



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 2011

April 12th Dinner Meeting: Succession Planning: Workforce Planning and Strategic Business Management

When: Tuesday, April 12th

Where: Crowne Plaza, King of Prussia

Start time: 5:30pm

1.25 Strategic HRCI Credits

Presented by:

Lorraine S. Webb,
Vice President of Organizational Development
PHILADELPHIA GAS WORKS

You will learn how Philadelphia Gas Works (PGW) successfully implemented a fully integrated succession plan for over 60 positions. Lorraine Webb, Vice President of Organizational Development will present to you PGW's journey and her ability to help manage a "demographic" bubble of retirement eligible employees. PGW, resilient to the current economic conditions but faced with other challenges, continues to manage and maintain their succession plan demonstrating their flexibility and commitment to long term human capital needs.

You will walk away with

- Ideas for marrying Workforce Planning and Strategic Business Management
- An understanding of the elements of a successful succession plan
- Strategies for keeping your organization educated on key business initiatives

(Continued on Page 2)

April 7th Breakfast Meeting: Wisdom at the Top

When: Tuesday, April 7th

Where: Crowne Plaza, King of Prussia

Start time: 7:30 am

1.25 Strategic HRCI Credits

Join us for this exciting CEO panel discussion. Through candid conversation this CEO panel will share stories of how they achieved success while overcoming the negative CEO stereotype. In discussions on business, life, and leadership, they address key leadership learnings and how to apply these life lessons. Attendees will come away with an understanding of the road to the top of a company and what it is like to be the chief official making the ultimate decisions. In addition, the CEO panel and moderator Scott Rosen, will discuss the importance of aligning your human resources department with C-suite within your company. Attendees will also learn how to better communicate with the C-suite of their organization and how to better receive information from the top.

You'll have the opportunity:

- To understand the strategic importance of aligning HR with the C-Suite.
- To learn how to better communicate with executive leadership.
- To understand how and why CEOs and executive leadership teams make decisions.

(Continued on Page 2)

(Continued from Page 1 Column 1)

As Vice President of Organizational Development for the Philadelphia Gas Works (PGW), Lorraine S. Webb is responsible for succession planning, performance management, staffing, diversity, employee relations and training and development for the nation's largest municipally owned natural gas utility. PGW serves more than 500,000 customers and has annual operating revenues of more than \$859 million.

Ms. Webb joined PGW as the Director of Human Resources in 1997 and rose through the company to become Director of Strategic Planning in 2001 and Vice President of Organizational Development in 2005. Prior to joining PGW, Ms. Webb was employed as a senior associate with the Ayers Group, a senior consultant for Right Management, and a human resources and affirmative action manager with Ciba-Geigy Corporation and Pitney Bowes. She is a member of the Society for Human Resources Management and the American Society for Training and Development. A graduate of State University of New York – Binghamton, she holds a Bachelor of Arts degree in English Literature and is a graduate of Mt. Vernon High School in Mt. Vernon, N.Y.

(Continued from Page 1 Column 2)**Panel members include:**

Richard P. Miller, Chief Executive Officer, Virtua a non-profit, multi-hospital healthcare system. Miller has led the system in innovative directions by creating a values based culture defined by the "Star Initiative," adopting Six Sigma, creating a learning lab environment modeled after Lean strategies, partnering with industry leaders such as GE, and transforming a group of community-based hospitals into technologically advanced regional medical centers. While developing and leading groundbreaking strategies, Miller stays close to the communities that Virtua serves. He is a board member of the March of Dimes of Southern New Jersey and served as chairman of the March of Dimes WalkAmerica Campaign from 1996 to 1999. He is also a member of the American Heart Association board and he served as chairman of the Arthritis Association Walk for Southern New Jersey in 2004 and 2005.

Jill M. Michal, President and Chief Executive Officer United Way, SEPA, In addition to spearheading the annual fund raising campaign and leading an organization of 100 employees, Jill leads a community wide effort of volunteers to focus United Way efforts on Education for Children, Income for Families and Health for Seniors while putting in place metrics for funding that deliver measurable change and measurable results. Under Jill's leadership, United Way has shifted from an organization that simply made grants to one that truly makes change. With a value proposition that challenges United Way to become a change agent that brings together community, business, government and labor. In addition, she has been an important figure on the national scene

Meeting Locations:

Dinners: Crowne Plaza Hotel and Conference Center, King of Prussia

Breakfasts: Crowne Plaza Hotel and Conference Center, King of Prussia

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25 online

\$30 reserve more than 3 days in advance and pay at the door

\$35 any reservations made in the last 3 days

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!

as a leader with the United Way WorldWide Financial Issues Committee, a group of senior financial staff from United Ways across the country that develop financial standards and guidelines for United Way in all 50 states.

Scott Rosen, panel moderator, founded and grew The Rosen Group, Inc.—a firm specializing in human resources solutions and the placement of HR professionals. He founded a second business, Transformations Holistic Learning Center, in 2007. Transformations offers life and business coaching, stress reduction programs, health and nutrition counseling, yoga, massage and body work, and corporate wellness programs. Most recently, Scott spoke to the Wharton School's Council Meeting for the Center of Human Resources in April 2010. He also spoke at the 18th Annual Conference & Expos for Garden State Council SHRM in fall 2009. He presented at the 17th Annual Conference in 2008, too. He also presented at the Garden State Leadership Conference in April 2009

Thank you to our GVFHRA April Breakfast Meeting Sponsor



My team can help you more effectively manage your plan sponsor responsibilities through the UBS DC Advisory program. You will have access to retirement plan expertise as well as the resources of a global financial services firm to help you make informed decisions about your plan and to help address your fiduciary concerns.

My team is available for group participant education meetings and will work with you to identify strategies to increase participation in your plan and improve general investment education for your employees. We strive to engage employees and encourage goal-oriented behavior. We believe in taking an active role in helping to shape and execute a communication plan, and have a great deal of experience integrating

our services with those provided by your 401(k) vendor.

Our services can be customized to address your specific needs, from investment consulting to provider search, and employee education. To learn more about the value of our consulting service, please contact me at (610) 832-2744.

Bryan C. Kilfoy, CFP®
Vice President – Investments
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Thank you to our GVFHRA April Breakfast 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.

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President's Message



Dear HR Colleagues,

April showers bring May flowers as the saying goes. I don't know about you but I am ready for Spring. I am pretty tired of the cold weather and shoveling snow and am really looking forward to dogwood and cherry blossoms! The GVFHRA program committee has been a little cautious in offering programs during the winter months because we knew you were probably tired of dealing with the challenge of just getting to work!

Now that Spring has sprung, you will see that April is a very full month of educational programming at GVFHRA. Beginning on April 1 and again on April 15, GVFHRA is presenting the PHR/SPHR Study Session. If you are planning to take the PHR/SPHR exam, you will want to take part in this study session to help fine tune all of the exam content you have been memorizing. This program is a crash course update of information to help prepare you to take the certification test.

On Monday, April 4, our Career Transition group will be learning about Inner Fitness. Our speaker will be Pamela Tudor of Tudor Consulting Leadership Strategies. Pamela will share the 7 Steps of Inner Fitness that will help you to center yourself and bounce back when you see your inner power disappearing. You will receive ideas and tips to keep you highly functioning and joyful, no matter what your external circumstances. This program is important for all business professionals and is not limited to members in transition.

On Thursday, April 7, we will have our second breakfast meeting of the year. Scott Rosen will be presenting "Wisdom from the Top." **Richard P. Miller**, Chief Executive Officer, Virtua a non-profit, multi-hospital healthcare system and Jill Michals, President and CEO of the Southeastern PA chapter of the United Way, will discuss what it takes to become the CEO of the organization. Attendees will also learn how to better communicate with the C-suite of their organization and how to better receive

information from the top. What a way to start the day with lessons from the top of the organization!

Worried about your high performers? On Thursday afternoon, April 7, John Garber, VP of Total Rewards and Human Capital Solutions Practice Group at the Addis Group will offer a session on "How to Create an Employee Engagement & Retention Strategy." With the challenges of the economy, many employers are wondering how to keep employees engaged and how to keep them from jumping ship when the job market starts to open up. Every HR practitioner can benefit from the concepts being presented at this meeting.

On Tuesday, April 12, the GVFHRA dinner meeting will have Lorraine Webb, Vice President of Organizational Development, at Philadelphia Gas Works will speak about the Succession Planning Program she implemented at her organization. I did hear Lorraine's presentation at another function and I can vouch for the excellence of this program. Every HR professional will want to hear this presentation on the benefits and challenges of implementing a succession planning process at your organization.

On Saturday, April 16, Amy Dining, Brian Fishbone, Matt Levy, Ford Myers will present "How to Jump Start Your Job Search." This is an interactive workshop that will present hints and tips to help you find a job more quickly. This program was so successful the first time, we felt it was important to offer it again to help our chapter members in transition land a position - hopefully in record time.

Do something excellent for your professional growth and sign up for one or two or all of these programs that will help your career to bloom.

Thank you for being a GVFHRA member and supporting our mission!

Anita

Anita V. Dombrowski, SPHR
President, GVFHRA

The President's Award for Distinguished Leadership

Please take time to nominate a GVFHRA colleague for the 2011 President's Award.

We seem to be in the middle of award season. The Presidents' Circle is asking for your support in making this award stand out from the rest.

The President's Award recognizes outstanding leaders who are respected and admired by the Greater Valley Forge Human Resources Association (GVFHRA) community. The Award was created by the President's Circle members with the assistance and support of the Chapter President and the Executive Board. Past recipients include Shannon Piela, Stan Schmuckler, Janet Ordini, Bruce Zonar, Lew Charnock, Edwina White and Frank Powell.

The purpose of the Award is threefold. First, the Award reinforces the importance of leadership and participation in GVFHRA. Second, it honors a person who embodies the spirit and ideals of the Human Resource profession. Third, it builds relationships between GVFHRA and HR leaders.

All GVFHRA members in good standing, including but not limited to Human Resource Management professionals, service providers and consultants are eligible candidates. Current and past presidents and President Elect are not eligible.

Criteria

- Embodies the ideals and spirit of GVFHRA
- Demonstrates Honor, Integrity, Professionalism, Spirit of teamwork, Cooperation, Involvement, and Innovation
- Demonstrates leadership qualities on a regular basis
- Volunteers time and energy toward the success of GVFHRA over a period of time
- Makes positive contributions and drives outstanding results
- Inspires and motivates chapter members and others around them
- Assists in developing people and organizations

- Encourages shared vision and establishes direction for GVFHRA and/or a project or committee
- Demonstrates spirit of involvement and generates esprit de corps.
- Highly respected and admired by GVFHRA members ... seen as a role model.

For more information and a nomination form, please go to our website <http://www.gvfhra.org/>

INNER FITNESS™

A Simple Guide

On Monday, April 4 the GVFHRA HR Career Transitions Group will hold its monthly meeting from 5:30 PM to 7:00 PM at the Lee Hecht Harrison offices at 1055 Westlakes Dr in Berwyn. Our speaker will be Pamela Tudor of Tudor Consulting Leadership Strategies.

Introduction

In the hubbub of the 21st century, many of us seek a feeling of being centered, so that we can engage the world from a position of inner power and strength. But how do you stay at the top of your game, work well with others and remain true to yourself? How do you handle the stressful situations that are inevitable on so many of your working days? How do you stay joyful?

Objectives

In this interactive presentation, coach Pamela Tudor provides insights and information you need to develop your capacity to stay centered and bounce back when you see your inner power disappearing. Pamela's simple (but profound) guide is based on over 20 years experience helping clients to achieve their goals and nourish themselves in the process. She offers a synthesis of years of study and clear results on what works.

Outcomes

In this session you will:

- learn the 7 ingredients for Inner Fitness™
- get practical tools that you can use anywhere, anytime

- receive ideas and tips to keep you highly functioning and joyful, no matter what your external circumstances

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Bus. Card size	(3-1/2" w x 2" h)	\$ 50
¼ page	(3-1/2" w x 5" h)	\$ 75
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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 Lori Stokes-Powers (610) 551-4736

The Recruitment and Retention Committee of the Greater Valley Forge Human Resource Association Presents: *How to Create an Employee Engagement & Retention Strategy*

Thursday, April 7, 2011 1:30pm-4:30pm
2 HRCI credits

DeVry University
King of Prussia, PA

This seminar provides HR professionals with an overview of employee engagement and the connection to retention of talent, with emphasis on building a strategic approach to creating an effective engagement and retention plan. This session will also provide an overview of the linkage between employee engagement, retention and overall business performance.

As a result of this seminar, HR professionals will be able to create an employee engagement and retention strategy. A strategy map will be offered for HR professionals to devise actionable items in the workplace, with the goal of enhancing employee engagement and retention.

About the Speaker

John E. Garber, Jr., MS, SPHR is Vice President of Total Rewards and Human Capital Solutions with The Addis Group, LLC, a solutions-oriented insurance, risk management and human capital solutions firm. Specifically, he works with clients on employee benefit solutions, total rewards, human resources strategy, compliance and a wide range of enterprise risk management issues. He has over 20 years of experience in human resources and risk management, working with organizations ranging from startups to international and publicly traded. Prior to joining The Addis Group, he was the President and founder of Garber & Associates, LTD, a risk management and human resources consulting firm. He has authored several articles on risk management and human resources and is a contributing author to the Employment Labor Law Audit® (ELLA®).

Registration & Networking from 1:30pm-2:00pm
Seminar will begin promptly at 2:00pm

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

Location

DeVry University
150 Allendale Road, Suite 3250
King of Prussia, PA 19406

***Conveniently located across the street from the King of Prussia mall

We Need You!



GVFHRA is seeking volunteers for Board and Committee positions for the 2011-2012 fiscal year.

If you want to help make GVFHRA the greatest chapter in SHRM, WE NEED YOU!

Contact Lori at gvfhra@aol.com.

Wings For Success – Donation Drive – April 12th Please Help!

Wings For Success was founded in 1997 in response to the federally-mandated Welfare-to-Work initiative. Wings partners with agencies to provide services to all disadvantaged women and help homeless shelters, crime victim centers, domestic abuse shelters, drug and alcohol rehabilitation facilities and job training programs (TANF). The Community Partnership Committee will sponsor a donation drive during the April 12th dinner meeting. Items needed include new cosmetics, cosmetics bags, handbags, toiletries, jewelry, scarves, new hosiery and undergarments. Please contact Laura LaBuda labudalaura@aol.com if you have any questions. Thank you for your support!

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

Jump Start Your Job Search

Please join GVFHRA and Villanova University for the 3rd Jump Start Your Job Search Workshop on Saturday, April 16 from 9:15 am – 3 pm at Villanova University. This workshop is for experienced professionals in transition, people changing careers and new grads. It will be an interactive day of information and ideas to assist you in finding the right new position more quickly.

Sessions will include:

Three Keys to a Successful Job Search Campaign – Matt Levy – Senior HR Generalist and Career Coach - Matt will discuss Attitude, Activity and Assertiveness the 3 keys to a successful campaign.

Networking Tips and Tricks – Amy Dinning, Training and Development Professional Amy will lead you through a lively interactive session of networking. **Networking over lunch** with fellow participants and speakers.

Negotiating to Win – Ford Myers, President of Career Potential LLC – learn the rules of the game to successfully negotiate your comp. for your new job.

Finding Work You're Passionate About in an Organization that Shares Your Values – Brian Fishbone, Global Training Specialist & Career Coach – Brian will discuss tools to identify meaningful work in organizations that share your values.

Sign-in begins at 9:15 am and the **workshop begins at 9:30 am**. The formal part of the workshop will **end at 3:00 pm** and you will have an additional half hour to network with the other participants.

Please bring your business cards, introductory “elevator” speech, value proposition, networking profile and target company list. IF you don't have them, you will learn about these tools. **Bring money to purchase lunch.**

Please register on-line at www.gvfhra.org, **click on the events menu and click on upcoming events** and pay with a credit card. Please note **that on-line registration will close on Wednesday, April 13**. The cost is \$10 or \$5 for students. You will receive further information regarding the room and parking the week prior to the event.

For more information or questions contact Amy Dinning at amydinning@juno.com or Brenda Grove at brenda.grove@villanova.edu. This event is sponsored by the Greater Valley Forge Human Resources Association and Villanova University.

GVFHRA New Members

Name	Company
Kiley A Alberts	Solomon Edwards Group
W. Franklin Eirich PHR	HR Professional Services
Lara J Eschbach	Essenture Workplace Benefits
Christine Lomnychuk	TimBar Packaging and Display
Vanessa Moore	
Karen L Sandone	KLS Solutions

*Do you have a career or educational milestone to share?
Please contact our Newsletter Coordinator and let us
know at: WMcMenamin@hcl-axon.com*



United States Department of Labor Wage and Hour Division: The Wage and Hour mission is to promote and achieve compliance with labor standards to protect and enhance the welfare of the Nation's workforce.

The DOL Wage and Hour Division (WHD) is responsible for enforcing some of our nation's most comprehensive federal labor laws on topics, including the minimum wage, overtime pay, recordkeeping, child labor and special employment, family and medical leave, migrant workers, lie detector tests, worker protections in certain temporary worker programs, and the prevailing wages for government service and construction contracts.

GVFHRA Compensation and Benefits Committee

Wage & Hour Requirements from the DOL Perspective

*Approved for
2.5 HRCI
Credits*

*Wednesday,
April 13,
2011
9:00 am to
11:30 am
8:30 am to
9:00 am
registration
Penn State
Great
Valley:
30 E.
Swedesford
Road,
Malvern, PA
19355*

We are pleased to present Joe McKeefery of the Wage and Hour Division of the U.S. Department of Labor who will bring his extensive experience working in Wage and Hour enforcement to this seminar.

Topics covered in Seminar:

Fair Labor Standards Act (FLSA): The Fair Labor Standards Act (FLSA) establishes minimum wage, overtime pay, recordkeeping, and child labor standards affecting full-time and part-time workers in the private sector and in Federal, State, and local governments.

Basic Wage & Hour Standards by the FLSA	Who is covered
Exemptions, Overtime/Minimum Wage	Enforcement of FLSA
Recovery of Back Wages	

What to expect if you are contacted by the Wage and Hour Division of the Department of Labor. Our speaker will guide you through what to expect and how to respond to an inquiry from the WHD. What you can do to reduce your exposure to potential Wage and Hour Issues, and the most common mistakes Employers make with compliance.

Speaker

Joe McKeefery, Wage and Hour Investigator, U.S. Department of Labor, Wage and Hour Division

As a Wage Hour Investigator, Joe McKeefery is responsible for enforcement planning, performing investigations, and providing information to employers and the general public regarding the laws enforced by the Wage Hour Division.

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

To Register visit www.gvfhra.org.

Celebrate Excellence...



**Thursday,
May 12, 2011
5:30pm-9:00pm**

**The Loews
Philadelphia Hotel,
Philadelphia, PA**

**Honoring
Human
Resources
Professionals
for 11 years!**

Attend the 2011 HR Person of the Year Awards Dinner!

Be a part of the 11th Annual Awards Dinner and support the following Delaware Valley Human Resources Professionals who have been nominated:

HR Person of the Year:

Timothy P. Dillon, MBA – Devereux
Anita V. Dombrowski, SPHR – Fox Rothschild LLP
Michelle Donohue – Global Packaging, Inc.
Rob Eidson, SPHR, CCP, GRP – SAP America, Inc.
Michael Guglielmo, SPHR – Genesis HealthCare
James Gulezian, SPHR – Engineered Arresting Systems Corporation
Laura La Buda, MS, PHR – Assurant Inc.
Catherina K. Melissaratos, PHR – Philadelphia Corporation for Aging
Sharon Standish – Downingtown Area School District

HR Consultant of the Year:

Jeff Backal, MBA – Team Builders Plus
Michael Boedewig, PHR, CPA, AICPA – Deloitte
Gary Johnson – Bear Staffing Services, Inc.
Frank Powell, SPHR – Lee Hecht Harrison
Terry Welford – The Welford Group

HR Rising Star of the Year:

Jennifer Brennan, PHR – NMS Labs
Bobbi Kelly, PHR – BBD, LLP
Andrea Kennedy – The Center for Autism
Christine Lloyd, SPHR – Saint Joseph's University
Anne Y. Louie – Bryn Mawr College

**Register
Early!**

**Early Bird Special
ends April 1st!
Register to attend at
HRPersonAward.org.**

Donate!

Donate to the Silent Auction! 100% of the silent auction proceeds benefit Race for Hope Philadelphia. Visit HRPersonAward.org to learn more.

HRPersonAward.org

April 2011

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday/Saturday</i>
28	29	30	31	1/2
4 Inner Fitness™ 5:30 PM to 7:00 PM at the Lee Hecht Harrison offices	5	6	7 Breakfast Meeting: <i>Wisdom at the Top</i> 7:30 a.m. at the Crowne Plaza, King of Prussia <i>How to Create an Employee Engagement & Retention Strategy</i> 1:30pm-4:30pm 2 HRCI credits DeVry University King of Prussia, PA	8/9
11	12 Dinner Meeting: <i>Twitter While You Work</i> 5:30 p.m. at the Crowne Plaza, King of Prussia	13 Wage & Hour Requirements from the DOL Perspective 8:30am to 11:30am Penn State Great Valley	14	15/16 <i>Jump Start Your Job Search</i> Villanova University Saturday, April 16 9:15am to 3:00pm
18	19	20	21	22/23
25	26	27	28	29/30