



## 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)

June/July 2008



### **GVFHRA 25th Anniversary Gala a Huge Success!**

Chartered by SHRM in 1983, GVFHRA celebrated its 25<sup>th</sup> anniversary with a gala event at Normandy Farms last month. With over 250 attendees, the event recognized the accomplishments, leaders, influences and innovations of the chapter and reaffirmed its dedication to influencing growth and change for the human resource profession.

With Lynn Berry from NBC10 News as emcee, the evening included a cocktail hour networking event with sumptuous hors d'oeuvres and musical entertainment, chapter history & recognitions during dinner, a keynote address by Steve Miranda, Chief Human Resource Officer for SHRM, and comedy magic presented by Terry Parret.

Thank you to all the sponsors and the Gala Committee who made this a wonderful event for all who attended. The photos on pages 4 and 5 provide some highlights of the evening.

### **Save the Date!!**

Diversity Seminar  
Facilitated by Grace Odums  
November 5<sup>th</sup>, 2008  
At Villanova University from 1 PM to 4 PM  
Details to follow!



### **GVFHRA Earns Top Award from SHRM**

The Society for Human Resource Management in Alexandria, Va. has awarded the Superior Merit Chapter designation to the Greater Valley Forge Human Resource Association for its scope of work in perpetuating and supporting the mission of the organization in 2007.

SHRM serves the needs of HR professionals and advances the interests of the HR profession with more than 225,000 members in more than 130 countries, and more than 575 affiliated chapters.

“This recognition demonstrates both the leadership and the successful partnership the chapter has with SHRM to serve the networking and professional development needs of human resource professionals and to the advancement of the human resources profession” said Pamela J. Green, SPHR, SHRM’s chief membership officer.

The chapter receives a Certificate of Recognition, a specialized banner to display at its meetings and events, and is being recognized in SHRM’s publications and at its conferences.

### **Membership Renewal Time**

Don’t forget that GVFHRA Membership Renewals are due by the beginning of our new season in September. You will be receiving notices and reminders over the summer. Please join or renew early so you can receive all of your member benefits right away!

## President's Message

*By Lynne Kester,  
Pres., GVFHRA*

As June 30<sup>th</sup>, and the end of my term as President of GVFHRA nears, I want to take this opportunity to thank the entire membership for the privilege to serve as your SHRM Chapter President for the 2007/2008 term. Serving the chapter was a rewarding experience personally, and I gained new insights into the running of a chapter. It has truly been an honor!

This has been an exciting year, both for me personally, as well as for the chapter. I had the honor of working with a group of talented and dedicated HR professionals who served as board members, committee chairs/co-chairs and committee members. It is because of volunteer members such as them that GVFHRA continues to be an award winning chapter, and a premier SHRM Chapter in the Greater Philadelphia Area. Many thanks to each of them for all of their hard work and effort on behalf of the chapter.

Building on the rich history and tradition of GVFHRA, this term's board and committees have had a busy and successful year. I want to share with you several of the key accomplishments related to the strategic plan:

1. Increase chapter membership. In support of this goal we:
  - a. held an at-large SHRM member cocktail reception and information session about GVFHRA;
  - b) implemented the "Member Get a Member Program, in which current members who refer new members are rewarded through discounted membership renewal and seminar registration fees (for more information, please refer to [www.gvfhra.org](http://www.gvfhra.org)).
2. Celebrate the achievement of GVFHRA reaching its' 25<sup>th</sup> year as a professional HR organization with a special 25<sup>th</sup> Anniversary Celebration Gala. This event was a huge success! We had planned on 150 attendees, hoped for 200, and never dared to dream of the 262 actual attendees who came out to celebrate with us. What an amazing night of networking,

highlighting and sharing the rich historical tapestry of our chapter, education and FUN. It was a night to remember.

3. Reenergize the dormant Diversity and Inclusion Council. This was a rebuilding year for the committee, and they have big plans for 2008-2009- including reinstating the Annual Diversity Award Dinner to recognize exceptional diversity leadership in our area, as well as other exciting initiatives. Watch for more information this fall.
4. Created a partnership with Cabrini College's Student SHRM Chapter to support the next generation of HR Leaders in our community. GVFHRA members spoke to the students about careers in HR, and writing effective resumes. This fall GVFHRA will partner with the students to offer 'mock' interviewing workshops.
5. Our goal was to have as many of our programs eligible for HRCI credits as possible, with a majority of them pre-certified for strategic credits. I am proud to say that all but one of our dinner/breakfast meeting programs were certified for HRCI credits. In addition, our Special Interest Groups did a super job of bringing outstanding quality workshops, and achieved record attendance.
6. National SHRM gave us a directive to become more involved at the PA State SHRM Chapter level. GVFHRA was represented by three of our board members at the annual leadership conference, and continues to participate in meetings.
7. Once again, GVFHRA achieved recognition as a Superior Merit Award Chapter of SHRM!

This year saw a change in our Chapter Management Professional role, with the resignation of our long-time Chapter Administrator, Vicki Dycus, and the on-boarding of our new CMP, Lori Stokes-Powers. Lori quickly learned about the details of the day-to-day running of a large chapter, and did it always with a smile and a sense of humor. She was a tremendous asset to me, and I thank her for all of her support.

In a few short days, our President-Elect, Sharon Crandall, will begin her term as your Chapter President for 2008-2009. The board and committees held a strategic planning meeting in early May and

many plans are already underway for a fantastic year. I know that each of you will offer Sharon great support in her new leadership role, and I am confident that the 2008-2009 term will be one that shines in the chapter's history. For those of you who may have been thinking about volunteering, but have not been sure how to start- I encourage you to reach out to Sharon, who would love to hear from you.

Greater Valley Forge Human Resources Association is a very special and unique SHRM chapter. I am proud to be a member, and to have had the opportunity to serve as your Chapter President. Thank you again for this very special honor- it is truly a career highlight.



## 2008 dvHRP Summit is almost here!

The 2008 dvHRP Summit kicks off on Friday, October 3rd at the Philadelphia Marriott. A collaboration between GVFHRA and Philly SHRM, this dynamic one-day event provides a wide array of educational sessions across six professional development tracks featuring local and respected speakers. You'll receive HRCI credits as well as a full day of networking opportunities with your peers.

Last year, over 400 HR professionals packed the seminar rooms and visited the Exhibitors Crossing exposition area where more than 70 exhibiting companies presented their products and services for the HR community. Many companies held raffles throughout the day and winners were announced during the afternoon break. The event received rave reviews from attendees, sponsors and exhibitors alike:

- "I really enjoyed the conference. I thought that every aspect of the event was carefully handled."
- "I attended the above conference on Friday, and the workshops that I attended were OUTSTANDING."
- "The events only get better. Not only were the educational tracks valuable, but the networking opportunities were A+!"

The 2008 Summit promises to be equally successful. The exhibit hall is filling up quickly and many sessions are nearing their maximum room capacity. Don't miss out on this exciting opportunity . . . plan now to attend or exhibit at one of the region's leading conferences for HR professionals! For more details and registration, contact Lori Stokes-Powers at (610) 551-4736 or visit [www.dvhrpsummit.com](http://www.dvhrpsummit.com).

## Inclusion and Diversity Committee Needs Volunteers

Our re-energized . . . and we DO mean re-energized . . . Inclusion and Diversity Committee is looking for additional volunteers to help with the many initiatives already in development for the 2008-2009 season. This will include reinstating our Annual Diversity Award Dinner and Extravaganza. Please contact Grace Odums or Lori Stokes-Powers if you are interested in joining this vibrant and important committee.

## GVFHRA Committees Looking for Leaders . . .

Here is an opportunity to play a more important role GVFHRA and exercise your talent for leadership. We have two important Subcommittee Chair positions we are seeking to fill: Government and Legislative Affairs and Compensation and Benefits. Both roles involve leading subcommittees in identifying speakers and presenting seminars on relevant topics for our membership. You will be helping to build the professional skills of your colleagues. Call 610-737-0163 or send an email to [edwinanwhite@aol.com](mailto:edwinanwhite@aol.com) if you are interested or would like to learn more.

## Career Networking Group

GVFHRA's Career Networking Group provides a forum for HR professionals in transition to receive guidance, resources and networking opportunities.

**Tuesday, July 8 and Monday, August 11**

**Location:** Right Management, Berwyn PA

**Time:** 5:30-7:00

Questions? 610-251-9250, ext 110

**Post your resume go to:**

<http://gvfhra.hrdpt.com/cgi-bin/a/mycenter.cgi>



**Steve Miranda presents ...**



**Terry Parret entertains ...**



***25<sup>th</sup> Anniversary Gala Committee***



***Lynn Berry with incoming President, Sharon Crandall (left) and former President Ann Dunn (right).***



***Cocktails and networking galore!***



***Dinner for 250+***



*Vikki Dycus recognized for her years of service by former President Sandee Ballou*



*GVFHRA Presidents recognized for their contributions*



*Former Presidents Michael Smith & Sandee Ballou share the beginnings of GVFHRA.*



*Lynn Berry and President Lynne Kester emcee the evening events.*

**And a good time was had by all!**





## **Barb Dyson Honored with HR Person of the Year Award**

Former GVFHRA committee chair Barb Dyson of Vertex Inc, was awarded the 2008 Delaware Valley HR Person of the Year Award in the 501 to 2,000 employee category. The award is given annually by the HR Association of Southern New Jersey, Chester County Human Resource Association, Delaware SHRM, Greater Valley Forge Human Resource Association, and Tri-State HR Management Association chapters of the Society for Human Resource Management (SHRM).

Barb was recognized for her work on Vertex's redesigned compensation program, improved benefits program, upgraded employee handbook, and other HR programs, as well as the energetic approach with which she confronts these major projects. She encourages and supports the human resources team while shifting the focus to internal customer service, and is consistent in her philosophy to approach problem solving from a partnership perspective, and to promote knowledge sharing among groups.

"Barb has made significant contributions over the past few years in helping us to transform the Vertex HR entity into a higher performing and more strategic business function," said Jim Krebs, Vice President of Human Resources and Organizational Development for Vertex. "It is very gratifying to see Barb get the recognition from SHRM professionals for her leadership, and for representing Vertex so well in the local HR community."

The Delaware Valley HR Person of the Year Award honors those who exemplify outstanding achievement within the local HR community. The award recognizes creative approaches and consistently superior performance that benefits the individual's organization as well as their business and professional communities.

Congratulations, Barb Dyson!

## **HR Technology Committee Forming**

This year's chapter member assessment survey highlighted many improvements we can make at GVFHRA. They include enhancements to the chapter website and more technology information. As a result, the Greater Valley Forge HR Association is proud to announce the piloting of its first HR Technology Committee. The initial focus of the group will be to partner with the Marketing Committee to enhance the GVFHRA website and build programs and resources for our members related to their HR technology needs.

We are looking for volunteers to join the committee. The best part, you don't need a technology background to get involved! But if you are interested in helping the chapter website evolve, interested in building programs, or just want to use the group as a way to learn about how technology can impact the business of Human Resources, then this will be the group for you.

Please reach out to Alvin Dohl, committee chair via email ([alvin.dohl@sap.com](mailto:alvin.dohl@sap.com)) or by phone (610) 661-4109.

### **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**

## NEW MEMBER LIST

Name	Company
Suzanne L Ackley M.A.	Ackley Consulting Group
Jennifer A Ashman MLRHR	Covidien
Robin Bond	
Emily M Brown	John Templeton Foundation
Alix Casciato	CardioNet
Jacquelyn T Corcoran	
Holly Durant	Access Services
Melanie E. Fazio	Keystone Property Group
Megan Fitzgerald	SMART
Suzanne C Gleason	PeopleShare
Dr. Thomas A Gordon	Thomas A. Gordon and Associates
Martin Hill	Engle-Hambright & Davies, Inc.
Rebecca A King	Analytical Graphics Inc.
Kristin L Krzywicki	Merck & Co.
Laurie A Lynch	Health Market Science
Ellen D Mallin	Kelleher Associates Inc
Michael A Pompei	Cabrini College
Karen A Pudliner	Cardinal Health
Ron Safier	The Career Finders, LLC
Xenia Szul	Global Employment Solutions
David B Wright	National Corporate Housing
Karen J Zach	Corporate Synergies

## ATTENTION NEW MEMBERS!!

GVFHRA encourages you to attend a New Member Orientation session held at 5:30 pm prior to each dinner meeting. Come learn all about us and meet new people!

Look for the RESERVED table at the back of the meeting room, or ask an Ambassador Member for assistance. We look forward to seeing you!

## 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.

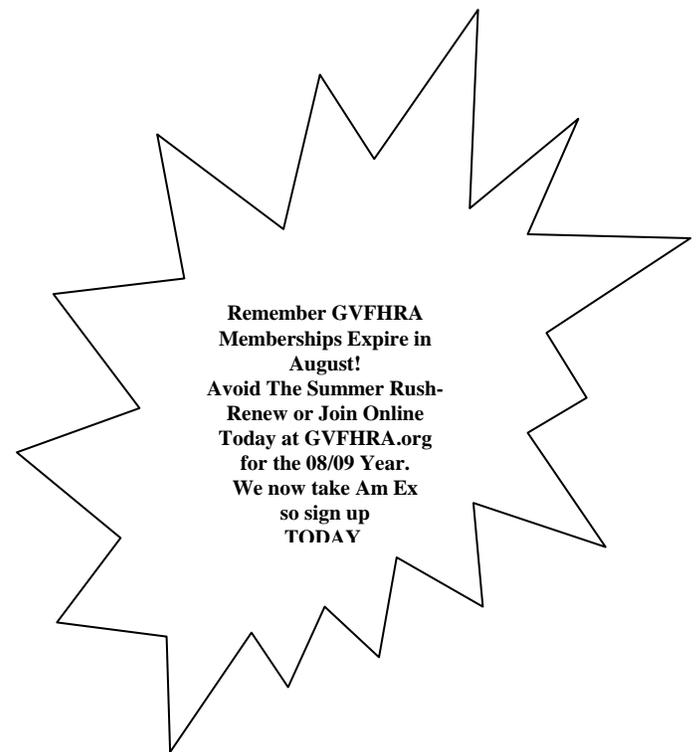
### Website Banner Ads as low as \$250/month!

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



*Do you have a career or educational milestone to share?*

*Please contact us and let us know at:*

[James.mcquire@agedwards.com](mailto:James.mcquire@agedwards.com)

# THE 2008 SUMMIT IS IN FULL GEAR!



**Friday, Oct. 3, 2008 Philadelphia Marriott, 1201 Market Street, Philadelphia, PA**

## Register

*You don't want to miss the most extensive East Coast HR conference offered in the region, and the only place you will have access to first-rate content and networking opportunities.*

## Be a Sponsor

*Multiple sponsorship opportunities to get your company name and your business exposed to the heart of the HR community.*

## Be an Exhibitor

*Exhibitors Crossing was designed to provide attendees new models so they can grow, lead, and achieve success in their HR industry.*



**Use this all-day conference to help drive you or your company in the right direction at the right pace.**

**Have you ever received a speeding ticket? If so, you know the feeling – you were speeding, you got caught and you will pay. Your role within your company works in a similar fashion – you're sometimes overwhelmed, you speed through to catch up and your work-life balance is offset.**

**Companies put a lot of demands on employees to keep up with new growth opportunities which can result in running out of gas. Our conference will give you the direction you need to slow down and take a step back to partialize and prioritize.**

**Your participation will offer executable ideas and direction for you to shift the right gears to create growth and change within your company at a manageable pace.**



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



# VILLANOVA UNIVERSITY

## ADVANCE YOUR HUMAN RESOURCE CAREER

---

**PREPARE FOR PHR/SPHR CERTIFICATION  
PURSUE PROFESSIONAL DEVELOPMENT  
EARN 39 HRCI RECERTIFICATION CREDIT HOURS**

---

### **MALVERN, PA CLASS STARTS TUESDAY, SEPTEMBER 2, 2008**

GVFHRA is once again partnering with Villanova University in offering the 13-week Villanova/SHRM Learning System Course for the Fall 2008 semester. If you've been planning to earn your Professional Human Resources (PHR®) or Senior Professional in Human Resources (SPHR®) designation, now is the time to enroll in Villanova's updated and expanded HRCI exam preparation course based on the SHRM Learning System®. This program is also ideal for certified HR professionals seeking PHR/SPHR recertification credits or professional development.

Villanova University is a National leader in providing the SHRM Learning System course within an instructor-led and on-line environment. The Certificate in Professional Human Resource Management program is offered in full partnership with SHRM, and it covers all six functional areas, responsibilities and associated knowledge defined by the Human Resource Certification Institute (HRCI). The curriculum is designed by subject-matter experts and includes application exercises that develop specific competencies and decision-making skills.

#### **CLASS LOCATION AND INFORMATION:**

**SunGard Higher Education** – 3 Country View Road, Malvern, PA

**Tuesday evenings**, September 2, 2008 – November 25, 2008, 6:00 p.m. - 9:00 p.m.

**Instructor:** Angela Francesco, JD, SPHR, Consultant and Instructor, The Wharton School and Villanova University

There's never been a better time to pursue your PHR or SPHR designation. With Villanova's blended approach, you will learn from printed workbooks, software, on-line tools and a dynamic classroom experience. Each student will receive the 2008 SHRM Learning System and CD ROM, and have access to the on-line Learning Resource Center for one year. For information regarding the HRCI certification exam, please go to [www.HRCI.org](http://www.HRCI.org) to learn more about testing windows, deadlines, exam fees and how to apply for the exam. Upon successful completion of the course, participants will receive the Certificate in Professional Human Resource Management from Villanova University as well as 3.9 Continuing Education Units (CEU's). For those taking the course for recertification purposes, successful completion will result in the awarding of 39 HRCI credits.

Fall 2008 classes will also be offered in Center City, Philadelphia; West Chester; Langhorne; Dresher; Pottstown; Harrisburg; Newark, DE, and at the Villanova Conference Center in Radnor. *The Wednesday night class at the Villanova Conference Center is designed for the experienced HR professional preparing for the SPHR examination.* Register today by contacting the Department of Continuing Studies at 610-519-4310. You can also visit [www.continuingstudies.villanova.edu](http://www.continuingstudies.villanova.edu) for more information, and to complete your registration process on-line.