



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

January 2010

January 19th Dinner: *Do You Know What The “C” Suite Wants From HR?*

5:30 p.m.

Clarion Park Ridge

400 North Gulph Road, King of Prussia

SHRM Credits Pending

Join us for a panel discussion with local C suite executives, from CFO's to CEOs where attendees will have the unique opportunity to hear what business leaders are looking for from their HR Department Leaders and HR advisors. Scheduled panelists include:

- Anne Dunn – Past President of GVFHRA and Director of Key Accounts at DBM
- Todd Cohen- CEO of Sales Leader LLC
- Theodore J DelGaizo, PE, ESQ, President and CEO of Mainline Engineering
- Gary Sender, Finance Leader Shire Pharmaceuticals
- Blair Lyon, Founder and former CEO, TMX

The interactive panel discussion, with audience participation, will provide an opportunity for the speakers to give their thoughts on key topic areas within HR including:

- What do you find to be the critical ways for HR to support and help the bottom line of your business?
- If you had a wish list for your HR team and for HR professionals, what would we do differently?
- In your experience what role should HR, whether in house or consultants, play during a company's growth, maturity, transformation, or difficult economic time?

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GVFHRA Holiday Party “UNIQUELY” Entertaining

*The ice-breaker was done, the announcements complete,
The buffet lines were gone, we'd all taken our seats.
The room was divided into four teams with care,
and UNIQUE Entertainment took over from there!*

Four teams did battle in this unique and entertaining game show activity . . . to the delight and amusement of all involved!



For those who missed this truly exceptional event, UNIQUE Entertainment provided a game show format that involved everyone and created an atmosphere of excitement, exhilaration and true bonding for all of the participants! With the room divided into four teams, 4-5 participants at a time took turns being “in the spotlight”, answering questions and performing ‘challenge’ activities while being cheered on by the rest of their teammate spectators.

Most questions were in video or audio format and ranged from “who sang this tune”, to “name this movie”, but there were physical challenges including ‘Hula Hoop’, Lip Sync and group singing activities. Full audience/spectator participation was generated with points for the loudest cheering section or the most involvement, and a great time was had by all.

Our thanks to everyone who contributed items to our Toys for Tots Drive and supported the Silent Auction which we will report on in the February issue. Special thanks to Sherpa Higher Performance for our ice breaker activities and to UNIQUE Entertainment for this great holiday presentation. We hope you enjoy the photo recap of this event.

(See Photographs on Page 6)

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- What do you view as the biggest disconnect between the business' need and HR?

This is a unique opportunity to learn more from local business leaders about how we can play a part in building and sustaining company growth during challenging times.

Thank you to our GVFHRA January Dinner Meeting Sponsors



Legal Issues. Business Focused.

A division of the national law firm Duane Morris, the Duane Morris Institute (DMI) is a highly regarded human resources training institute offering seminars, webinars, and a wide range of training workshops for professionals at client work sites on issues faced by HR professionals, benefits administrators, in-house counsel and other senior managers. The DMI is managed by well-known employment lawyer Jonathan Segal, who, working with additional instructors from the Duane Morris Employment, Labor, Benefits and Immigration Practice Group, is able to provide professionals with the tools they need to successfully navigate the challenges of today's workforce.

The lawyer-faculty at DMI do not just focus on legal issues from the courts and legislatures, but instead focus on how these issues can impact your every-day operations, long-term goals and bottom line. The instruction is geared to be both practical and ready to put into practice. DMI is a pre-approved accredited CLE provider in Pennsylvania and New York and a member of the HRCI Approved Provider Program. For more information on our programs and CLE and HRCI accreditation, please contact:

Deborah Margulies
Duane Morris Institute Manager
Phone: (215) 979-1957
Email: dlmargulies@duanemorris.com
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Meeting Locations:

Dinners: Clarion Park Ridge Hotel,
King of Prussia

Breakfasts (when scheduled):
Desmond Hotel, Great Valley

Meeting Costs:

GVFHRA Members who have registered in advance:
\$25.00
\$30.00 with payment at the door

GVFHRA members who are NOT pre-registered and all guests:
\$35.00

Students:

\$20.00 (enrolled in a minimum 2 courses of 6 credit hours & not in a full time exempt HR job)

To Register:

Mail payment to GVFHRA,
phone (610) 551-4736 or visit
www.gvfhra.org.

GVFHRA will bill "no-shows" who do not cancel reservations.

ATTENTION NEW MEMBERS!!

GVFHRA encourages you to attend a New Member Orientation session held at 5:15 pm prior to each dinner meeting. Come learn all about us and meet new people!

Ask at the registration desk or find an Ambassador Member for assistance. We look forward to seeing you!



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

Villanova University offers the 13-week Villanova/SHRM Learning System Certification Course for the Spring 2010 semester, beginning the week of February 1. If you've been planning to earn your PHR® or SPHR® designation, 2010 is the year to enroll in Villanova's updated and expanded HR Certification Institute exam preparation course based on the SHRM Learning System®. Both the HR Certification Institute Body of Knowledge and rules regarding HR certification will change dramatically in 2011, so it is highly recommended for HR professionals not currently certified to attend classes in 2010 before the new changes are implemented.

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

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

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

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

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President's Message

By Leon Singletary, President



Happy New Year!

There is much to look forward to in the coming year, as the signs are clear and evident that a recovery is underway for the US economy. Accordingly, it is important that our chapter continue its efforts to focus on our most valuable resource – our core membership. We have a strong and active chapter that continues to set high but obtainable standards for others to follow. I am very pleased and proud of the progress that our chapter has achieved against the goals set in May 2009.

Here are some of the GVFHRA's 2009 highlights:

- **Membership Growth:** We continue to increase our membership toward our 500+ member goal despite the down economy. In fact, our chapter had the highest membership growth of all SHRM chapters in PA as of November 2009.
- **HR Education:** We have strengthened the quality of our program offerings, including the quality of speakers, HRCI credit availability, and timely, interesting topics. As a result, we experienced an average of over 100 attendees during our fall dinner meetings.
- **Career Advocacy and Community Outreach:** We improved our community outreach efforts with a proactive and renewed focus on our workforce readiness, college relations, charity fund raising and career transition programs. We continue to receive positive news about the results of these efforts from our core membership, local community members and local media.
- **Enhancing Leadership:** We continue to enhance the quality of the chapter's volunteer leadership team through on-going recruitment of committee chairs, co-chairs and members, while maintaining the core values of being supportive, action-oriented, appreciative, open, friendly and inclusive.

- **Visibility & Recognition:** The chapter has made significant strides in developing partnerships with other organizations in support of our goals of advancing the HR profession and serving the professional. As a result, GVFHRA has received local media coverage on many of its programs and community support initiatives.

I cannot express in words the gratitude I have for our extremely talented and dedicated team of volunteer leaders, including our board, committee members, and other past/active leaders, who have made these mid-term results possible. Through our collective efforts, the chapter is again on its way to achieving the Superior Merit Chapter Award, which will be announced later this year.

I hope you share my view that we have many reasons to be proud of our accomplishments, and we have even more reasons to be optimistic about our future.

For 2010, the chapter has planned many exciting programs and events that I am sure you will find meaningful and worthwhile. I am looking forward to seeing and networking with you at these events.

We will continue to do good things and prosper as long as we **stay affiliated, stay current and stay involved.**

Sincerely,
Leon

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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

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

Violence in the Workplace - Are Companies Prepared?

Employee Relations Committee

By: Barbara Molettiere, Committee Member

You only need to listen to today's news to understand the potential for workplace violence. No organization can underestimate this threat regardless of your geographic location, time in business or company size. As Human Resources professionals, we can and should prepare our organizations to be proactive about this concerning issue. The New Year is an ideal time to plan and communicate your company's position regarding workplace violence.

Consider these:

- Have a zero tolerance policy. Do not tolerate bad behavior whether it is verbal, written or physical. Be explicit about weapons at work.
- Train managers and employees. Discuss how to identify and communicate their concerns.
- Communicate information about your Employee Assistance Program to employees and managers. Utilize the EAP to identify the signals of at risk employees.
- Embed the company's position and messages within the culture. Model the behavior expected of all.
- Implement background screening for new hires. Identify at risk candidates before they are hired.
- Ensure a security policy is in place to address external threats.

We all want to work in a safe, non-threatening environment. This issue can not be ignored.

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!

Proven Success in Wellness from the Customer Perspective

SAVE THE DATE – 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

2.0 HRCI Credit Hours Pending

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**
 - Year One Roll-Out
 - Subsequent Year
- **Creating a Presentation to Obtain Management Support**
 - What should the presentation include
 - Getting the facts right
- **Success & Failures With the Program**
 - Techniques that have worked and not worked
- **Creative Ideas to Increase Employee Participation**
 - Activities and incentives to encourage employee participation
- **Program Investment Expectations**
 - Administrative costs associated with implementing a plan
 - Incentive & Material costs
- **Calculating Return on Investment & Organizational Impact**
 - What measurements were used to calculate ROI
 - What time frame to expect a ROI
- **Building a Wellness Team Within The Organization**
 - Building a wellness committee
 - Responsibilities of a wellness team

Speakers:

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

Melinda Konrad, HR specialist for Host Hotels & Resorts

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



Lip Sync:

2 players were chosen from each team as ‘singer’ and ‘back-up dancer’. As you can see, one team got everyone into the act!



Group Sing-a-Long

Yes, we ALL had to do it and each team received points for the loudest performance. Thank goodness it wasn't for voice quality!



Hula Hoop Battle

Each team chose a willing Hula-Hooper to represent them . . . and the winning performance went on for a whopping 10 seconds!



A Packed House

It was a full house with a bountiful buffet of tasty options from which to choose, including a variety of sumptuous desserts!



Perusing the Silent Auction

Attendees visited the tables often to out-bid others and, in fact, one of the golf packages was battled over until the final second of bidding.

January 2010

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
				<i>1</i>
<i>4</i>	<i>5</i>	<i>6</i>	<i>7</i>	<i>8</i>
<i>11</i>	<i>12</i>	<i>13</i>	<i>14</i>	<i>15</i>
<i>18</i>	<i>19</i> Dinner meeting <i>Do You Know What The "C" Suite Wants From HR?</i> Clarion Park Ridge Hotel 5:30 p.m.	<i>20</i>	<i>21</i>	<i>22</i>
<i>25</i>	<i>26</i>	<i>27</i> <i>Proven Success in Wellness from the Customer Perspective</i> Penn State Great Valley 8:30 p.m.	<i>28</i>	<i>29</i>