



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

March 2008

March Dinner Meeting

Diversity: Strategic Imperative for the 21st Century

1.5 Strategic HRCI credits

Tuesday, March 18, 2008 5:30 PM

The marketplace has never been more diverse than it is today! The workplace is equally diverse. Companies that employ a **diversity strategy** as part of their overall business strategy, realize higher productivity, efficiencies and profitability. According to the New Zealand Herald, "...organizations with a diverse employee base yield a shareholder return that is 12.4% higher than their counterparts." In this high energy session, participants will interactively experience how to:

- Identify 3 reasons why diversity must be an anchor component of every overall business strategy
- Formulate a company-wide diversity strategy
- Recruit and Retain only those employees who provide customer solutions
- Build a High Performance Diversity Council
- Create a Diversity Strategic Plan
- Secure Executive Sponsorship
- Lead Organizational Change
- Implement Your Diversity Strategy

Whether you are just beginning your diversity focus, or you have established diversity focus - this session is customized just for you! You will never look at "diversity" the same - GUARANTEED!

SPEAKER:

Grace A. Odums, an independent consultant, has a growing consultancy spanning over thirteen years. Her impressive client list boasts Fortune 500 and Fortune Global 500 companies including: *Disney-*

ABC Media Networks, Fairmont Hotel & Resorts, the March of Dimes, Chevron-Phillips, Siemens Medical Solutions, Wells Fargo Bank, Memorial Medical Center, JP Morgan, the Self-Help Organization and National Urban League of Nebraska, Omaha Public Schools, Department of Commerce, and more.

She has been featured on CN8 – Comcast Newsmakers, sharing proven strategies for creating and sustaining a highly engaged workforce. Her voice can be heard in the 2007 radio ad campaign, “*Wake Up Your Mind*” - Holy Family University. Grace’s insights addressing “*Avoiding Stereotypes*” were initially featured opposite the Don Imus recap on the national SHRM website. This video stream is available for viewing via SHRM’s Multimedia Store.

April 3rd Breakfast Meeting

How to Make Executive Coaching Work for the Leaders in Your Company!

Many companies today are successfully utilizing executive coaching to further develop their key executives to better meet the challenging demands of today’s business world. This presentation will help attendees determine whether their organization is using coaching to its fullest potential and how a leader in their organization or company might benefit from executive coaching.

Topics to be covered:

- What makes a good company great? Fortune magazine’s most admired companies are separated from other companies in distinct ways. What do HR professionals and leaders need to know to help their organizations become “great?”

(Continued on Page 3)

(Continued from Page 1 Breakfast Meeting)

- What is executive coaching? What is this customized development process designed to do and how does it differ from traditional training?
- What does the coaching process look like? What are effective coaching practices; key aspects of a successful coaching relationship; and, how to shift behaviors of an experienced leader?
- To whom should organizations offer executive coaching? What are the key leadership challenges coaching is designed to help leaders handle? And, how to assess a candidate's readiness for coaching?
- What's involved in bringing coaching into the organization? How do we select a coach and how do we match a coach with a coachee? What are the key attributes of a good coach?
- What are the accountabilities of the organization, coachee and coach to make coaching successful? What roles do each play in making the process successful?
- Who is worth investing in and how can we determine a return on our investment in coaching? Coaching is not inexpensive. However, the return on that investment should be measured and should exceed the cost of the coaching by at least two times (and generally more) than the cost of the coaching. How should the coach and the organization be measuring that return?

Jackie will share some case examples as well as respond to questions from the attendees on how to best use executive and leadership coaching to the organization's best advantage.

Jackie A. Vice-Black, Ph.D., COO and Co-Founder of Coaching Partners, Inc. and President of Windsor Consulting Group, Inc. has focused on executive coaching for more than ten years. Her impressive client list boasts Fortune 500 companies including: Comcast; Astra Zeneca; Merck; Johnson & Johnson; Pepperidge Farm; Godiva Chocolatier; Campbells Soup; Wilmington Trust; Shire Pharmaceuticals; Chubb Insurance; Conde Nast; BMS; Shire Pharmaceuticals; Glaxo SmithKline; Aramark; Bayer; Wawa; MBNA; Virtua; HP Hood; Schering-Plough; Lenox; Southco; Princeton University; and many others.

Jackie has more than twenty-five years of experience working in and consulting with major global companies and nonprofit organizations in executive coaching, leadership development, human resources, training, organization effectiveness, strategic planning, and change management. She has helped a variety of organizations improve the performance of their leaders, teams, systems, and high potential employees. She brings a unique combination of senior leadership experience and a psychologist's sensitivity to her executive coaching and consulting clients.

Breakfast Meeting

Thurs, April 3rd, 2008

8:00 a.m.

Desmond Hotel

One Liberty Boulevard

Malvern, PA

For directions, call (610) 296-9800

Menu

Breakfast Buffet

Dinner Meeting

Tues, March 18th, 2008

5:30 p.m.

Sheraton Park Ridge

480 N Gulph Road

King of Prussia

For directions, call (610) 337-1800

Menu

*Caesar salad, served with Caesar dressing
and Fat Free Catalina*

Grilled Chicken with Mango Salsa

Oven roasted Potatoes

Fresh Seasonal Vegetables

Sorbet

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25.00 with payment by March 31st (breakfast), March 15th (dinner)

\$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) ***Checks Only, No Cash please!!***

To Register:

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

Deadline for registration is 3:00 p.m. March 31st (breakfast), March 15th (dinner).

Cancellations must be received no later than 12:00 p.m., March 31st (breakfast), March 15th (dinner). GVFHRA will bill "no-shows" who do not cancel reservations by the above dates.

Prior to launching Windsor Consulting Group, Inc. in 1998 and Co-Founding Coaching Partners, Inc. in 2003, Dr. Vice-Black held several Human Resources leadership positions during her nine-year tenure at SmithKline (currently GSK). She led the HR function for the Research & Development Division and held a similar position for corporate headquarters supporting the Corporate Officers. She also held numerous HR leadership roles at ARCO, including having responsibility for global talent and leadership development.

Jackie obtained her Ph.D. from The Ohio State University in Counseling Psychology and also completed a business certificate program at The Wharton School. She is a licensed clinical psychologist and serves on graduate school advisory boards and is an adjunct graduate faculty member for LaSalle University and Dowling Institute. She was honored as Outstanding Alumnus of LaSalle University in 1999.

Thank you to our GVFHRA February Breakfast Meeting Sponsor

Mirmont Treatment Center Dedicated to Quality Care

For more than two decades Mirmont has been dedicated to providing compassionate, quality treatment to adults 18 and older that are affected by alcoholism, drug dependency and other mental health issues. Addiction has a profoundly negative impact on a person's mind, body, and spirit, and breaking free from the cycle of addiction is as difficult as it is liberating. Mirmont's professional staff understands this. Based on years of experience and success, they know how to help program participants' work through the impediments to becoming sober. By establishing a trusting therapeutic relationship, the participant and treatment team work together to set goals and to be successful in attaining them.

Core Values:

- Clinical Excellence
- Compassionate Care
- Integrity
- Mindfulness
- Respect for All
- Service to the Community

Mirmont Treatment Center is a non-profit, 501(c)(3), behavioral healthcare facility located on 32 acres in rural Delaware County, dually licensed by the PA Department of Health's Division of Drug and Alcohol Programs (DDAP) the PA Department of Public Welfare's Office of Mental Health and Substance Abuse Services (OMHSAS); fully accredited by the Joint Commission on Accreditation of Healthcare Organizations (JCAHO). Mirmont is a proud member of the [Main Line Health System](http://www.mirlinhealth.com).

Mirmont Treatment Center
100 Yearsley Mill Road
Lima, Pennsylvania 19063
(610) 744-1400
www.mirmont.org

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

We would like to Thank our Dinner sponsors for the March 18 Dinner



Congratulations to our newest PHR/SPHRs!

- Susan Fusco, PHR
- Robert Hackman, SPHR
- Deb MacPhail, PHR

All the members of the GVFHRA Fall 2007 Study Group who took the Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) exams passed!

(Note that several plan to take their exam in the spring).

Employee Relations Committee

Back to Basics – Employee Relations Comes Down to “Relationships”

by: Mary Ellen Harris, PHR

As I reflect on the multitude of employee relations issues and situations that I have been involved with over the years, I see one common thread – relationships. There seems to be a direct correlation between employee relations issues and the quality (or lack there of) of the relationship between the parties involved in the situation. Commonly, the employee sitting in my office complaining about another party has a poor relationship with the party with whom they are in conflict.

That being said, what do we normally do during and after the initial complaint meeting....we go into problem solving mode, right? If I may be so bold, I'd like to suggest that we consider getting back to basics by considering shifting our focus from problem solving to focusing more on the relationship, lack there of, and how to help build a stronger relationship among the involved parties.

As Human Resources Professionals we can add additional value to our organizations by facilitating relationship building among the employee populations we serve. Here are a few quick points with regard to relationship building skills that we can offer our employees:

- **Seek common goals** – facilitate a conversation with both parties to help them find common goals as opposed to focusing on their differences of opinion and conflicting priorities.
- **Disclose honest feelings about the situation** – encourage them to use the “when you said x, I felt y” model to help the parties share their feelings and demonstrate the impact of the situation on each party.
- **Offer sincere commitment to each other** – help them move forward by having each party be accountable to and sincerely committed to working constructively with the other. This will, hopefully evolve into building trust and a productive relationship among them.

So there you have it, some “food for thought” that you may want to consider the next time you hear those

frequently uttered words “Do you have a minute” from the mouth of the random employee visitor standing at your office door. Sometimes the simple, basic concepts are the best way to approach the complexity of employee relations situations.

President’s Award

The President’s Award recognizes outstanding GVFHRA members who are respected and admired by the GVFHRA community. Eligible candidates include Human Resource Management professionals, vendors and consultants who are GVFHRA members in good standing. GVFHRA members, including board and committee members, are asked to nominate candidates for this prestigious award.

For more information and candidate submissions go to www.GVFHRA.org click on News/Events, then Presidents Award. Deadline for submissions is no later than May 1, 2008. Final selection for 2008 President’s Award will be made by GVFHRA Board at the May Board meeting and presented at the September 16, 2008 dinner meeting.

GVFHRA Celebrating 25 Years of Service!

2008 marks the 25th anniversary for the Greater Valley Forge Human Resources Association initiated by a group of local HR professional visionaries who wanted to provide support and services to the local HR community at the intersection of professional growth and HR needs.

To celebrate this significant event, Lynne Kester, GVFHRA President and the Board of Directors cordially invite you to attend a Celebration Dinner to be held on Thursday, May 22, 2008 beginning at 6:00 pm at Normandy Farms in Blue Bell, Pennsylvania. This gala event provides an opportunity to pay tribute to the outstanding contributions of our Chapter and past presidents as well as to thank all the members who have supported the chapter over the years. This event is open to all HR professionals, GVFHRA members and non-members alike.

It’s a Celebration you don’t want to miss – Be a part of a fun event that embraces the past and the future. Activities include Key Note Speaker Steven Miranda discussing HR Strategies for the New Millennium, entertainment and music, and a brief Awards and

Recognition tribute. You will have the opportunity to interact and reconnect with a wide range of HR professionals from across the Delaware Valley and a great opportunity to meet new HR colleagues, all while supporting the GVFHRA Chapter and HR profession! This is an event you do not want to miss!

Registration and sponsorship opportunities are limited. For more information regarding the event or to register, visit www.gvfhra25.org.

Performance Management Workshop

**April 22nd
SAVE THE DATE!**

Does the thought of your organization's annual performance appraisal process make you cringe? Are you sure the process your organization is using to evaluate its employees is most appropriate? Do you routinely counsel managers who are unwilling or too inexperienced to provide constructive feedback to their employees? Or, are your managers adept at performance management, but you want to take your organization's performance management process to the next level and ensure that your process links its performance standards with specific organizational goals and strategies?

Whether you're new to the human resource arena or a seasoned human resource professional, the newly organized Employee Relations Committee is planning a workshop about performance management that will enhance levels of understanding and increase one's body of knowledge regarding performance appraisal processes. Attorney and educator, Angela Francesco, J.D., SPHR will to present and facilitate a lively discussion on this critical topic. Please mark your calendars for the afternoon of Tuesday, April 22, 2008, for what is sure to be an informative presentation. More details will follow in next month's newsletter, so stay tuned!

Career Networking Group

First Monday of the month from 5:30-7:00
(with some exceptions)
Right Management - Berwyn Office
(610) 251-9250

**March 3rd
April 7th
May 5th**

- Networking, job sharing opportunities
- Brief introduction of each member, utilizing "commercials" guidelines
- Resources/materials provided to assist you in your search, including access info for Right's RightLinks resource database

We look forward to seeing you!

Please check the website to confirm dates, times and topics.

**Save the Date
April 15, 2007**

**The Pennsylvania State Council
of SHRM, Inc.**

**Presents the 8th Annual
Pennsylvania State Legislative
& Legal Conference at Hilton
Harrisburg & Towers
Harrisburg, PA**

Join us for a Networking Reception Monday, April 14, 2007, from 6:00 P.M. - 8:00 P.M.

For additional information about the conference or to register, visit <http://pashrm.shrm.org>.

This program has been approved for general credits toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). The general sessions have been pre-approved for Pennsylvania CLE. The following credits will be offered for this seminar:

HRCI - 2.0 general credits and 2.5 strategic credits
CLE - 4.5 substantive credits

For questions, please contact Joanne Zeas at:
joanne.zeas@verizon.net.

SHRM
 1800 Duke Street
 Alexandria, VA 22314

GVFHRA Welcomes New Members

Name	Company
Jodi Bryan PHR	Kelly Services
Whitney Collins	DoubleStar
Dr. Dennis R Dougherty	Cabrini College
Phillip L Frassinelli	IntePros Consulting
Ellen D Mallin	Kelleher Associates Inc

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!

Last Call for Scholarship Applications – March 3rd Deadline!

GVFHRA is pleased to invite students to apply for its annual *Michael R. Losey Undergraduate and Graduate Merit Scholarship Awards*. Scholarships will be awarded during the GVFHRA's Annual College Night Dinner Meeting on Tuesday, April 22, 2008. Michael R. Losey, for whom the scholarships are named, is the Past-President and CEO of the Society for Human Resource Management (SHRM). Prior to being named to SHRM's top position in 1990, Losey served over 30 years in the human resources profession. GVFHRA is proud to name these awards in Mr. Losey's honor and will award **\$2,000 for the undergraduate** and **\$3,500 for the graduate scholarship**.

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; or Business Administration with a concentration in Human Resources. Students who are NOT enrolled in the programs listed above, but who have demonstrated a strong desire to become an HR professional AND have interned during the summer of 2007 or plan to intern during the summer of 2008, are also eligible to apply.

All applicants must be enrolled in a degree program and must be planning to continue their education after the Spring 2008 semester. Please note that all applicants must complete and submit an application, including essays and a faculty recommendation, to the College Liaison Committee no later than **March 3, 2008**. As part of the application process, finalists will be interviewed by a panel of judges. Awards will be presented at the College Night dinner meeting. Winners and finalists will be asked to join us as our guests for the event!

Applications are available on GVFHRA's website. Contact Jeffrey Snyder at 610.722.1207 or at kmayro66@aol.com with any questions. Further details on the College Night event will be forthcoming.

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**



Driving Execution During Times of Change—The Role of the HR Professional

4 Strategic HRCI Credits!

**Sponsored by the Organizational Development
Special Interest Group
Greater Valley Forge Human Resources
Association**

Speaker: Rick Lepsinger, coauthor of *Flexible Leadership: Creating Value by Balancing Multiple Challenges and Choices*, *The Art and Science of 360° Feedback*, and *The Art and Science of Competency Models*.

Date: Tuesday, April 29, 2008

Time: 7:30 am to 12:00 noon.

**Registration and Continental Breakfast at 7:30,
workshop begins at 8:00 am.**

**Cost and Registration: \$50 per GVFHRA
member, \$65 non-members www.gvfhra.org**

**Location: St. Joseph's University, North Lounge,
2nd Floor Campion Building**

The Program

This program covers the organizational elements and individual behaviors required to ensure things get done during times of change.

Objectives:

- Enable HR professionals to better support their line managers during times of change and help them maintain high levels of morale and productivity
- Provide HR professionals with tools and techniques to help them maintain their perspective and manage change
- Understand the role of the HR professional in building a culture of execution and getting things done

Topics:

Eight Factors Required for Effective Execution—during this segment we will review the research on the factors that support the effective execution of

plans and initiatives. Participants will analyze their own organizations to determine the extent to which these factors are currently in place.

Creating a Culture of Getting Things Done—this segment focuses on the culture required for effective execution including operating practices, leader behavior, and structure and systems. The role of the HR professional in creating this type of culture will also be discussed.

Avoiding the Commitment Dip During Change—this segment covers how top-performing companies ensure high levels of commitment and enthusiasm for the duration of a change initiative.

Facilitating Change-Readiness—this segment focuses on specific tools and techniques to assess the stage of change people are currently in and the strategies to move them to the next level.

The Speaker



Rick is the president of OnPoint Consulting and has a twenty-year track record of success as a human resource consultant and executive. He was a founder and managing partner of Manus, a human capital consulting firm, which he grew to over \$4 million in revenue and sold to Right

Management Consultants in 1998. At Right, Rick was the managing vice president of the Northeast and Eastern Canadian Consulting Practice, where he was responsible for fifty-five professionals and grew the region's revenue from \$7 million to \$20 million.

The focus of Rick's work has been on helping organizations close the gap between strategy and execution. He has served as a consultant to leaders and management teams at Astra-Zeneca, Bayer Pharmaceuticals, Citibank, Coca-Cola Company, ConocoPhillips, Eisai Inc., GlaxoSmithKline, Goldman Sachs, Johnson & Johnson, KPMG, Lehman Bros., Merck & Co., and many more.

Rick has extensive experience in formulating and implementing strategic plans, managing change, and talent management. He has addressed executive conferences and made presentations to leadership teams on the topics of leader effectiveness, strategy execution, managing change, performance

management, 360° feedback and its uses, and developing and using competency models to enhance organizational performance.

Rick has co-authored three books on leadership, including *Flexible Leadership*, *Creating Value by Balancing Multiple Challenges and Choices*, *The Art and Science of 360° Feedback* and *The Art and Science of Competency Models*. He has also authored several book chapters on topics such as performance management and decision making, competency modeling, 360-degree feedback in a talent management system, and many more topics.

Amber Holley Uses SHRM Scholarship to Earn SPHR



Amber Holley, Human Resource Manager, LHK Partners, Inc. recently earned certification as a Senior Professional in Human Resources (SPHR) and paid for it using a SHRM Scholarship.

Holley sourced the scholarship reading "The HR Magazine" last year. She further researched the scholarship online and even applied online. That web address is <http://www.shrm.org/foundation/2002.scholguidelines.asp>. The SHRM scholarship covered all her prep materials and her exam.

The SPHR exposed Holley to new areas of Human Resource Management, which has helped her grow as a professional and as a leader. The process of studying for the exam has refreshed her skills and gave her more confidence. Holley describes the exam as challenging and comprehensive. The 225 question, 4 hour exam tests all areas of HR, and she estimates that she spent about 100 hours studying for it. Some of that study happened via audio tape that she listened to during her commute to and from work each day.

As for the scholarship, Holley says, "Go for it! The odds are very favorable." According to Holley, forty percent of the consideration for the scholarship is volunteer activity. So, if this is a goal, get involved with the chapter.

Great Advertising Space – Great Value

Reach 600 HR professionals for as little as \$50/month!

Bus. Card ad	(3-1/2" w x 2" h)	\$ 50
1/4 page	(3-1/2" w x 5" h)	\$ 75
1/2 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.

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

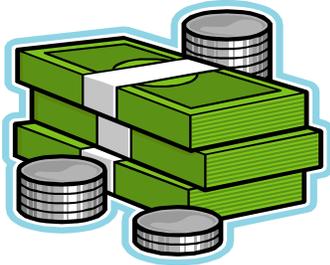
Do you have a career or educational milestone to share?

Please contact us and let us know at:

James.mcquire@agedwards.com

GREATER VALLEY FORGE HUMAN RESOURCES ASSOCIATION (GVFHRA)

Michael R. Losey SCHOLARSHIP



\$3,500.00 * graduate award
\$2,000.00 * undergrad

Completed applications must be received by
Monday, March 3, 2008!

Awards will be presented during GVFHRA's Annual College Night Dinner Meeting on Tuesday, April 22, 2008.

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)

Undergrad Students who are **NOT** enrolled in the programs listed above, but who demonstrate a strong desire to become an HR professional **AND** have interned during the Summer 2007 or plan to intern during Summer 2008 are also eligible to apply.

For applications and additional info, contact your HR faculty and/or Career Center. Also feel free to contact the GVFHRA Representative, Jeffrey Snyder, at 610-722-1207 or email at Kmayro66@aol.com



Compensation & Benefits:

Tying Wellness to Your Benefits Strategy The Importance of Engagement

Thursday, March 06, 2008, 8:30-11:00 a.m.

This seminar is sponsored by:

Sponsorship of this event is still available. Please contact Carolyn Collins at Radnor Benefits Group Inc. for details: 484-323-3084

The Importance of Wellness in the Workplace

Hear how one company introduced a comprehensive wellness program for its 300 employees over 15 locations. What you will learn:

- Why undertake a wellness initiative
- “Soft” ROI data- maximizing incentives while minimizing costs
- How to change employee mistrust
- An end-to-end solution
- Forming a Wellness Committee of Volunteers
- Results to date

The seminar will be facilitated by:

Angelo Devita has over 20 years of experience in the health care industry. After graduating from Yale University with a masters in Public Health, Angelo went on to a career which has included being the founder of a medical services company, SVP of a Fortune 500 HMO and SVP of a national insurance brokerage firm. Angelo is a pioneer in the area of consumer driven health care and wellness. Today he is responsible for sales strategy and the direction of a \$40 Million national company providing solutions for employee productivity, wellness and professional administration services.

BJ Anderson, PHR, joined Payroll Associates in 2001, with over 25 years of management, administration and operations experience. BJ was responsible for setting up and managing the Human Resources department who then supported 37 employees. Over the past three years, the HR department has grown to include three employees responsible for 300+ employees in 15 locations across the country. PAI Group’s explosive growth has been due in large part to the acquisition of existing payroll companies. BJ and her department have been instrumental in consolidating the multiple benefit plans of these companies into a national solution that is now in place at all locations.

HRCI Certification Credits TBD

Date: March 06, 2008
Time: 8:30 – 9:00 a.m. Registration
 9:00 – 11:00 a.m. Presentation
Where: Penn State, Great Valley Campus
 30 E. Swedesford Road, Malvern, PA

REGISTER BY February 28, 2008

***\$35/Member and \$50/Non-Member**

Register on-line at www.gvfhra.org

	www.ultimatesoftware.com/phillygvfhra
March 26, 2008 • The Union League • Philadelphia, PA	
<p>Interactive HR Workshop: Practical Strategies from Industry Leaders on Recruitment, Retention, Compliance & More</p>	<p style="text-align: center;">Earn Recertification Credits by Attending</p> <div style="display: flex; justify-content: space-around;"> <div data-bbox="682 325 803 441">  <p>This interactive HR Workshop has been approved for 4.75 recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).</p> </div> <div data-bbox="1088 325 1209 441">  <p>This program has been approved for 5.5 recertification credit hours through the American Payroll Association.</p> </div> </div>

How do leading HR executives successfully handle the organizational challenges, concerns, and day-to-day dramas that you're experiencing at your company? Attend Ultimate Software's free *Interactive HR Workshop* in Philadelphia to find out and get proven strategies you can implement immediately.

During this interactive, full-day event, 6 top HR leaders, a research analyst, and an employment attorney from companies including Nikon Inc., Lillian Vernon, Pitt Ohio, Eat'n Park, Deb Shops, Drinker Biddle & Reath LLP, and Lincoln Financial will share their step-by-step advice on how to develop creative, real-life solutions to the human resource issues you face every day.

You'll leave the workshop with the knowledge you need to jump-start your existing recruitment, retention, and succession planning programs; ease your merger/acquisition/spin-off concerns; and safeguard your company against costly employment litigation. Plus, you'll take home a kit of time-tested tools you can use in your own organization.

Throughout the day, you will have numerous opportunities to interact with industry leaders, a well-respected Gartner research analyst, and other peers in small group settings. And if you submit your most pressing question when you register for this workshop, the speakers will answer it at the event.

To register now or to view the agenda, go to www.ultimatesoftware.com/phillygvfhra

Your Complimentary Registration Includes:

- Admission to the workshop
- Continental breakfast, lunch, and networking breaks
- A tool kit of checklists, tip sheets, PowerPoint presentations, and white papers valued at \$10,000
- 4.75 credit hours toward SPHR, PHR, and GPHR recertification
- 5.5 credit hours toward APA recertification hours

Go to www.ultimatesoftware.com/phillygvfhra to learn more.

The above advertisement is a paid sponsorship and does not indicate endorsement by GVFHRA.



PHR/SPHR CERTIFICATION STUDY GROUP

Offered by Greater Valley Forge HR Association

April 11 & April 18, 2008 (2 day class)

8:30 a.m. - 5:00 p.m.

Location: Associated Builders and Contractors, Inc. - Southern PA Chapter
430 W. Germantown Pike, East Norriton, PA 19403
Phone: (610) 279-6666

Do you have the credential that proves you're an HR expert?
Over 82,000 HR professionals do!

If you are an experienced professional in the field of Human Resource Management and do not have your **PHR** (Professional in Human Resources) or **SPHR** (Senior Professional in Human Resources) certification, you are missing the boat!

Certification is the mark of a professional, signifying a mastery of your professional body of knowledge and your commitment to staying abreast of new developments in your field.

Certification is important to HR professionals because it provides:

- Recognition of your professional achievement
- A tool for career advancement (more and more employers are looking for certified individuals)
- A visual reminder of your professional status
- A personal challenge to stay abreast of new developments in Human Resource Management

Greater Valley Forge HR Association (GVFHRA) is pleased to offer a Study Group designed to assist you in preparing for the certification exam. Please plan to register.

The cost for the Study Group is just \$200.00 to members of GVFHRA and \$260.00 to non-members. Lunch will be served. Non-members will have the opportunity to join GVFHRA and pay the reduced rate.

To register for this two-day study session, go to:

http://www.gvfhra.org/upcoming_events.asp

The next PHR/SPHR testing window is May 1, 2008 through June 30, 2008.

(These dates are tentative and subject to change)

Exam	Exam testing window	Regular exam registration deadline date	Late exam registration deadline date – Additional fee
PHR/SPHR	May 1, 2008 - June 30, 2008	March 14, 2008	April 18, 2008
PHR/SPHR	December 1, 2008 - January 31, 2009	October 19, 2008	November 14, 2008

To register for the exam, go on-line: www.hrci.org.

Both GVFHRA Members and Non-Members are invited to this study group.