



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

February 2011

February 15th Dinner Meeting: Engaging Diversity for Organizational Transformation

Whn: Tuesday, February 15th
Where: Crowne Plaza, King of Prussia
Start time: 5:30pm
1.25 Strategic HRCI Credits

Engaging Diversity for Organizational Transformation will assist professionals in determining how they can advance their organizational diversity goals and business strategy goals by integrating dialogue into their professional development activities, programs and practices. As an intentional, proactive professional development strategy for organizational leaders and teams, transformational dialogue can be utilized as a communication tool with far-reaching implications for collaborative work environments with a diverse staff and clientele throughout the organization. This session is designed to provide strategies for overcoming personal, developmental and organizational barriers for advancing diversity education programs. It will also give you some tips for developing a business case for diversity.

Engaging Diversity for Organizational Transformation will provide professionals with an innovative approach and orientation for employee professional development. The transformational dialogic approach is a valuable tool that can be integrated into any type of diversity related training or

professional development and distinguishes itself from traditional diversity training approaches in that it does not focus on the particular disparities of representation or social identity, encourages full engagement by both agent and target groups, empowers power-sharing and decision-making by all participants, minimizes victimization, and has community building and teamwork as its primary objective.

SPEAKER-Tchet Dereic Dorman is has a wide variety of experiences as an educator, administrator and consultant. He has been a university faculty or administrator at 14 colleges and universities throughout the U.S, including Philadelphia University, Lebanon Valley College, Community College of Philadelphia, Vassar College, Harrisburg Area Community College, Albright College, and the University of Pennsylvania. He presently serves the Director of the Center for Social Justice and Multicultural Education in the Office of Institutional Diversity, Equity, Advocacy and Leadership at Temple University. Additionally, he serves on the national board of directors of National Association for Multicultural Education and is the statewide Conference Chair of the Pennsylvania Association of Liaisons and Officers of Multicultural Affairs, serving as the Director of their Greater Philadelphia chapter. He was named the *Educator of the Year* by the National Association for Multicultural Education in 2007.

Both GVFHRA Members and Non-Members are invited to this event.

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-cost, 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 advertisement is a paid sponsorship not endorsed by SHRM or GVFHRA.

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!

Thank you to our GVFHRA February Dinner Meeting Sponsor

Training with Toni

To describe Toni Masters simply as a Personal Trainer is as if you served a slice of decadent, twelve layer Belgian chocolate cake and simply called it a “dessert”. Most of us would savor each bite and each swirl of chocolate, and even though we hate to admit it, it would be the highlight of our afternoon.

Now imagine having that same feeling after a workout... would you come back for one more taste? Of course you would. Would you savor each minute and strive to get that feeling back again each time you decided you wanted more? If you answered yes, then you already understand why each week, there are dozens of hopeful clients waiting for a cancellation in her schedule, so they can begin training with Toni Masters.

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

President’s Message



Dear HR Colleagues:

By the time you read this message, [Punxsutawney](#) Phil will have made his prediction on six more weeks of winter or a transformation into Spring. After all of the snow we have had in January, I am sure we are all hoping for Spring to arrive quickly.

I wanted to share some information about the two extraordinary programs GVFHRA is presenting this month. Emil J. Sadloch will present “Leadership Is Everyone’s Business” at the meeting for Chapter Members in Transition at Lee Hecht Harrison on Monday, February 7th. Every day we are presented with opportunities. There are opportunities to make a change, to make a difference, or to make something better. Mr. Sadloch is going to challenge us to see if we are ready to seize the opportunities that lead to extraordinary results. Please remember that all GVFHRA members may attend these networking sessions at LHH.

Our dinner meeting this month on Tuesday, February 15th, and will build on those opportunities to make a change and to make a difference as we focus on the topic of Diversity. We are pleased to present Tchec Dereic Dorman from the Temple University Center for Social Justice and Multicultural Education. Mr. Dorman will speak on “Engaging Diversity for Organizational Transformation.”

This program was recently presented on campus at Temple University and I wanted to share some of the reviews it received:

“The dialog created a deepening awareness of the continued work that needs to occur to challenge the inequalities that continue to exist.”

“Sharing our varied experiences and perspectives helps me remain sensitive to our differences while obtaining a better understanding of humanity.”

“I heard a lot of different perspectives on race from the participants who were a very diverse group. Gave me lots to think about -- new knowledge about variations within racial and ethnic groups.”

“It helped open my eyes to others’ perspectives and also helped me to open up about mine.”

This diversity program is unique in that it does not focus on the particular disparities of representation or social identity, rather it encourages full engagement by the participants and has community building and teamwork as its primary objective. It will also give you some tips for developing a business case for diversity. This program (which offers 1.25 strategic HRCI credits) will help us to leverage some new strategies to advance diversity efforts in our organizations and to develop a business case for diversity.

I hope to see you at our February programs which will help you to grow both personally and professionally.

Thank you for all you do to make Greater Valley Forge HR Association an extraordinary organization!

Warmest regards,
Anita

Anita V. Dombrowski, SPHR
President, Greater Valley Forge HR Association

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 Lori Stokes-Powers (610) 551-4736

Preventing Workplace Violence

By: Maria L. Petrillo, Esquire

Eckert Seamans Cherin & Mellott, LLC

*Co-Chair, GVFHRA Legislative and
Governmental Affairs Committee*

Our national attention has focused on the potentially deadly combination of easy access to weapons and mental illness. Regardless of where you stand on the call for better gun control and the importance of a more civilized political discourse, we should consider how can we identify individuals who may pose a threat in our workplaces and whether pro-active strategies might reduce incidences of violence. The stark statistics about workplace violence provide an important context.

The United States Department of Labor (“DOL”), Bureau of Labor Statistics last reported workplace violence statistics for calendar year 2009 in August, 2010. The DOL noted that employers reported 526 workplace homicides in 2008 and 521 homicides in 2009. Tan overwhelming majority of workplace homicides involved shooting incidences (421 in 2008 and 420 in 2009). Moreover, the report showed that troubled employees also are susceptible to serious self-inflicted injuries. In 2008, 263 individuals suffered self inflicted injuries at work. In 2009, the number dropped to 237 individuals who suffered self inflicted injuries at work.

Just last week, two clients reached out to seek guidance and advice in circumstances that could easily be repeated in any number of companies. In a manufacturing setting, an otherwise stellar performer seemed to be disoriented and aggressive, unable to

focus on his work. He was overheard talking on his cellular telephone at the end of the business day. He said: “they don’t know that I’m a killer.” The young man, we soon learned, was hospitalized after suffering a psychotic event. Separately, another company terminated an employee who had engaged in sexual harassment of a co-worker. The employer sought advice to provide to the alleged victim who feared for her safety and worried that the former colleague would retaliate against her.

The preventative/pro active steps recommended below may provide some insight and avert a violent incident at work.

What is workplace violence?

Workplace violence is violence or the threat of violence against co-workers, customers and the public. It can occur at or outside the workplace. The violence can take the form of verbal threats, physical altercations, bullying, domestic violence, vandalism, arson, rape, sabotage, homicide and/or the use of weapons. In all instances, the behavior by the employee demonstrates a loss of control that poses a threat to the safety of co-workers, customers and the public.

What steps should an employer take to prepare for a potentially violent situation?

Well before any threats of violence occur, the employer should evaluate its equal employment opportunity policies, open door policies and anti-harassment policies for consistency with federal, state and local law. Every employer should have some form of complaint mechanism in place to cover conduct which is potentially harassing and/or intimidating. In addition, consider this checklist of steps:

Implement a “Zero Tolerance Workplace Violence Policy” that strictly prohibits employees, as well as anyone else on company premises or engaged in a company related activity (including customers and visitors), from behaving in a violent or threatening manner. The policy should define violence broadly to include any behavior that in management’s opinion is threatening, intimidating, violent or inappropriate. A zero tolerance policy sends a clear message to employees. The policy should include reporting and

investigation procedures. For example, the policy should identify the employer's internal procedures for responding to violations and inform employees that that they can and should contact directly local law enforcement, security and emergency services if they perceive a threat.

Depending upon the size of its physical plant and workforce, an employer also may wish to organize an emergency response team. The team, typically led by the senior human resources person, might also include staff who are in charge of the facility and/or anyone who handles health and safety issues. The employer or the team should meet and establish an emergency response plan.

Implement a strict no-weapons policy in the workplace. Define the workplace to include all buildings, parking lots, and areas in which employees congregate on premises.

Implement drug and alcohol use policies.

Conduct thorough background checks on all job applicants, being sure to comply with the Fair Credit Reporting Act.

Conduct continual training to ensure that management can recognize and effectively respond to reports and incidents of workplace violence.

Implement consistent and prompt discipline (including termination) of employees who violate safety rules and policies.

Conduct routine analysis, evaluation and maintenance of safety features in and around the workplace, possibly including surveillance cameras, metal detectors, alarms, additional lighting, multiple exits, security guards, escorts, and visitor check-in procedures.

What should an organization do if it suspects that an employee is behaving violently or it receives a report of threats?

The worst response is no response to reports of threats, even if it appears to include merely verbal threats. The employer/human resources professional should conduct an immediate investigation or retain

the services of an individual/entity capable of conducting an investigation on its behalf.

Depending upon the circumstances, the employer may place the accused individual on an immediate administrative leave until a thorough investigation is completed.

Once all witnesses to the violence or threat of violence have been interviewed, the investigator must discuss the matter with the person accused of the violent behavior.

If the employer determines that the behavior violates its policy, the employer should take immediate corrective action up to and including termination.

What steps should a company take to prevent its employees from bringing firearms to the workplace?

Inform employees in your employee handbook that the employer prohibits possession of weapons in the workplace and that violation of the policy will result in discipline up to and including immediate termination. Again, a zero tolerance policy for possession of weapons at work sends a clear and important message to employees. (Caveat: Pennsylvania precludes individual from "carrying a firearm concealed on or about his person, *except in his place of abode or fixed place of business, without a valid and lawfully issued license*" See 18 Pa. C. S. Section 6106. An employer may preclude an employee from bringing a concealed weapon into the workplace, as long as the policy is clear that no one will be allowed to carry a weapon and the policy is uniformly applied).

An employer should also consider modifying its employee handbook provisions to state that the employer reserves the right to conduct workplace searches and seizures based upon reasonable suspicion that an employee possesses a weapon in violation of its policy.

What steps should a company take if it has reason to believe that an employee has a firearm on the premises, in violation of company policy?

If you suspect that an employee has a weapon on the premises, it is best to involve a trained law enforcement official. Do not try to confront the

individual or handle the firearm yourself. Rather, contact the police department and coordinate the search with them when you have concerns about possible weapons being at the work site, in violation of company policy.

What steps should the employer take if an employee who is terminated threatens violent action against the company or toward another employee?

If an employee engages in threats, contact law enforcement, and inform them of the threat. Inform the former employee that due to their conduct they will not be permitted to return to the employer's property for any reason and that law enforcement will be made aware of the threat. Explain that employer property includes parking lots, outlying buildings and remote work sites. Make the discharged employee aware that if they do return, law enforcement will be contacted immediately.

Alert anyone who may have been specifically mentioned in the threat. Develop a plan of action if the individual returns to the workplace. If you do not have professionally trained security staff, it is best to contact local law enforcement for assistance.

Secure all exits to the building from unauthorized entry and alert employees as to what to do should they see the person in question, i.e., contact security or local law enforcement services directly.

What warning signs might precede a violent event?

Look for signs of aggressive behavior. This might include threats, intimidation, bullying, or any other behavior where the employee is making reference to "wanting to get even" or harming another. Train your employees and supervisors to take all threats seriously and to report them immediately.

If a violent event does occur, what measures should employers take to assist employees?

OSHA has recommended the following:

- Encourage employees to report and log all incidents and threats of workplace violence.
- Provide prompt medical evaluation and treatment after the incident.

- Report violent incidents to the local police promptly.
- Inform victims of their legal right to prosecute perpetrators.
- Discuss the circumstances of the incident with staff members. Encourage employees to share information about ways to avoid similar situations in the future.
- Offer stress debriefing sessions and post-traumatic counseling services to help workers recover from a violent incident.
- Investigate all violent incidents and threats, monitor trends in violent incidents by type or circumstance, and institute thorough and prompt corrective actions.
- Discuss any changes in the programs, policies or procedures during regular employee meetings.

In conclusion, preventative measures may avert a very difficult situation. There is no better way to avoid a violent incident by using straight forward criteria in the hiring/selection process; urging your employees to use an open door policy or other mechanism for complaints; applying workplace rules fairly and consistently and knowing your employees well enough to recognize when an employee may be facing a crisis.

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 Stokes-Powers at gvfhra@aol.com.

Silent Auction Huge Success

Thank you to all who supported our Silent Auction which took place on December 14, 2010. We raised \$1,899.00 which will help support the Montgomery County Foundation and the SHRM Foundation.

The support of over 45 members of the business community in King of Prussia, and our GVFHRA members, enables us to assist the Montgomery County Foundation with the Emergency Heating and Cooling Fund, the Homeless and Hungry Campaign and various other outreach programs to meet the needs of the community. We can also support the SHRM Foundation which supports the scholarship program for students enrolled in an accredited program studying for their degree in human resources.

Over 90 members and business leaders in the King of Prussia area attended our Silent Auction. We truly appreciate your generosity!

Maria Brice, PHR - Auction Chair

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 compensation for your new job.

Finding Work You are Passionate About in an Organization that Shares Your Values – Brian Fishbone, Global Training Specialist and 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 Members in the News

Ford R. Myers, President of Career Potential, LLC, was quoted in the New York Times on Sunday, January 2, 2011. The article was entitled, “**Offering Help (Carefully) to Jobless Friends.**” Last month, Ford was a featured speaker at The Coach Exchange in Dallas, TX – part of the annual International Coach Federation conference.

GVFHRA Welcomes New Members

Name	Company
Elizabeth Arroyave-Pitts	The Guinan Financial Network-Northwestern Mutual
John Bryers	Talamore/Applecross Country Club
Robert C Cimillo	Air Technical Services
James Cipar SPHR	
Zoe Cowan SPHR	AGC Chemicals Americas, Inc
Tara L Days	MedRisk Inc.
Dana Gray	
Mark Gudas	Sb1 Federal Credit Union
Pat Insall CEBS	
Rick Joi	Workplace Dynamics
Bryan C Kilfoy CFP	UBS
Deborah M Koppes	
Nancy K O'Toole	
Michael Perzel	The College Tuition Benefit
Berni Pippett-Mullen	Upper Main Line YMCA
Scott D Safer SPHR	
Matt Sgro	Elite Personal Fitness
Stuart M Smith Ph. D.	Targeted Performance Solutions,LLC
Kelley M Strickland	1&1 Internet
Jacob I Tadesse	RudaWorld.com
Pamela N Tudor CDP	Tudor ConsultingLLC
Kalpesha P Valcin	First Niagra Financial Group
Kimberly A Wood PHR	

New Supreme Court Decision Reminds Employers of Broad Reach of Retaliation

*By Susan R. Fiorentino, Esq.
Gallagher, Schoenfeld, Surkin, Chupein & DeMis; Co-Chair, GVFHRA Legislative & Governmental Affairs Committee*

Earlier this month, the U.S. Equal Employment Opportunity Commission (EEOC) announced that private sector workplace discrimination charge filings nationwide hit an unprecedented level of 99,922 during 2010, and that last year, for the first time ever, **retaliation surpassed race as the most frequently filed charge—numbering over 36,000.** Retaliation

occurs when an employer fires, demotes, harasses, or otherwise takes an adverse action against an employee because the employee filed a charge of discrimination or because they complained to the employer about discrimination on the job. Now, a new Supreme Court decision may make the number of retaliation claims go even higher.

New Supreme Court Ruling: Thompson v. North American Stainless

In a unanimous opinion that is sure to have wide-ranging consequences, the Supreme Court ruled in *Thompson v. North American Stainless* that an employee who never even complains of employment discrimination may nevertheless bring a claim of retaliation against an employer! So you are probably wondering how this could happen, and more importantly, what you can do to make sure your workplace complies with the new decision.

The *Thompson* case involved an interesting—if somewhat unusual—set of facts. The company in the case, North American Stainless (NAS), employed female employee Miriam Regalado, as well as her fiancé, Eric Thompson. Just three weeks after the female employee filed a complaint of gender discrimination against her employer, her fiancé, Thompson, was terminated. He subsequently filed a charge with the EEOC, arguing that the only reason he lost his job was in retaliation for the complaint made by his fiancé. The lower courts held that the law prohibiting retaliation in the workplace (Title VII of the Civil Rights Act) did not apply to third parties like Thompson. The Supreme Court disagreed. In the decision written by Justice Scalia, the Court said that “Thompson was an employee of NAS, and ... the purpose of Title VII is to protect employees from their employers' unlawful actions. Moreover, accepting the facts as alleged, Thompson is not an accidental victim of the retaliation-collateral damage, so to speak, of the employer's unlawful act. To the contrary, injuring him was the employer's intended means of harming Regalado. Hurting him was the unlawful act by which the employer punished her.” Under those circumstances, Thompson was eligible to bring a charge of retaliation under Title VII.

This decision comes on the heels of a 2006 Supreme Court decision that substantially increased the scope of retaliation claims. In *Burlington N. & S.F.R. Co. v. White*, the Supreme Court held that Title VII's anti-retaliation provision must be construed to cover a broad range of employer conduct—conduct that “might have dissuaded a reasonable worker from making or supporting a charge of discrimination....” Not surprisingly, the Court in the recent *Thompson* case relied on its decision in the *Burlington* case to argue that retaliation must be broadly construed to include those actions that would deter a “reasonable worker” from making a complaint of discrimination. The Court suggested that a reasonable worker may be hesitant to file a complaint of discrimination if she feared that her fiancé would lose his job as a result.

Lessons for the HR Professional

Given the ever-widening scope of retaliation, what are some lessons for the HR professional? It's important to take the following steps:

- Have strong anti-retaliation policies in place, and make sure your employees know that you will not retaliate if they file complaints of discrimination;
- Train your managers and supervisors to recognize and avoid retaliatory conduct;
- Remember that the law forbids retaliation when it comes to *any* aspect of employment—not just firing someone. In fact, retaliation includes hiring, firing, pay, job assignments, promotions, layoff, training, fringe benefits, and any other term or condition of employment;
- Don't retaliate against third parties for discrimination complaints raised by other employees. A “third party” doesn't necessarily include just relatives or close friends of the complaining employee—the Court in *Thompson* was careful to avoid such categories, stating instead that each case had to be analyzed on its own facts.

Despite best efforts, employers may still be faced with complaints of discrimination or retaliation in the workplace. A prompt and thorough investigation goes a long way toward assuring your employees that you take such complaints seriously, and that you won't tolerate discrimination or retaliation in the workplace.

For more information about this article or other employment law matters, contact Susan Fiorentino at 484-356-1901.

Leadership is Everyone's Business

Every day we are presented with opportunities. They are opportunities to make a change, to make a difference, or to make something better. Are you ready to seize the opportunities that lead to extraordinary results? Please join us on Monday, February 7 from 5:30 PM to 7:00 PM at the Lee Hecht Harrison offices at 1055 Westlakes Drive in Berwyn, PA for this presentation.

Based on the best-selling book, **The Leadership Challenge**, and backed by over 25 years of original research, the **Leadership is Everyone's Business** workshop is a unique and intense discovery process created by best selling authors Jim Kouzes and Barry Posner. The workshop demystifies the concept of leadership and approaches it as a learnable set of behaviors.

This presentation is designed for individuals who are in transition. Participants learn The Five Practices of Exemplary Leadership and grasp the critical notion: leadership is about what people do, not about position, rank, or work experience. They will recognize their own leadership strengths and plan to use The Five Practices as part of their job search campaigns.

Goals

When participants attend a **Leadership Is Everybody's Business** (LIEB) presentation, they will be able to:

- Understand the meaning and value of individual leadership
- Identify their existing leadership strengths
- Describe The Five Practices of Exemplary Leadership®
- State the key characteristics of an admired leader
- Create an action plan for using The Five Practices as part of their personal presentations

Agenda

- Welcome and starters.
- The Five Practices of Exemplary Leadership®
 - MODEL THE WAY
 - Characteristics of Admired Leaders
 - INSPIRE A SHARED VISION
 - CHALLENGE THE PROCESS
 - ENABLE OTHERS TO ACT
 - ENCOURAGE THE HEART
- Application to the job search process
- Workshop Closing

Methodology: Presentation, discussion, small team and full group discussions, individual assessment and feedback, individual action planning.

Emil J. Sadloch

Emil J. Sadloch, President of **SADLOCH DEVELOPMENT ASSOCIATES**, possesses extensive experience in leadership development, learning/training, and human resource development. He works with clients to achieve: visionary strategies, goals, and plans; improved leadership and management skills; engagement and enhanced communication; and better team functioning.

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**

SHRM Foundation News: Educational DVDs

The SHRM Foundation has created a series of educational DVDs that feature real-world case studies of successful companies that align HR strategy with corporate business objectives. The DVDs are distributed free of charge to SHRM chapters, educators and businesses. The SHRM Foundation also offers a discussion guide and powerpoint presentation for use in SHRM chapter programming, staff trainings, or executive education sessions. The HR Certification Institute has approved many of the DVDs for one hour of credit, when used with the companion materials as part of a 1-hour educational session (see the Foundation website for details).

The Foundation's newest DVD, *Once the Deal is Done: Making Mergers Work* is an inside look at the successful merger of Bupa Australia, now the nation's largest privately managed health care health insurance group.

Other DVDs include World Economic Forum: Creating Global Leaders, *Seeing Forward*, which focuses on succession planning at 3M; *Trust Travels: The Starbucks Story*; *Ethics: The Fabric of Business* (profiling Lockheed Martin); *Fueling the Talent Engine: Finding and Keeping High Performers* (profiling Yahoo!); and *HR In Alignment: The Link to Business Results* (profiling Sysco Food Services Company). The DVDs are available for viewing online.

For more information about the DVDs, visit the "[SHRM Foundation Products](#)" section of the SHRM Foundation's website at www.shrm.org/foundation. The DVD series is made possible by your tax-deductible contributions to the SHRM Foundation.

2011 HR Person of the Year Awards 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 11th annual event will be [Race for Hope Philadelphia](#), which funds results-driven

research to accelerate the discovery of new therapies for adult and pediatric brain tumors and raises awareness and advocates on the brain tumor issues. The committee is currently seeking donations for the silent auction, which will take place at the event on May 12th at the Loews Philadelphia Hotel. 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 25!**

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

February 2011

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
31	1	2	3	4
7 Leadership is Everyone's Business 5:30 PM to 7:00 PM at the Lee Hecht Harrison offices	8	9	10	11
14	15 Dinner Meeting: <i>Engaging Diversity for Organizational Transformation</i> 5:30 p.m. at the Crowne Plaza, King of Prussia	16	17	18
21	22	23	24	25 Nomination deadline for Person of the Year Award
28	1	2	3	4