



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 2009

April 21st Dinner Meeting and College Night

Evolution of Human Resources

Speaker: Kathy Gubanich, Vanguard

Tuesday, April 21, 2009 5:30 to 8:00 pm

The current economic environment has wreaked havoc in almost all industries. Now, more than ever, organizations are looking to their Human Resources departments to help them navigate through these incredibly difficult times. Firms are looking for ways to cut costs without destroying their business brand, cultures, and employee engagement. Are our HR organizations capable and ready to provide the kinds of solutions firms need to consider?

This presentation will look at the evolution of Human Resources over the years and how organizations have felt the need to move their HR functions from the more traditional role as administrators to the new imperative of critical solution providers for their respective businesses. Not only have the needs of the business changed, but so have the necessary skills needed by successful HR practitioners.

Kathy Gubanich, the Managing Director of Human Resources at Vanguard, will lead us in a discussion on what this evolution has needed to look like and how she has seen it play out at an organization like Vanguard. Kathy, who has been in the HR field for over 25 years, has led the HR function at Vanguard since 1996, responsible for all aspects of HR, both domestic and global.

A College Night seminar, *Showcasing Your Expertise*, will also be held from 4-5pm (see flyer) and our annual College Scholarships will be presented during dinner.

April 2nd Breakfast Meeting: *Employee Engagement*

Getting and maintaining maximum productivity and commitment from our associates is of particular importance in today's economy and could represent the difference between success and failure.

Come to the breakfast meeting at the **Desmond Hotel in Great Valley on April 2nd beginning at 7:30 am** to hear Jim Gillece speak about the impact of Employee Engagement and why "engagement" is so fundamental to organizational success. Jim is passionate about how Human Resources drive productivity and Business Results. He will offer examples of how to calculate the Return on Investment of Human Capital initiatives. This represents a key component that is too often lacking in the planning and proposal of many HR initiatives, which could very well determine whether or not you get funding for your own Human Capital initiatives. Jim will provide information about a highly successful program he undertook on behalf of Allied-Barton in 2008.

Currently the Chief People Officer and Vice President of Human Capital Management, Jim Gillece joined Allied-Barton in 2006. Prior to that he spent 17 years with Pfizer Pharmaceutical, where he held a variety of roles in marketing and business development and finally as Director, Global Leadership Education and Development. Under Jim's leadership Pfizer's training department was named #1 out of the top 100 companies by Training Magazine and Allied-Barton's training group has risen to #16. He is a requested national speaker on Human Capital Management

(Continued on Page 2)

(Continued from Page 1, Breakfast Meeting)

issues, an active contributor and guest lecturer at various institutions of higher education and a featured author in numerous publications focusing on Business and Human Resources.

Please come and attend this highly “engaging” presentation that promises the opportunity to learn and develop new tools for tangible results and lasting impact.

Thank you to our GVFHRA April Dinner Meeting Sponsors



VILLANOVA
UNIVERSITY

Villanova University Office of Continuing Studies Enhance Your Skills Now – Advance Your Future Sooner!

These are interesting and stressful times and many of us are worried about a lot of things. In times like these (some of us remember similar times in the past) education becomes an important way to reduce stress and increase skill acquisition – which makes people better prepared to first weather, and then flourish in the eventual rebound.

For Human Resource professionals, 2009 is a watershed year, and one in which learning and certification now will be highly valued later. You can confidently take the next step in your career with the knowledge gained through a professional certificate program at **Villanova University**.

Our aim is to meet your personal and organizational goals through relevant courses conveniently offered at corporate sites, on campus, or on-line. The standards of professional associations (such as SHRM, PMI, AFP, IMA, and APICS) along with Villanova’s tradition of excellence provide the foundation for all of our non-credit programs.

The Office of Continuing Studies offers courses in Human Resources (PHR/SPHR exam preparation), Project Management, Alcohol and Drug Counseling, Managerial Accounting, Treasury Management, Fund Raising, ESL, Six Sigma, Paralegal Studies, and Supply Chain Management.

Villanova University is also proud to announce a new offering – the **Global Professional in Human Resources certification (GPHR)**, which will be offered in Philadelphia beginning in Fall 2009. More information will be available in May concerning dates, times and costs.

Meeting Locations:

Dinner: Sheraton Park Ridge Hotel,
King of Prussia

Breakfast: Desmond Hotel,
Great Valley

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25.00

\$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)

To Register:

Mail payment to GVFHRA, phone (610) 551-4736 or visit www.gvfhra.org.

GVFHRA will bill “no-shows” who do not cancel reservations.

ATTENTION NEW MEMBERS!!

GVFHRA encourages you to attend a New Member Orientation session held at 5:15 pm prior to each dinner meeting. Come learn all about us and meet new people!

Ask at the registration desk or find an Ambassador Member for assistance. We look forward to seeing you!

We invite you to join our learning community. Please contact Jim Kane, SPHR, M.S (HRD), the new Director of Continuing Studies at (610) 519-4310 for program information or to arrange a meeting to discuss your training and development goals. Further details about our programs as well as registration information may be found at www.continuingstudies.villanova.edu.



The School of Graduate Professional Studies at Penn State Great Valley

Penn State Great Valley is pleased to announce that it has partnered with the American Institute for Managing Diversity, Inc. and the Global Organization for Leading Diversity to launch the 2009 Speaking of Diversity Series workshop, "**When East Meets West: Using Global Diversity to Pursue 21st Century Opportunities.**" The one-day workshop will be held on June 4, 2009, from 8:00 a.m. to 4:00 p.m. at Penn State Great Valley.

Dr. Craig Edelbrock, chancellor of Penn State Great Valley, believes in supporting educational programs that help bridge the cultural divide. "Such programs provide our students and business leaders with another tool for achieving incremental economic gains during these difficult times."

According to Hiroko Tatebe, executive director of GOLD, "Diversity and inclusion offer business leaders a 21st century vehicle for capitalizing on global business opportunities. It is a timely subject for organizations that need innovative ways to achieve greater results from dwindling resources."

AMETEK Corporation's vice president of human resources, John Weaver, will lead a series of interactive workshop discussions with an array of diversity and human resource experts. The program will begin with noted speaker and global diversity expert, **Howard Ross**, leading a discussion on

Unconscious Bias: Impact on Global Marketplace. A panel will examine **Doing Global Diversity from the United States to the Pacific Rim: Tactics that Work, Issues that Challenge.** The workshop will also include a discussion on **Merging Corporate Values with Cultural Values: An Ethical Perspective.** Another session with noted Penn State professors Dr. Denise Potosky and Dr. Kimberly Merriman will offer practical strategies to motivate workers in cross-cultural contexts in **Lost in Translation: Adapting and Communicating Incentives Across Cultures.** For more information, contact Kathy Mingioni at Penn State Great Valley, (610) 648-3315.

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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

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Thank you to our GVFHRA April Dinner Meeting Sponsor



Saint Joseph's University Offers Flexible Program

Saint Joseph's University offers a Masters of Science in Human Resource Management (MSHRM) with an emphasis on building HR Leaders.

Today's successful HR professional needs to be a strategic partner, a technical advisor, an employee advocate and an agent of change, and our state of the art curriculum combines traditional business courses like Finance and Accounting, and Strategic Human Resource Management with highly specialized Human Resource Management courses like Leading Change in Organizations and Employment and Labor Law.

The program is attracting students the Delaware Valley's leading organizations. Our students include seasoned executives honing their leadership skills as well as those early in their careers who are looking to gain a competitive advantage.

The MSHRM Program is flexible in its design allowing students to complete the program on a part-time basis in 24 or 36 months.

The Haub School of Business at Saint Joseph's University is AACSB accredited and most recently was ranked in the Top 25 of *U.S. News and World Report's* 2009 America's Best Graduate Schools issue.

For more information, please contact:

Patricia Rafferty

MSHRM Program Director

Erivan K. Haub School of Business

Saint Joseph's University

(610) 660-1318

patricia.rafferty@sju.edu

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Thank you to our GVFHRA April Breakfast Meeting Sponsors



The Corporate and Executive Education Center at Drexel University's LeBow College of Business offers the business community easy access to the many resources the College has to offer. This is how we can help your organization increase its competitive advantage.

Employee Development:

- Corporate and Executive Education Programs: Leadership and Management Development Programs designed for your company. MBA Student/Employer Connections: Help finding the right MBA placement for employees.

Talent Acquisition:

- Co-op students: Identify and recruit talented LeBow undergraduates through the Drexel Co-op program.
- MBA Career Services: Connect with Drexel's top MBA talent through a delivery system focused on offering personalized services to recruiters.
- Undergraduate Career Services: Connect with Drexel's top undergraduate talent through a delivery system focused on offering personalized services to recruiters.

Market Relevant Content:

The CFO Alliance Roundtable: A peer organization comprised of and dedicated solely to the office of the financial executive.

Employing Drexel University's LeBow College of Business as your "outsourced" corporate university enables your organization to address critical talent management and leadership development issues through educational programs focused on one goal ... your success. In today's business environment, professionals must be able to innovate and implement quickly and with confidence – a confidence built on solid knowledge and key skills in leadership, strategic thinking and analysis, evaluation and decision-

making. Learn more about the services available through Drexel University's LeBow College of Business by visiting <http://www.lebow.drexel.edu/CorpRelations> or contact Dr. Kris Risi, Sr. Director of Corporate and Executive Education, at (215) 895-6606 or krisrisi@drexel.edu.

LEE HECHT HARRISON

Lee Hecht Harrison offers talent management solutions throughout the entire employee life cycle to help companies and individuals maximize performance and achieve success. Established in 1974, Lee Hecht Harrison is a global talent management solutions company with over 240 offices worldwide providing expertise in Career Transition, Leadership Consulting and Workforce Solutions.

Lee Hecht Harrison is a part of Adecco Group, the world leader in workforce solutions with over 6,600 offices in over 70 countries and territories around the world. For more information, please visit www.LHH.com.

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GVFHRA'S Commitment to the Future of HR

By Sharon Crandall, President



As the weather warms up and spring approaches, GVFHRA's calendar continues to be full of numerous activities designed for our HR Professionals' career development by providing topical dinner meetings, relevant seminars, and excellent networking

opportunities. Typically in the spring our College Relations Committee is actively involved as well with collegiate SHRM chapters in a variety of ways. As a chapter we remain committed to the growth and development of our collegiate members who are

studying to become the future leaders of the Human Resources profession.

What is the College Relations Core Leadership Area (CLA)? Our Chapter, the State Councils, and National SHRM recognize the importance and necessity of working with and providing guidance to collegiate SHRM chapters to advance our profession and support our professionals. We welcome these students whose passion is human resource management and who will be the next generation of human resource professionals. Our chapter has historically provided a number of ways for our local college students to be a part of our chapter, such as:

- Offering a reduced fee to collegiate HR majors to attend our monthly dinner meetings.
- Mentoring relationships between GVFHRA's HR Professionals and the HR students at various colleges and universities.
- Supporting the annual Northeast Regional Student Conference, this year to be held on March 27th and 28th at William Paterson University.
- Presenting two Merit Scholarship Awards to recognize an undergraduate student and a graduate student who are committed to pursuing careers in human resources. The awards - \$2,000 to the undergraduate and \$3,500 to the graduate student - are given at our Annual College Night dinner to be held on April 21st. We currently have almost a dozen students competing for these two awards.

Please join me and our Board in welcoming these students at our April 21st dinner meeting and awards ceremony. They are eager, enthusiastic, and passionate about our profession. They look to us as leaders, mentors, even possible future employers, and they appreciate the time, encouragement, and guidance that we give to them. They deserve it, because they are the future of our profession.

All the best,
Sharon

Volunteers Needed!!

We need more volunteers for the **2009 SHRM Northeast Regional Student Conference** being held at **William Paterson University, Wayne, NJ** on **March 27th and 28th**. This conference is **free** to all SHRM student members and SHRM professional members, and we need the help of professional members as volunteers to make this event a success. We will need a minimum of 100 volunteers, in various positions for this event to be a success. We would like to thank those individuals that have already registered to volunteer. We currently have 45 volunteers registered so you can see we still need your help! If you have never participated in this event – **it is more fun than work!**

This conference is free to all SHRM student and professional members. To register for this event as a volunteer and participant, please use the following hyperlink to complete the online registration form:

https://ecom.shrm.org/TimssSolutionSite2004_TPRO/Default.aspx?tabid=90&action=MTGProductDetails&args=19240

Please submit your registration for the conference no later than March 20, 2009.

All participants (including HRGames teams, student chapter advisors, and event volunteers) must submit a registration for the conference no later than March 20, 2009.

The 2009 SHRM Northeast Regional Student Conference Highlights:

- Educational sessions from leaders in the HR field;
- Opportunities for networking with other HR students and HR professionals;
- Career guidance and mentoring opportunities, and the
- HRGames academic competition;

HRGames is an academic competition for SHRM student chapters. It provides positive and exciting way to prepare students for the human resource profession and the Professional in Human Resources (PHR) certification exam conducted by the HR Certification Institute.

Since the HRGames competition is open to undergraduate student chapter members only, the addition of educational content provides an opportunity for graduate students, student members not competing in the games, volunteers, and student members-at-large to benefit from attending a regional event. We believe this will open the door to more students and more participation at the regional level – as well as greater learning and networking.

HRGames Schools Registered (as of 2/26/2009):

Pennsylvania State University

Seton Hill University

Bryant University

SUNY - New Paltz

Rowan University

Cornell University

For updated information regarding the 2009 Northeast Regional Student Conference please visit, <http://www.shrm.org/Conferences/StudentConferences/Pages/NortheastRSC.aspx>.

If you have any questions please or experience any problems registering please contact Maureen Flaherty, Member Programs Specialist at: (703) 535-6423 or (800) 283-7476 ext. 6423. You may contact Maureen via e-mail; Maureen.Flaherty@shrm.org

If I can be of assistance please do not hesitate to contact me. We hope to see you in New Jersey in March!

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

Wings for Success Accessory Drive

The Community Partnership Committee will be sponsoring an Accessory Drive in April. Please bring any donated items to the April 21, 2009 dinner meeting. Suggested new items to donate include: toiletries, cosmetics, socks, hosiery and undergarments. The following used items can be accepted for donation: handbags, scarves and jewelry.

Items collected will be donated to Wings for Success, a local non-profit organization established in 1997 and which provides support to disadvantaged women. The organization gives women free work appropriate wardrobes, guidance and life skills workshops.

Our member's support and donations are much appreciated during this difficult economic time.

If you have any questions, please feel free to email Laura La Buda at labudalaura@aol.com or contact any member of the Community Partnership Committee.

GVFHRA Welcomes New Members

Name	Company
Scott D Auer	Kistler-Tiffany Benefits
Larry J Cozzens Ph.D	
Kate Currigan	
Amy Dinning	
Kylie S Hurvitz	SAP America
Nancy B Kehler PHR,RN	
Tiffany Kilgore	Wyeth Pharmaceuticals
Cheryl S Moran PHR	CS Moran, HR Solutions
Pamela Wallace	
Nancy Weis	Almac Clinical Services LLC
Madeline T Wightman PHR	Macrovision Solutions
Van E Woolley	US Health Group

ATTENTION CURRENT MEMBERS!!

The Ambassador Committee is currently looking for creative, energetic members who are interested in Co-Chairing the committee for the 2009-2011 term. Please contact either Maria Brice or Milissa Ronayne if interested. Thank you!

Congratulations!

Congratulations to the following GVFHRA Chapter members and Study Group "graduates" on achieving PHR or SPHR certification:



Jessica Downey, PHR
Susan Fusco, PHR
Robert Hackman, SPHR
Amber Holley, SPHR
Deborah MacPhail, PHR
Kathy Muscarella, SPHR
Garrick Weaver, SPHR

Certification is the hallmark of the human resource management profession. By earning the PHR or SPHR credentials, these individuals have distinguished themselves as valued members of an elite group of professionals. Our chapter recognizes that the certification process is rigorous and we commend them for investing the time and energy necessary to earn these prestigious credentials. We're proud to count them among our certified chapter members who have demonstrated leadership, fortitude, and commitment...what it takes to be the very best.

Have you recently earned certification? If so, we'd like to recognize you, too. Please contact us with all of your details at GVFHRA@aol.com. If not, what are you waiting for? Our Spring 2009 Study Group is about to begin, so don't delay.

PHR/SPHR Certification Study Group
 April 17 & April 24, 2009 (2-day Program)
 8:00 am – 5:00 pm

Location:

MEA/MidAtlantic Employers' Association
 234 Mall Boulevard, Suite 200
 King of Prussia, PA 19406

Register online at

http://gvfhra.org/event_register.asp?eventid=55

Registration deadline April 10, 2009
**DeVry University and The Recruitment
 and Retention Committee Presents:**
**Targeted Behavioral
 Interviewing Seminar**

Given by: Nancy Mazzone
*Director of Human Resources, Solomon Edwards
 Group, LLC*

Saturday April 18th 8:30-1:30

Location and Directions:

DeVry University Chesterbrook
 Valley Forge Center
 701 Lee Rd. Ste. 103
 Chesterbrook PA 19087

Are you looking to sharpen your interviewing skills?

Do you want to learn how to identify top talent?

Learn how to find the best candidate every time....
 and at the same time learn how to showcase your own
 credentials in an interview!

This is a great free seminar to attend if you are just
 starting out as a recruiter or if you want to brush up on
 some of your interviewing techniques. If you hold the
 title of HR Professional, Manager or Decision Maker
 this is one seminar that you will not want to miss.

During this seminar you will learn how to identify
 traits and behaviors to increase your selection success.
 You'll learn how to develop targeted behavioral
 interview questions for specific positions and
 recognize critical behaviors during an interview.
 You'll also learn about effective probing techniques
 and standardized rating scales.

This training is fast paced and highly interactive and
 is designed to help you become a more confident,
 capable and effective interviewer.

Agenda:

- Introduction to Targeted Behavioral Interviewing
- Identify and recognize success traits and corresponding behaviors
- Minute scenarios
- Learning a defined interviewing process
- Video "More than a Gut Feeling"
- Mock interviews/rotations using "live" candidates

BIOGRAPHY

Nancy Mazzone has more than 18 years of experience managing human resources (HR) initiatives for a variety of professional services firms.

As director of Human Resources for Solomon Edwards Group, LLC, she is responsible for establishing and developing a progressive HR function. Prior to SEG, Nancy was a senior human resources manager at Susquehanna International Group, LLP, and was employed by Arthur Andersen, LLP, as an experienced manager in multiple functional areas.

Nancy is a member of the adjunct faculty at DeVry University, Rosemont College, and Villanova University and is the author of "ROI: The Road Less Traveled" which appeared in the Philadelphia Regional Society for Human Resources Management (SHRM) Chapter News.

This seminar will only be open to a limited amount of people so register early.

Please go to www.gvfrha.com to register, as well as, see other upcoming events.

Seminar will begin promptly at 8:30AM, lunch will be provided.

**Please join the Organizational Development SIG
 and our featured speaker**

Tricia Steege

to present

**"Leadership during Turbulence: HR's Role
 in Helping Leaders Navigate the Tsunami"**

Thursday, April 30, 2009 at Villanova University

For more details register now at:

http://gvfrha.com/upcoming_events.asp



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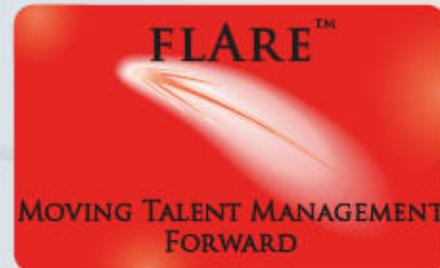
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Save the Date Compensation & Benefits Seminar May 12th 2009

The Compensation & Benefits Committee will be holding a breakfast seminar on Tuesday, May 12, 2009 at Tozour-Trane entitled "Benefits and Compensation Developments Under the Obama Administration" presented by Brian Pinheiro and Jacquelyn Gray from Ballard Spahr. The seminar will cover recent legislation such as the Ledbetter Fair Pay Act and the ARRA changes to COBRA as well as other bills being considered.

Registration will begin at 8:30am and the seminar will last from 9-11am.

Employee Relations Committee Reaches Out

The Employee Relations committee provides guidance and assistance regarding such issues as misconduct, performance improvement, disciplinary action, conflict resolution, management guidance, and state and federal regulations. In today's tough economy, our work environments are changing constantly and if we can provide resources or guidance to your employee relations concerns, please contact one of our members.

If you would like to learn more about the ER Committee and be a part of helping members achieve and sustain successful employee-employer relationships, contact: Diane Tarka at (610) 639-4010 or email at dtarka@prestohr.com.

The Power of Influencing: How to Motivate Others to Help You Achieve Your Goals

How do you get results from others without damaging relationships? How do you move people to action without using direct authority? Consider the following situations:

You need information from someone in order to accomplish your goal. Getting you the information is not the person's priority.

You have an idea for a new program. You will need financial support from senior management to implement the program.

In situations like these, the key to achieving your goal is influencing, a skill that anyone can learn.

Organizations today are flatter. Decision-making is frequently more collaborative and team-oriented. People have to develop good working relationships to get the job done. Influencing is about tapping into what motivates people, moving them into action, supporting your goals.

People won't necessarily do what you want simply because you ask them to. Even if you have authority, it's not always the most effective way of getting what you want. To be successful we must have the ability to influence people whether or not we have direct control. The goal in influencing is not simply to get what you want, but to find ways that your goal can work for everyone involved.

Preparing to Influence: Thinking it Through

Knowing what you want or need from people isn't enough to help you influence successfully - you also have to know what they want. Looking at the situation from two perspectives - yours and the other person's - will help you anticipate the other person's reaction and determine how to proceed.

Your Perspective

If you want a better chance of getting what you want, you have to set your goal. Who do you need to influence? Sometimes the first person that comes to mind is not really the person you need to influence.

What do you want the other person to say or do? How will you know when you reach your goal? What will the other person have done for you? Check any assumptions you may be making about the other person and his/her situation.

The Other Person's Perspective

Put yourself in the position of the other person. How might he/she view your motives? How would you respond to being influenced in this situation? What types of proposals have won the other person's approval previously? What is going on in the other person's department that might affect the situation? What you could do to make it easier for him/her to support your goal?

Always assess an influencing situation before you take action by asking these kinds of questions. Breaking the situation down in this way helps you get a handle on it.

Edwina White and Terry Welford are human resources consultants specializing in designing and delivering training programs. Areas of expertise include leadership development, conflict resolution, coaching, team building, communication, 360 feedback, compensation, and outplacement. They can be reached at edwinanwhite@aol.com (610) 415-0220 or terrywelford@comcast.net (610) 272-3605

Are you an Expert?

The chapter is working with a new Public Relations firm, Karma, to help us raise awareness of and membership in our chapter. In addition to publicizing our events and activities, Karma would like to position chapter members as Subject Matter Experts in the field of Human Resources. Reporters are frequently looking for experts in the field when writing articles and Karma would like to direct the reporters to GVFHRA members. If you are interested in this great opportunity to talk with reporters about your area of expertise, please complete the attached form and return to Carolyn Collins at carolyn.collins@radnorbenefits.com.

See Form on page 13.

*Do you have a career or educational milestone to share?
Please contact our Newsletter Coordinator and let us know at:
karen.keesey@careersexpress.com*

April 2009				
Monday	Tuesday	Wednesday	Thursday	Friday
30	31	1 Application deadline for the Susan R. Meisinger Fellowship	2 April Breakfast meeting “ <i>Employee Engagement</i> ” Desmond Hotel 7:30 am	3
6	7	8	9	10 Registration deadline for “ <i>Targeted Behavioral Interviewing Seminar</i> ”
13	14	15	16	17 <i>PHR/SPHR Certification Study Group</i> 8:00 am – 5:00 pm
20	21 April Dinner meeting “ <i>Evolution of Human Resource</i> ” Sheraton Park Ridge Hotel 5:30 pm	22	23	24 <i>PHR/SPHR Certification Study Group</i> 8:00 am – 5:00 pm
27	28	29	30 “ <i>Leadership during Turbulence</i> ” Villanova University	1

Saturday, April 18th “*Targeted Behavioral Seminal*” 8:30 am to 1:30 pm

GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION SUBJECT MATTER EXPERT FORM



2119 County Line Rd.
Villanova, PA 19085-1733
P. (610) 551-4736
F. (610) 525-2187

Name: _____

Title: _____

Address: _____

Telephone: _____

Email: _____

Company Name: _____

Company Description: _____

Job Responsibilities: _____

Describe your role with Society for Human Resource Management (SHRM): _____

Areas of Expertise:

+ _____

+ _____

In today's human resource landscape, issues important to me, in priority order, are:
(please explain)

+ _____

+ _____

+ _____

If required by your company, do you have permission to speak with the media on behalf
of the chapter? Yes No



Want more information
about a career in
Human Resources Management?

Come to:
COLLEGE NIGHT

**Greater Valley Forge
Human Resources Association
Is inviting you to join us for our
ANNUAL COLLEGE NIGHT
PANEL PRESENTATION and DINNER MEETING**

**At the Sheraton Park Ridge Valley Forge
Panel Discussion 4 to 5 PM**

Topic: "Showcasing Your Expertise"

Dinner and Networking 5 to 8 PM

Tuesday, April 21, 2009

Special Student Pricing: \$10.00

*To register or for more information contact
Jeff Snyder at 610-789-7606*