOL, FROSTICK & NISHANIAN, P.C.

Solutions from lawyers you trust

and

**PRINCE WILLIAM
SHRM, INC.**



*Prince William Chamber of Commerce,
Community Partner*

Friday, October 3, 2014
8:00 a.m. to 4:30 p.m.

Continental Event Center
9705 Liberia Avenue
Manassas, Virginia 20110

EARLY BIRD RATE on or before August 29:

- Member and Non-Member Rate: **\$99**

REGULAR RATE on or after August 30:

- PWSHRM Member Rate: \$125
- Non-Member Rate: \$150

Register online at www.vfnlaw.com or at www.pwshrm.org

Upcoming Events

HiRe EXP

Calling All Human Resources & Administrative Job Seekers!

Time for a career change or upgrade?

HiRe Expo is an exciting event serving our HR community exclusively for both prospective candidates and employers. The Expo will include DC metropolitan area's largest employers, including commercial companies, government contractors, non-profit organizations and employment agencies. Meet recruiters and hiring managers from area companies that are seeking candidates for HR and administrative careers.

DATE

Monday
October 6, 2014

TIME

10:00am – 2:00pm

LOCATION

Crystal Gateway Marriott
1700 Jefferson Davis Hwy
Arlington, VA 22202



Brought to you in partnership by: Dulles, NOVA and Prince William SHRM Chapters and HR Girlfriends

<http://www.novashrm.org>

Sponsorship Opportunities

for the

Dulles, NOVA and Prince William SHRM Chapters and HR Girlfriends 1st Annual

HiRe EXP

Executive Level – \$1000

- Prime real estate at the career fair (Real estate includes 6 foot table with cloth and 2 chairs)
- Access to Candidate Resumes
- Company logo/marketing information displayed on media kiosks
- Company logo/promotional marketing exclusive on Dulles, NOVA and Prince William SHRM and HR Girlfriends websites
- Company logo/promotional marketing in Dulles, NOVA and Prince William SHRM newsletters
- Social Media Promotions via LinkedIn, Twitter and Facebook (Dulles, NOVA and Prince William SHRM and HR Girlfriends)
- Lunch and Beverages for Two Individuals Provided

Generalist Level – \$750

- Sub prime real estate at the career fair (Real estate includes 6 foot table with cloth and 2 chairs)
- Company logo/promotional marketing exclusive on Dulles, NOVA and Prince William SHRM and HR Girlfriends websites
- Social Media Promotions via LinkedIn, Twitter and Facebook (Dulles, NOVA and Prince William SHRM and HR Girlfriends)
- Lunch and Beverages for Two Individuals Provided

Specialist Level – \$500

- Real estate at the career fair (Real estate includes 6 foot table with cloth and 2 chairs)
- Company logo/promotional marketing in Dulles, NOVA and Prince William SHRM newsletters
- Social Media Promotions via LinkedIn, Twitter and Facebook (Dulles, NOVA and Prince William SHRM and HR Girlfriends)
- Lunch and Beverages for Two Individuals Provided

You also have the opportunity to sponsor specific areas of the career fair:

Resume Writing Room – \$600

- There is only one sponsorship offered and advertised
- Lunch and Beverages for Two Individuals Provided

Interviewing Best Practices Room – \$600

- There is only one sponsorship offered and advertised
- Lunch and Beverages for Two Individuals Provided

As a sponsor for the resume writing and best practices rooms, you will be the sole organization to promote your brand, message and services. You will be able to partner with us in order to provide the content, program and be the lead sponsor of that room.

Sponsorship Opportunities

for the

Dulles, NOVA and Prince William SHRM Chapters and HR Girlfriends 1st Annual



Professional Photo-Op Room – \$300

- Multiple sponsorships offered and advertised
- Lunch and Beverages for Two Individuals Provided

Commuter/Transportation for Members in Transition – \$300

Parking and transportation fees paid for our Members who are currently in Transition. A transition member is a professional who is unemployed at the time of the career fair.

- Multiple sponsorships offered and advertised
- Lunch and Beverages for Two Individuals Provided

For more information contact:

Mary Roome | Dulles SHRM
O (703) 480-5135 | M (571) 220-3868
mary.roome@cox.com

Larry Newman | NOVA SHRM
M (703) 829-5621
larrynewman@gmail.com

Tricia Kleber | Dulles SHRM
O (202) 962-3082
tkleber@ps-b.com

Donna Dukes | NOVA SHRM
M (240) 416-0039
donnadukes05@gmail.com

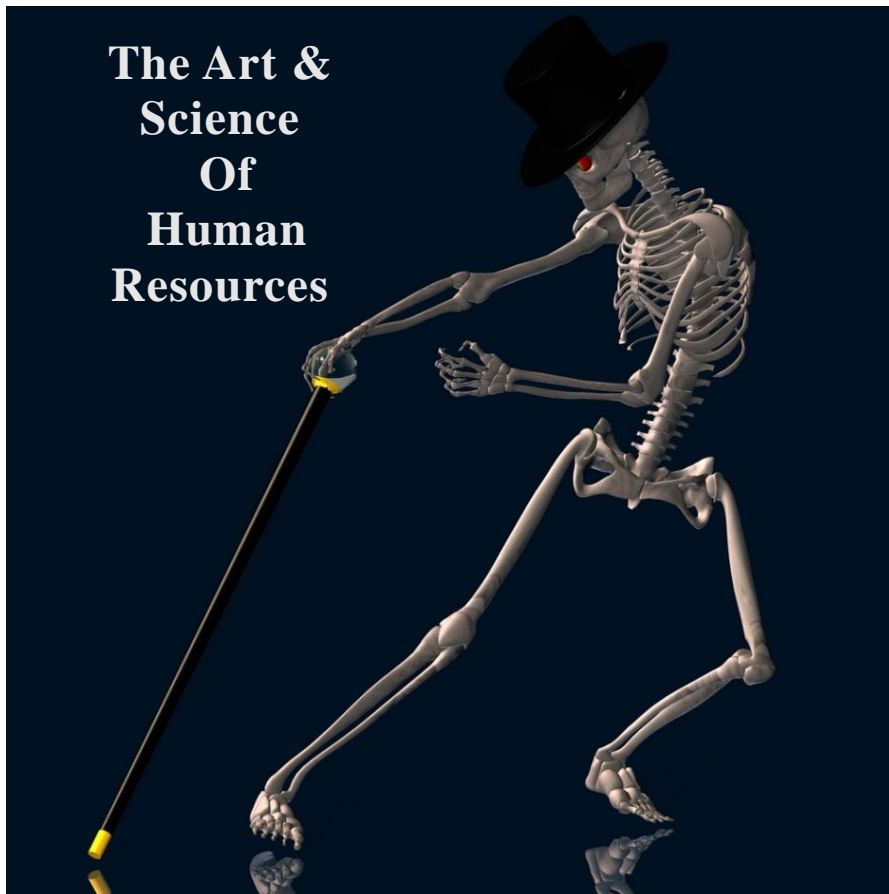
Sharifa Gomez | NOVA SHRM
M (703) 638-8790
novashrmpresident@gmail.com

Dede Rutherford | Prince William SHRM
O (703) 334-4520 | M (703) 967-4973
dede.rutherford@usfoods.com

Mimi Shieh | NOVA SHRM
M (704) 560-6388
novashrmprezelect@gmail.com

Sana Rasul | HR Girlfriends
O (202) 573-8744
info@hrgirlfriends.com

Upcoming Events



Registration is Open!

Friday November 7, 2014
7:00a.m. to 1:00p.m.

Most every HR strategy is not either an ART or a SCIENCE, but a combination of both. Join us as we explore leadership, metrics and critical conversations, and the art AND science that come together to help HR leaders build strategies and make decisions.

[Click Here to View Seminar Speakers & Topics](#)

The Waterford at Fair Oaks
12025 Lee Jackson Memorial Highway
Fairfax, VA 22033
(next to Fair Oaks Mall)

Member -- \$69.00

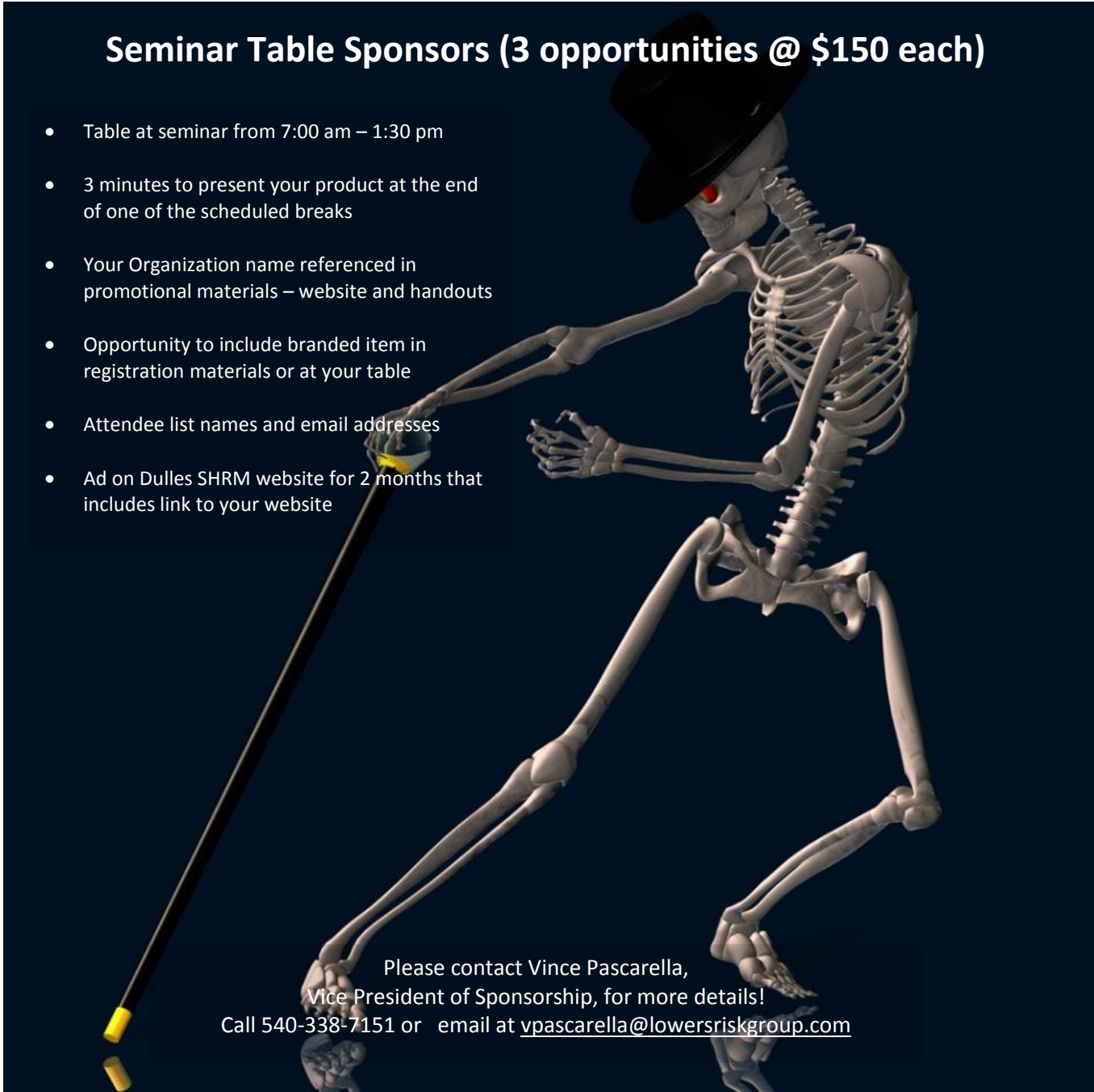
Non-Member -- \$119.00

Dulles SHRM Members & Seminar -- \$99.00 (BEST VALUE FOR NON-MEMBERS)

[Click Here for More Program Details & to Register Online](#)

Seminar Table Sponsors (3 opportunities @ \$150 each)

- Table at seminar from 7:00 am – 1:30 pm
- 3 minutes to present your product at the end of one of the scheduled breaks
- Your Organization name referenced in promotional materials – website and handouts
- Opportunity to include branded item in registration materials or at your table
- Attendee list names and email addresses
- Ad on Dulles SHRM website for 2 months that includes link to your website



Please contact Vince Pascarella,
Vice President of Sponsorship, for more details!
Call 540-338-7151 or email at vpascarella@lowersriskgroup.com

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>



Dulles SHRM Scholarship Program

Apply Today!



The Dulles SHRM Chapter will be offering up to **\$1500** in scholarships to candidate(s) pursuing a degree or non-degree program with a clear emphasis in Human Resources.

Applications will be accepted July 1, 2014—October 1, 2014

Please submit all questions & applications to the Dulles SHRM Scholarship Coordinator [Rae Duffy/Rae.Duffy@bbgbroker.com]

Scholarship opportunities only available to active members in good standing.

**Visit the Dulles SHRM website at
[Dulles SHRM Scholarship Application Packet](#)
for the complete program information and
application for submission**

Get Involved



NOVA/Dulles SHRM Mentoring Program Day of Community Service

On Saturday, September 10th, members of the NOVA/Dulles SHRM Mentoring Program participated in a Day of Community of Service. This year, the mentoring program served at Alternative House in Vienna, Virginia. Mentoring program participants re-organized shelves and pantries, cleaned and even made a delicious breakfast of omlettes and chocolate chip pancakes!

Alternative House is a refuge for abused and homeless children. Founded in 1972, Alternative House transforms the lives of children and youth helping them stay safe, make positive decisions, achieve educational success, and overcome personal crises. They offer children, youth and families hope for brighter futures by providing counseling, shelter and neighborhood-based support. For more information on Alternative House, you can visit their website at <http://www.thealternativehouse.org>

Don't forget to check out our new website <http://dulles.shrm.org>

Welcome to Dulles SHRM



We are an affiliate of the Society for Human Resource Management. Whether you are new to the HR field or have many years of experience, we are a local starting point for networking, information, professional development and continued support of excellence in Human Resources.

We welcome your use of this site as a resource, and encourage you to check back frequently for updated information. We also encourage your involvement and suggestions about all of our activities, on the web and off.

We look forward to seeing you at an upcoming meeting or event!





Mary Roome-Godbolt, PHR – 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. 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/>*

Thanks to our 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.

We know going to the orthodontist -or to any dentist- might be an unknown, frightful experience for some.

Sunrise Orthodontics was designed with our patients' relaxation in mind; once you enter, you'll believe you are in a spa and not at a dental office.

Shades of white, complementing greys, soothing blues... A relaxing and uplifting experience making your orthodontic treatment consult and/or check-up visit the most pleasant experience possible.

www.sunrise-orthodontics.com