



## 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](http://www.GVFHRA.org)

February 2009

### **February 17<sup>th</sup> Dinner Meeting: *How to Start a Human Resource Consulting Business***

Please join us for GVFHRA's monthly dinner meeting February 17th starting at 5:30 PM at the Sheraton Park Ridge Hotel.

Considering starting your own Human Resources consulting practice? Save yourself a lot of heartache and dramatically increase your chance of success by learning from someone with a strong track record of achievement as an entrepreneur and business leader, as well as someone who has been in your shoes before.

There is much to think about when one considers "putting out your own shingle". In today's economic climate a person must decide if they are in it temporarily, until they find a corporate role, or, if they are building a practice/company to create long term value. Who will your customers be? What problems will your company solve? What solutions will your company offer? Are there existing companies providing similar products and services, or are you breaking new ground? How will you differentiate your organization?

Do you have a business plan? Are you planning on working as a solo-preneur or creating a more full-fledged business? How much money do you need to make? What are your cash flow requirements? Are you comfortable with the uncertainty of always having to look for and close your next engagement? What is your risk tolerance for failure?

Be a part of a dynamic discussion and learn the answers to these questions and more from Chris Burkhard founder and CEO of CBI Group; one of the Delaware Valley's leading entrepreneurs in the Human Resource Professional Services space.

### **February 5<sup>th</sup> Lunch Meeting: *Reduce the Cost of Disability & Lost Time in the Workplace.***

**Due to  
Circumstances  
beyond Our Control  
this Meeting has  
been Cancelled!**



**We are sorry for any  
inconvenience.**

## Thank you to our GVFHRA February Dinner Meeting Sponsor



### The Rosen Group

(856) 470-1400

[www.rosengroup.com](http://www.rosengroup.com)

The Rosen Group specializes exclusively in the placement of human resources professionals in contract, contract-to-direct hire and direct-hire positions. The Rosen Group was established to help clients attract and retain the kind of talent it takes to succeed in today's business environment, where a strong human resources function is key. In the past 14 years, The Rosen Group has served hundreds of clients in the tri-state area, including some of the nation's most prestigious corporations.

What sets The Rosen Group apart is a process that ensures that we identify the right candidate for our clients' needs. The process starts with understanding and discussing a client's company culture, strategic vision, and approaches to retention, recognition, and total rewards. With this understanding, we learn the value placed on the talent of the organization.

Then, Rosen's recruiters follow up with clients to match our deep reservoir of talented HR candidates to the specific skills needed. After placing the ideal interim or direct-hire candidate, clients and candidates receive regular follow-up from the account management group to ensure each placement is a 100% success.

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

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<b>In this issue:</b>	
Impending Legislative Changes: Are You Prepared	3
Balancing Work/Life Issues Under the FLSA	4
The Employee Relations Committee presents "Hot Topics" in February	4
Controlling Benefit Costs	5
How to Keep Them Once You Get Them	6
Managing Stress During Turbulent Times – Part II	7
GVFHRA Michael R. Losey Scholarships	7
Silent Auction Wrap-up	9
Human Resource Professional in Transition?	10
Member-in-Transition Program	10

### Meeting Locations:

Lunch/Dinner: Sheraton Park Ridge Hotel, KOP

### 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](http://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!

## Impending Legislative Changes: Are You Prepared?

By Sharon Crandall, President



Happy New Year to everyone! I hope that your holidays were joyous, reflective, and memorable. My apologies for not having a President's Message in our last **newsletter**, but one of my immediate family members experienced some serious health problems that

precluded me from writing my President's Message. However, I am happy and most thankful to report that we weathered the storm, and all is well again with my family!

My two previous messages dealt with two of the seven Core Leadership Areas (CLAs) as identified by National SHRM: HRCI Certification and the SHRM Foundation. The third CLA I will address in this newsletter is Governmental Affairs, an area of particular **interest** to me. Whether we are HR Practitioners, Consultants, or vendors serving the HR Community, it is vitally important that we stay up-to-date on the latest legislation, both impending and possibly looming in a not too distant future. As we face the New Year and all the hope that it brings with it, we are facing a recession of dire magnitude. The new Administration and Democratically-controlled Congress will no doubt bring change to our country, and while the economy is their first priority (as it should be), there are a number of legislative initiatives on the horizon that could significantly impact the HR community and the companies and people that we serve. The following are excerpts from HRMorning.com regarding a rundown of employment legislation that's likely to cross the new president's desk:

- 1) **Paycheck Fairness Act:** Among other changes to the Equal Pay Act, the legislation proposes that, for the purpose of demonstrating pay discrimination, a plaintiff can use compensation comparisons of employees who do not even work at the same physical place of business.
- 2) **Working Families Flexibility Act:** Expands an employer's obligations when an employee

requests a change in hours or venue to accommodate family needs.

- 3) **Employee Free Choice Act:** A proposal to make it easier for employees to form a union.
- 4) **RESPECT Act:** Redefines the term "supervisor" in certain industries, thereby making some supervisors eligible for union membership, and empowered to act in the best interest of the unions and not the employer.
- 5) **Patriot Employers Act:** Awards tax credits and other benefits to employers who, for instance, keep their operations from moving overseas and offer health insurance to their employees.
- 6) **Lilly Ledbetter Fair Pay Act:** Changes in the statute of limitations on how far back an employee can go to file a pay-discrimination suit against an employer.
- 7) **Employment Non-Discrimination Act:** Would provide protections to gay, lesbian and bisexual workers against employment discrimination similar to the protection provided under Title VII of the Civil Rights Act of 1964.
- 8) **FMLA Expansion Act:** Would expand coverage under the Family and Medical Leave Act to companies with at least 25 employees, as opposed to the 50-employee minimum in the current law.
- 9) **Healthy Families Act:** Proposes that any company with at least 15 employees would be required to provide paid sick leave.
- 10) **Civil Rights Act of 2008:** A far-reaching piece of legislation that would amend a number of employment laws affecting, for instance, discrimination charges involving age and pre-employment tests, and changing the rules under which disputes can go to arbitration.

Needless to say, there are many possible changes to the current laws and statutes about which we as HR Practitioners and Consultants must be aware. No matter where you **stand** on each issue, I encourage you to be involved and up-to-date on governmental affairs, which could significantly impact our companies and our profession. You will be contributing exponentially to your company's future direction and success by doing so.

## Balancing Work/Life Issues Under the FLSA: With a Focus on Union and Union-free Environments

Thursday, January 29, 2009

1:30pm-2:00pm – Registration

2:00-4:00pm – Program

Tozour-Trane, 741 First Avenue, King of  
Prussia

This seminar is sponsored by:  
**Corporate Synergies Group, Inc.**

### *HRCI Credits Pending*

This is a hands-on legal and practical interactive discussion for HR Professionals of how the FLSA applies to/affects Work Life/Balance issues including: Flex time, Work at Home, Comp Time and Alternative Work Schedules in Union and Union-Free work environments. Attendees will learn the "pitfalls" and "positives" and leave with useful strategies to take back to the office. Register online at: [www.gvfhra.org](http://www.gvfhra.org). GVFHRA Members: \$35; Non-Members: \$50.

### *Speakers:*

**Jacqueline Z. Shulman, Esq.**, is a partner with Obermayer Rebmann Maxwell & Hippel LLP. She is a member of the firm's Labor Relations and Employment Law Department. Ms. Shulman's practice is devoted exclusively to the representation of management in all aspects of labor relations and employment law. She has experience in state and federal labor and employment law, with an emphasis on representation of small- to medium-sized companies and family-owned businesses. Ms. Shulman awarded her Juris Doctor from Villanova University School of Law, Villanova, PA.

**Lew Charnock** is the President of Lew Charnock and Associates, Inc., consultants to management in Employee and Labor Relations. Prior to the formation of his company, Lew worked for forty years for a Fortune 100 company in both management and Human Resources positions before retirement. Lew has also been on the faculty of Villanova's Dept. of Continuing Studies where he is an instructor for the SHRM Learning System Course, which prepares

students to take the HRCI Certification exam leading to the PHR/SPHR certification. He is also on the faculty of the H. R. Policy Association, Washington, D.C. and leads the E&LR section of the GVFHRA Certification Prep. Study Group.

### 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](http://gvfhra.org) and click on sponsor/ad ops.

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

## The Employee Relations Committee presents “Hot Topics”

This is a February Event You  
Will Not Want to Miss  
Check it Out  
Approved for 3.5 HRCI credits



The weather might be cold, but we won't be on Wednesday, February 26th from 1-5pm in the lower level of the Connelly Center at Villanova University.

Michael S. Cohen, Esq. of Wolf Block LLP is back by popular demand to facilitate a sizzling “Hot Topic” workshop. Read more about Michael S. Cohen at [www.WolfBlock.com](http://www.WolfBlock.com).

Michael was one of the top-rated speakers at the DVHR Summit and he's coming to town!

Learn more about the following topics that may be impacting your company today and throughout these tough economic times.

1. The Use of Social Networking Websites in the Employment Process- Benefits of using these sites as well as the potential exposure to liability under federal and state discrimination laws, invasion of privacy laws and the Fair Credit Reporting Act .
2. Documenting Discipline and Reductions in Force- General documentation principles as well as the documentation required for a legally safe reduction-in-force.
3. Sexual Orientation in the Workplace- an overview of federal and state law regarding sexual orientation discrimination and harassment; policy establishment to avoid such discrimination and harassment claims; the interplay between sexual orientation and religion and relevant handbook considerations.

Register online at [gvfhra.org](http://gvfhra.org). Sponsors welcome! Contact Diane Tarka at (610) 639-4010 for more information.

Members: \$35

Non-Members: \$50

## **Controlling Benefit Costs**

**Tozour-Trane Corporate Facility**

741 First Ave

King of Prussia, PA 19406

**8:30 Registration, Refreshments & Networking**

**9:00 Forum Begins**

Panelist Forum

HRCI Credits Pending

With the cost of benefits and healthcare continuing to rise, are you looking for ways to reduce your costs? Changing plan design to reduce premium increases is no longer the long-term solution.

Join us as we take a step back and discuss the makeup of the true drivers of out-of-control health costs and ways in which you can reduce future increases for

your organization. With prices continuing to become out of reach for many, now is the time to change the direction and impact the true expenditures of healthcare.

A group of panelists, representing four main areas of benefits administration that effect the total cost of healthcare today, will answer your questions about how to control escalating benefit costs.

### ***Wellness Programs***

A wellness provider will discuss how the commitment to a properly designed and well-implemented wellness program can impact long-term costs of healthcare.

### ***Insurance Carrier/TPA Administration and Management***

A national insurance carrier will discuss claims administration and analytics, utilization review, technology, medical trends, rating methodologies and other pertinent processes that effect plan renewals and how you can reduce the costs passed onto plan sponsors.

### ***Disease and Medical Management***

A medical management provider will discuss the importance and application of a targeted utilization management partner. An explanation on how to utilize information provided by administrators including medical claims data, eligibility records and pharmacy to analyze the variances, cost drivers, cost trends and other significant clinical and financial factors that influence the costs of a health plan will be provided.

### ***Alternative Funding***

An industry expert will discuss all of the alternative funding mechanisms for medical, prescription and ancillary programs available to plan sponsors that can assist plan sponsors to take control of their benefit programs. Take advantage of funding mechanisms that afford plan design flexibility, cash flow advantages, access to valuable utilization data, elimination of state mandates and premium taxes.

Join us for this exciting panel discussion and have questions about how to lower your healthcare costs answered. We look forward to seeing you there!

## **GVFHRA Job Bank**

### **Find Jobs:**

*Free to Job Seekers*

### **Post Jobs:**

*Discounted rates for GVFHRA Employers*  
**Check the website [www.gvfhra.org](http://www.gvfhra.org) under  
 Careers for more details**

## ***The Recruitment and Retention Committee of the Greater Valley Forge Human Resource Association Presents:***

# **How to Keep Them Once You Get Them:**

***A Fail-Safe Strategy for Productivity and  
 Retention Across the Generations***

Strategic HRCI – 2.5 credits

**Viropharma Incorporated**

Central Park East Conference Room

**Date: March 11, 2009**

**Registration at 1:30 PM**

**Workshop begins promptly at 2:00PM**

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

Attracting and retaining good performers is of critical importance to the success of every organization, large or small, for profit or not-for-profit. To hire and train a skilled, professional worker can cost an organization anywhere from \$35,000.00 to \$100,000.00, or more, depending on the person's job level, hiring package, and training/assimilation program.

So, once you get them, how do you keep them – not just keep them on the payroll, but keep them humming – productive and happily contributing? That's the million dollar question; or perhaps more than a million dollars, depending on your *involuntary* turnover rate.

*What's happening in your organization, today? Is the culture one that causes people to want to come, want to stay, and want to give their best? Or, do diverse individuals show up, put their heads down, perform the rudimentary aspects of their job and go home, starting over in the same uninspired way the next day?*

Fostering a culture of collaboration and partnership across generational differences is a challenge. What drives and motivates one group seems to be of no particular interest to the others. The differences seem irreconcilable – unless you have the knowledge and tools to bridge the gaps and build a culture of collaboration and partnership, a culture that manifests a distinct spirit of purpose.

**Teressa Moore Griffin**, President and CEO of Freeman Associates, has founded a new organization called **Spirit of Purpose**. She will bring her experience and engage us in an interactive learning experience aimed at helping us:

- Deepen our understanding of the differences and similarities between the four generations in the workplace today.
- Explore five simple strategies for better retention, across generations.
- Generate practical ideas to boost retention and productivity, across generations.

Join us for an engaging dialogue, which will include some refreshing perspectives on the benefits each generation can offer your business. Guaranteed, you will leave this interactive workshop equipped with knowledge and tools that will enable you to go back to your organization and tap into its *spirit of purpose*, releasing newly found energy and creativity, expanding the potential for successful cross-generational engagement.

## **BIOGRAPHY**

*Teressa Moore Griffin – Founder, Spirit of Purpose*

Teressa Moore Griffin has successfully coached and consulted with leaders in a variety of industries, including pharmaceutical, financial, and consumer products. She has served as an adjunct faculty member at The American University; National Training Laboratories Institute (NTL); and The

Institute for Core Energetics. She is a published writer in the area of diversity in the workplace. Most recently, she contributed the chapter on "Effective Intercultural Communication", in the book *Effective Multicultural Teams: Theory and Practice*.

### **Location and Directions**

Viropharma Inc.  
730 Stockton Drive, Exton PA 19341  
Voice: (610) 458-7300

The conference room for the seminar is Central Park East.

For directions please visit:

<http://www.viropharma.com/Contact/Driving%20Directions.aspx>

For additional information and to register for this event please go to: [www.gvfhra.com](http://www.gvfhra.com)

## **GVFHRA Michael R. Losey Scholarship Award**

Each year, the GVFHRA College Liaison Committee presents Merit Scholarship Awards at a Spring Dinner Meeting. The purpose of the award is to recognize students, undergraduate and graduate, who are committed to pursuing careers in human resources.

On April 21, 2009 the college liaison committee is sponsoring College Night. This meeting will be a great opportunity to meet people who are currently in the HR field, as well as meeting other students who are pursuing HR careers!

Two scholarship winners will be awarded: a **\$2,000 undergraduate** winner and a **\$3,500 graduate** winner.

### **WHO IS ELIGIBLE?**

**Undergraduate Students** enrolled in any of the following programs:

- Human Resources Management
- Organizational Management
- Business Admin (with a concentration in Human Resources)

Undergrad Students who are **NOT** enrolled in the programs listed above, but who demonstrate a strong desire to become an HR professional **AND** have interned during the Summer 2008 or plan to intern during Summer 2009 are also eligible to apply.

**Graduate Students** currently enrolled in an MBA or MS program with a concentration in Human Resources, Organizational Management, or Industrial Relations.

More Information:

[http://www.gvfhra.org/forms/College\\_Scholarship\\_Flyer.doc](http://www.gvfhra.org/forms/College_Scholarship_Flyer.doc)

Application:

[http://www.gvfhra.org/forms/College\\_Scholarship\\_Application.doc](http://www.gvfhra.org/forms/College_Scholarship_Application.doc)

### **Questions about the scholarship:**

Jeff Snyder (College Liaison Committee Co-Chair)  
(610) 789-7606  
[Kmayro66@aol.com](mailto:Kmayro66@aol.com)

## **Managing Stress during Turbulent Times - Part II**

Last month's article talked about stress and what some companies are doing to help alleviate stress level. This month our focus is on the individual.

We may not be able to control the economy or the events happening around us. We can, however, control our response to these events. We can make the choice to maintain our sanity and keep our stress levels to a minimum. Katherine Nadal, APA's executive director for professional practices suggests being mindful of your stress level.

We all experience stress in different ways. How do you feel when you are under stress? What brings on stress in your life? Children? Money concerns? Work? Family? Relationships? How do you know you are experiencing stress? Do you feel angry? Sad? Unable to focus?

How do you cope with stress? Do you cope with stress in healthy or unhealthy ways? Following are some lifestyle tips to help you manage your stress level during these turbulent times.

**Take care of yourself.**

- Take care of yourself. Find time (at least an hour or two a week) for yourself.
- Be playful. Have fun. Do something that makes you feel good.
- Use humor and laughter. Introduce fun at home and at work. When you laugh, your brain produces pleasure chemicals, which make you feel better.
- Rediscover a hobby. Do something you enjoy and find therapeutic like painting, woodworking, or needlepoint.
- Take short “time outs” during the day or during activities. Go for a walk, find a private place to gather your thoughts, or go for a drive. These little breaks will help restore your sanity and recharge your battery. Listen to a favorite tape in traffic.
- Use vacation time. Take a break from work to recharge yourself.
- Use relaxation techniques. Employ breathing exercises, meditation, muscle relaxation or visualization techniques.

**Say no more often**

- Assert yourself. Learn to say “no” when feeling overwhelmed.
- Allow adequate time between commitments. Avoid taking on too much at one time. If you feel overburdened, gently tell those who want your time that you are happy to get involved in the future or to help in a way that doesn’t require an intensive time commitment.
- Reduce extraneous social obligations. Take stock of which obligations sap your time and energy versus those that are rejuvenating. Rethink what you “should” do.
- Be realistic. Know your limits and be clear with others about them

**Reach out for support**

- Accepting help from supportive friends and family can improve your ability to manage stress.
- Develop and maintain a support system. A network of healthy relationships will help create balance in your life.

**Use structure and organization**

- Create your own personal stress management plan. Identify stress triggers and look for solutions that are right for your situation and lifestyle.
- Establish rituals and routines. Maintain a routine to avoid living in chaos. This will help reduce emergency or crisis situations.
- Gain control of your finances. Set a budget. Live and spend within your means.
- Practice time management skills. Organizing and being protective of your time will help you gain control of your life.
- Make lists. Write things down or track them on your PDA or smart phone so you are not forced to keep mental notes. Having too many things to keep track of mentally increases stress.

**Let go more**

- Let go of issues. Don’t dwell on situations you can’t control.
- Reduce your pace. Slow down. Do one thing at a time. Studies have shown that most multitasking is inefficient.
- Improve your conflict resolution skills. Learn to interact better with others to reduce conflict and misunderstandings, which are a major source of stress.
- Live in the present. Focusing too much on the past or future can create anxiety.
- Relinquish some of the need to control. When there are glitches in your plan or schedule which cannot be controlled, accept it.
- Spend time winding down. Listen to music, get a massage, read a book, work on a hobby.

Selecting just one of these suggestions and incorporating it into your life can make your days happier and less stressful.

*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*



## GVFHRA Welcomes New Members

Name	Company
Katie S Daniel	Contemporary Staffing Solutions
Frank DeRosa PHR, MBA	
Dave Griffin	Corporate Synergies
Andrew Herkalo	Citizens Bank
Brian P Kirby Esq.	Attorney at Law
Lesley Sasso	Contemporary Staffing Solutions
Marcie L Shelton	Imaging Sciences International, LLC
Tom Watson	John Middleton Co.

## Silent Auction Wrap-up

The tally is in for the results of our recent silent Auction held on December 16<sup>th</sup> at The Park Ridge Conference Center. Despite the dismal economy, snowy weather and a freezing rain forecast, about 80 members and guest attended this year's holiday event. The *N Crowd* entertained us with a great and funny improv show and many of us got a jump on some holiday shopping. And don't forget those mash potato martinis! Quite interesting.

At the end of the evening, all donated auction items went home with each lucky "winner" and Lori Stokes-Powers got her calculator to work.

The auction netted approximately \$1,650, which includes revenue from both items and ads. **A big thank you to all GVFHRA members and guests that attended the event!**



Below is a list of those individuals and organizations to be recognized for helping to make our 2008 Holiday Party and Silent Auction a success:

### Committee Members

Susan Fletcher, Co-Chair; Denise Plaucher, Co-Chair; Lori Stokes-Powers; Barbara Trotter; Lucy Korfmann Albert; Carol Tavella, Ad Booklet; Bruce Zanar, Ad Booklet

### Event Sponsors

HR Backbone (Diversity Seminar)  
Rosemont College (Dinner Sponsor)  
First Contact HR (Dinner Sponsor)

### Advertisers in the Auction Booklet

Integrated Benefit Services, Inc.; MCS Management Services; The Greater Philadelphia Alliance of Colleges & Universities; SMART; Motivational Marketing; Online City Guides

### GVFHRA Individual Donors

Frank Powell; Lisa McLean; Susan Fletcher; Anita Dombrowski; Michael Pagliaro; Lynne Kester; Tammy Ford; Leon Singletary; David Benglian; Sharon Crandall; Brenda Grove; Dawn Capriotti; Cathy Merkle; Mindy Geib; Edwina White; Kris Risi; Bruce Zanar ; Maria Brice; Rosemarie Eppinger; Barbara Trotter; Nicole Sakowitz

### Corporate Donors

Lee Hecht Harrison; K'NEX Brands; The Philadelphia Eagles Organization; Kistler Tiffany Benefits; Career Potential, LLC; WolfInstitute and Wolf Block; Apple Spice Junction; Careers Express; First Contact HR, Saint Joseph's University; Mary Kester, Hand Made Jewelry and Artisan Crafts; Villanova University, College Outreach Office; Park Ridge Hotel & Conference Center; The Philadelphia Inquirer & Daily News; Edwina White & Associates; Drexel University, LeBow College of Business; Normandy Farm; The Philadelphia Flyers Organization; Adolor Corporation; The Carney Group; D.H. Cenci, Artist & Fine Books; Online City Guides; Motivational Marketing; MIRROR IMAGES; Tyndale Company, Inc.; McCallion Staffing; Rhoda's Silk Works

## ***Human Resource Professional in Transition??***

January's Career Development group began the year with a group of 16 impressive professionals, who not only came to learn, but to play an important role. Each participant brought very different backgrounds, experiences and personalities, which contributed to a conversation with differing opinions and recommendations regarding how to address, and perceive, some of the challenges that looking for a new job can bring.

Each month, the Career Development group kicks off with brief introductions, and is followed by either topical presentations or roundtable discussion. Participants leave with relevant articles, leads and a network from which to draw both support and advice. Recruiters regularly attend, and GVFHRA board members and other professionals in the HR community participate to offer their guidance.

The January meeting concluded with a commitment to bring articles, leads and book recommendations to share with next month's participants, and a stronger network of peers.

Moving ahead into February and March, a presentation on "Solution Selling for the Job Search," and a panel discussion with recruiters will be taking place.

As the year progresses, we will continue to ask the question – how can this group be most valuable to you?

Join us at one of our upcoming Monday meetings:

**February 2<sup>nd</sup>**

**March 9<sup>th</sup>**

**April 6<sup>th</sup>**

**Time: 5:30-7:00 P.M.**

**Location: Right Management in Berwyn.**

Advanced registration is appreciated. If you are interested in participating and contributing, whether in transition or not, please contact Shelley Potente at [shelley.potente@right.com](mailto:shelley.potente@right.com).

Additional info is available at <http://www.gvfhra.org/>

## ***Member-in-Transition Program***

**GVFHRA will waive annual membership dues for ALL HR professionals in transition . . . members & non-members alike!**

In an effort to support fellow HR professionals during this current Economic downturn, the GVFHRA board approved an enhancement to the member-in-transition program to include waiving annual membership dues for any HR professional in transition during the 2008/2009 fiscal year.

This program is extended to all HR professionals, including non-members of the Greater Valley Forge Human Resource Association chapter.

HR professionals who have not already paid dues and are currently in transition should contact the chapter office ([www.gvfhra@aol.com](mailto:www.gvfhra@aol.com)) to participate in this program. It will be the responsibility of the new member in transition to notify GVFHRA when the transition period ends.

The cost of dinner meetings and other programs or events will still apply under this program.

Members of the GVFHRA can take advantage of the following chapter services:

- Chapter communications, including the newsletter, email blasts, etc.
- Career development meetings
- Monthly dinner meetings
- Member directory access
- Periodic seminars and workshops
- Certification training
- Committee participation and leadership skill development opportunities

This is a fabulous opportunity to reconnect with fellow HR professionals and access the services available through the GVFHRA.

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



**9th Annual  
Delaware Valley**

**HR  
PERSON  
of the Year  
AWARD**

*Developed in 2001 to celebrate the Human Resources industry and to recognize those in the HR profession who exemplify outstanding achievement within our local human resources community.*

**Tuesday,  
May 12, 2009  
5:30 - 9:00 p.m.  
Radisson Valley  
Forge Hotel**

## **Recognize your peers ... Nominate a qualified HR professional**

The Delaware Valley HR Person of the Year Award Committee seeks candidates who represent “the best” in the human resources management profession. This highly prestigious award recognizes creative approaches and consistently high performance that benefits an organization. We share the belief that human resource professionals play a critical role in determining the strategic direction of organizations.

### **Who is eligible?**

- Any practitioner, consultant, generalist or a functional specialist who is a member of National SHRM and/or a Delaware Valley Regional SHRM Chapter.
- Any practitioner, consultant, generalist or a functional specialist who has not been nominated as HR Person of the Year in the past three years.
- Any practitioner, consultant, generalist or a functional specialist who has not won HR Person of the Year in any category in the past five years.
- An individual who has demonstrated excellence either by creative and innovative development of new ideas and programs or by the highly effective utilization of well-regarded principles in the human resources area. Specific achievements may be related to a project or an ongoing activity.
- Ideal candidates will have a minimum of two years service with their current employer.

**Deadline is Feb. 20, 2009**

**Visit [www.HRPersonAward.org](http://www.HRPersonAward.org) to nominate today!**