



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 2010

April 20th Dinner Meeting: *How HR Can Communicate with Employees When There's No Money, Few Jobs, and Sometimes Very Little Good News*

1.25 HRCI Credits

5:30 PM at the Clarion Park Ridge Hotel

HR professionals and managers communicate with diverse employee groups. It's good to know what techniques work, which don't, and what to say during tumultuous times. Social media have changed the scene both inside and outside of companies; people learn differently. Knowing which key messages get results and how to deliver those messages is critically important.

Learn the tools and techniques necessary to deliver effective communication to employees. During the presentation, you'll create your own communication strategy for a program in your organization. You'll be able to: frame the most effective employee communication techniques during these difficult times, including what to consider about change management communication, and gain insight into innovative communication approaches such as lo-fi video.

Frank Roche's www.knowhr.com takes HR issues on with no-nonsense energy and a clear eye toward reality. His has had a few twists and turns. He started out as a polymer physicist, worked as a director of Total Quality, and he's spent a long time in HR communications. All of that was preparation for when Sarah Chambers and he cooked up the idea for IFRACTAL (<http://ifractal.com>) over a hot chocolate at a book store more than six years ago. IFRACTAL is a HR communications consultancy based in

(See Page 2)

April 1st Breakfast Meeting: *HR Practices of Market Driven Organizations*

1 HRCI Credit

Registration begins at 7:30 AM

Program begins at 8:00 AM at the Desmond Hotel

Market driven businesses consistently outperform their competitors and delight their customers. So what does it mean to be "market-driven?" How does HR contribute significantly to a market driven approach? Ms. Sallie-Dosunmu's research uncovered the people practices of market driven businesses and offers a practical approach for HR professionals.

In this lively and engaging presentation, you'll learn and apply the following:

- Define "market driven" as it applies to the Human Resources function
- Identify the common practices that drive success for market driven businesses
- Describe and apply the people practices that delivered results in the market driven companies
- Identify best practices employed by HR practitioners in market driven companies to drive results

Meloney J. Sallie-Dosunmu is Senior Manager of Organizational Effectiveness and Talent at Just Born, a mid-sized manufacturer in Bethlehem, PA. In this capacity, she is responsible for oversight of Talent Management. This includes performance management, training and development, career development and succession planning. She also leads the attraction, recruitment, compensation, rewards and recognition and retention of Just Born associates as well as organizational design.

(See Page 2)

(Continued from Page 1, Dinner Meeting)

Philadelphia. Prior to interrupting the pattern at IFRACTAL, Frank led Mercer's Human Capital Practice in the Netherlands and was the Communications Leader for Continental Europe. Frank has a B.A. in communications and an M.A. in journalism and mass communications from the University of South Carolina.

(Continued from Page 1, Breakfast Meeting)

Meloney has a passion for workplace learning and performance, and has been a leader in the profession for almost 20 years in a variety of organizations. In addition, she serves as Adjunct Faculty for DeSales University, teaching both classroom based and online courses in the Human Resources curriculum.

Thank you to our GVFHRA April Dinner Meeting Sponsor



The Master of Science in Human Resource Management Program at Saint Joseph's University offers a unique approach to business education, designed specifically for those who wish to become strategic business partners within their organization. At the Erivan K. Haub School of Business at Saint Joseph's University, our programs have been recognized by AACSB International, the Association to Advance Collegiate Schools of Business, with an accreditation in both business and accounting. This places the Haub School of Business at Saint Joseph's University among the top 5 percent of business schools in the world. The Master of Science in Human Resource Management Program is further distinguished by SHRM, which has confirmed that the program at Saint Joseph's University is aligned with SHRM's HR curriculum guides. This program is designed for working professionals and can be completed in as little as 24 months. To learn more or receive personalized assistance, please contact Patricia Rafferty at (610) 660-1318 or patricia.rafferty@sju.edu. You are also invited to visit us at www.sju.edu/hsb/hr.

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

Meeting Locations:

Dinners: Clarion Park Ridge Hotel, King of Prussia

Breakfasts (when scheduled): 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!

Thank you to our GVFHRA April Dinner Meeting Sponsors



West Chester University offers the highest quality graduate programs at the lowest price. Our Masters in Business Administration ranks among the few schools around whose business programs have earned the AACSB accreditation, a distinction of the highest quality.

Since September, 2009 the WCU MBA has been available on-line.

WCU's Master of Science in Administration includes the Human Resource track. The MSA director earned her doctorate at Oxford, and many of the professors are GVFHRA members.

Employers capitate reimbursement. Since your taxes already pay 40% of our program costs, you can complete nearly twice as many courses with WCU.



The Drexel LEAD MBA in Malvern

Same Drexel MBA, Convenient Suburban Location

The Drexel University LeBow College of Business LEAD MBA program in Malvern optimizes leadership potential in a 24-month, part-time, cohorted format. The program integrates leadership and ethics, technology management, industry perspectives, and a specialization option which are the hallmarks of a distinctive Drexel MBA education. Recently ranked 10 th in the nation for part-time MBA Programs by Businessweek and 3rd in the nation by the Princeton Review and Entrepreneur Magazine , LeBow College began offering MBA education in Malvern since 1995. We target motivated, busy professionals in the Great Valley area who seek to earn an AACSB accredited MBA from a world-renowned university without traveling the distance to Drexel's University City campus.

Drexel University's LeBow College of Business Corporate and Executive Education offerings empower professionals and organizations with a distinct competitive advantage through innovative executive education programs that integrate the latest trends and industry models. LeBow's programs are designed to bridge the gap between business and academia for individuals and corporations with non-degree educational solutions. Courses will be offered throughout 2010.

LeBow's Malvern campus provides the same high-quality learning environment for which Drexel's University City campus is renowned. The facility features wireless Internet access and the latest instructional technology and services to enhance the learning experience of the students. We are located at 2 West Liberty Boulevard in Malvern.



Drexel University Online

Drexel University Online offers more than 90 top-ranked online degree (MS in Human Resource Development) and certificate programs designed to build your organization's next generation of visionaries, innovators and leaders. Through customized learning opportunities and Drexel Online's corporate partnership program, Drexel PRO, organizations can invest in their human capital while allowing their employees to enjoy tuition reduction benefits of 10 to 25 percent off the regular rates.

Join the more than 350 top organizations, such as Lockheed Martin, Universal Health Services, Boeing, and Merck that have chosen to empower their enterprise with a Drexel University Online partnership. Discover the Drexel difference by visiting www.drexelpro.com.

Drexel Online is hosting a networking event at Del Frisco's, Philadelphia, on Thursday May 13, 2010. Please contact Hayden Carpien at hayden.carpien@drexel.edu or (215) 895-3913 if you are interested in attending and would like more information.

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Immaculata University's accelerated 2-year graduate programs in Leadership, specializations in Organizational Effectiveness and Health Care Services is one of the oldest in the area operating since 1999. The Organization Studies department's vision, "to provide a transformative experience integrating a joy for learning and its application through service enabling student and organizational transformation" is evident in outcome studies and student testimonials. The student experience is oriented around personal goals for change at the personal, group and organizational levels and academically rigorous leadership competencies including:

- Problem solving & decision making
- Interpersonal & group interaction
- Understanding adults
- Understanding organizations
- Leading change
- Leading groups & teams
- Facilitating training
- Managing cultural differences
- Utilizing conflict
- Applying budget, finance & planning concepts
- Professional ethics
- Leadership theories & skills
- Leading through technology

The programs, using a combination of online and web-enhanced delivery methods, attract both managers and self-leaders across many industries who want to become more effective leaders in their organizations. Graduates report higher salaries, increased responsibilities and greater skills to navigate the complexities of higher performance and quality interaction. For information, contact Dr. Janice Jacobs at (610) 647-4400 x3452 or email to jjacobs@immaculata.edu. You can also find information on the web at www.immaculata.edu/node/125.



Villanova University Graduate Programs in Human Resource Development

Why Villanova

The education and guidance we provide helps not only to launch careers, but to prepare students for challenging and strategic roles as leaders in global organizations.

Our program fosters development of knowledge and skills that can be applied to the rapidly changing field, from law and regulation to human behavior and business. Courses are taught by leading consultants and industry professionals, assuring that students are up-to-date on current trends and best practices.

They provide a practical environment where students have the opportunity to both study and perform typical HR functions. A breadth of experience is present in all class discussions, with students ranging from recent college graduates to senior executives. Students new to the field of HR complement their classroom experiences with paid internships in local organizations.

We invite you to join the over 2000 graduates in businesses that range from pharmaceuticals and healthcare to technology and finance.

Celebrating 30 Years!

www.gradhrd.villanova.edu

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**Thank you to our GVFHRA April
Dinner Meeting Sponsor**



**Villanova University – The Leader
in SHRM Learning System
Certification Courses!**

Villanova University had an exciting Spring 2010 semester, teaching the 13-week Villanova/SHRM Learning System Certification Course in many locations around the Delaware Valley. In May 2009, SHRM recognized Villanova as a top #10 University in the country offering the SHRM Learning System certification course and Villanova's student pass rate continues to exceed the national pass rate.

If you've been planning to earn your PHR® or SPHR® designation, 2010 is the year to enroll in Villanova's updated and expanded HR Certification Institute exam preparation course based on the SHRM Learning System®, as both the HR Certification Institute Body of Knowledge and rules regarding HR certification will change dramatically in 2011.

Villanova University also offers the Essentials of Human Resources, a two day course designed for those with limited to no experience in HR and for those who think of Human Resources as an opportunity to try something new. The next session will be held April 22 and 29 on Villanova's historic campus.

Information for the Villanova University SHRM Learning System certification courses, including the GPHR is available at www.continuingstudies.villanova.edu.

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**Thank you to our GVFHRA April
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Human Resources | Training & Development | Organization Development

190 W. Germantown Pike, Suite 155
East Norriton, PA 19401
1.800.283.7562
pinnaclegroupbrs.com

Pinnacle Group BRS believes it is critical that business leaders fully realize the potential and contributions of human capital. Our Talent Optimization Model recognizes all contributing components to individual success and builds programs and services that align to organizational goals.

Our clients value **Pinnacle Group BRS** because we help leaders visualize results and the contributing behaviors of each unique individual that aligns to optimal outcomes. Through a High Impact-Cost Effective approach to management development your organization will be ready to meet and exceed business results.

A leader in business consulting, specializing in Human Resources, Training & Organization Development, **Pinnacle Group BRS** has the ability and expertise to understand challenging business situations and to implement the right solution. We work with you to develop your managers and staff to ensure they are employing the most effective practices and approaches that are consistent with your culture and strategic direction. Regardless of the size of your business, it is essential that you provide your staff with relevant and timely Training and Development to meet the challenges ahead.

For more information about **Pinnacle Group BRS** services contact Suzanne McCall, Manager of Business Development at (610) 930-2115 or visit our website at pinnaclegroupbrs.com.

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Breakfast Meeting Sponsor**



Bringing Vision to Talent Acquisition Hiring Decisions Made Better, Faster, and Cheaper

InView is the leading video-enabled talent acquisition solution for 3rd-party and corporate recruiters looking for fast and complete management of their hiring process. This unique web-based software automates routine tasks, introduces breakthrough productivity capabilities, and allows recruiters to focus on their key value-added activity: evaluating and matching applicants with positions.

With InView, the return on investment for purchasing new technology services can be easily seen in time to hire savings. The value of having a talent pool to draw compatible job seekers from, versus responding to unqualified applicants provides a huge benefit in time-savings.

The InView hosted solution is low cost and easily accessible to recruiting agencies and HR departments alike.

InView is the result of collaboration between world-class experts in video-based assessment and corporate and 3rd party recruiters who believe that talent recruitment can be dramatically improved through the use of smart technology. With InView, manual processes of the past have been automated; separate, siloed, or loosely integrated systems have been incorporated in a single system; and processes of old ATS systems have now come alive with video.

InView is a division of Education Management Solutions, Inc. (EMS), in Exton, Pa., the world-leader in video-based assessment, evaluation, and training for people-interaction skills development. EMS is an award-winning, fast-growing company that has built its reputation on providing the best in class software solutions for the health care and higher education markets.

Learn more about InView and how we can help your organization by visiting <http://www.EMS-InView.com>, or call 1-877-367-5050 for a demo.

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President's Message



As the economy continues to show signs of improvement, we have much to look forward to as a profession. According to the Society for Human Resource Management's (SHRM) Leading Indicators of National Employment (LINE) survey, released March 5, 2010, hiring rates are showing signs of growth in specific sectors. Further, recent data reported by the department of labor shows unemployment rates trending down – and these rates are even lower for the educated, accomplished professional. Accordingly, for the HR professionals taking full advantage of the professional development opportunities offered by the GVFHRA chapter, they can greatly improve their chances of thriving as the economy continues to rebound. As you may have seen, the GVFHRA chapter was recently ranked #15 in the region by the Philadelphia Business Journal among Business Networking Associations and Groups.

Recognized as one of the premier regional forums for leadership and the advancement in the field of human resources, our board and other volunteer leaders are committed to the development of the chapter's membership. As a special recognition and appreciation to our membership, the chapter will be hosting an intergalactic teambuilding adventure on Saturday, April 24th at The Franklin Institute. Lift off is at 8:30 am. This promises to be a fun and memorable event. I hope you can find the time to join us. Get more details and register at www.gvfhra.org

As always, I am looking forward to seeing and networking with you at our upcoming events. In closing, I will share my favorite quote by Aristotle, "we are what we repeatedly do. Excellence, then, is not an act but a habit."

...stay **affiliated, stay current and stay involved.**
Best Wishes,
Leon

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**

Attend the HR Person of the Year Awards and Support a Good Cause Too!

There are exciting things in store for the 10th Anniversary Celebration event for the Delaware Valley HR Person of the Year Award! Register to attend one of the premier events for the HR industry in the Delaware Valley and have the opportunity to support our Silent Auction charitable beneficiary -- the [Ann Silverman Community Health Clinic](http://www.AnnSilvermanCommunityHealthClinic.org), which provides free medical care for uninsured low-income adults and children in the central Bucks County community. There will be many interesting items to bid on with 100% of the proceeds going directly to the charity! The 10th Annual Delaware Valley HR Person of the Year Awards Dinner and Presentation will be held Thursday, May 13th at an all new location - the Hyatt Regency at Penn's Landing. *Visit the new www.HRPersonAward.org to register to attend today!*

Performance Management: It's Not Just About the Paperwork

*Barbara Molettiere
 Employee Relations Committee*

Performance reviews are often seen as a dreaded task yielding a lot of paperwork with little value to the employee or the business. The truth is quite the opposite, when managed as a consistent, trusted, and interactive process.

Economy driven staffing cuts have renewed interest in employee productivity and effectiveness. With corporate cutbacks in HR programs, there is rising concern about employee motivation and morale, as well as retention once the economy begins to revive.

Robust performance management systems, that are tied to the strategic objectives of an organization and have leadership buy in, can link performance to pay, promotions, and employee development. Performance reviews can also link performance feedback to potential disciplinary actions, and help minimize legal risk.

Performance discussions can support a corporate culture that is open and honest in its communications. Performance management measures, that mirror an organization's values, send a message that how a job gets down is of equal important as meeting the objective.

Many employees choose to leave companies when expectations are not clear and feedback is scarce. A two way dialogue affords the opportunity to give your better employees recognition and provide feedback to those employees where there are concerns.

Performance management is an effective tool to motivate employees and increase their commitment and productivity. It is a great opportunity for Human Resources to leverage this renewed interest.

GVFHRA Welcomes New Members

Name	Company
Gail Crane	The Quaker School at Horsham
Michael Ernst	Drug Information Association
Alana Ferreira da Silva	
Maureen T Glassman	
Jeanine R. Kingeter PHR	HR Business Partners LLC
Michael Liddy	
Janet D McNally SPHR	QualVantage
Lee Ann Murphy PHR	IKEA
Thomas D. Rees	HighSwartz LLP
William M Schultz CFP,CRC	Wells Fargo Advisors
Kristy A Thornton	Procura Management, Inc

What HR Job Seekers Should Know About Working with Search Firms and HR Interim Placement Firms

On April 5, we will hold our GVFHRA transition group meeting from 5:30 PM to 7:00 PM at the Lee Hecht Harrison offices in Berwyn. Our speaker for this meeting will be Marcia O'Connor, President and CEO of the O'Connor Group which specializes in HR professional search and HR interim project management assignments.

Marcia has an extensive knowledge base of the perspectives of both search firms and the candidates seeking permanent or interim placement. In addition to directing The O'Connor Group, she has worked with Resources Global Professionals, The Salveson Stetson Group and Arthur Andersen (now KPMG).

Marcia has been an accomplished leader in the HR space for a number of years. She is currently the President of PHRPS, the premier HR organization regionally, and is past President of Philly SHRM. She is on the Senior Advisory Board of Villanova University's Graduate Human Resource Development Program. In 2009 she was named one of Pennsylvania's Best 50 Women in Business.

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

New and Exciting Opportunities at the 2010 HR Person of the Year Awards!

Since 2001, **The Delaware Valley HR Person of the Year Award** has been recognizing those in the HR profession who exemplify outstanding achievement. The 10th anniversary awards dinner and program promises to stay true to tradition with new and exciting features! Please join us:

Thursday, May 13, 2010

5:30 p.m. - 9:00 p.m.

New location: Hyatt Regency at Penn's Landing

Register online now to receive the Early Bird Special discount rate at: www.HRPersonAward.org. Early Bird Special ends April 2nd!

ATTENTION CURRENT MEMBERS!!

The Ambassador Committee is currently looking for energetic members who are interested in becoming an "Event Ambassador" for 2009-2011. Please contact either Mike Pagliaro at mmapags@applespice.com or Deirdre Simons at swimddd@aol.com if you are interested in more details. Thank you!

HR Volunteer Opportunities

HR Professionals are needed to volunteer in assist a mock interview workshop for students sponsored by the College Relations and Workforce Readiness Committees in conjunction with the Cabrini College Student HR Chapter. The date of the Mock Interview Workshop is Thursday, April 8th at 6:30 pm on Cabrini's campus. We are seeking volunteers who wish to share their interviewing experience to provide students one-on-one feedback on improving their professional presentation as well as tips to increase their comfort within the interview process.

If interested in either of these opportunities, please respond by March 23, 2010 by contacting Melissa Landsmann via email at mlandsmann@accumepartners.com or Heather Dromgoole via email at hdromgoole@accessgroup.org.

Victim, Survivor or Navigator? Choosing a Response to Workforce Change

Thursday, April 22, 2010 Registration and
Networking from 12:30 pm-1:30 pm
Presentation from 1:30-4:00
HRCI credits pending
**ViroPharma Conference Center
Exton, PA**

Workers fare best when they function as a Navigator, not as a Victim or Survivor during a down economy & workplace stress.

While workers who have been laid off could tell at least over seven million stories about what it's been like to lose a job since January 2009, those workers and the people who now do the jobs they left behind have only three choices in hope to cope with the situation.

The three choices workers have with respect to workplace changes, whether currently employed or in transition: to be a Victim who fights or takes flight, a Survivor who deals with change via political maneuvering, or to be a Navigator, one who finds ways to use the upheaval to become a stronger, wiser, more productive person.

During this seminar you will be given the tools as HR professionals to help your team choose a productive

response to their current situation. If you are an Hr professional in transition these checklists, worksheets and exercises will be extremely helpful in your search for employment.

Richard McKnight, PhD

For over 30 years, Dr. Richard McKnight has been an organizational consultant supporting executives and their teams as they endeavor to execute strategy. In this capacity, he provides services that include executive coaching, leadership development, strategic visioning, top team alignment, and organizational design.

Dr. McKnight's work focuses on aligning internal organizational functioning with the demands of the external marketplace. He is skilled in quickly enabling large numbers of employees to understand and embrace a company's new strategy, aligning work unit effort with the strategy, and in fostering cross divisional collaboration.

Seminar will begin promptly at 1:30PM

Cost: \$35 per GVHRA member,
\$50 per non- member.

Location: ViroPharma Incorporated
730 Stockton Drive
Exton, PA 19341

*Do you have a career or educational milestone to share?
Please contact our Newsletter Coordinator and let us know at:
karenk525@verizon.net*

**GVFHRA Special Event
Team Building at the Franklin Institute**



Team building that's out of this world!
Register Now to Get Your Seat

GVFHRA wants to say "thank you" to its members.

**What better way than sponsoring the most impactful, engaging,
and memorable team building event in the universe!**

Intergalactic Adventure

Intergalactic Adventure is a fun and memorable team building event for any group size from 20 and up. Preview this program for your next conference, retreat or team event.

This fast-paced team building simulation requires effective collaboration, leadership, planning, and communication. Teams make their way to the enemy base, accomplish as many target missions as possible, and return to the Space Cruiser. Squads have only twenty days to get to the enemy base and return safely with each day lasting between five to ten minutes. Their ultimate mission is to land on the enemy's planet, clear away potential threats, and dismantle the enemy's communications array.

Date Saturday, April 24, 2010
Lift Off: 8:30am
Docking: 12:00pm
Location: The Franklin Institute
20th Street & The Benjamin Franklin Parkway
Philadelphia, PA 19103
Cost: \$20 per person (includes continental breakfast)
Registration Form: http://www.teambuildersplus.com/event_registration.html

Sponsored by:



Get The HR Job You Want, Even When No One's Hiring

It is no secret that the HR function has been deeply impacted by the recession. Some estimates suggest that there are over 500 HR professionals in transition in the greater Philadelphia area alone.

- What can you do, as an HR professional in transition, to differentiate yourself from others in similar circumstances?
- What should you be doing to land a great HR role in this market?

The Greater Valley Forge Human Resources Association (GVFHRA) has put together a program that will provide valuable insights into the HR job search process. It will be held April 15, 2010 at Villanova University from 2:30 P.M to 5:00 PM. Networking will begin at 2:30 PM, with the program starting at 3:00 PM.



Meeting Information

Date: Thursday, April 15, 2010
Time: 2:30 P.M. - 5:00 P.M.
Where: Villanova University
 800 Lancaster Ave.,
 Villanova, PA. 19085
Fee: FREE

Register through the web site

http://www.gvfhra.org/upcoming_events.asp

Space is limited so register early!

**Registration is required to receive a
free parking pass.**



www.villanova.edu

The keynote speaker for the panel is GVFHRA member **Ford R. Myers**, President of Career Potential, LLC, a career consulting and executive coaching firm. Ford's new book is entitled, *Get The Job You Want Even When No One's Hiring*. He will share highlights from his book in addition to insights gleaned from his years of career coaching experience.

Following Ford's remarks, there will be a panel discussion where moderator **Frank Powell**, SPHR of Lee Hecht Harrison will be asking an expert panel probing questions about the HR search process. The panel will be comprised of Ford R. Myers and:



Sally Stetson, Principal of Salveson, Stetson Group an executive search firm
Tom Sciorilli, Senior Vice President of Human Resources at De Lage Landen
Sean McManus, Chief Human Resources Officer, ModSpace
Jodi Kaelin, Human Resource Business Partner, Merck

We look forward to seeing you there!



April 2010

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
29	30	31	1 Breakfast Meeting: <i>HR Practices of Market Driven Organizations</i> Desmond Hotel 7:30 a.m.	2 <i>Early Bird Special Discount for HR Person of the Year</i>
5 <i>Career Transitions Group</i> Lee Hecht Harrison 7pm	6	7	8	9
12	13	14	15 <i>Get the HR Job you Want</i> Villanova University 2:30pm	16
19	20 Dinner Meeting <i>Improvement Imperative... On a Dime</i> Clarion Park Ridge Hotel 5:30 p.m.	21	22 <i>Responding to Workforce Change Seminar</i> Viropharma 12:30pm	23
26	27	28	29	30
*** April 24th - <i>Team Building/Intergalactic Adventure</i> Franklin Institute 8:30 a.m.				