



GREATER VALLEY FORGE HUMAN RESOURCE ASSOCIATION, INC.



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February 2010

February 16th Dinner Meeting: *GVFHRA Celebrates Black History Month with Fenorris Pearson*



“The Corporate Influencer”

Please join us on **Tuesday, February 16, 2010 at 5:30pm**, Clarion Hotel in Valley Forge, PA.

At this dinner meeting you will have the opportunity to network with the best HR Professionals in the Philadelphia Region!

In *How to Play The Game At The Top: The L.A.W.S. of Leadership* Pearson discusses the leadership rules that helped him become a Fortune 50 VP twice before the age of 40. Pearson argues these rules are universal and can be applied in any corporate setting. Learning and applying these rules will position attendees to become a consummate executive.

Please visit our website www.gvfhra.org and register for this celebration of the evolution of Diversity.

This is an event you don't want to miss! Come and get the secrets to success at the top!

February 4th Breakfast Meeting: *What is Your Company's RQ (Relationship Intelligence)?*

By: Ed Wallace

1 HRCI Credit

7:30 AM at the Desmond Hotel

Based on his newest book, *Business Relationships That Last*, Ed Wallace introduces a straightforward, five-step process that allows participants to maximize their company's most valuable and important business asset—rock solid relationships. From establishing common ground to offering valued advice, Wallace's time tested strategies reveal how to transform any business relationship into a valuable source to achieve company goals and to establish HR as a strategic business partner within any organization.

Successful HR Business Partnering impacts the bottom and top lines through improved service quality, reduced costs, greater innovation, and employee engagement. While these are results any organization strives for, how do you move beyond the administrative and bring the strategic role of HR to life to optimize potential?

What if you, an HR leader in your organization, successfully could:

- Apply three indicators to audit the value of your company's business relationships?
- Identify your organization's clients' Relational GPS?
- Improve the value of relationships (RQ) across the company by modeling and teaching other leaders the principle of Worthy Intent?

(See Page 2)

(Continued from Page 1, Breakfast Meeting)

A clearly defined HR operational strategy, which fosters strong cross company relationships, appropriate business culture, transition planning, role clarification, and expectation management are the essential deliverables of HR transformation.

Thank you to our GVFHRA February Dinner Meeting Sponsor



In today's economic conditions, making every one of your recruiting dollars count is paramount to your company's success. The Philadelphia Inquirer, Daily News and Philly.com/Monster offers you the best recruitment solution possible to fulfill your hiring needs.

We offer employers the Philadelphia region's leading recruitment vehicles: The Philadelphia Inquirer, Daily News and Philly.com/Monster. The Inquirer and Daily News have the largest reach into the market than any other media – print, radio or TV. Philly.com is the region's top local website with over 2.8 million local users per month. Together, with an ad in The Inquirer, Daily News and 30 days on Philly.com/Monster you'll reach 2.2 million adults, including 81% of job seekers, in the Philadelphia market.

The Inquirer and Daily News JOBS Sections, along with Philly.com, are designed to offer advertisers maximum visibility for their recruitment message. The wider column format, attractive font and layout give the print section a clean, organized look by making it easier for job seekers to search. The weekly feature stories guide job seekers in their pursuit of the perfect career and make for a quick and informative read. Our JOBS Sections attract readers and place your ad in the most attractive and supportive environment possible. And, with our low, multi-media advertising packages, your ad is more effective than ever.

For advertising information, please call (215) 854-5448 or email recruitment@phillynews.com.

The above advertisements are 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!

President's Message

By Leon Singletary, President



Hello Everyone,

We are off to a great start this year, as our volunteer leaders have planned some exciting and outstanding events. Our board, committees and general membership are extraordinary!

Did you join us for our December holiday event? If not, you missed a fantastic, fun-filled event that began with a coordinated networking activity, followed by the silent auction and concluded with a game-show style competition. The most meaningful and rewarding outcome of this holiday evening for me was the fact that the chapter contributed over 35 items for Toys-for-Tots, and raised a record \$2,500 to support local charity and the SHRM Foundation. Wow – what an accomplishment during these unprecedented and challenging economic times. This is a true testament to the quality, supportive nature and leadership of the members that represent this outstanding chapter. These results simply could not have been accomplished without everyone's support. I applaud everyone who was involved and made contributions. What a wonderful way to close the year.

We kicked off our January dinner meeting with the 50 foot view topic, "Do you know what the C suite wants from HR?" This well-attended dinner meeting offered our attendees the unique opportunity to hear what business leaders want from their HR leaders and consultants. This was another fantastic event to start the year and there is more to come

GVFHRA has built the momentum to continue doing great things throughout 2010 and beyond. This is your opportunity to get involved to advance your knowledge, career and network.

I am looking forward to seeing and networking with you at our upcoming events. We will continue to do great things and prosper as long as we ... **stay affiliated, stay current and stay involved.**

All the best,
Leon

Proven Success in Wellness from the Customer Perspective

2.0 HRCI Credit Hours
January 27th, 2010

Penn State Great Valley
30 E Swedesford Rd, Malvern, PA 19355

8:30-9:00 Registration, Refreshments & Networking

9:00-11:00 Presentation & Q&A

Presented by two leading organizations, this educational seminar will provide information and experiences of two organizations that have proven track records in implementing successful wellness programs. Each will be detailing their experiences, success and failures, ideas and requirements to help participants implement successful programs within their own organizations.

This program will focus on the following topics:

- Developing a Strategic Multi-Year Wellness Plan
- Creating a Presentation to Obtain Management Support
- Success & Failures With the Program
- Creative Ideas to Increase Employee Participation
- Program Investment Expectations
- Calculating Return on Investment & Organizational Impact
- Building a Wellness Team Within The Organization

Speakers:

Andrew Faupel, Director of Wellness and Employee Benefits for Virtua Health

Melinda Konrad, HR specialist for Host Hotels & Resorts

Sponsored by:

Business Health Services

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!

Networking (for HR Jobs) in the Wireless World

On Monday February 1, from 5:30 PM to 7:00 PM The Greater Valley Forge Human Resources Association Transitions Group will meet at the Lee Hecht Harrison offices at 1055 Westlakes Drive, Berwyn, PA 19462. We are fortunate to have Matt Levy as our presenter. Below Matt states the case for using social media to propel the job search:

“Because only 3% of jobs make it onto the big job boards...

Because an average of 300 candidates apply to the those jobs...

AND

Because 75% of jobs are filled through networking...

And social media enhances your ability to network effectively...

I would rather spend more time hanging out at the social media “party!”

In this discussion, Matt will provide an introduction to the “wireless world” of social media (including but not limited to: LinkedIn, Twitter, Facebook, YouTube and Blogging) to augment your job search and therefore effectively network your way into your next position!

About the presenter:

Matthew Levy is a well-rounded HR professional with fifteen years of broad experience in both specialist (e.g., recruiting) and generalist (e.g., HR business partner) roles at blue-chip companies, including Merck, Amgen and Johnson & Johnson.

You can see Matt’s bio by visiting his LinkedIn profile at <http://www.linkedin.com/in/matthewflevy>. He blogs at <http://mlevy2222.wordpress.com/> and can be followed on Twitter at <http://twitter.com/mlevy7>. Matt would love to answer your career-related questions. You can reach him via email at mlevy2222@yahoo.com.

New Year/New You Become Certified Before HRCI Changes the Eligibility Requirements

A New Year’s resolution: mark 2010 as the year **you** achieve HR professional certification. Choosing to obtain your HR credentials from the HR Certification Institute is a career-long commitment that demonstrates to your peers and your organization that you are driven to be successful in HR management. Application registration opened 1/11/2010 for the May/June 2010 testing window. Choose the certification level that best matches your HR practitioner experience and knowledge base.

As additional motivation to move forward now, the eligibility requirements for the PHR, SPHR and GPHR exams are changing starting with the May/June 2011 exams. The last PHR, SPHR and GPHR exams to be administered under current eligibility requirements are in December 2010–January 2011. The new requirements for exam eligibility for all certifications are more comprehensive in terms of educational level and length of HR service. SPHR certification will require 5 years of demonstrated professional (exempt-level) HR experience with a bachelor’s degree; the current requirement is 2 years. The GPHR certification eligibility will require some level of demonstrated global HR experience *prior* to taking the exam. The current GPHR requirement for the 2010 testing windows does not require previous global experience.

These are significant changes. If you’re an HR professional considering certification, seize the day and achieve recognized certification now. For details on registration and all the current and new requirements for testing eligibility, please visit www.hrci.org.

The Professional Certification Committee is in the planning stages of GVFHRA’s 2-Day Study Group – stay tuned as details will follow.

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

Greater Valley Forge Human Resources Association

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 and have shown strong academic ability and early engagement and accomplishments in human resources related areas.

On April 20, 2010, the college relations 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)

Undergraduate 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 Fall or Summer 2009 or plan to intern during Summer 2010 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.

Application Deadline: March 12, 2009

More Information:

http://www.gvfhra.org/forms/College_Scholarship_Flyer.doc

Application:

http://www.gvfhra.org/forms/College_Scholarship_Application.doc

Questions about the scholarship:

Melissa Landsmann

(College Relations Committee Co-Chair)

(856) 914-9924

Mlandsmann@Accumepartners.com

Or

Heather Dromgoole

(302) 477-4158

hdromgoole@accessgroup.org

One Month Left to Nominate the 2010 HR Person of the Year!

The 2010 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 is celebrating its **10th anniversary** this year! Awards will be given during the celebration event on May 13th at our new location - the Hyatt Regency at Penn’s Landing. There are 2 new award categories this year and nominating yourself or a colleague is easy – just visit www.HRPersonAward.org to get started! Be among the elite in the region. Be the next HR Person of the Year, HR Consultant of the Year, or HR Rising Star of the Year! **The deadline for nominations is Friday, February 19, 2010.**

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

What's the Latest News in Human Resources Employee Relations?

Employee Relations Committee

By: Laura La Buda, Chair

FY2010 H-1B Visa Cap Reached. On December 22, 2009, the United States Citizenship and Immigration Services (USCIS) announced that as of December 21, it has received enough H-1B petitions to meet the H-1B cap for Fiscal Year 2010 (which began October 1, 2009). In addition, USCIS has approved all 20,000 visa petitions needed to meet the U.S. master's degree cap. USCIS will conduct a random lottery for all cap-subject petitions received by December 21, and will reject all cap-subject petitions that (1) were not randomly selected as part of the lottery or (2) were not received by December 21.

Tampa Passes Ordinance to Prevent Discrimination against Transgender People. The City of Tampa's city council voted 5 to 1 to prohibit discrimination in employment, housing and public accommodations based on "gender identity and expression." While Tampa's human rights ordinance had already prevented discrimination based on gender and sexual orientation, Tampa's new law protects those against discrimination with an "inner sense of being a specific gender" regardless of their "assigned sex at birth." Will other states begin to adapt?

What Roby Means for Employers On November 30, 2009, in *Roby v. McKesson Corporation*, the California Supreme Court decided two questions: (1) whether evidence of personnel actions can support harassment claims, and (2) whether the amount of punitive damages awarded was constitutionally excessive. The Court answered both questions in the affirmative. *Roby* makes it easier to establish harassment claims, and will encourage those claims even in cases where a supervisor has engaged in relatively little personally abusive conduct. Plaintiffs already strain to bring harassment claims against individual supervisors, especially when doing so will prevent removal of a case to federal court, and we

expect that phenomenon to continue with even greater vigor. Employers, for their part, now have an even greater incentive to promote and enforce nondiscrimination and harassment policies, and should continue to engage employees in the interactive process on potential medical leave or discrimination issues. A clear message from *Roby* is that employers who attempt to treat employees fairly will thereby reduce their exposure to punitive damages.

Silent Auction Sets New Fundraising Record!

A big Thank You to all who contributed to our Silent Auction in December. Thanks to your generosity, we raised over \$2,500 from gift donations alone. Adding in the proceeds from the Program Booklet ads and the 50/50 drawing, the SHRM Foundation and the Montgomery County Foundation will be splitting more than \$3100! A special thank you to Jack Lutz at Talamore Country Club for his extremely generous gift of two golf memberships.

2010

HR Person of the Year Award Silent Auction to Benefit Local Charity

The Delaware Valley HR Person of the Year Award has been providing local charities with 100% of the proceeds from our successful silent auctions for 10 years! The charitable recipient of all silent auction proceeds for this year's 10th anniversary event will be the Ann Silverman Community Health Clinic, which provides free medical care for uninsured low-income adults and children in the central Bucks County community. The committee is currently seeking donations for the silent auction, which will take place at the event on May 13th at the Hyatt Regency at Penn's Landing. For more information on the silent auction or to nominate yourself or a colleague for an award, please visit www.HRPersonAward.org.

Nomination deadline is February 19, 2010.

Save the Date:

“Managing Health, Disability & Leave Issues in Your Workplace: Recent Amendments to FMLA & ADA”

Tuesday, March 9, 2010

8:30 am-11:30 am

St Joseph’s University

Campion Student Center – The Presidents’ Lounge

Two presenters from the Philadelphia office of Jackson Lewis LLP will explain in an interactive program the most important aspects of the recent amendments to the FMLA and the ADA. Practical guidance on some of the most trying scenarios will be a focus of this program. The presenters will be Maria Petrillo, Esq. and Lori Halber, Esq., both of whom are partners at Jackson Lewis, LLP. Ms. Petrillo advises clients in all aspects of employment law, with

particular emphasis on the defense of workplace claims of wrongful discharge and discrimination. She also advises employers on the development and enforcement of personnel policies, and conducting effective internal investigations. Ms. Halber represents management in all aspects of labor relations and employment law. She has extensive experience defending employers before federal and state courts and administrative agencies in matters involving Title VII, ADA, Age Discrimination in Employment Act, FMLA, and Fair Labor Standards Act.

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***



Recognize your peers...

Nominate a qualified HR professional

The 2010 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, which is celebrating its 10th anniversary this year, recognizes creative approaches and consistently high performance. We share the belief that human resource professionals play a critical role in determining the strategic direction of organizations.

New to this year's program are two award categories:

- HR Consultant of the Year
- HR Rising Star of the Year

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.
- An HR Consultant of the Year candidate is defined as a self-employed individual or an individual working for an HR consulting firm.
- An HR Rising Star of the Year candidate is defined as an HR professional that has less than 8 years of experience in HR.



Thursday, May 13, 2010
5:30pm-9:00pm

Hyatt Regency at Penn's
Landing, Philadelphia, PA

Deadline is Feb. 19, 2010

Visit www.HRPersonAward.org to nominate today!

GREATER VALLEY FORGE HUMAN RESOURCES ASSOCIATION (GVFHRA)

Michael R. Losey SCHOLARSHIP-2009/2010



\$3,500 – graduate award

\$2,000 – undergraduate award



Completed applications must be received by
Friday, March 12, 2010!

Awards will be presented during GVFHRA's Annual College
Night Dinner Meeting on Tuesday, April 20, 2010.

WHO IS ELIGIBLE?

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

Undergraduate Students enrolled in any of the following programs:

Human Resources Management

Organizational Management

Business Admin (with a concentration in Human Resources)

If you have a demonstrated strong interest in Human Resources , academic achievements and Human Resources related professional accomplishments, you should apply for this scholarship.

For applications and additional info, contact your HR faculty and/or Career Center. Also feel free to contact the GVFHRA Representatives,

Heather Dromgoole at 302-477-4158 or Hdromgoole@accessgroup.org

Melissa Landsmann, at 856-914-9500, ext. 152 or Mlandsmann@accumepartners.com



February 2010

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
1	2	3	4 Breakfast Meeting: <i>What is Your Company's RQ (Relationship Intelligence)?</i> Desmond Hotel 7:30 a.m.	5
8	9	10	11	12
15	16 Dinner Meeting <i>"The Corporate Influencer"</i> Clarion Park Ridge Hotel 5:30 p.m.	17	18	19 <i>2010 HR Person of the Year Nomination Deadline</i>
22	23	24	25	26