



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

September 2010

September 21st Dinner Meeting:

Joy to the Work: How HR Leaders can Contribute to a Positive, Playful, Profitable Culture

HRCI Credit Applied

*5:30 PM at the Crowne Plaza Hotel and
Conference Center*

It is a pretty sure bet that developing a joyful work environment is not part of your job description as a HR professional. Yet, it has been proven that a positive, playful work environment contributes directly to the bottom line. Discover the HR practices of some of the “Best Companies to Work For” and how they translate into high performance and profitability so you can start a joy epidemic in your organization.

During this presentation, you will learn the impediments to and the payoffs of creating a joyful culture. You will assess your Joy Quotient, identify how you can up the joy level in your organization and participate in fun activities that every manager in your firm can use to surprise, delight and energize teams.

Filomena D. Warihay, Ph.D., author of *Joy Rules! 30 Lessons to Help Leaders Unleash Heart Power at Work* is an engaging, enthusiastic, entertaining expert on enlightened leadership. She is founder and CEO of Take Charge Consultants, Inc., an international OD, consulting and leadership development organization – www.takechargeinc.com. Prior to founding Take Charge, Fil was Vice President of HR for Weston, Inc. one of the world’s largest environmental consulting firms. She has spent more than 30 years working with thousands of senior leaders in Fortune 500 and large Federal organizations.

2010 President’s Award Recipient



The Executive Board of the Greater Valley Forge Human Resources Association is delighted to announce the recipient of the 2010 President’s Award. Of the many outstanding nominations received, the Executive Board has ratified the Presidents’

Circle recommendation of Frank Powell, SPHR.

The President’s Award recognizes and honors Human Resources professionals, service providers or consultants who through their leadership, volunteer work and example have made a positive impact within our local HR community. And this year’s recipient is no exception.

In his tenure as a member of the chapter Frank has held numerous positions including Programs Chair, Member Services, Nominating Committee Chair and Career Transitions Chair.

The following sample of comments highlights how Frank’s involvement with the chapter meets the criteria for this award. *Frank is an outstanding HR Leader. He has inspired and attracted so many to GVHRA through his work on Membership and other areas of the organization. He constantly thinks of new ways to encourage people to find out more about GVFHRA and the advantages of membership. He’s clearly committed to making the chapter grow and prosper. He’s energetic, insightful, pragmatic, involves and engages others. ... Many of those years, Frank has served as a Board Member offering wise*

(See Page 2)

(Continued from Page 1, Column 2)

counsel on many topics too numerous to mention. Most recently, Frank has been responsible for our Career Transition Program. In these tough economic times, I have personally seen the growth in this group from a few folks around the conference table to standing room only.
http://www.gvfhra.org/presidents_award.asp

Frank, currently Vice President Business Development for LHH, has over 20 years of progressive human resources management and business development experience. He has a strong track record of accomplishments in manufacturing, retailing, and headquarters environments, and has worked in the food, chemical, real estate and professional services industries. His success can be attributed to supporting HR and other leaders, in formulating strategies to accomplish their business objectives.

Before joining Lee Hecht Harrison he held the top HR post at Carpathia, a consulting and staffing firm which he helped to grow from two offices to twelve in just eighteen months. He was also Vice President for GMH Communities Trust, a publically traded REIT with 70 locations and over 2000 employees. Frank also served as a Senior Vice President for Manchester, a human capital consulting and career transition firm.

Our recipient holds a BA in Psychology and Sociology from Miami University in Oxford, Ohio, where he graduated magna cum laude and was elected to Phi Beta Kappa.

In addition to his professional experiences, Frank has held leadership roles for several United Way campaigns and has volunteered for a number of years with Special Olympics.

Please join us at the Tuesday, September 21, 2010, meeting when the chapter will recognize Frank Powell for his career in HR and his many contributions to the GVFHRA.

Special Projects Welcome!

The Special Projects Committee is responsible for organizing and running our holiday event in December, and also for promoting the SHRM Foundation, and raising funds for that charity and our local charity, The Montgomery County Foundation.

Maria Brice, Chair, and Deanna Glose, Committee Member, would like to welcome new team member Carol Muniz to the team. Carol will be handling the SHRM Foundation in her new role. Thanks to Deanna for all her help last year; she will continue in her role on the Special Projects Committee for another term.

Meeting Locations:

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

Breakfasts (when scheduled):

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!

Thank you to our GVFHRA September Dinner Meeting Sponsors



Immaculata University's Graduate Degree in Leadership

Immaculata University's accelerated graduate degree in Leadership, chartered in 1999, includes Organizational Effectiveness and Health Care specializations. The department's vision, "providing a transformative, joyful experience enabling student and organizational transformation" is evident in outcomes and student testimonials. The experience is oriented toward students setting goals for change and application of learning at the personal, group and organizational levels. Leadership competencies addressed include:

- Individual, cultural diversity
- Problem solving, decision making
- Interpersonal, group communication
- Organization development interventions
- Facilitating change through teams
- Utilizing conflict
- Budget, finance & planning
- Leading through technology

Programs use classroom and web delivery methods attracting both managers and self-leaders across industries who want to lead. Graduates report higher salaries, increased responsibilities and greater skills to navigate the complexities of bottom-line higher performance and quality interactions. For information, contact Dr. Jacobs at (610) 647-4400 ext. 3452, jjacobs@immaculata.edu or www.immaculata.edu/Orgleadership.

**FIRST
CONTACT** 

**Background Screening and
Human Resource Solutions**

First Contact HR can assist you and your employer make better hiring decisions. The current economic conditions require that you properly vet each new employee. As an HR professional, you are ultimately responsible for the quality of talent in your organization regardless of industry or type of business. Your time is valuable, and your organization's productivity is vital. Workforce problems can severely affect performance and profits. How do you find the time to both interview and screen potential employees when you may have a lean staff or be short-handed? The answer may be First Contact HR.

First Contact HR can better enable you - the Human Resource professional - to focus on strategic organizational priorities. Our team of HR Investigators take on the often time-consuming process of checking the employment references of potential employees. Our team of efficient professionals will perform comprehensive background checks on the potential employees that you have interviewed and wish to extend an offer. These checks include education and employment verifications, criminal records research, driving records, credit histories and more. We help you determine whether new talent will fit your organization's culture and potentially reflect the level of performance that your organization requires.

First Contact HR can provide you with fast, accurate and objective third-party input to help you make an informed hiring decision. Call us at (267) 419-1390 or visit www.firstcontacthr.com for more information about background screening, drug testing and workforce training solutions.

*The above advertisements are paid sponsorships not endorsed
by SHRM or GVFHRA.*

President's Message



Dear HR Colleagues,

It is hard to believe that summer is over. Time seems to be going by faster than ever and I hope you were able to take some vacation to relax and refresh. The Board of Directors and Committees of GVFHRA have been very busy getting ready for a new round of chapter activities to help keep you informed and grow within the Human Resources profession.

We have a lot of "NEW" news to share with you. First, I am pleased to announce the **new GVFHRA Executive Committee** for 2010-11. David Benglian is the Chapter's new President-elect. Ross Reinhold is the new GVFHRA Treasurer and Jeanine Kingeter is serving as the new Secretary. Leon Singletary continues to serve on the Executive Committee as past President. It is my honor and privilege to serve as your new President.

It is been wonderful to see so many **new volunteers** taking a role on the GVFHRA Board and on our Committees. Please check the chapter website to see our new slate of chapter leaders. There is always room on our Committees for new volunteers, if you are interested in participating!

We have a **new location for our monthly dinner meetings and our breakfast meetings**. The Crowne Plaza Hotel and Conference Center, on Mall Boulevard in King of Prussia, will host all of our chapter meetings for the 2010-11 year. Our normal third Tuesday meeting schedule has a few adjustments this year due to holidays and conference center availability. Please make sure you check out the **new meeting dates** in the months of November, December and April and the **new breakfast meeting dates**.

We are also pleased to share the **new location for the Delaware Valley HR Partnership Summit** to be held on October 15th. Being at the Valley Forge Convention Center should make your commute to this major educational and networking event a breeze! Early bird registration is already underway. Please check their website for more details: www.dvhrp.org.

There are a few other **new surprises** planned for you this year but we thought we would keep you in suspense, so please pay attention to all of the ebcasts sent out by the Chapter.

The focus of the Chapter's new year is HR Excellence – Resourceful, Resilient, Results. The economy has made the last months very challenging for many of our members. You have shown just how resourceful you can be in addressing those challenges daily - finding creative new ways of doing things and many times doing more with less as HR budgets shrink and healthcare costs rise. Our colleagues in transition have demonstrated their resilience every day continuing to stay positive in a competitive marketplace. All in all, it's about results – what things look like at the end of the day and how you get there.

We hope to inspire you to great results through some exciting and fun programs. At our September 21st dinner meeting, Dr. Filomena Warihay will help you develop a joyful work environment that contributes to the bottom line. Learn how to assess your "Joy Quotient" and energize yourself and your organization.

Hope to see you at the Crowne Plaza, our new meeting place!

Anita

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

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

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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 Lori Stokes-Powers (610) 551-4736

Coaching Innovation and Embodied Leadership

***Strategic HRCI credits pending approval!
CCEU's approved for ICF recertification
September 27, 2010, 7am-4 pm***

“Companies and leaders that do not competitively innovate are on the way to extinction. The changing marketplace and innovation leaders will leave them behind. Industry leaders are innovation leaders over the long run.” – Bob Dunham, *“Self-Generated Competitive Innovation”*

Bob Dunham and Stuart Heller are in-demand keynote speakers who travel the world sharing their methodology for coaching successful innovation and leadership. They join together September 27th for an exclusive one-day workshop geared to coaches, leaders, and Human Resource Professionals.

Participants will learn how to apply the strategies and skills for Coaching Innovation and Embodied Leadership in a challenging business context. They will learn specific ways to add value to their offers as successful coaches, human resource executives and corporate leaders that will align with the strategic goals of the organization. Participants will learn that leadership and innovation are not mysterious processes but observable, executable, and learnable skills. They will gain awareness of common non-verbal habits and how they affect leadership perception. They will be able to recognize common responses to turbulence, shift their responses for more powerful impacts, and coach others to do the same. Participants will explore the skills, abilities, and wisdom needed to coach, lead and organize with today's speed and complexity that will have a significant impact on organizational performance and cultural health.

Participants will:

- Apply the strategies and skills for leading and coaching innovation in a business context.
- Add value to your offer as a successful coach, human resource professional and corporate leader.

- Identify how innovation and embodied leadership can support the organization's mission, vision, values and strategic goals
- Recognize how you and those around you, currently respond to stress, shock, and pressure. Shift your response for more powerful impact and coach others to do the same.
- Explore the skills, abilities, and wisdom needed to coach, lead and organize with today's speed and complexity.

Robert Dunham founded the Institute for Generative Leadership, speaks and conducts workshops on the topics of leadership, innovation, and generative living worldwide. Bob earned his stripes in corporate America as a high level executive in a number of Fortune 500 companies, and applies this learning to his workshops for leaders, executive coaches, and consultants.



Bob was a VP at Motorola Computer Systems, as well as COO of Action Technologies and VP of Consulting for Business Design Associates. He developed the one year Management in Action program for Dr. Fernando Flores, holds two degrees from Stanford University, was on the staff that developed the three-year Ontological Design Course, and has studied the discipline of embodied learning and leadership extensively. Earlier in his career, he led the on-board software development team for the Hubble Space Telescope for several years.

He is the co-author of *The Innovator's Way: Essential Practices for Successful Innovation*, MIT Press, August, 2010.



Dr. Stuart Heller, a.k.a. “Dr. Move” is a Master of Movement. He celebrates 50 years of study and practice with his grounded, practical, and internationally acclaimed approach to the language of non-verbal. He has studied non-verbal expression, presence, influence, and suggestion for the sake of improving the effectiveness of communication in business. Dr. Heller is the founder of Walking Your Talk, Inc. and

the author of "Retooling on the Run, Real Change for Leaders with No Time."

Location:

Villanova Conference Center, 601 County Line Road, Radnor, PA

Price:

\$85 for GVFHRA Members, \$95 for non-members (Breakfast and Lunch included)

Check our website for details: www.gvfhra.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!

GVFHRA's Career Networking Group

GVFHRA's Career Networking Group provides a forum for HR professionals in transition to receive guidance, resources and networking opportunities which should contribute to a more effective career campaign

Share Human Resources job leads and search and interview strategies. Please bring job leads that may be of interest to others. There is no charge to attend.

New Ways of Networking

On Monday, September 13th the GVFHRA Transitions Group will hold its regular meeting from 5:30 PM to 7:00 PM at the LHH offices in Berwyn. We are pleased to have Samir Joshi as our speaker. He is an Information Technology professional with years of experience successfully helping greater Philadelphia Fortune 500 companies implement innovative technology, process and people changes that drive business growth.

Land your next job faster!

Connecting with other people still lands 3 out of every 4 jobs. That's why networking is so important – both online and face to face. The social web makes expanding your network even easier.

This event and workshop will be on building, cultivating, and leveraging your online and personal connections. You'll learn how to connect the dots between the two to create a more effective job search.

Discover new tools. Apply new techniques. And put them to practical use in a workshop that promises to be engaging and interactive. Help yourself and others land a great job with our unique approach -- it's quick, easy, and FREE!

See who can help you at this event before you go by signing up today <http://preview.careerinter.com/events/gvfhra-career-networking-group>

We hope to see you there. GVFHRA Transitions Group meetings are open to all human resources professionals.

Host: Frank Powell

Questions? 610-729-7603

Location

Lee Hecht Harrison

1055 Westlakes Drive Building 3, Suite 120
Berwyn, PA

GVFHRA Welcomes New Members

Name	Company
Jennifer M Chang	Kistler Tiffany Benefits
Keron K Clarke	Pfizer
Heather A Gleiter	1 &1 Internet, Inc.
Jessica G Hartman PHR	First Lab
Paul Hilt	Hilt & Associates
Richard Locher	Legacy Planning Partners
Celia P McQuiston SPHR	Vanguard
Lauren J Mondo	Critical Metrics, LLC
Laura Reger	Pennsylvania Crusher Corporation
Nona Robinson SPHR	Airgas
Mary Roddy PHR	Aqua America, Inc

Pregnancy Discrimination Claims Rising

*By: Maria L. Petrillo, Esquire, Eckert Seamans Cherin & Mellott, LLC
Co-Chair, Government and Legislative Affairs Committee*

Pregnancy discrimination claims have risen markedly in recent years. The Equal Employment Opportunity Commission (“EEOC”), the federal agency charged with enforcing many of the anti-discrimination laws, including the Pregnancy Discrimination Act of 1978, (“PDA”) reports that nearly 6300 such claims were filed in 2008 and another 6,196 in 2009. Recently, the EEOC has filed several lawsuits against major corporations and announced sizeable settlements for individuals and groups of women claiming to be victims of discrimination based upon pregnancy. What has sparked this trend and what can be done to prevent such claims and assure compliance with the PDA?

The Basics--The PDA prohibits employers from discriminating against workers based on “pregnancy, childbirth, or related medical conditions.” Companies that employ fifteen (15) or more employees are covered by the PDA. Although the PDA became law in 1978, amending Title VII of the Civil Rights Act of 1964, and the U.S. Supreme Court declared void fetal protection policies precluding women from certain jobs long ago, employers continue to treat women who are pregnant differently from men with temporary or on-going infirmities.

Pregnant women have a right to work and their employers do not have the right to compel different conditions of employment than those governing all other employees. The PDA protects employees and job applicants. An employer cannot refuse to hire an applicant because she is pregnant or has a pregnancy-related condition. An employer may not require a pregnant woman to submit to special procedures to determine whether she can perform her job duties *unless* that employer requires *all* employees to submit to such procedures. An employer must treat pregnant women who cannot perform their jobs due a medical condition related to the pregnancy the same way it treats all temporarily disabled. An employer may not

prohibit a woman from working or prevent a woman from returning to work after the birth. Any employer-provided health insurance plan must treat pregnancy-related conditions in the same way as other medical conditions.

Why Are Claims Rising?--The increase in such claims can be attributed to myriad factors, including the downturn in the economy. Downsizing to survive, many businesses have required work to be performed by fewer people. In this environment, managers may become less tolerant of absences or other accommodations that may be associated with pregnancy. Correspondingly, as companies constrict their work forces, decisions regarding such issues as leaves of absence, job requirements, and accommodations may be made by those lacking appropriate expertise. This can be disastrous.

Litigation alleging pregnancy discrimination arises because of ignorance on the part of business owners and those who implement their company policies. For example, in a recent federal court case, the EEOC alleged that a major company illegally inquired about an employee’s health status, shared her medical information with co-workers, reduced her hours due to her pregnancy, and discharged her because of the pregnancy, in alleged retaliation for her claims of discrimination and because it regarded her as disabled due to a totally separate non-pregnancy medical condition. In agreeing to settle that pregnancy and disability discrimination case, the parties negotiated a consent decree *which provided the employee with full back pay, a neutral reference, and a pledge to train all managers and an agreement not to discriminate or retaliate under federal civil rights laws, including Title VII and the Americans with Disabilities Act.* Other employers violate the law when they decide that jobs simply are too dangerous, too strenuous, or not right for a pregnant employee, advancing old stereotypes without justification. As one court recently observed, “*rather than undertaking an objective evaluation to determine whether [an employee] could perform her welding job while pregnant, [managers] instead subjectively viewed [her] pregnancy as rendering her unable to weld.*” Such conduct compelled reversal of judgment in favor of the employer and submission to a trial by jury.

What affirmative steps should you take to avoid such claims?

1. Evaluate company policies to ensure that discrimination on the basis of gender, or any other protected characteristic, is strictly prohibited. Make certain the policy is clear and includes a mechanism for appropriate complaint.
2. Discuss these policies with managers to promote understanding of the obligation to treat all employees fairly and consistently. Do not rely merely upon a cursory review of the policy(ies) on an annual basis to assure compliance. Educate/train those managers.
3. Encourage managers to seek HR advice whenever an employee reports that his/her medical condition affects job performance or attendance.
4. Promote a culture (i.e., an open door policy) where employees will feel free to use designated avenues of complaint and dispute resolution.
5. Avoid real or perceived disparate treatment, applying objective criteria to decisions affecting requests for leaves of absence, accommodations and performance review.

If you have questions concerning this issue, please contact Maria L. Petrillo at mpetrillo@eckertseamans.com or Legislative and Governmental Affairs Co-Chair, Susan R. Fiorentino, Esquire at sfiorentino@gsscd.com.

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

GVFHRA Bi-Annual Member Survey Results



The Organizational Development Committee conducted a member survey in the spring of 2010. We had 138 members participate! Thank you for taking time to respond as your feedback is invaluable to the continued success of the GVFHRA organization. The results have been shared with the Board and committee heads so they may utilize the information in future programs and endeavors. Summarized below are the results:

1. 62% of respondents are Manager level or higher (more than half are Generalists)
2. Over a third of the respondents are working for larger companies (1,000+)
3. More respondents have identified themselves as Consultants and/or self-employed
4. More than half of the respondents have been members of GVFHRA for over 3-4 years
5. Professional networking, ongoing education, and keeping current on HR trends were the top reasons people joined GVFHRA
6. More than half of the respondents visit the GVFHRA website at least monthly, looking for information on meetings, events and seminars
7. 91% of the respondents read the newsletter at least occasionally and over half read always
8. Just over half of the respondents said their company pays for their SHRM and GVFHRA membership as well as attendance at dinner meetings
 - Most prefer evening meetings
 - More than half of the respondents attend 1-2 workshops per year
 - Legislative updates, Strategic Management, Organizational Development, and Employee Relations are the top workshops of interest

- The top Special Interest Groups of interest were Organizational Development and Employee Relations

10. Overall, GVFHRA keeps getting positive feedback as a SHRM chapter. Here is what some of the participants said:

“It is an organization that will help you accomplish all of your HR goals and support you during your transition”

“GVFHRA is an active professional organization that will improve your HR knowledge and help you meet others in the field who can share resources”

“It is an excellent professional organization that provides educational seminars on current topics, good networking opportunities, and a warm welcome to all members”

Congratulations!

Survey participants were eligible for a drawing to win a free GVFHRA Seminar. We conducted the drawing at the May dinner meeting and congratulations go out to Sue Collins, HR Specialist at Easter Seals of Southeastern PA. Enjoy your seminar!

Engage and Retain Your Employees Through Corporate Storytelling

By Liz Smith

Storytelling has been the glue connecting people with their communities and with one another throughout history. In ancient cultures, the oral tradition was the vehicle for passing practices and history down through the generations. The designated storyteller was responsible for ensuring that each member of the group understood the importance of their role in continuing the traditions upon which the very survival of the group depended.

Today, we need stronger connections than ever before. Our highly mobile, fast-moving, technology-driven culture gives us instant and continuous access to each other, but we're often not truly connected. Instead of speaking face-to-face, coworkers opt for the greater efficiency of email or instant messages. But these conveniences actually isolate us from one another.

In today's work environment, most employees want to share their values, to experience a sense of community and to be a part of something that is larger than them. Given our common longing for increased connection, coworkers and managers have become our “extended family”. Leaders who regularly use stories create a culture in which people feel connected with other members of the “family”, and that gives their employees' work real purpose.

But what is a corporate story? It is the story of how your company, or your unit, or your project goes about its business. How it overcomes obstacles and sets priorities. How its components work together to achieve goals. How changes are implemented. And how employees contribute on a daily, weekly, monthly or yearly basis. Corporate stories are based on fact, not fiction, and use business and marketplace realities to move the story forward.

To be effective, a corporate story must be authentic. An authentic story reveals the true personality of the organization—its heart and soul—and it emerges from the corporate values and guiding principles that drive everyday decisions. The effective corporate story must be focused on a clear objective; and to achieve that objective, the story must be carefully selected, constructed and delivered.

By defining, refining, and constantly telling its story, an organization gains clarity about its values, communicates more effectively to its stakeholders, and helps everyone maintain focus on the vision. Repeatedly telling the story reignites the spark that first fueled the organization, draws current stakeholders closer and attracts new stakeholders who share the organization's values.

To engage employees in the corporate mission, leaders must also give them the ability to share their own perspectives of that vision. When they tell their own stories, they are investing themselves in the corporate values, which is beneficial to employees and the company alike. Teams who share stories work together better, support one another more willingly, and serve the customer more effectively.

Excellence: Resourceful, Resilient, Results

This year's presenters are outstanding in their fields and are highly recommended by previous audiences. We recommend you hold the date for each dinner and breakfast meeting!

- September 21 Filomena Warihay "Joy to the Work: How HR Leaders can Contribute to a Positive, Playful, Profitable Culture" Approved for 1.25 credits
- October 19 Rich Burton "Talking Numbers – The Importance of Finance in HR Credibility" 1.25 Strategic Credit Granted!
- November 4 Breakfast, Brian Jenson "Human Resource Planning: Unconventional Talent Building that Works"
- November 9 "Edward Jones: Our Culture and Why We've Been Rated Best Place to Work In PA and One of the Best in the Country"
- January 18 Luke Tilley "The Economic Outlook: A Perspective from the Federal Reserve. Approved for 1.25 Strategic Credits
- February 15 Techert Dereic Dorman Immediate Past President, PA-NAME, National Association for Multicultural Education
- March 15 Deirdre Kamber "Twitter While You Work: The Impact of Social Media an Social Technology on the Workplace"
- April 7 Breakfast, Wisdom at the Top- A Panel of CEOs sharing lessons on leadership and Life
- April 12 Lorraine Webb, "The Nuts and Bolts of Succession Planning"
- May 17 Rich Cordivari, Allied Barton, Award Winning Leadership Development

HRCI Credits will be applied for all programs and we anticipate strategic credits for at least two more programs.

We look forward to another year of excellent programs.

OD Seminar at COMCAST Big Success this Summer

Thank you for attending!

ComcastHR



Ken Carrig, Executive VP Human Resources at Comcast and his staff presented "Building People Capabilities" to a sold out crowd of 80 plus attendees (receiving 3 Strategic HRCI Credits) at the Comcast Center in Philadelphia on the 42nd floor. Ken and his team presented the Comcast experience, including elements of how HR is redefining what it means to be a "great place to work" and how they are driving employee capability to build a customer-centric workforce and had an interactive discussion with attendees. Many members acknowledged that they liked the new venue – being right at the workplace and also said Summer was a good time to hold a seminar as there are no other events going on and the workplace is a bit slower. Thank you to the OD Committee members, Lori Stokes – Powers and our Sponsors (PeopleShare, First Contact HR and Drexel LeBow School of Business) for all their efforts in making this event a success!

The OD Committee has another great seminar coming soon **Coaching, Innovation and Leadership**. Mark your calendars for Sept 27th 8am – 4pm as you won't want to miss these in-demand speakers Bob Dunham and Stuart Heller! See the website for more information.

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

WMcMenamin@hcl-axon.com

DON'T MISS OUT

on an amazing opportunity to illuminate your career and business with new solutions. Plan now to attend one of the region's leading conferences for HR professionals!



REGISTER NOW

for the 2010 Delaware Valley HR Partnership (dvHRP) Summit, kicking off Friday, October 15th at a new location, the Valley Forge Convention Center. This dynamic one-day event is a collaboration between GVFHRA and Philly SHRM showcasing 19 educational sessions across six professional development tracks of workshops, panels and respected speakers.

KEYNOTE

This year, the Summit will feature keynote speaker Kenny Moore, co-author of Amazon.com's Top 10 Bestseller *The CEO and the Monk: One Company's Journey to Profit and Purpose*. Kenny will be presenting 'Managing Change and Motivating Employees: A Modern Day Oxymoron.' He will focus on business theory, practical case studies and group discussions providing innovative (and inexpensive) takeaways to improve employee morale, retention and passion.

SESSIONS

Following the keynote address, attendees will select sessions from six professional development tracks to refresh, renew and reawaken their HR careers. These sessions include:

- Organizational Development
- HR Strategy
- Engagement, Retention & Recruiting
- Employee Relations & Legal
- Total Rewards
- 21st Century Tools and Technology

Refreshments will be served in the Exhibitors Crossing marketplace where 50 exhibitors will be displaying goods and services for the HR community. Attendees will receive continental breakfast, a full sit-down lunch and be able to join in the networking cocktail reception.

QUESTIONS?

For more information on registration or any other questions, contact Leigh Ann Zangaro at (267) 287-8497 or info@dvhrpsummit.com.



HRCP credits are pending.

THE 2010 DELAWARE VALLEY HR PARTNERSHIP SUMMIT

ILLUMINATE YOUR ORGANIZATION'S FUTURE



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

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

\$215 – MEMBERS (\$195 EARLY BIRD)
\$245 – NON-MEMBERS (\$225 EARLY BIRD)

EARLY BIRD SPECIAL ENDS SEPT. 3!

Group and student discounts available

ATTEND OUR FREE WEBINAR & GET \$15 OFF!

TUESDAY, SEPT. 14TH, 2:00PM-2:30PM

You still have another opportunity to receive a discounted registration pass! Sign up for a sneak preview webcast of "Leadership GPS – Growth, Performance, Sustainment™" by Seth Davies, Managing Partner and Senior Consultant of Competitive Solutions, Inc. and get an exclusive \$15 off discount code to use during registration checkout at the end of the webinar! Then be sure to check out Seth on October 15th.

September 2010

<i>Monday</i>	<i>Tuesday</i>	<i>Wednesday</i>	<i>Thursday</i>	<i>Friday</i>
		<i>1</i>	<i>2</i>	<i>3</i>
<i>6</i>	<i>7</i>	<i>8</i>	<i>9</i>	<i>10</i>
<i>13</i> GVFHRA <i>Transitions Group</i> 5:30 PM to 7:00 PM LHH offices in Berwyn	<i>14</i>	<i>15</i>	<i>16</i>	<i>17</i>
<i>20</i>	<i>21</i> Dinner meeting: <i>Joy to the Work</i> 5:30 pm at the Crowne Plaza	<i>22</i>	<i>23</i>	<i>24</i>
<i>27</i> Coaching, Innovation and Leadership. Villanova Conference Center 8am – 4pm	<i>28</i>	<i>29</i>	<i>30</i>	