



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

April 2008

March Dinner Meeting and Annual College:

Tuesday, April 22, 2008

Employee Recognition-Power of the "Carrot"

1.0 HRCI Credits

Who says employee recognition has to be difficult? Using a combination of non-cash recognition and simple training for the presentation of recognition awards, many of today's leading companies are successfully transforming their corporations into "Carrot Cultures" - creating workplaces where employees are committed, profitability is high, and retention is among the best in their industries.

Recognition expert Andrea Gappmayer will illustrate how companies like DHL, Avis Budget Group and Pepsi Bottling Group spread the power of recognition across diverse locations and how every organization can implement these simple principles. One of the Carrot presenters will share the Carrots philosophy of recognition in a motivational, engaging and dynamic presentation. Best practices, case studies, and humorous examples teach leaders how recognition can make the strongest impact, with an emphasis on how techniques will positively affect productivity and profitability.

Chris Kendrick : Carrot Trainer

As speaker and trainer for The Carrot Culture Group, Chris brings a rich background of more than a decade of teaching, training and presenting. A graduate of Brigham Young University, he has facilitated everything from employee motivation strategies and workshops on effective presentation skills to intensive

Japanese language courses. He has presented to Executives and Managers for corporations across the world, including 3Com, Novell, Bioware, PDL BioPharma, Buehler Foods and American Express. In his spare time Chris enjoys photography, his dog Ralph, and...acting!

April 3rd Breakfast Meeting

How to Make Executive Coaching Work for the Leaders in Your Company!

Many companies today are successfully utilizing executive coaching to further develop their key executives to better meet the challenging demands of today's business world. This presentation will help attendees determine whether their organization is using coaching to its fullest potential and how a leader in their organization or company might benefit from executive coaching.

Topics to be covered:

- What makes a good company great? Fortune magazine's most admired companies are separated from other companies in distinct ways. What do HR professionals and leaders need to know to help their organizations become "great?"
- What is executive coaching? What is this customized development process designed to do and how does it differ from traditional training?
- What does the coaching process look like? What are effective coaching practices; key aspects of a successful coaching relationship; and, how to shift behaviors of an experienced leader?

- To whom should organizations offer executive coaching? What are the key leadership challenges coaching is designed to help leaders handle? And, how to assess a candidate's readiness for coaching?
- What's involved in bringing coaching into the organization? How do we select a coach and how do we match a coach with a coachee? What are the key attributes of a good coach?
- What are the accountabilities of the organization, coachee and coach to make coaching successful? What roles do each play in making the process successful?
- Who is worth investing in and how can we determine a return on our investment in coaching? Coaching is not inexpensive. However, the return on that investment should be measured and should exceed the cost of the coaching by at least two times (and generally more) than the cost of the coaching. How should the coach and the organization be measuring that return?

Jackie will share some case examples as well as respond to questions from the attendees on how to best use executive and leadership coaching to the organization's best advantage.

Jackie A. Vice-Black, Ph.D., COO and Co-Founder of Coaching Partners, Inc. and President of Windsor Consulting Group, Inc. has focused on executive coaching for more than ten years. Her impressive client list boasts Fortune 500 companies including: Comcast; Astra Zeneca; Merck; Johnson & Johnson; Pepperidge Farm; Godiva Chocolatier; Campbells Soup; Wilmington Trust; Shire Pharmaceuticals; Chubb Insurance; Conde Nast; BMS; Shire Pharmaceuticals; Glaxo SmithKline; Aramark; Bayer; Wawa; MBNA; Virtua; HP Hood; Schering-Plough; Lenox; Southco; Princeton University; and many others.

Jackie has more than twenty-five years of experience working in and consulting with major global companies and nonprofit organizations in executive coaching, leadership development, human resources, training, organization effectiveness, strategic planning, and change management. She has helped a variety of organizations improve the performance of their leaders, teams, systems, and high potential employees. She brings a unique combination of senior leadership experience and a psychologist's sensitivity to her executive coaching and consulting clients.

Prior to launching Windsor Consulting Group, Inc. in 1998 and Co-Founding Coaching Partners, Inc. in 2003, Dr. Vice-Black held several Human Resources leadership positions during her nine-year tenure at SmithKline (currently GSK). She led the HR function for the Research & Development Division and held a similar position for corporate headquarters supporting the Corporate Officers. She also held numerous HR leadership roles at ARCO, including having responsibility for global talent and leadership development.

Breakfast Meeting

Thurs, April 3rd, 2008

8:00 a.m.

Desmond Hotel

One Liberty Boulevard

Malvern, PA

For directions, call (610) 296-9800

Menu

Breakfast Buffet

Dinner Meeting

Tues, April 22nd, 2008

5:30 p.m.

Sheraton Park Ridge

480 N Gulph Road

King of Prussia

For directions, call (610) 337-1800

Menu

House Salad

Lemon Pepper Baked Chicken

Oven Roasted Potatoes

Fresh Seasonal Vegetables

Fruit Tart

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25.00 with payment by March 31st (breakfast), April 19th (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.

Deadline for registration is 3:00 p.m. March 31st (breakfast), April 19th (dinner).

Cancellations must be received no later than 12:00 p.m., March 31st (breakfast), April 19th (dinner). GVFHRA will bill "no-shows" who do not cancel reservations by the above dates.

Jackie obtained her Ph.D. from The Ohio State University in Counseling Psychology and also completed a business certificate program at The Wharton School. She is a licensed clinical psychologist and serves on graduate school advisory boards and is an adjunct graduate faculty member for LaSalle University and Dowling Institute. She was honored as Outstanding Alumnus of LaSalle University in 1999.

Thank you to our GVFHRA February Breakfast Meeting Sponsor



For over 20 years **Mirmont Treatment Center** has helped many people and their families who suffer from addiction, begin the journey of recovery from alcoholism and drug dependency.

The above advertisement is a paid sponsorship not endorsed by SHRM or GVFHRA.

We would like to Thank our Dinner sponsors for the March 18 Dinner



The above advertisement is a paid sponsorship not endorsed by SHRM or GVFHRA.

FMLA Amended to Include Leave for Families of Military Service Members

By Jacqueline Shulman*

On January 28, 2008, President Bush signed the 2008 National Defense Authorization Act ("NDAA"), which expands the coverage of the Family and Medical Leave Act ("FMLA") to families of injured military service members and those called to active duty. The NDAA constitutes the first major amendment to the FMLA since it was enacted in 1993.

The NDAA changes the FMLA in two significant ways. First, effective immediately, the NDAA requires employers to provide up to 26-weeks of unpaid leave in a 12-month period to the spouse, son, daughter, parent or next of kin of a service member injured in the line of duty. Congress' inclusion of term "next of kin," which the Act defines as "nearest blood relative," means that, for the first time, a sibling or grandparent may take FMLA leave to care for a relative injured in the line of duty.

Second, the NDAA entitles the spouse, son, daughter or parent of a military service member who is on active duty, or has been notified of an impending call to active duty, up to 12-weeks of unpaid leave in 12 month period based on "any qualifying exigency" (less any FMLA leave previously taken in the same 12 month period). Because Congress did not define the term "qualifying exigency," and instead entrusted this responsibility to the Secretary of the Department of Labor ("DOL"), this provision will not become effective until the DOL issues final regulations defining a "qualifying exigency." On its website, DOL indicates that it "encourages" employers to provide such leave to eligible employees until it issues the final regulations.

The NDAA does not alter the general eligibility requirements of the FMLA. Therefore, in order to qualify for leave pursuant to the NDAA amendments, an employee must have been employed by his employer for at least 12 months and worked at least 1,250 hours in the previous 12-month period. The NDAA also does not change the definition of a covered employer under the FMLA, which includes any person or entity with 50 or more employees

during each of 20 or more calendar workweeks in the current or preceding calendar year.

Employers should be aware that if an employee requests FMLA leave to care for an injured service member and that employee has taken FMLA leave in the past 12 months for a separate qualifying reason, the 26-week leave period will be reduced by the amount of leave previously taken. For instance, an employee who has already used 10 weeks of FMLA leave is only entitled to 16 weeks of leave to care for an injured service member.

Should you have locations in other states, it is noteworthy that prior to the passage of the NDAA, a number of states, including California, Illinois, Indiana, Maine, Minnesota, Nebraska and New York, passed similar laws, providing unpaid leave to the families of military service members.

The foregoing is a summary of the NDAA and should not be considered legal advice. Should you have additional questions, you may me at 215-665-3134 or Jacqueline.shulman@obermayer.com.

*Jacqueline Shulman is a partner in the Labor Relations and Employment Law Department of Obermayer Rebmann Maxwell and Hippel LLP. Jackie represents employers in all aspects of the employment relationship including day to day counseling, defense of discrimination charges, development of policies and procedures, reduction in force strategies, negotiating and drafting employment and severance agreements, supervisory training, wage and hour issues and union campaigns, collective bargaining negotiations and arbitrations.

GVFHRA Job Bank

Find Jobs:

Free to Job Seekers

Post Jobs:

Discounted rates for GVFHRA Employers

Check the website www.gvfhra.org under Careers for more details

ATTENTION NEW MEMBERS!!

GVFHRA encourages you to attend a New Member Orientation session held at 5:30 pm prior to each dinner meeting. Come learn all about us and meet new people!

Look for the RESERVED table at the back of the meeting room, or ask an Ambassador Member for assistance. We look forward to seeing you!

Career Networking Group

First Monday of the month from 5:30-7:00
(with some exceptions)
Right Management - Berwyn Office
(610) 251-9250

April 7th
May 5th

- Networking, job sharing opportunities
- Brief introduction of each member, utilizing "commercials" guidelines
- Resources/materials provided to assist you in your search, including access info for Right's RightLinks resource database

We look forward to seeing you!

Please check the website to confirm dates, times and topics.

Performance Management: A Strategic Approach

What You Need to Know to Get it Right!

Do most of your employees and supervisors think of performance appraisals as their idea of having fun? No way! Face it; performance appraisals have a bad rap. Supervisors don't like doing them and employees don't like receiving them. It doesn't have to be that painful! With effective management approaches used throughout the year, the performance appraisal process and discussion can be less feared and more effective.

On April 22, 2008, the Employee Relations Committee of the GVFHRA will hold our first workshop from 2:30-4:30 at the Sheraton Park Ridge Hotel. Ms. Angela Francesco J.D., SPHR will present this interactive workshop which will address many of the issues that make performance appraisals so dreaded. Topics include:

- Why do we bother to do them?
- Decisions needed early in the process.
- 360 degree appraisals.
- The law and performance evaluations.
- What is Strategic Congruence?
- Linking performance management with strategy.
- What are competencies?
- Advantages and disadvantages of appraisal methods.
- Setting performance standards
- Giving feedback & handling emotions.
- Messing up and possible rater errors.
- Handling appraisal politics.
- Getting employees and supervisors to 'buy in'.
- Discussion of **YOUR** real time issues.

This dynamic program will be packed full of useful, applicable and effective techniques that will arm you to help make this process less feared and more productive in your organization. We have conveniently scheduled the seminar to end just before the GVFHRA dinner meeting Attend BOTH events and SAVE! See our flyer in this newsletter or visit

www.gvfhra.org to register and for more information. **2 HRCI Credits**

Plan on attending this informative and interactive workshop.



Driving Execution During Times of Change—The Role of the HR Professional

4 HRCI Credits!

**Sponsored by the Organizational Development Special Interest Group
Greater Valley Forge Human Resources Association**

Speaker: Rick Lepsinger, coauthor of Flexible Leadership: Creating Value by Balancing Multiple Challenges and Choices, The Art and Science of 360° Feedback, and The Art and Science of Competency Models.

Date: Tuesday, April 29, 2008

Time: 7:30 am to 12:00 noon.

Registration and Continental Breakfast at 7:30, workshop begins at 8:00 am.

Cost and Registration: \$50 per GVFHRA member, \$65 non-members www.gvfhra.org

Location: St. Joseph's University, North Lounge, 2nd Floor Campion Building

The Program

This program covers the organizational elements and individual behaviors required to ensure things get done during times of change.

Objectives:

- Enable HR professionals to better support their line managers during times of change and help them maintain high levels of morale and productivity
- Provide HR professionals with tools and techniques to help them maintain their perspective and manage change

- Understand the role of the HR professional in building a culture of execution and getting things done

Topics:

Eight Factors Required for Effective Execution—during this segment we will review the research on the factors that support the effective execution of plans and initiatives. Participants will analyze their own organizations to determine the extent to which these factors are currently in place.

Creating a Culture of Getting Things Done—this segment focuses on the culture required for effective execution including operating practices, leader behavior, and structure and systems. The role of the HR professional in creating this type of culture will also be discussed.

Avoiding the Commitment Dip During Change—this segment covers how top-performing companies ensure high levels of commitment and enthusiasm for the duration of a change initiative.

Facilitating Change-Readiness—this segment focuses on specific tools and techniques to assess the stage of change people are currently in and the strategies to move them to the next level.

The Speaker



Rick is the president of OnPoint Consulting and has a twenty-year track record of success as a human resource consultant and executive. He was a founder and managing partner of Manus, a human capital consulting firm, which he grew to over \$4 million in revenue and sold to Right

Management Consultants in 1998. At Right, Rick was the managing vice president of the Northeast and Eastern Canadian Consulting Practice, where he was responsible for fifty-five professionals and grew the region's revenue from \$7 million to \$20 million.

The focus of Rick's work has been on helping organizations close the gap between strategy and execution. He has served as a consultant to leaders and management teams at Astra-Zeneca, Bayer Pharmaceuticals, Citibank, Coca-Cola Company, ConocoPhillips, Eisai Inc., GlaxoSmithKline, Goldman Sachs, Johnson & Johnson, KPMG, Lehman Bros., Merck & Co., and many more.

Rick has extensive experience in formulating and implementing strategic plans, managing change, and talent management. He has addressed executive conferences and made presentations to leadership teams on the topics of leader effectiveness, strategy execution, managing change, performance management, 360° feedback and its uses, and developing and using competency models to enhance organizational performance.

Rick has co-authored three books on leadership, including Flexible Leadership, Creating Value by Balancing Multiple Challenges and Choices, The Art and Science of 360° Feedback and The Art and Science of Competency Models. He has also authored several book chapters on topics such as performance management and decision making, competency modeling, 360-degree feedback in a talent management system, and many more topics.

Great Advertising – Great Value

Newsletter Ads for as little as \$50/month!

Bus. Card size	(3-1/2" w x 2" h)	\$ 50
¼ page	(3-1/2" w x 5" h)	\$ 75
½ 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.

Website Banner Ads as low as \$250/month!

½ price for GVFHRA meeting/seminar sponsors.
Details at gvfhra.org and click on sponsor/ad ops.

Contact Bruce Zanar (610) 792-2105 or Lori Stokes-Powers (610) 551-4736

Do you have a career or educational milestone to share?

Please contact us and let us know at:

James.mcquire@agedwards.com



The SHRM Foundation Regional Scholarship Program will award a total of \$100,000 to working SHRM members this year. We would like to acknowledge the generous support of the J. J. Keller Foundation in underwriting this program for 2008.

Please publicize these scholarships to your members and encourage them to apply. A printable [scholarship flier](#) is available online. You may also request a supply of printed scholarship brochures from Sandi Peyton at speyton@shrm.org.

The awards program is designed to assist HR professionals in meeting their career goals. Individuals may apply for either a \$1375 education scholarship or a \$750 certification scholarship. A total of 100 scholarships will be awarded.

Application Deadline: July 15, 2008

Eligibility: National SHRM professional, general and associate members pursuing a college degree or working towards PHR, SPHR, GPHR or California certification are eligible to apply. SHRM student members and local-only members are not eligible for these awards. Chapters and state councils may also apply for scholarship funds to support certification training programs.

Awards: 60 certification scholarships of \$750 each and 40 academic scholarships of \$1375 each will be awarded. Applications will be judged in the following five groups:

- Northeast Region
- Southeast Region (includes former Caribbean Atlantic Region)
- North Central Region
- Southwest Central Region
- Pacific West Region (includes former Asia Pacific Region)

Each region has a total of \$20,000 to distribute which guarantees that there will be 20 scholarship winners (12 certification awards and 8 academic awards) in each group.

How to Apply: Visit [Regional Scholarship Program](#) to print out an application or learn more about the scholarships.

We appreciate your assistance in publicizing these scholarship opportunities to your members. Thank you!

Beth M. McFarland, CAE

Manager, Special Projects; SHRM Foundation



Employee Relations Committee:

PERFORMANCE MANAGEMENT: A STRATEGIC APPROACH

What you need to know to get it right!

Tuesday, April 22, 2008, 2:30-4:30 p.m.

This seminar is sponsored by:

Sponsorship of this event is still available. Please contact Diane Tarka at PrestoHR for details: 610-639-4010

A Strategic Approach to Performance Management

Learn how to take the dread out of performance appraisals and make them more effective with strategic approaches used throughout the year. This interactive workshop will address topics including:

- Why do we bother to do them and what decisions are needed early in the process?
- 360 degree appraisals.
- The law and performance evaluations.
- What is Strategic Congruence and linking performance management with strategy.
- What are competencies?
- Advantages and disadvantages of various appraisal methods.
- Setting performance standards, giving feedback & handling emotions.
- Messing up and possible rater errors.
- Handling appraisal politics.
- Getting employees and supervisors to 'buy in'.

The seminar will be facilitated by:

Angela Francesco, J.D., SPHR, has extensive experience in Human Resource Management. Her positions in for-profit corporations have included overall H.R. responsibility for pharmaceutical Research and Development scientists and staffs in the U.S., U.K., and France. Angela is a lecturer at the University of Pa.'s Wharton School where she has taught in the undergraduate evening division and now in the Wharton Program for Working Professionals. Since 1999, she has been an adjunct instructor at Villanova University's School of Business, teaching in their MBA and undergraduate programs. Her speaking engagements and training and development initiatives focus on Human Resources, Employment Law, Sexual Harassment, Performance Management, Organizational Development and related topics.

Don't miss this informative and interactive workshop!
2.0 HRCI Certification Credits

Date: April 22, 2008
Time: 2:00 – 2:30 p.m. Registration
2:30 – 4:30 p.m. Presentation
Where: Sheraton Park Ridge Hotel
King of Prussia, PA

PRICING:

SAVE by attending the workshop and dinner!

Workshop Only:

\$35/Member and \$50/Non-Member

Workshop & Dinner Meeting :

\$50/Member and \$70/Non-Member

Register on-line at www.gvfhra.org

Anniversary Gala!



**Thursday, May 22, 2008, 6 p.m. to 10 p.m.
Normandy Farm, Rt 202 & Morris RD, Blue Bell, PA**

The Greater Valley Forge Human Resources Association is proud to announce their 25th anniversary gala!

The affiliate chapter of SHRM is kicking off their 25th year with a celebratory event to recognize the accomplishments, trends, leaders, influences and innovations of their chapter. Today and looking to the future, the chapter continues to dedicate itself on influencing growth and change for the Human Resource profession.

All HR professionals are invited including GVFHRA members, SHRM members and nonmembers as well as family, friends, colleagues, and significant others for a night of excitement and entertainment.

Register Now!

Be a part of an event that will magnify the spectacular accomplishments our past leaders influenced by daring to dream big and putting their ambitions into action. Register at www.gvfhra25.org.

Sponsorship Opportunities

Showcase your organization to over 200 Human Resources professionals in one evening including dinner, music and comedy! Various sponsorship packages are available for download at www.gvfhra25.org.

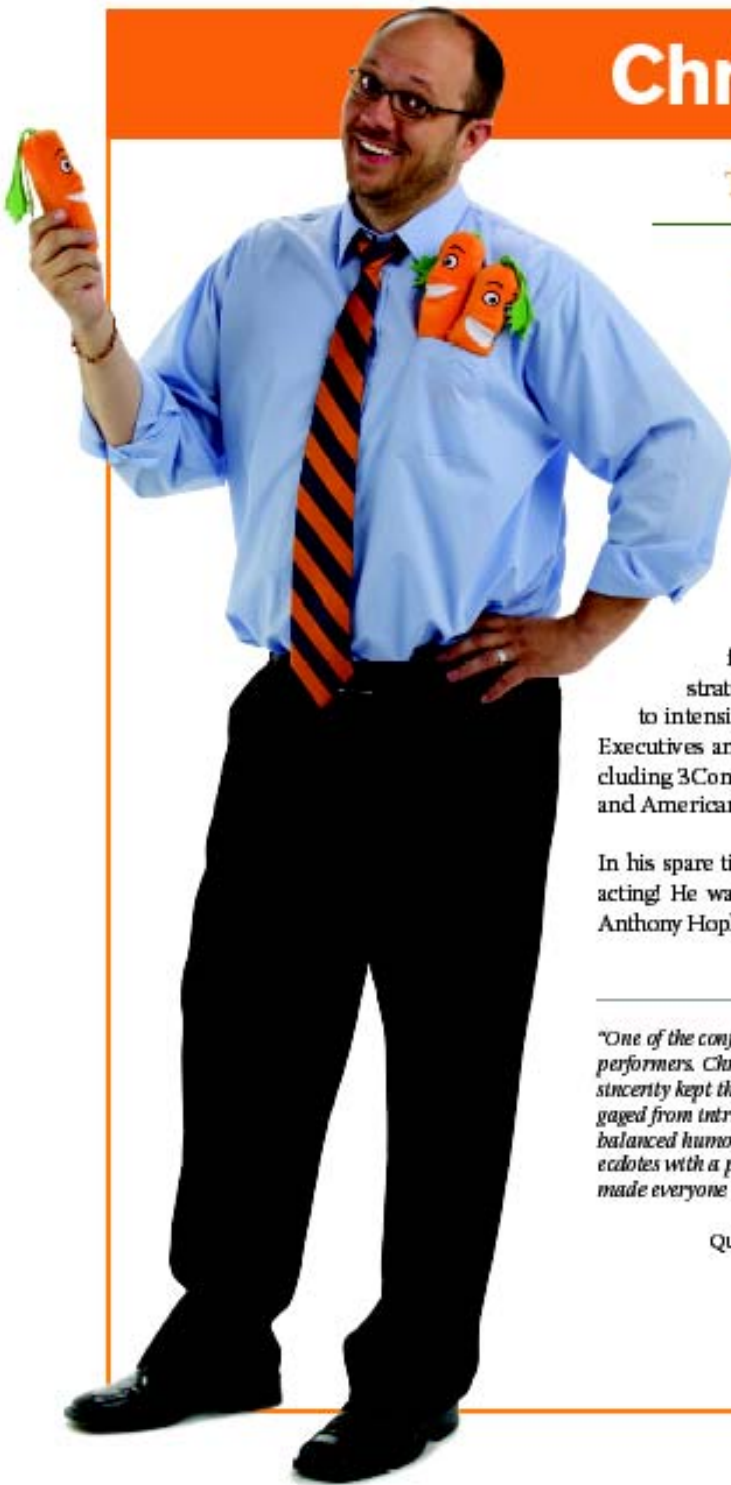
Keynote Speaker & Entertainment

SHRM's Chief HR & Strategic Planning Officer, Steven Miranda, SPHR, GPHR, says whether we like it or not, HR is in the risk management business and you must be prepared to manage these challenges effectively. NBC's Lynn Berry lends her talents at the podium while Terry Parrett, The MBA Comedy Magician, engages you in a professional, entertaining and FUN presentation, keeping you on the edge of your seats wondering, "How did he do that?"

Questions?

Contact event manager, Connie Pearson-Bernard, Seamless Events Inc., at 484-461-1067 or connie@seamlesseventsinc.com

www.gvfhra25.org



Chris Kendrick

Trainer, Carrot Philosophy

Whether on stage or in a training room — in front of five or five hundred — Chris Kendrick loves helping leaders realize the possibilities recognition can create for their teams and organizations.

As speaker and trainer for The Carrot Culture Group, Chris brings a rich background of more than a decade of teaching, training and presenting.

A graduate of Brigham Young University, he has facilitated everything from employee motivation strategies and workshops on effective presentation skills to intensive Japanese language courses. He has presented to Executives and Managers for corporations across the world, including 3Com, Novell, Bioware, PDL BioPharma, Buehler Foods and American Express.

In his spare time Chris enjoys photography, his dog Ralph, and... acting! He was in an episode of "ER" and once had a scene with Anthony Hopkins. He also met Bobby Brown in the Dallas Airport.

"One of the conference's star performers. Chris's energy and sincerity kept the audience engaged from intro to wrap-up. He balanced humor and serious anecdotes with a personal style that made everyone true believers."

— Chad Jones,
Questar Corporation

"Very well delivered. [Shared a] passion for the material and relevant examples."

— Tamara Jones,
BioWare