



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 2010

March 16th Dinner Meeting: *Improvement Imperative... On a Dime*

1.5 HRCI Credits

5:30 PM at the Clarion Hotel

A 2008 study by Towers Perrin (now Towers Watson) found that one of every five workers today is giving full discretionary effort on the job, four out of 10 report being disenchanted or disengaged in their work. This gap in employee engagement poses a serious problem for employers who need more productivity out of fewer employees. Other studies have shown a clear link between employee engagement and business results...but in today's climate of doing more with less or even less with less, how can we ensure that our employee's make the right choices on what they work on?

Learn how Air Products addresses employee engagement, developmental opportunities and leverages leadership development to increase bottom line results.

Towers Perrin's study also suggests that organizational attributes such as leadership, career and professional development, work culture and reputation a company has play a key role in shaping employee's perspectives. Ms. Bechtel answers the question, "How can HR and L&D professionals partner to deliver on the development promises that employees expect...while keeping costs down?" This program will speak to how we can create the right conditions to support employee engagement and drive to the right business outcomes.

Becky Bechtel is a learning and organization development professional who applies her skills around the world on behalf of Air Products, a global
(See Page 2)

April 1st Breakfast Meeting: *HR Practices of Market Driven Organizations*

1 HRCI Credit

7:30 AM at the Desmond Hotel

Market driven businesses consistently outperform their competitors and delight their customers. So what does it mean to be "market-driven?" How does HR contribute significantly to a market driven approach? Ms. Sallie-Dosunmu's research uncovered the people practices of market driven businesses and offers a practical approach for HR professionals.

In this lively and engaging presentation, you'll learn and apply the following:

- Define "market driven" as it applies to the Human Resources function
- Identify the common practices that drive success for market driven businesses
- Describe and apply the people practices that delivered results in the market driven companies
- Identify best practices employed by HR practitioners in market driven companies to drive results

Meloney J. Sallie-Dosunmu is Senior Manager of Organizational Effectiveness and Talent at Just Born, a mid-sized manufacturer in Bethlehem, PA. In this capacity, she is responsible for oversight of Talent Management. This includes performance management, training and development, career development and succession planning. She also leads the attraction, recruitment, compensation, rewards and recognition and retention of Just Born associates as well as organizational design.

(See Page 2)

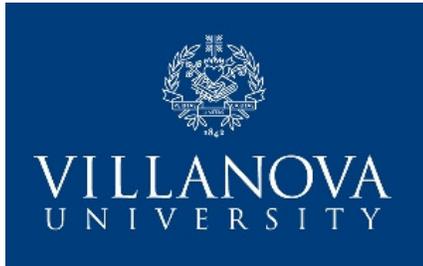
(Continued from Page 1, Dinner Meeting)

industrial gases and chemicals company based in Allentown, Pennsylvania. She is currently Manager, Global People College, one of the eleven colleges of Air Products corporate university. Over the span of her 22 year career, Becky's focus has been on helping business units plan and execute organizational changes, developing and assisting with implementation of acquisitions to ensure business goals are met and synergies realized, developing leaders and managers to provide effective people management through fundamental and advanced leadership skills, build cultural competence and understanding to enhance individual and group's ability to work cross-culturally, and developing global learning and development strategies to build employee capability.

(Continued from Page 1, Breakfast Meeting)

Meloney has a passion for workplace learning and performance, and has been a leader in the profession for almost 20 years in a variety of organizations. In addition, she serves as Adjunct Faculty for DeSales University, teaching both classroom based and online courses in the Human Resources curriculum.

Thank you to our GVFHRA March Dinner Meeting Sponsor



Graduate Programs in Human Resource Development

Why Villanova?

The education and guidance we provide helps not only to launch careers, but to prepare students for challenging and strategic roles as leaders in global organizations.

Our program fosters development of knowledge and skills that can be applied to the rapidly changing field, from law and regulation to human behavior and business. Courses are taught by leading consultants and industry professionals, assuring that students are up-to-date on current trends and best practices. They provide a practical environment where students have the opportunity to both study and perform typical HR functions. A breadth of experience is present in all class discussions, with students ranging from recent college graduates to senior executives. Students new to the field of HR complement their classroom experiences with paid internships in local organizations.

We invite you to join the over 2000 graduates in businesses that range from pharmaceuticals and healthcare to technology and finance.

The above advertisements are a paid sponsorship not endorsed by SHRM or GVFHRA.

Meeting Locations:

Dinners: Clarion Park Ridge Hotel, King of Prussia

Breakfasts (when scheduled): Desmond Hotel, Great Valley

Meeting Costs:

GVFHRA Members who have registered in advance:

\$25.00

\$30.00 with payment at the door

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

\$35.00

Students:

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

To Register:

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

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

ATTENTION NEW MEMBERS!!

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

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

**Thank you to our GVFHRA March
Dinner Meeting Sponsor**

**LEE HECHT
HARRISON**

Lee Hecht Harrison is a talent solutions company focused on delivering **career transition, leadership consulting** and **workforce solutions** for organizations committed to developing their best talent and becoming employers of choice. LHH offers unrivaled global offerings to corporations, not-for-profits, universities and government agencies to improve business performance through talent development.

Some of the advantages that our clients tell us they received through their Lee Hecht Harrison relationship include: unparalleled and innovative approaches to managing the entire employee lifecycle, customized solutions that are specifically tailored to client requirements and an ongoing commitment to make it our priority to know our client's business.

GVFHRA is pleased to have Frank Powell, Vice President of Business Development on our board. Please feel free to contact him at frank.powell@lhh.com to learn more about our services and how we can help your organization maximize performance and results through talent development!

The above advertisements are a paid sponsorship not endorsed by SHRM or GVFHRA.

Great Advertising – Great Value

Newsletter Ads for as little as \$50/month!

Bus. Card size	(3-1/2" w x 2" h)	\$ 50
¼ page	(3-1/2" w x 5" h)	\$ 75
½ page	(3-1/2" w x 10" h) or (7-1/2" w x 5" h)	\$ 150
Full page	(7-1/2" w x 10" h)	\$ 300

Discounts available for multiple monthly insertions.

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

½ price for GVFHRA meeting/seminar sponsors.

Details at gvfhra.org and click on sponsor/ad ops.

Contact Bruce Zanar (610) 792-2105 or

Lori Stokes-Powers (610) 551-4736

President's Message

By Leon Singletary, President



Hello Friends and HR
Colleagues,

As of this writing, we have experienced historic levels of snow fall totaling over 40" cumulatively for some us, coupled with a stubborn economic recovery that has many of us wondering whether an end is in sight. If nothing else, these events illustrate the need for preparation.

- For instance, HR professionals need to have in place a workplace policy so employees know what is expected of them during storm weather conditions.
- Regarding the economy, HR can support the business by having an HR strategic plan that considers multiple scenarios tied to key organizational milestones.

The Greater Valley Forge Human Resource Association is an award winning chapter with a track record of advancing the HR profession by preparing its members to succeed during any storm that may be looming.

Here are some recent and upcoming examples to illustrate the chapter's preparation activities:

- Ed Wallace, author of Business Relationships That Last, joined our breakfast meeting on Feb. 4th to introduce attendees to his novel approach on enhancing and measuring the quality of business relationships.
- During our black history month recognition event, speaker Fenorris Pearson presented the L.A.W.S of leadership at the top of organizations – a topic well received and appreciated by the attendees.
- On March 26 & April 9, the chapter will run its spring PHR/SPHR certification study group, which has produced a high number of HR professionals with passing test scores on the PHR/SPHR exam.

- April 15 is the date scheduled for the career advocacy event of the year, “Get the HR Job You Want Even When No Ones Hiring.”
- On April 30, GVFHRA will co-sponsor with the CCHRA chapter an all-day event, “HR Means Business – How to write Human Resources Strategic Plan.”

This continues to be a year full of comprehensive programming and events with valuable content for preparing the HR leaders of today and tomorrow. I encourage you to visit our website, www.gvfhra.org and mark your calendar with the events you should attend.

I am looking forward to seeing and networking with you at our upcoming events.

I will close with a Harry Hartman quote, “Success always comes when preparation meets opportunity.” ... stay **affiliated, stay current and stay involved.**

Best Wishes,
Leon

What Does Tuna Fish Have To Do With GVFHRA?

Interested in helping one of the 1,300 local families in need? Just take a moment to look into your pantry, make a reminder note, and bring an item with you to our next dinner meeting.

The GVFHRA Community Partnership Committee is organizing a food drive that will commence at our next dinner meeting on March 16th. A table will be set up at the door to accept non-perishable food items and dry goods. Collected items will be given to a large, local food cupboard in Norristown, PA that relies solely on donations and serves in excess of 1,300 families. Since many of these families own only a hot plate to prepare hot meals, the simpler the item the better. Canned vegetables, tuna fish, stew, pasta, spaghetti sauce, peanut butter, cereal, instant potatoes, rice and other basic food items are ideal. So, the next time you open your pantry, grab a can and bring it with you on March 16th!

Social Networking and the Workplace

*Employee Relations Committee,
By Elizabeth Smith*

The Internet Age has resulted in a host of new types of communications, devices and methods. Thanks to the growing popularity of online social networking sites, many people have virtual profiles containing a wide range of personal information that can now be accessed easily. Ironically, employees claim to want privacy while posting more and more information about every aspect of their lives on the Internet. Some of the things that people post relate to their coworkers, bosses, clients and details of what is happening in their workplace.

The relative freedom afforded by social networking services has caused concern regarding the potential of its misuse. Employees' use of social networking sites has created new issues for employers: enforcement of workplace policies, confidentiality of information, and injury to business reputation.

Along with the benefits of new technology come certain risks and liabilities. Can you guarantee that your employees aren't using their computers to access and distribute inappropriate material to other employees, or worse to your customers or competitors? Have you protected your company and employee information? Have you protected yourself from unauthorized file sharing or downloading? How do you control work time spent surfing the Internet, texting and blogging? Do you have policies in place to legally monitor employee activity and discipline accordingly?

To manage these risks appropriately, an organization needs to adopt a comprehensive Internet use policy that covers personal employee use of social media platforms. The policy also needs to be tailored to the requirements and culture of the business. It is important to remember that electronic behavior is a means not an end. If behavior is prohibited, it is prohibited via computer as well. It is also important to remember that thoughtful, well-communicated policies will set employee expectations regarding all types of workplace behavior.

Are You Ready for an Intergalactic Adventure?

GVFHRA invites all members to join us for a fun, team building event at the Franklin Institute.

Intergalactic Adventure is a fast-paced simulation that requires effective collaboration, leadership, planning and communication. Compete against other teams as you enjoy a stunning slide show of the Universe and futuristic music playing in the background. Aliens are plotting against the Earth as teams make their way to the enemy base. Your goal is to accomplish as many target missions as possible and return to the Space Cruiser. The ultimate mission is to land on the enemy's planet, clear away potential threats, and dismantle the enemy's communications relays.

Date: April 24, 2010
Time: 8:30 a.m. to 12 p.m.
Where: The Franklin Institute
HRCI Credits: TBD

For more information visit
http://www.teambuildinginc.com/services_intergalactic_adventure.htm

Job Clubs – A Forum for Transition Support

Last Spring the GVFHRA Community Partnership Committee began offering job clubs for people in transition in conjunction with Community Weaving America. Rich Davis was the first to spearhead a bi-monthly job support club at his local library. Recently the Community Partnership Committee met to discuss our 2010 initiatives and identified ways to get more GVFHRA volunteers to start their own club. As part of that meeting, we developed some general suggestions based on the requirements gathered from both job club attendees and Career Link professionals. **Below are those suggestions if you would like to get involved and start your own Community Job Club:**

How do I get started? It is really quite easy. First, identify the local community that you wish to start the club. Do a bit of research to see if any other job clubs are in the area on the day/time you had in mind. One such organization already in existence is Joseph's People that is held in various churches within

Southeastern Pennsylvania. Once you have decided on a general vicinity, contact any free facility within that area to hold the club - i.e., public library, YMCA, church synagogue/place of worship, Community Center, and coffee shop. Some companies like Giant Food Stores that have a café, or a even a local business may sponsor the club and donate coffee in addition.

How do I market the Job Club? Local newspapers, community flyers, Career Link, and GVFHRA LinkedIn are just some ways to get folks to attend.

How often do they meet? Job clubs can meet every other week or once a month depending on your schedule and commitments. Typically, they meet for 1 ½ hour – 2 hours.

How should I structure the Job Club? While guest speakers are very beneficial and offer valuable career advice, the surprising finding was that the #1 need we uncovered from both attendees and Career Link was for a support group forum. Participants sit in a circle and share information, contacts and other resources within the group. Career topics and questions are fielded but the focus is on listening to others voice their individual concerns and progress. By having each member sign up on the Community Weaving America Good Neighbor program, they can share e-mails and updates with one another.

What else should I know if I am interested? Whatever you are able to give is greatly appreciated by those who attend. Simply providing a forum to hear concerns and share success stories is very valuable. Please reach out to either Susan Fletcher at sfletcher@careerpotential.com or Rich Davis at rdavis@re-actconsulting.com if you are interested in possibly launching a job club in your community.

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

How the Philadelphia Business Journal Can Significantly Boost Your Job Search Campaign ...

On Monday March 1, from 5:30 PM to 7:00 PM, The Greater Valley Forge Human Resources Association Transitions Group will meet at the Lee Hecht Harrison offices at 1055 Westlakes Drive, Berwyn, PA 19462. We are pleased to welcome Lyn Kremer, publisher of the Philadelphia Business Journal. Lyn will lead a hands-on workshop on how to significantly boost a job search campaign with the sea of connections and networking opportunities in the weekly business publication.

GVFHRA Welcomes New Members

Name	Company
Art Arleth PHR	
Jodee L Bratton	Independence Construction Materials
Susan Cleckley	Cleckley Assessments, LLC
Todd R Cohen	Sales Leader, LLC
Paul J Cook	USI Consulting Group
Marybeth Eaves	
Heather H Gelting SPHR, MBA	Hive HR Consulting
Shakeyia N Horne	Widener University
Janice Jacobs	Immaculata University College of Graduate Studies
Denise G Lantz PHR, CHC	Attentive Health, LLC
Barbara LaRue	
Jennifer Mintz	PeopleShare
Eileen A. Mullen	ASTM International
Michael Parkin	PeopleFirst
Marcella K Rodgers PHR	Kelleher Associates
Craig B. Toedtman SPHR	Resource Development Co., Inc
Anna Vaughan PHR	NetPlus Marketing, Inc.

New and Exciting Opportunities at the 2010 HR Person of the Year Awards!

Since 2001, **The Delaware Valley HR Person of the Year Award** has been recognizing those in the HR profession who exemplify outstanding achievement. The 10th anniversary awards dinner and program promises to stay true to tradition with new and exciting features! Please join us:

Thursday, May 13, 2010
5:30 p.m. - 9:00 p.m.

New location: Hyatt Regency at Penn's Landing

Register online now to receive the Early Bird Special discount rate at: www.HRPersonAward.org. Early Bird Special ends April 2nd!

HR Mentoring and Volunteer Opportunities

HR Professionals are needed to mentor Cabrini undergraduate students enrolled in the capstone course: "HR Management Seminar." Students will be preparing an HR Strategy document with a focus on supporting businesses during the current economic downturn. HR Mentors will be responsible for discussing the process and guiding the students to ensure that their project work is practical and meets course expectations. This is an opportunity to support the workforce readiness objectives of the Greater Valley Forge Human Resource Association, and increase visibility of your company among students. As seasoned HR professionals, you enhance the HR profession by sharing your knowledge, wisdom and experience with those looking to enter the HR field.

The students will have the opportunity to expand their knowledge, professional network, and enrich their academic experience from the coaching, guidance and encouragement offered by this mentorship opportunity. This is a "win-win opportunity" for both HR mentors and students. There is a need for 14 mentors beginning immediately and ending in May 2010. The method of interaction between the HR mentor and student is negotiable.

In addition, the College Relations and Workforce Readiness Committees is working in conjunction with the student SHRM chapter of Cabrini College to sponsor a mock interview workshop for students. The date of the Mock Interview Workshop is Thursday, April 8th at 6:30 pm on Cabrini's campus. We are seeking volunteers who wish to share their interviewing experience to provide students one-on-one feedback on improving their professional presentation as well as tips to increase their comfort within the interview process.

If interested in either of these opportunities, please respond by March 1, 2010 by contacting via email:

Melissa Landsmann at

mlandsmann@accumepartners.com or

Heather Dromgoole at hdromgoole@accessgroup.org.

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!

Greater Valley Forge Human Resources Association

Michael R. Losey Scholarship Award

Each year, the GVFHRA College Liaison Committee presents Merit Scholarship Awards at a Spring Dinner Meeting. The purpose of the award is to recognize students, undergraduate and graduate, who are committed to pursuing careers in human resources and have shown strong academic ability and early engagement and accomplishments in human resources related areas.

On April 20, 2010, the college relations committee is sponsoring College Night. This meeting will be a great opportunity to meet people who are currently in the HR field, as well as meeting other students who are pursuing HR careers!

Two scholarship winners will be awarded: a **\$2,000 undergraduate** winner and a **\$3,500 graduate** winner.

WHO IS ELIGIBLE?

Undergraduate Students enrolled in any of the following programs:

- Human Resources Management
- Organizational Management
- Business Admin (with a concentration in Human Resources)

Undergraduate Students who are **NOT** enrolled in the programs listed above, but who demonstrate a strong desire to become an HR professional **AND** have interned during the Fall or Summer 2009 or plan to intern during Summer 2010 are also eligible to apply.

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

Application Deadline: March 12, 2009

More Information:

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

Application:

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

Questions about the scholarship:

Melissa Landsmann

(College Relations Committee Co-Chair)

(856) 914-9924

Mlandsmann@Accumepartners.com

Or

Heather Dromgoole

(302) 477-4158

hdromgoole@accessgroup.org

***Chester County Human Resources Association
Delaware County Human Resources Association
Greater Valley Forge Human Resources
Association***

Present:
Margaret N. Morford

HR Means Business: How To Write A Human Resources Strategic Plan

**Friday, April 30, 2010
8:00 AM - 5:00 PM**

Downingtown Country Club
6.5 Strategic HRCI Credit Hours

This seminar is designed to help Human Resources professionals create a Human Resources Business Plan that underpins their organization's larger strategic initiatives ten years into the future. A comprehensive Human Resources Business Plan plays a vital role in the achievement of an organization's overall strategic objectives and visibly demonstrates that Human Resources absolutely understands, is fully aligned and actively participates in moving the

organizations forward. A comprehensive Human Resources Business Plan will support specific strategic objectives undertaken by the sales/marketing, financial, operational and technology divisions. At the conclusion of this seminar, participants will understand what should be included in their Human Resources Strategic Plan and learn how to draft a Human Resources Strategic Business Plan that will dramatically increase Senior Management's respect for HR's futuristic, and business, mindset.

Early Registration \$175.00 per person. (You must register and pay in full on or before 2/26/2010). After 2/26/2010 the cost is \$225.00 per person.

Click to Register:

<http://guest.event.com/i.aspx?4W%2cM3%2c17d76c00-b028-4b17-8dd2-73e4b6716995>

*Do you have a career or educational milestone to share?
Please contact our Newsletter Coordinator and let us know at:
karenk525@verizon.net*

GREATER VALLEY FORGE HUMAN RESOURCES ASSOCIATION (GVFHRA)

Michael R. Losey SCHOLARSHIP-2009/2010



\$3,500 – graduate award

\$2,000 – undergraduate award



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

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

WHO IS ELIGIBLE?

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

Undergraduate Students enrolled in any of the following programs:

Human Resources Management

Organizational Management

Business Admin (with a concentration in Human Resources)

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

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

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

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



March 2010

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
1 <i>GVFHRA Career Transition Meeting</i> Lee Hecht Harrison Offices 1055 Westlakes Dr., Berwyn 5:30 pm to 7:00pm	2	3	4	5
8	9 <i>Legislative Update Seminar</i> St Joseph's University 8:30 am-11:30 am	10	11	12 <i>Application Deadline for Michael R. Losey Scholarship Award</i>
15	16 Dinner Meeting <i>Improvement Imperative... On a Dime</i> Clarion Park Ridge Hotel 5:30 p.m.	17	18	19
22	23	24	25	26 <i>PHR/SPHR Certification Study Group</i> MEA King of Prussia 8:00am – 5:00pm
29	30	31	1 Breakfast Meeting: <i>HR Practices of Market Driven Organizations</i> Desmond Hotel 7:30 a.m.	2