



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

October 2010

October 19th Dinner Meeting:

Talking Numbers: the Importance of Finance in HR Credibility

By Rich Burton, Assistant Vice President, Human Capital Management, WSFS Bank

1.25 HRCI Credits

5:30 PM at the Crowne Plaza in King of Prussia

You will learn how finance ties into HR, how we can begin to quantify HR, and what makes this hard and why. Rich will discuss some negative perceptions about HR, what HR boils down to, why is it hard to quantify HR vs. other departments. He will suggest methods to educate people about the “hard” value HR can add and advise you on the mindset to get into as you search for opportunities to do this.

You will walk away with approaches to consider in terms of how to begin to quantify what HR is worth, some examples of what to do and how to quantify the value of various HR functions. A mindset to get into when it obstacles are encountered. We realize it is not easy!

Richard Burton, an AVP of Human Capital Management currently works for WSFS Bank headquartered in Wilmington, Delaware. His current role involves change management where he makes business arguments at all levels of the organization using finance. He has held Human Resource positions supporting projects dealing with business formation and startup, strategy planning and implementation, change management, mergers and reorganizations, and recruiting. He has worked for HL.Yoh, a national

(Continued on Page 3)

November 4th Breakfast Meeting:

Human Resource Planning: Unconventional Talent Building that Works

1.0 HRCI Credit

8:00 AM at the Crowne Plaza in King of Prussia

This presentation offers a high-impact Human Resource Planning (HRP) methodology to dramatically improve the company’s talent base and raise the value of the firm. The recommended road to change requires a big “Switch” to new unconventional HR strategies for staffing, rewards and employee development.

The program will illustrate how HRP is foremost a leadership development top-down change initiative for performance excellence. HR professionals will understand both the mindset required to champion true organization change and the barriers in traditional HR practice that can prevent it. Participants will receive a specific game plan to implement at their worksite including instructions on how to use HRP to approach senior management to ensure buy in.

Brian Jensen is currently Vice President HR and Talent Acquisition for Movers Specialty Service Inc. in Montgomeryville, PA where he leads not just HR, but corporate communications, web-marketing and sales support. Brian also owns “Switch HR” his web blog and consulting practice. Throughout his career Brian has championed unconventional human resource management strategies while expanding his HR role to include assignments as Divisional GM

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Thank you to our GVFHRA October Dinner Meeting Sponsor

Drexel University's LeBow College of Business Corporate and Executive Education and LEAD MBA Programs in Malvern



Drexel University's LeBow College of Business Corporate and Executive Education offerings empower professionals and organizations with a distinct competitive advantage through innovative non-degree educational programs that integrate

the latest trends and industry models. LeBow's programs are designed to bridge the gap between business and academia. Some of the 2010 program offerings include the Business of Healthcare Reform Seminar Series and Sustainability and Business Leadership.

The Drexel University LeBow College of Business LEAD MBA program in Malvern optimizes leadership potential in a 24-month, part-time, cohorted format. The program integrates leadership and ethics, technology management, industry perspectives, and a specialization option which are the hallmarks of a distinctive Drexel MBA education. Recently ranked 10th in the nation for part-time MBA Programs by *Businessweek* and 3rd in the nation by the *Princeton Review* and *Entrepreneur Magazine*, LeBow College began offering MBA education in Malvern since 1995. We target motivated, busy professionals in the Great Valley area who seek to earn an AACSB accredited MBA from a world-renowned university without traveling the distance to Drexel's University City campus.

LeBow's Malvern campus provides the same high-quality learning environment for which Drexel's University City campus is renowned. The facility features wireless Internet access and the latest instructional technology and services to enhance the learning experience of the students.

We are located at 2 West Liberty Boulevard in Malvern.

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

Meeting Locations:

Dinners: Crowne Plaza Hotel and Conference Center, King of Prussia
Breakfasts: Crowne Plaza Hotel and Conference Center, King of Prussia

Meeting Costs:

GVFHRA Members who have registered in advance:

- \$25** online
- \$30** reserve more than 3 days in advance and pay at the door
- \$35** any reservations made in the last 3 days

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

Students:

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

To Register:

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

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

ATTENTION NEW MEMBERS!!

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

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

(Continued from Page 1, Column 1)

recruiting and staffing company, T. Williams Consulting (now part of Manpower) as a management consultant, and the Christiana Care Health System. Mr. Burton holds a BS in Environmental Science from the University of Delaware and an MBA in Finance from Drexel University. He also has his PHR Certification through the Human Resource Certification Institute. He currently serves on the board of the Delaware Society of Human Resource Management as treasurer and has held various other positions on the board for the past 7 years. He has been an adjunct professor at Drexel University and Goldey Beacom College teaching HR, Organizational Behavior, and Staffing/Recruiting classes. Currently he teaches finance at Wilmington University.

(Continued from Page 1, Column 2)

with full P & L responsibilities and Director of Manufacturing Operations. Brian has been honored locally with leading the HR Department of the Year and as HR Person of the Year. He is a spirited public speaker, blogger, college educator and consultant on workplace effectiveness, sales support strategies and creative use of affordable technologies to improve business results.

President's Message



Dear HR Colleagues,

October is my favorite month of the year. I love the clean, crisp air and walking through the red, yellow, and gold carpet of leaves that have fallen from the trees. It is

truly energizing.

In October, we also look forward to the Delaware Valley HR Partnership Summit that will be held on October 15th at the Valley Forge Convention Center. It is a great way to refresh and re-energize. If you haven't already done so, please register to attend this premier educational forum.

For HR professionals, October is the beginning of our busiest time of year. Most of us are preparing HR department budgets. We are reviewing compensation structures and pulling together the necessary forms for performance evaluations. We are also preparing for open enrollment analyzing the rate increases from our

healthcare providers and how to effectively and as painlessly as possible share those costs between our employer and employees.

These routine HR projects all require a pretty decent knowledge of numbers. I believe HR has grown beyond our former "touchy feely" reputation and can walk around very comfortably in the financial side of our profession. However, I think we still struggle with the numbers on how to effectively prove our value to the organization. People have asked me "what do you do all day?" As strategic partners, we understand that HR contributes to the bottom line of our employer's business but we need to be able prove it. How do we quantify HR's value to the organization?

Our dinner meeting speaker for October, Richard Burton, AVP of Human Capital Management at WSFS Bank headquartered in Wilmington, Delaware, is going to energize our thought process. He will explore the topic of quantifying HR. We demonstrate every day that HR adds value to the organization. Richard is going to assist us in learning how to measure and communicate that value to our organizations so we can quantify "what we do all day!"

Please join us on Tuesday, October 19th at the Crowne Plaza in King of Prussia for some excellent networking with your peers and to learn a few new ideas you will be able to implement immediately in your day to day work environment. Do something excellent today!

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

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½ page	(3-1/2" w x 10" h) or (7-1/2" w x 5" h)	\$ 150
Full page	(7-1/2" w x 10" h)	\$ 300

Discounts available for multiple monthly insertions.

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

½ price for GVFHRA meeting/seminar sponsors.
Details at gvfhra.org and click on sponsor/ad ops.
Contact Lori Stokes-Powers (610) 551-4736

Staying Positive in the Job Search Campaign

On Monday, October 4 from 5:30 PM to 7:00 PM we will be holding our regular monthly meeting at the at the Lee Hecht Harrison offices at 1055 Westlakes Drive, Berwyn. PA 19312.

Frank will be exploring some ways to stay positive and energized in a process that has been noted to have its fair share of frustrations and disappointments.

Please join us for some ideas, suggestions, and lively discussion about "keeping your batteries charged" in the search process.

Jump Start Your Job Search

Saturday, October 23 at Villanova University

Volunteers are needed to assist job seekers. If you have a background in career coaching or recruitment we request that you donate ONE HOUR your time to assist someone in their job search. This could be at your own convenience or possibly at lunch on the day of the event. At the end of the day we will hold a drawing to match seekers with volunteers. If you would like more details or to volunteer, please contact Brenda.grove@villanova.edu, (610) 519-5234 or AmyDinning@juno.com.

Focus Your Organization's Energy on What's Working

By Liz Smith, Employee Relations Committee

When faced with a difficult or complex problem, it is easy to get caught up in a "fix it" frame of mind. This deficit-focused approach places problems at the center of attention, and such negative spotlighting can actually have a limiting effect on the potential for creative resolution. In workplace conflict, the traditional problem-solving approach is to focus on problems and figure out how to fix or eliminate those problems. Yet such negative focus can actually have a limiting effect on the potential for creative conflict resolution. And when you hone in on what's wrong, you see only part of the picture.

Imagine a problem-solving process that celebrates what you do well, instead of one that concentrates primarily on your weaknesses. When a group focuses

its best attention on what it does well and tries to create more of those successes, the presenting problems recede. This doesn't mean they get erased. The power of the negative diminishes when you choose a different set of lenses. Simply stated, solutions depend on how we frame the problem.

David Cooperrider, Ph.D.'s research has shown that the very questions we ask about our organizations are fateful in that they begin to direct our discovery. After years of work, Dr. Cooperrider was able to develop an organizational effectiveness practice that you can use in your own organization. This practice, appreciative inquiry, is an approach that maximizes the positive. The energy and attention are turned to the direction most likely to yield positive sustainable results. Organizations that constantly inquire about problems will only surface more problems. By direct contrast, an organization that inquires about its successes will consciously and unconsciously find more of the same.

Appreciative inquiry assumes that what you focus on influences your reality. The approach amplifies what is good in a group while also honoring the past and focusing attention on how to do more of what works. Appreciative inquiry represents a new way of seeing the world. By asking positive questions, we can generate new images of the future--images evoked by the best of the past and present--and overcoming the limits that we impose on our own capacities. Appreciative inquiry can be defined in a four step process: discover the best of what is, dream what might be, design what could be and create a destiny based on what will be.

Appreciative inquiry is a practice that you can use in multiple situations—from dealing with workplace conflict to managing your company's human resource planning needs to leading enterprise-wide change programs. If you ask your employees positive questions designed to encourage positive thinking and reflection, you will prompt them to perform at a higher level.

People are highly motivated by their own stories and images of success. Appreciative inquiry improves self-esteem, builds self-confidence, motivates and empowers individuals toward better performance. It also inspires a greater probability that your employees

will share and apply their learning and insights with those they build relationships with because appreciative inquiry focuses on past successes and generates positive thinking.

**The Recruitment and Retention
Committee of the GVFHRA
Presents:**

***The Social Media Explosion:
How Does it Affect You in Attracting
the Best Talent?***

Thursday, November 11, 2010 1:30pm-4:30pm

HRCI Credits Pending

**DeVry University
King of Prussia, PA**

Social media is one of the newest tools in communications. Many businesses are still trying to determine how best to use it to build their brand and help their businesses grow.

Many forward thinking organizations have found ways to use social media. One of the most growing sectors to embrace social media and use it effectively is human resources. Social media lets you build a community. It's a unique way to let potential candidates know about your organization and the culture before the candidate even applies. This can help the pre-screening process as well as to help reduce turnover.

In our connected world, jobseekers have more tools than ever to scrutinize your company and brand before an application is ever received. Social media can allow qualified jobseekers to be a part of your community before an opening may even be available. The community you build gives you access to people who are interested in your company. These people can share job postings that they can share with their contacts, friends, and followers to virally spread news about job openings.

In this seminar, we will cover the major social media options such as Facebook, Twitter, Blogs and LinkedIn. We will discuss what each of these sites has to offer and how they function. What are some easy ways to get involved right way and also long-term?

This seminar will give each recruiter the basics to determine what would work in their company based on their social media policies.

We will also discuss some of the myths and challenges social media presents to companies. How can you show value to your CEO? What are some companies that are using it very effectively for human resources? Whether you're a large or small company, there are relatively easy ways to jump into social media!

At the conclusion of the seminar you will have the opportunity to ask Alex & Mike questions.

Biographies

Alex Smith, Senior Account Executive, Philly.com – Alex has worked for the online version of The Philadelphia Inquirer in online recruitment advertising for the past 3 years. In his short time with Philly.com, he has been responsible for developing new interactive recruitment products, integrating social media into the Philly.com JOBS page, and helps employers discover new effective ways to reach jobseekers in our new “connected world” of human resources.

Mike Gatta – Mike is a Vice-President at Success Communications and has worked in advertising with a specialty in recruitment for over 20 years. He opened the Philadelphia office 16 years ago and was responsible for overseeing the opening of offices in New York, Boston and Arizona. He consults on projects that include web creation, social media, interactive advertising, marketing and recruitment communications.

Registration & Networking from 1:30pm-2:00pm
Seminar will begin promptly at 2:00pm
Cost: \$35 per GVHRA member, \$50 per non-member.

Location

DeVry University
150 Allendale Road, Suite 3250
King of Prussia, PA 19406
***Conveniently located across the street from the King of Prussia mall adjacent to the Melting Pot & Pier 1 Imports.

GVFHRA Welcomes New Members

Name	Company
Lindsey E Barker	Villanova University
Jean M Brown	Allied Barton Security Services
Betsy L Dailey	Global Tax Management, Inc.
Kim A. Golden	
Brenda Grove	Villanova University
Martha A Heid PHR, CPP	AmerisourceBergen
Trina J Hendri SPHR	Merck & Co., Inc
Kathryn Hopkins PHR	LECG
Maria Huss PHR	Yell Adworks
Susan M LaTorre PHR	
Suzanne Maxfield	Villanova University
Mike McCarthy SPHR	
Joan Myers Goodman SPHR, CCP, GRP	Realty Drive
Michelle S Nofer	MacElree Harvey, LLC
Robin S Rodin	The Rodin Group
Karyn K Rohan	IMS Health
Christopher M Santoleri	The Safeguard Group, Inc
Elizabeth Shamir	First Financial Group
James Wallace	Villanova University
Dana M Wallis MBA	First Quality
Alexandra Zack	Sugartown Worldwide, Inc
Bianca M Zongrone	Villanova University

- "First Responders" was GVFHRA's response to help our community with the effects of the downturn in the economy. Like First Responders on the scene of an emergency, we needed to act with thought and with urgency to meet critical economic needs.
- "First Responders" offered our community (Montgomery County, PA) and extended communities (Delaware and Chester Counties, PA) assistance in three key areas:
- Food, Clothing and Job Search Support and Training. Initiatives and deliverables were designed around these three areas after we learned more about the specific needs of the recipients that were not being met by GVFHRA programs already in place.
- The first two components, Food and Clothing, already had support from existing non-profit organizations that we partnered with to help bolster their growing demands. The third component of "First Responders", a bi-weekly Job Search Support Group, with emphasis on sharing of feelings and challenges, was a model that we learned was much needed.

The impact of our program is best stated by a participant "It was helpful to hear of others having trouble finding work. It makes me feel hopeful and not so alone. Thank you for doing this." Our program is still on-going.

Thanks to all GVFHRA members and volunteers who helped contribute as "First Responders" to our food drive, Wings for Success Clothing / Accessory drive and Career Transition job search support and clubs.

First Responders: GVFHRA 2010 Pinnacle Award Submission

The SHRM Pinnacle Awards Program is an annual recognition program honoring the highest achievements in affiliate development and contributions that enhance the development of effective human resource management. Affiliates enter the competition by submitting an innovative project created and implemented by the chapter or state council, and special consideration is given to successful programs that are readily transferable to other affiliates.

Seven national chapters will receive the \$1,000 Pinnacle Award, which will be announced at the SHRM leadership conference this November.

Our chapter decided to submit our accomplishments surrounding our Community Partnership and Outreach. The Pinnacle submission was entitled "First Responders". Below is a summary of the program highlights:

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**

Understanding “In Loco Parentis” for FMLA Leave

*By: Susan R. Fiorentino, Esquire
Gallagher, Schoenfeld, Surkin, Chupein &
DeMis, PC
Co-Chair, GVFHRA Legislative and
Governmental Affairs Committee*

Most of us know that that the [Family and Medical Leave Act \(FMLA\)](#) provides certain employees with up to 12 weeks of unpaid, job-protected leave per year to care for an immediate family member such as a spouse, child or parent with a serious health condition. But what if an employee is raising a grandchild who develops a serious health condition? Or what about an employee who is raising a niece or nephew after the death of the child’s parents? Does the FMLA extend protection of the law to those employees? And what if you need time off to care for someone who cared for YOU as a child—even if that person has no biological or legal relationship to you? The Department of Labor recently clarified some of these issues for workers seeking FMLA leave.

In Loco Parentis and FMLA Leave to Care for a Child

The FMLA defines a “son or daughter” as a biological, adopted, or foster child, a stepchild, a legal ward, or a child of a person standing in *loco parentis*. According to the Department of Labor, “the broad definition of ‘son or daughter’ is intended to reflect the reality that many children in the United States live with a parent other than their biological father and mother.” So under the FMLA, an employee who actually has day-to-day responsibility for caring for a child may be entitled to leave **even if the employee does not have a biological or legal relationship to the child.**

Recently, the Department of Labor (“DOL”) issued a clarification about who may claim *in loco parentis* status under the law. Loosely translated, the phrase means “in place of the parent,” and refers to those persons who assume day-to-day, on-going responsibilities to care for and/or financially support a child under the age of eighteen (18) or older and incapable of self-care because of a mental or physical disability. In determining *in loco parentis* status, courts will consider several factors, such as the age of

the child, whether any financial support is given to the child, as well as the intent of the person serving *in loco parentis* to fulfill the role of parent to the child. Significantly, a person may serve *in loco parentis* to a child, even if the child has one or more biological parents in the home. The DOL has provided the following examples of situations in which FMLA leave may be based on an *in loco parentis* relationship:

1. A grandfather or grandmother may take leave to care for a grandchild whom he or she has assumed ongoing responsibility for raising if the child has a serious health condition;
2. An aunt or uncle who assumes responsibility for caring for a child after the death of the child’s parents may take leave to care for the child if the child has a serious health condition;
3. A person who will co-parent a same-sex partner’s biological child may take leave for the birth of the child and for bonding.

Whether or not an employee may stand *in loco parentis* to a child is a fact-specific inquiry determined by each situation. If this issue arises in the workplace, an employer has the right to request documentation to establish *in loco parentis* status, and an employee should provide sufficient information to make the employer aware of the relationship. Naturally, all other requirements of the FMLA must be met for such protections to apply.

FMLA Leave to Care for a Parent on the Basis of an In Loco Parentis Relationship

A similar issue addressed recently by the Department of Labor is whether an employee can take FMLA leave to care for a person who once served *in loco parentis* for the employee. For FMLA purposes, “parent” is defined as a biological, adoptive, step or foster parent, or an individual who stood *in loco parentis* to an employee when the employee was a child. Note that this definition focuses on persons who assumed day-to-day caregiver responsibilities for the employee as a child. For that reason, parents-in-law are not included in this definition. Even though an employee may have had a biological, adoptive, step or foster parent, the FMLA recognizes the possibility that another person could have had an *in loco parentis*

relationship to the employee as a child. Again, the DOL cautions that the specific facts of each situation will determine whether an individual served *in loco parentis* such that the employee could take FMLA leave to care for that individual. The following are some examples from the DOL of situations where an employee may take FMLA leave to care for a person based on an *in loco parentis* relationship:

1. An employee may take FMLA leave to care for an aunt/uncle with a serious health condition, if the aunt/uncle was responsible for day-to-day care when the employee was a child;
2. An employee may take FMLA leave to care for a grandparent if the grandparent assumed responsibility for raising the employee after the death of the employee's parents while the employee was still a child;
3. An employee raised by same-sex parents, only one of whom has a biological or legal tie to the employee, may take leave to care of that parent based on an *in loco parentis* relationship.

Employers should be aware that employees serving *in loco parentis* or seeking leave to care for a person who once served *in loco parentis* may be eligible for FMLA leave. Nor can an employer retaliate against or interfere with the employee's right to take such leave. Additional information on this or other matters pertaining to the FMLA can be found at the Department of Labor's website at www.dol.gov.

This article contains general legal information and should not be construed as legal advice to be applied to any specific factual situation. If you have questions concerning this issue, please contact Susan R. Fiorentino, Esquire at sfiorentino@gsscd.com, or Maria L. Petrillo at mpetrillo@eckertseamans.com, Legislative and Governmental Affairs Co-Chair.

ATTENTION CURRENT MEMBERS!!

The Ambassador Committee is currently looking for energetic members who are interested in becoming an "Event Ambassador" for 2010-2011. 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!

SHRM Foundation News: Generating Research-Based Knowledge

The SHRM Foundation is the leading funder of HR research grants--providing funding for high-impact, original HR research that advances the knowledge base of the profession. In the past 12 years, the SHRM Foundation has funded more than \$2.3 million in research grants for over 100 research projects. Topics for research include:

- Making virtual teams more effective.
- Increasing the success rate of new executives.
- Employee engagement in multinational corporations.
- Retention of an older workforce.
- Impact of HR practices on organizational social performance.

Much of your every day work is influenced by research, even if you have never read a research paper. The cumulative effect of multiple research studies is to discover and document what practices work best and under what conditions. In this way, research ultimately influences the practice of human resource management.

To learn more and to review the results of recently completed SHRM Foundation research, visit the foundation website (www.shrm.org/foundation/findings.asp).

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



A New Start for a New Day

AT THE 2010 DELAWARE VALLEY HR PARTNERSHIP SUMMIT

IT'S ALMOST HERE!

Register Now To Be A Part Of One of the Region's Leading Conferences for HR Professionals!

Renew your dedication to the industry, reawaken your professional development, and illuminate solutions for your organization at the 2010 Delaware Valley HR Partnership Summit!

Don't miss your chance to be enlightened by industry professionals including keynote speaker, Kenny Moore, and have the opportunity to **earn up to 5.25 HRCI Strategic Business Management or General Credits.***



**FRIDAY,
OCT. 15, 2010
7:00AM-4:00PM**

**THE VALLEY FORGE
CONVENTION PLAZA
1160 FIRST AVENUE,
KING OF PRUSSIA**



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

THANK YOU TO OUR SPONSORS:



PRE-APPROVED CREDIT SESSIONS

The dvHRP Summit, taking place on Friday, October 15, 2010, at the Valley Forge Convention Center, has been pre-approved for 5.25 HRCI Strategic Business Management Credits.* Revive your knowledge by sampling from **18 workshops and seminars**, including these sessions which were pre-approved for HRCI Strategic Credit:

- **Managing Change and Employees: A Modern Day Oxymoron** presented by Keynote Speaker, Kenny Moore
- **Best Practices in Engagement and Retention** presented by Kelly Poulson, Vandette Anderson and Dave Raymond, moderated by Steven E. Glauser, Ph.D.
- **The Critical Role of HR in Technology Implementations** presented by Stuart M. Smith, Ph.D.
- **Wisdom at the Top: Lessons on Leadership and Life** presented by Scott Rosen
- **Leadership GPS – Growth, Performance, Sustainment™** presented by Seth Davies
- **Health Care Reform-Basics, Recent Updates and Politics** presented by Rachel Cutler Shim
- **Advance your Career: Be Good at Persuading and Selling** presented by Dr. M. Michael Markowich and Rich Handschumacher
- **Mining for Gold: Discovering the Hidden Treasures in Your Talent Management Technology Applications** presented by Richard Matijasich
- **Good Health is Good Business: Developing a Comprehensive Health Management Strategy** by Denise G. Lantz, PHR, CHC

*Only the sessions listed on this flyer have been pre-approved for strategic credits. Visit www.dvhrpsummit.com to view all 18 sessions being offered.

IT'S YOUR TIME TO SHINE. REGISTER, EXHIBIT & SPONSOR AT WWW.DVHRPSUMMIT.COM

October 2010

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
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4	5	6	7	8
11	12	13	14	15 <i>dvHRP Summit</i> 7:00 am to 4:00 pm Valley Forge Convention Center
18	19 Dinner meeting: <i>Talking Numbers: the Importance of Finance in HR Credibility</i> 5:30 pm at the Crowne Plaza	20	21	22
25	26	27	28	29

Do you want to have the credential that proves you're an HR expert?

Are you planning to sit for your PHR or SPHR exam?

If you are planning to sit for a certification exam in HR, the Greater Valley Forge HR Association (GVFHRA) Study Group could be for you! GVFHRA offers an opportunity designed to assist you in preparing for the certification exam.

This thorough, 2-day study session serves as the perfect refresher. Even those who practiced HR for years often need a focused learning opportunity to brush up before the PHR or SPHR test.

PHR/SPHR Certification Study Group

Offered by Greater Valley Forge HR Association

November 12 & November 19, 2010 (2-day program)

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

Location:

DeVry University

150 Allendale Road, Suite 3250

King of Prussia, PA 19406

Proudly prove your Human Resource Management expertise with a **PHR** (Professional in Human Resources) or **SPHR** (Senior Professional in Human Resources) certification.

Certification shows mastery of our professional body of knowledge and your commitment to staying abreast of new developments in your field.

Review key materials and concepts in the six areas covered in the exams:

- Strategic Management
- Employee & Labor Relations
- Human Resources Development
 - Risk Management
 - Total Rewards
- Workforce Planning and Employment

REGISTER TODAY!

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

Or contact the GVFHRA at 610-551-4736 with any questions

Make a big impact on your career for a small investment!

Study Group investment: \$210 for GVFHRA members; \$275 for non-members

(Lunch is included. Non-members who register for this Study

Group may join GVFHRA today and receive the reduced rate of \$210!)

Registration deadline for the Study Group is November 5th!

The next **PHR/SPHR testing window** is **December 1, 2010** through **January 31, 2011**.

To register for the exam, go on-line: www.hrci.org. Exam application deadline is October 8, 2010. Late

applications are accepted no later than November 12, 2010.

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