



## GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION, INC.



2119 County Line Road, Villanova, PA 19085 ♦ Phone: (610) 551-4736 ♦ Fax: (610) 525-2187 ♦ [www.GVFHRA.org](http://www.GVFHRA.org)

September 2007

### September 18<sup>th</sup> GVFHRA Dinner Meeting: Organizational Politics and Power

Tuesday September 18<sup>th</sup> our dinner meeting will feature John Eldred of Transition One Associates, speaking on “Organizational Politics and Power”. Politics is a practice which requires preparation and learned skills. Prof Eldred identifies political dilemma's of the HR Leader and offers positive, creative strategies HR Leaders can use to be more effective leaders. Leaders will learn how to develop positive organizational practices in an error of leadership failure.

You will learn strategies and techniques to master organizational politics. Organizational politics is a practice which requires preparation and skills. Effective politics is about reaching mature compromises. It is not about winning at all cost. It's about maintaining relationships and getting results at the same time. Focus is on developing positive practices.

Mr. Eldred will take you through the following steps in his presentation:

- Stages of Political Maturity
- Creating Positive Politics - Practices for developing a healthy organization
- Skills for Positive Politics
- Power & Political Strategies (Power Strategy Model)

*(Continued on page 2)*

### GVFHRA Bestows Presidents Award, Installs New Officers



*Shannon Maroney  
presents the 2007  
President's award to  
Bruce Zanar*

GVFHRA presented its annual Presidents Award for Distinguished Leadership and installed the new slate of officers for the 2007-2008 year at its annual membership meeting on May 15, 2007. The President's Award recognizes outstanding members who are respected and admired by the

GVFHRA community and have contributed significantly to the organization and the HR profession as a whole.

The recipient of this year's award was Bruce Zanar of Motivational Marketing, a 10 year old Montgomery County based marketing, motivation, awards and recognition firm. Bruce has served as a chairperson & board member for over 8 consecutive years, having served as Marketing Board Member, Newsletter and Website Chairs as well as on the annual conference committee. He was recognized for his involvement with two GVF website upgrades, newsletter content improvements, conversion to an e-newsletter, on-line advertising and directory initiatives, as well as improved publicity and public relations activities. The award was presented by previous award recipient Shannon Maroney Piela.

In addition to the presentation of the award, the association membership voted approval for the following slate of officers for 2007-2008:

- President: Lynn Kester
- President-Elect: Sharon Crandall
- Past President: Andrea Cabrelli
- Treasurer: David Benglian
- Secretary: Carol Hampson

Two other individuals were also recognized for their contributions to the chapter. Outgoing President Andrea Cabrelli was presented with flowers and an award for her service and leadership over the past year. Vikki Dycus was also recognized for her 18 years of service as Chapter Administrator as she begins her retirement at the end of June. Thank you both and congratulations from everyone at GVFHRA!

The evening concluded with a fascinating presentation by author and speaker, Clare Novak, entitled "Never Rule without a Magician, a Sage and a Fool". Using excerpts from her book of the same title, the presentation focused on various leadership advisors and the perspectives each one brings to successful senior management. Magician, Sage, and Fool are three distinct visual images of the key advisors every leader needs. Magicians contribute unwavering focus on vision, Sages, deep knowledge and commitment to rule of law, and Fools love leaders enough to tell them the truth.

Please be sure to join us for our first meeting of the 2007-2008 season on September 18, 2007.

## Organizational Politics and Power

*(Continued from Page 1)*

### Speaker Bio John Eldred

John Eldred has devoted his career to studying, creating, managing, and helping institute productive change in individuals, organizations, and communities. Specializing in linking individual growth and organizational renewal, his work bridges the fields of executive education, strategic management, and quality of working life.

His company, Transition One Associates, is a consulting firm which assists organizations and individuals facing major business transitions. He works with companies on Strategic Change Management, a program that comprises leadership enhancement, organizational transformation, and executive coaching. Mr. Eldred works with clients' top management team to build the imperative and empowerment for change from the top down. One area of particular focus in his work is the role of the chief executive officer in the change process. TOA's vision is to transform leadership intention into organizational momentum. In 2003-2004 he served as executive director of the Dental Trade Alliance, an association of 200 firms, and established the foundations of a world class organization while assisting a merger with a related association

### ***Dinner Meeting*** **Tues, September 18<sup>th</sup>, 2007** **5:30 p.m.**

#### **Sheraton Park Ridge**

480 N Gulph Road

King of Prussia

For directions, call (610) 337-1800

#### Menu

*Caesar Salad*  
*Garlic Pesto and Goat Cheese Stuffed*  
*Chicken Breast*  
*Key Lime Pie*

#### Meeting Costs:

**GVFHRA Members who have registered in advance:**

\$25.00 with payment by September 14<sup>th</sup> (dinner)

\$30.00 with payment at the door

**GVFHRA members who are NOT pre-registered and all guests:**

\$35.00

#### **Students:**

\$20.00 (enrolled in a minimum 2 courses of 6 credit hours & not in a full time exempt HR job) ***Checks Only, No Cash please!!***

#### To Register:

Mail payment to GVFHRA, phone (610) 551-4736 or visit [www.gvfhra.org](http://www.gvfhra.org).

Deadline for registration is 3:00 p.m. September 14<sup>th</sup> (dinner).

Cancellations must be received no later than 12:00 p.m., September 14<sup>th</sup> (dinner). GVFHRA will bill "no-shows" who do not cancel reservations by the above dates.

Mr. Eldred is also co-founder of the Wharton School Family Business Program, internationally recognized as the highest rated Wharton School seminar. The program provides training and development for the founding generation of business owners as well as for the succeeding generations. The Family Business Program has attracted participants from the largest international family-owned businesses to the neighborhood "mom and pops" in a variety of industries, from hospitality to pharmaceuticals to finance and manufacturing.

Mr. Eldred was also CEO of the Jamestown Area Labor-Management Committee, a coalition formed among business, labor, government, and the public to revitalize a declining manufacturing area. It was the first community-based quality of work life program in the country and it receives on-going international acclaim for its accomplishments. Mr. Eldred is also a co-founder of the Philadelphia Area Labor-Management Committee, the largest and one of the most successful labor-management committee in the United States.

As lecturer at the Wharton School, Mr. Eldred developed the first Wharton graduate-level courses in the change process: *Managing Organizational Change* and *Managing Organizational Transition*. He also teaches *Mastering Organization Power and Politics*, *Leading the Virtual Organization*, and *The Art and Science of Leading Professional Service organizations* in the *Organizational Dynamics Program* at the University of Pennsylvania.

He has also served as chairman of a regional group of The Executive Committee, a resource company for small and medium-sized businesses nationally. Mr. Eldred was Director of Organizational Development for the Center for the Study of Adult Development and Associate Director of the Wharton Applied Research Center.

One of Mr. Eldred's career strengths has been to lead innovative and long-lasting responses to an organizational or community need. As an internal management consultant for the Du Pont Company he

initiated the first organizational development strategy. This program has since spread throughout the international Du Pont system.

His desire for cooperative and responsible solutions to community or company problems took its first shape when, as an undergraduate at the Wharton School, University of Pennsylvania, he co-founded the Student Committee on Undergraduate Education. This was one of the first student reform movements of the Sixties.

His line management experience also includes working his way up to heir apparent in a family-owned manufacturing firm and serving as infantry platoon sergeant in the Berlin Brigade, United States Army, stationed in Germany.

## GVFHRA Welcomes New Members

Name	Company
<b>Lisa Anderson MS</b>	Almac Clinical Services
<b>Karen M Beck PHR</b>	AMETEK Pittman, Inc.
<b>Debbi D Bromley</b>	Genex Services, Inc.
<b>Tracey Carpentier</b>	Crozer Chester Medical Center
<b>Tim Clemens</b>	Hatfield Quality Meats
<b>Susan M. Collins</b>	Wyeth
<b>Denise Collins PHR</b>	Drexel University
<b>Sunda V Dierkes</b>	
<b>Ron Ehrhardt</b>	Pathfinders, Inc.
<b>Holly A Long PHR</b>	Environmental Resources Management, Inc.
<b>Brent S McChesney</b>	InsideOut Development
<b>Jacqueline Tusman MS</b>	Almac Clinical Services
<b>Crystal Lynn Waite SPHR</b>	Genex Services
<b>Helen J Wheeler</b>	Justi Group, Inc.



## 2007 dvHRP Summit is almost here!

The 2007 dvHRP Summit kicks off on Monday October 15th at the Philadelphia Marriott. A collaboration between GVFHRA and Philly SHRM, this dynamic one-day event provides a wide array of educational sessions across six professional development tracks featuring local and respected speakers. You'll receive 4 HRCI credits as well as a full day of networking opportunities with your peers.

Last year, over 350 HR professionals packed the seminar rooms and visited the Exhibitors Crossing exposition area where 97 exhibiting companies presented their products and services for the HR community. Many companies held raffles throughout the day and winners were announced during the afternoon break. The event received rave reviews from attendees, sponsors and exhibitors alike:

- "I really enjoyed the conference. I thought that every aspect of the event was carefully handled."
- "I attended the above conference on Friday, and the workshops that I attended were OUTSTANDING."
- "The events only get better. Not only were the educational tracks valuable, but the networking opportunities were A+!"
- "[The keynote speaker] was AWESOME!"

With Keynote Speaker Steve McClatchy and six tracks of educational sessions, the 2007 summit promises to be equally successful. The exhibit hall is filling up quickly and many sessions are nearing their maximum room capacity. Don't miss out on this exciting opportunity . . . plan now to attend or exhibit at one of the region's leading conferences for HR professionals!

For more details and registration, contact Lori Stokes-Powers at (610) 551-4736 or visit [www.dvhrpsummit.com](http://www.dvhrpsummit.com).

### Upcoming Events

September 18<sup>th</sup>  
5:30 pm

Park Ridge Sheraton  
Dinner Meeting

October 4<sup>th</sup>  
8:00 am

The Desmond  
Breakfast Meeting

October 15<sup>th</sup>  
Marriott, Philadelphia  
DVHRP Summit



VILLANOVA  
UNIVERSITY

### LOCAL CLASSES OFFERED FOR HR CERTIFICATE PROGRAM AND PHR/SPHR EXAM PREPARATION SEPTEMBER 2007

GVFHRA is once again partnering with Villanova University in offering the 13-week Villanova/SHRM Learning System Course for the Fall 2007 semester. This program will help prepare you for the HRCI national PHR or SPHR certification examination, and it is also designed for Human Resource professionals seeking professional development. Additionally, the course can be completed by certified HR professionals seeking PHR/SPHR recertification credits.

Villanova University is a National leader in providing the SHRM Learning System course within an instructor-led and on-line environment. The Certificate in Professional Human Resource Management program is offered in full partnership with SHRM, and it covers all six functional areas, responsibilities and associated knowledge defined by the Human Resource Certification Institute (HRCI).

## Class Location and Information:

**SunGard Higher Education** – 3 Country View Road, Malvern, PA

**Tuesday evenings**, September 4, 2007 – November 27, 2007, 6:00 p.m. - 9:00 p.m.

**Instructor:** Angela Francesco, JD, SPHR, Consultant and Instructor, The Wharton School and Villanova University

Each student will receive the 2007 SHRM Learning System and CD ROM, and have access to the on-line HRM Learning Resource Center for one year. Upon successful completion of the course, participants will receive the Certificate in Professional Human Resource Management from Villanova University as well as 3.9 Continuing Education Units (CEU's).

Fall 2007 classes will also be offered in Center City, Philadelphia; Langhorne; Pottstown; Dresher; Harrisburg; Newark, DE; and at the Villanova Conference Center in Radnor. Register today by contacting the Department of Continuing Studies at (610) 519-4310. You can also visit [www.constudies.villanova.edu](http://www.constudies.villanova.edu) for more information, and to complete your registration process on-line.

## Great Advertising Space – Great Value

Reach 600 HR professionals for as little as \$50/month!

**Bus. Card ad (3-1/2" w x 2" h) \$ 50**

**1/4 page (3-1/2" w x 5" h) \$ 75**

**1/2 page (3-1/2" w x 10" h) or (7-1/2" w x 5" h) \$ 150**

**Full page (7-1/2" w x 10" h) \$ 300**

Discounts available for multiple monthly insertions.

Contact Bruce Zanar (610) 792-2105 or Lori Stokes-Powers

## President's Message: What's Your HR Passion?

I am pleased to have the opportunity to serve as your Chapter President during the 07/08 term, and am looking forward to partnering with each of you to achieve a truly wonderful year for the Chapter. Several of the committees have already been hard at work planning events such as the Summit Conference to be held in October, a fantastic slate of exciting programs for dinner and breakfast meetings, including our speaker for Sept., John Eldred, who will be addressing us on the topic of "Organizational Power and Politics", and a special project committee has been formed to create a celebratory gala event for May 08' when GVFHRA reaches its' 25<sup>th</sup> Anniversary. I look forward to seeing each of you at upcoming meetings and/or special events, and want to encourage you to make this the year you increase your involvement in the chapter by joining a committee or considering a board position in an area of special interest to you.

Back when I was conducting career informational research, one of the things that attracted me to the field of Human Resources was the tremendous variety of career areas and activities an HR professional could become involved in. I thought to myself "this is great.... I will not become bored in this field". (Does the phrase, "be careful what you wish for come to mind"?)

Like the HR field, the tremendous diversity of focus areas is reflected within the chapter's committee and volunteer leadership positions. There are Special Interest Group Committees that conduct professional development workshops in topic areas such as Compensation and Benefits, Employee Relations, Organization Development, and Recruiting, Engagement and Retention. There is a Programs Committee that obtains fantastic speakers for the monthly dinner and breakfast meetings who speak on topics requested by our members, a College Relations Committee that oversees the Michael Losey Scholarship Program for undergraduate and graduate students studying the field of HR, a Professional Certification Committee that coordinates study groups for members studying for the PHR/SPHR Certification Exams, a Career Transitions Group to

assist HR Professionals in job search or who wish to explore other opportunities. And, for the first time this year, our chapter will be assisting a student SHRM Chapter at Saint Joseph's University. Additional activity areas include the Community Outreach/Workforce Readiness Committee, the Legislative/Governmental Affairs area that provides updates on new and pending legislation, Diversity Resource Connections Committee that stewards the Diversity Award that recognizes areas companies for their leadership in the area of diversity, and the special project team that puts on the annual silent auction fundraiser that benefits the research efforts of the SHRM Foundation. There are also many committees that are critical for keeping our chapter running such as, the Newsletter, Program Sponsorship, Membership, and the Ambassadors Committee which conduct the membership orientation meetings and who also make an effort to help each attendee feel welcome at meetings.

One of the best ways to get the most out of your chapter membership is to become involved in a volunteer position. Involvement offers advantages to HR professionals such as, increased opportunities to build a network of other HR Professionals, a chance to learn more about a particular area of interest, as well as a chance to develop and apply leadership competencies. Each of the various focus areas mentioned above offer great opportunities for members to become involved, whether on the committee or board level. And so I ask, "What is the area of HR where you have the greatest passion?" If you are not already actively involved in the chapter, why not consider becoming an active participant in 2007 in an area of special interest for you? There are many different ways you can do so. If you are interested in serving as a board member, there are currently open board positions in the following areas: Special Projects, Diversity, and Marketing. Additionally, the position of Legislative/Governmental Affairs remains open. Involvement does not have to require a lot of your time. We recognize that people's jobs and personal lives have huge time demands, which may leave little time for professional activities. If this is not the right time in your career to take on a board and/or committee chair position, why not consider becoming involved at the committee level by joining a

committee in your favorite HR area? If you are interested in learning more about a particular position and/or committee, I encourage you to reach out to the various committee chairs listed on our website or contact me directly.

Regards,  
Lynne Kester, MS, SPHR

## **Join the Recruiting and Retention Committee**

Are you interested in becoming more involved with GVFHRA? Have you considered serving on a committee but you're just not sure which one? Consider the Recruiting and Retention Committee. The Recruiting and Retention committee addresses the challenges of employee recruitment and retention in an era of numerous job opportunities, and a limited and diminishing candidate pool, and the need to retain and engage talented employees despite greatly reduced job security. Join us in bringing information about the most recent trends and best practices to the members of the GVFHRA. For more details about how to get involved contact:

Edwina White  
(610) 415-0220  
Edwinanwhite@aol.com

Or

Karen Keesey  
(610) 768-1788  
Karen.Keesey@careersexpress.com

## **Workforce Readiness/ Community Outreach Seeking Volunteers!**

Greater Valley Forge SHRM Chapter's Workforce Readiness and Community Outreach area is seeking chapter volunteers for 2007-2008 initiatives.

The GVRHA Community Partnership participates in activities partnering Human Resources with the local community.

Workforce Readiness monitors and evaluates on a continuing basis local activities concerning workforce readiness and plans and encourages chapter

involvement and activities impacting the workforce readiness arena.

If you are interested in arranging or participating in activities/events that will serve the area's youth or

underemployed/unemployed workforce, please contact Alvin Dohl at [alvin.dohl@sap.com](mailto:alvin.dohl@sap.com) or Mary Bustamante at [mary.bustamante@villanova.edu](mailto:mary.bustamante@villanova.edu).

*Do you have a career or educational milestone to share?*

*Please contact us and let us know at:*

[James.mcquire@agedwards.com](mailto:James.mcquire@agedwards.com)



## Delaware Valley HR Partnership Summit

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Experience one of the region's  
leading conferences for HR  
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**...REGISTER!**

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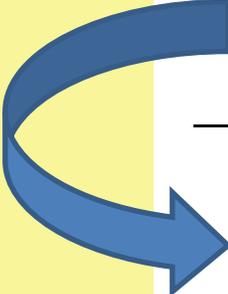
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