



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

December 2009

December 15th Dinner: *Unique “Double Feature” Holiday Event*

Please join us on December 15, 2009 at 5:15 p.m., at the Clarion Park Ridge in Valley Forge, PA for a “double-feature” of unique entertainment and holiday spirit to kick off your holidays.

First, our networking hour will be enhanced by Sherpa Higher Performance who will lead us through unique and stimulating networking/mingling activities that will have you engaging with others and learning some new fun things about your peers.

Then, we will have an encore performance from UNIQUE Entertainment, our 2005 holiday party



entertainers and one of the best remembered events since. UNIQUE Entertainment will engage us in a game show that will involve everyone and create an atmosphere of excitement, exhilaration and true bonding for all of the participants!

Unique's game show programs use audio and video for questions, fun teambuilding physical challenges and gets everyone excited with team karaoke style sing-a-longs and dancing.

Couple that with Sherpa's teambuilding networking activities and we have the F-U-N covered, but so is the food! We haven't forgotten the “eating” part, and there will be plenty of that with our traditional ‘heavy appetizers’ from various cuisines! You can also enjoy a glass of wine or cocktail from the cash bar while

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Don't Miss the Party of the Year! December 15, 2009

Holiday Party and Silent Auction Auction Items Needed!

This year's holiday event will be held on Tuesday, December 15 at the Clarion Park Ridge Hotel. Please mark your calendar now!

This is a fun-packed evening! We'll be networking, having fun, and playing a Human Board Game! You won't be disappointed, we guarantee it! Proceeds from the auction will benefit the SHRM Foundation and The Montgomery County Foundation.

The Special Projects Committee is accepting donations for the Silent Auction.

What makes a good item to donate? Think about something you want to bid on and there's your answer. Still stumped? Here are some ideas to get you started:

- Emergency car kit
- Cookie or Dessert Tray
- Candle Gift Basket
- Sports Item or tickets
- A gift certificate from a local merchant
- Handmade jewelry
- Tickets to a play
- Theme basket (Chocolates, Holiday, Movie)
- Personal services: manicure, massage, hair styling

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expanding your network or visiting with old friends and acquaintances.

But that's not all! 'Tis the season for charity and we have a double-feature there as well. Bring a new, unwrapped toy for our annual Toys-for-Tots collection and spend some time at our Silent Auction to benefit our charities, the SHRM Foundation and the Montgomery County Foundation. It's a double, double-feature event!

So, visit our website (www.gvfhra.org) and register today. We are confident that you'll find it a great way to relax (during what can be for many of us a hectic time of year), meet great people and maybe even do some shopping at the Silent Auction! See you there!

(Continued from Page 1, Column 2)

- Your special gift or talent (cooking, yoga, art, photography)
- Wine, Spirits or Ales

You can also place an ad in the Auction Program Booklet distributed to every attendee. Ads cost as little as \$25 and proceeds go to the same worthy charities. See the attached order form for further details, or contact Maria Brice at (610) 256-6389 or MariaCBrice@yahoo.com with questions or if you need more information. The deadline for ad submissions is December 4, 2009.

Thank you to our GVFHRA December Dinner Meeting Sponsors



Villanova University – the Leader in SHRM Learning System Certification Courses!

Villanova University offers the 13-week Villanova/SHRM Learning System Certification Course for the Spring 2010 semester, beginning the week of February 1. 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®. Both the HR Certification Institute Body of Knowledge and rules regarding HR certification will change dramatically in 2011, so it is highly recommended for HR professionals not currently certified to attend classes in 2010 before the new changes are implemented.

Classes begin the week of February 1 at Villanova University on Tuesdays, Thursdays and on alternate Saturdays, as well as Malvern at SunGard on Tuesday evenings.

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!

Villanova University was recognized in May 2009 by SHRM as a top #10 University in the country offering the SHRM Learning System certification course. In addition, Villanova' student pass rate continues (for the sixth year in a row) to exceed the national pass rate for both self-study and college/university programs.

Villanova University moves the Global Professional Human Resources (GPHR®) certification to Villanova University on Monday nights starting on February. The GPHR was launched in Philadelphia in the fall and was a major success! This program is geared for those who work for international companies and deal with issues unique in international HR.

Class information for the Villanova University Spring 2010 SHRM Learning System certification courses is available at www.continuingstudies.villanova.edu.

The above advertisements are a paid sponsorship not endorsed by SHRM or GVFHRA.

President's Message

By Leon Singletary, President



Season Greetings!

As this year comes to a close, our hearts, thoughts and prayers extend to all who are being challenged by the current economic climate. This is a time for us all to remain positive and vigilant in our efforts to support our fellow HR colleagues and

chapter members. During last month's meeting, we heard that an economic recovery is underway from Herb Taylor, Vice President & Corporate Secretary with the Federal Reserve Bank of Philadelphia. Albeit a full economic recovery may not occur in the near term, but there are valid reasons to be optimistic and proactive.

I am excited and pleased with earlier indicators of the chapter's progress consistent with our leadership and career advocacy theme.

- Chapter members have been conducting well-attended career support workshops throughout the region.

- I have heard several compelling stories of our members who have landed new jobs, as a result of the chapter resources made available.
- Many of our board and chapter members have assumed roles as adjunct faculty and instructors with local colleges, universities and educational organizations.

As an alliance partner with the Philadelphia Human Resource Planning Society, many of our members attended the recent leadership forum held on November 6th. During this event, Dave Ulrich led a comprehensive review and discussion on creating value from HR and leadership. He also reviewed six (6) critical HR competencies as a result of a recent study. The number one competency in terms of importance is the need to be a credible HR activist. Other important competencies can be viewed on the link: <http://rbl.net/index.php/research/detail/research-paper>

On December 15th the chapter will hold its annual holiday event, which promises to be fun-filled, entertaining and full of networking opportunity. I encourage everyone to get the word out and encourage chapter and non-chapter members to attend. We will also host our annual Silent Auction. The proceeds from the auction will go to both the SHRM Foundation and Montgomery County Foundation. The SHRM Foundation, a non-profit affiliate of SHRM, promotes innovation and the use of research-based knowledge within the HR profession. The Montgomery County Foundation is a non-profit organization that serves the needs of those in our immediate area. The Marine Corps Reserve will be available to accept new, unwrapped toy donations for our annual **Toys for Tots** drive. Let's make this a festive and memorable event.

Happy Holidays!

Leon

Join Us on LinkedIn!

GVFHRA has established a LinkedIn Group for our organization. Join the 80 professionals that have signed onto the group already and get active with us virtually as well as personally. Post and/or answer group questions, announce events, inquire about job search tips and much more! Need help? Contact Lori Stokes-Powers for any help on how to find us and join.

HR Careers and Pathways Seminar at Cabrini College

The Workforce Readiness Committee, in conjunction with the College Relations Committee sponsored a Workforce Readiness Seminar entitled "Career Pathways in HR" for college students on November 2 at Cabrini College in Radnor, PA.

Over 20 students from all business majors attended to learn about various career options in HR. Panel speakers included Megan Mulka, MS, PHR, HR Central Information Services Consultant at Pfizer, Sharon Crandall, PHR, Firm Administrator for McBride Shopa & Company and James Kane, MS, SPHR, Director of Continuing Studies at Villanova University. Speakers shared insights into HR technology, recruiting and compensation/benefits career paths.

In addition, to career information, students received advice on networking, certification, advanced degrees as well as finding that first job out of college.

The program allowed the Cabrini students to hear first-hand about opportunities within specific areas of HR. "Many students do not realize the various areas of specialization that are available in the HR profession," stated Mary Bustamante, Workforce Readiness Committee Chairperson. One of the key messages the panel spoke about was for college graduates to be open to all opportunities in the field and to look at each job possibility for the potential learning it can provide to you in your career.

Jim Kane, director of Continuing Studies at Villanova advised students during the seminar that "What companies are looking for are people who understand their business first, and can bring the skills that your HR and business education provided you. You need to know as much about the company's products, services and finances as those who already work there." He also reminded students to "stay positive" in their job searches regardless of current economic conditions.

Overall feedback from the students about the seminar was positive. Erin Tomaszewski, Cabrini Student SHRM Chapter President stated, "The event definitely gave our Cabrini students a better perspective about the different fields of Human Resources and intrigued a lot of interest in the major for undeclared business students. We are very

thankful to Jim, Sharon, and Megan for speaking to us along with Mary and Melissa for all of their hard work to organize the event."

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

Bring your Network up to Speed!

Q) If professional networking is the best job search strategy, how can I rapidly increase the size of my network?

A) Join us for a speed networking session at the next GVFHRA Career Transitions group meeting on Monday, December 7 at the Lee Hecht Harrison offices at 1055 Westlakes Drive, Berwyn, PA 19462

This fun filled approach to networking will enable you meet individually with all the attendees and make useful business connections that can add some momentum to your job search. It also promises to be a fast paced and fun experience.

We hope to see you there

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



The Marine Corps Reserve will be in attendance at our Dec.15 dinner meeting for our annual **Toys for Tots** collection.

Please make this a memorable Holiday for children in need by bringing a new, unwrapped toy for Toys for Tots.

GVFHRA Welcomes New Members

Name	Company
Elisa Ayling	
Michele Allen-Brown	Abington Memorial Hospital
Stacy L Decker SPHR	Vanguard
Linda Devine PHR	DNB First
Diana M Gallagher	Bryn Mawr Hospital
Sandra Keller PHR	
Stacey McCarty PHR	
Jill Meese SPHR	
Cindy B Neskic SPHR	Vanguard
Beth M Quinn	
Marlene Sullivan	SAP
Mary Ann Tatum	Smiths Group Americas, LLC
Erica M Wood	Villanova University
Joanne P Zeitz PHR	Amper, Politziner & Mattia, LLP

Please Donate in December!

Please help the underprivileged this year by bringing non-perishable food items to the **December dinner meeting**.

All donations will help a local charity or food bank. Every contribution helps! Thank you for your support! *Sponsored by the Ambassador Committee.*

Employee Relations Updates on Temporary Paid Sick Leave Legislation

By: Laura La Buda, chair

Workplace safety is a growing concern with the recent outbreaks over the H1N1 illness. Employers are preparing for influenza outbreaks with pandemic training, distributing hand sanitizers and face masks to their employees and teaching basic hand washing techniques. With the continued fear over the H1N1 illness, the proposed legislation, titled the Emergency Influenza Containment Act (H.R. 3991), was recently introduced by House Education and Labor Committee leader Rep. George Miller (D-Cal.) and Workforce Protections Subcommittee leader Rep. Lynn Woolsey (D-Cal.) to the House of Representatives.

The legislation would require employers to provide up to five days of paid sick leave per year to employees affected with H1N1 or a similar contagious illness. The bill applies to employers with 15 or more employees where workers are instructed to go home from work by the employer or stay home from work because of a contagious illness. Employers who offer 5 or more paid sick days will be exempt from this legislation. Employers are prohibited from any retaliation, including terminating and disciplining against employees who comply with the employer's direction to go home and to stay home from work.

House Education and Labor Committee will hold discussions and push for a full vote soon afterwards. And yes, the bill **requires a notice to be posting** (i.e. new labor law poster)!

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!

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

December 2009

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
30	1	2	3	4 <i>Silent Auction Program Booklet Ad Deadline</i>
7	8	9	10	11
14	15 Dinner meeting <i>Holiday Networking Event Features "Unique Entertainment"</i> Clarion Park Ridge Hotel 5:15 p.m.	16	17	18
21	22	23	24	25
28	29	30	31	1

**GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION
AN AFFILIATE OF SHRM**

**DONATION FORM
ANNUAL HOLIDAY SILENT AUCTION**



**DECEMBER 15, 2009
THE CLARION PARK RIDGE HOTEL - 5:30PM
TO BENEFIT
THE MONTGOMERY COUNTY FOUNDATION
AND THE SHRM FOUNDATION**

THANK YOU FOR MAKING A CONTRIBUTION TO OUR SILENT AUCTION.
COMPLETED FORMS CAN BE E-MAILED TO MARIA BRICE AT
MARIACBRICE@YAHOO.COM OR MAILED TO 1307 VALLEY WOOD DRIVE,
DOWNTOWN, PA 19335. PLEASE CALL (610) 256-6389 WITH ANY
QUESTIONS.

DONOR NAME: _____
ORGANIZATION _____
NAME: _____
MAILING ADDRESS: _____

PHONE: _____
E-MAIL: _____

DESCRIBE THE ITEM YOU ARE DONATING (PLEASE BE AS DESCRIPTIVE AS
POSSIBLE):

AD BOOKLET FORM
FOR GVFHRA'S ANNUAL SILENT AUCTION
DECEMBER 15, 2009



**ALL PROCEEDS BENEFIT
THE MONTGOMERY COUNTY FOUNDATION
AND THE SHRM FOUNDATION**

**YOUR COMPANY OR BUSINESS WILL BE ADVERTISED
IN THE 2009 GVFHRA SILENT AUCTION BOOKLET.**

ADVERTISEMENT OPTIONS: (PLEASE CHECK YOUR CHOICE BELOW & RETURN WITH CHECK MADE OUT TO GVFHRA AUCTION BOOKLET TO:

Lori Stokes-Powers
GVFHRA
2119 County Line Road
Villanova, PA 19085-1733
(610) 551-4736 phone

**AD ARTWORK
DEADLINE DECEMBER 4TH!**

- BACK COVER PAGE (5" w x 8" h) \$200**
- FULL PAGE INSIDE (5" w x 8" h) \$100**
- HALF PAGE INSIDE (5" w x 3.75" h) \$ 50**
- BUSINESS CARD Ad (3.5" w x 2" h) \$ 25**

FOR OPTIMUM RESULTS, PLEASE SUBMIT YOUR ART AS A PDF FILE. HIGH RESOLUTION JPEG FILES (300 DPI OR BETTER) ARE ALSO ACCEPTABLE.

FOR QUESTIONS REGARDING AD SIZES AND LAYOUTS, PLEASE CONTACT BRUCE ZANAR AT (610) 792-2105. ARTWORK SHOULD ALSO BE FORWARDED TO BRUCE AT MOTIV8MKTG@AOL.COM.