



Shenandoah Valley Society for Human Resource Management

November 2010 Volume 1, Issue 2

President's Letter

It has been an exciting year for the Shenandoah Valley SHRM chapter as we have embarked upon several initiatives to strengthen our chapter, its membership, and our business community. We rolled out our new logo in April and are on track to launch our new website in late November. Our first Essentials of HR Management Workshop was a great success and we hope to be able to offer this again in the future. In honor of our 40th Anniversary Celebration, internationally known consultant and trainer, Margaret Morford, will

share with us "Survival Secrets for the Next Decade" and "The Critical Difference Between Managing and Leading" at our annual Leadership Breakfast to be held in November.

As this year is rapidly coming to a close, your 2010 Board of Directors is busily planning for 2011. I would therefore like to invite any member who is interested in serving on a Board Committee to let myself or another Board member know. We are continually looking for new ideas and ways to improve our chapter that will help us better serve our

members. Further, if you have suggestions of different times or locations for our monthly meetings, we would welcome your input.

I would like to take this opportunity to thank all of you for your patience and support during the transition as I assumed the role of President in July. I look forward to the upcoming year and the privilege to work with all of you to further the mission and vision of SVSHRM.

Vikki Ingram
Chapter President
2010-11

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Welcome New Members!

A hearty welcome to new members joining in 2010:

Susan Armstrong
Kenneth Ayscue
Tim Bullard
Charlease Deathridge
Shaunta Fox
Susan Grossman
Rachel Haley
Joann Hewitt
Gina Humphries
Matt Hutman

Jessica Jancaitis
Jean Kellison
Todd Massie
Michelle McAdams
Mindy Nodine
Randall Nutter
Soroya Orr
Lou Pugliese
Rebecca Rawley
Lorna Saunders

Megan Seekford
Kara Shank
Beth Shifflett
Greg St. Ours
Laura Toni Holsinger
Jeannine Turner
Meg Weekley
Stephanie Wentz
Diane Yerian

(Continued on Page 5)



*"Your voice and resource
as Human Resources
Professionals in the
Shenandoah Valley."*



Essential Success! by Carolyn Fowler

Twenty-one individuals took a break from their busy schedules to be part of the first *SHRM Essentials of HR Management* seminar presented by the SVSHRM Chapter. The EHRM program is an introductory course offering a comprehensive overview of human resource roles and responsibilities. Participants gain practical HR knowledge and the skills to improve HR job performance.

Here are some examples of feedback provided by several of the 21 individuals who participated in the 2-day course, held August 11-12 at Bridgewater College:

"Overall, I was highly satisfied with the course; the content was a good refresher for General HR Knowledge"

"It was very beneficial to beginners and those preparing for PHR exams"

"I liked the discussion and sharing of different companies' practices"

"There was an abundance of information covered and the instructors were qualified"

"The workbooks and group activities were good"

Upon the completion of the seminar, participants were awarded a certificate for

13.5 general recertification credits through HRCI.

Participants included:

Cindy Campbell
Charlease Deathridge
Christina Dovel
Krystal Ellis
Todd Gardner
Susan Guynn
JoAnn Hewitt
Sandy Jackson
Jean Kellison
Sandra King
Dawn Knight
Michelle Lang
Amie Loving-Harpine
Jeannine Peterson
Vickie Pullen
Jason Saunders
Joan Shifflett
Maite Taylor
Laney Thompson
Kimberly Troyer
Jeannine Turner



Essential Success (cont. from page 2)

SVSHRM chapter members graciously volunteered their time to facilitate all or a portion of the modules

- | | |
|------------------------------|--------------------------|
| 1. HR Management | Steve Gerome, Ph.D., PHR |
| 2. Employment Law | Chuck Flick, SPHR |
| 3. Recruitment and Selection | Marcy Engle, PHR |
| 4. Compensation and Benefits | Carolyn Fowler, SPHR |
| | Vikki Ingram, PHR |
| 5. Employee Development | Melody Ritchie, SPHR |
| 6. Performance Management | Laura Parks, Ph.D. |



Programs Ending 2010 with a Bang! Looking Ahead to a Great 2011!

As we approach the end of the year, our final program is here. And, what a program it will be! There has been a lot said about it so we hope that our members and executives from their companies, along with other area business members, will join us for the annual Leadership Breakfast. This year's breakfast is a part of our chapter's celebration of its 40th anniversary. This event will be held on Tuesday, November 9, at BRCC's Plecker Center. Internationally-known consultant and trainer, Margaret Morford, will present two sessions. The first session, "Workplace Trends – Survival Secrets for the Next Decade," will provide participants with suggestions for what businesses need to be doing to prepare and protect themselves from the trends and shifts that will arise ten years from now. The second

session, "What Eagles Dare – The Critical Different between Managing and Leading," will differentiate leadership skills from management characteristics. Registration begins at 7 a.m. with a hot breakfast, and the sessions will begin at 8 a.m. Check out Ms. Morford's website to get more information on her and her company at: www.thehredge.net

All participants will receive Margaret's book, "Management Courage – Having the Heart of a Lion."

Costs for this event are: one session at \$40/person or \$35/person for three or more from same organization or both sessions for \$65/person or \$60/person for three or more from same organization. A portion of each registration fee will go to support the Society for Human Resource Management's Foundation.

Our chapter's final event of the year will be the annual holiday social. This year's will be held at Cally's in Harrisonburg on Tuesday, December 7, from 3 p.m. – 5 p.m. More details will be forthcoming.

All of the 2011 programs will be submitted for HRCI credit. If you have heard a speaker that you think would be beneficial for our members, please pass their contact information on, and they will be contacted. We also encourage chapter members to present at our meetings. If you have a topic/training that you would like to share, contact us.



Coming Soon...

December 7th

Holiday Social,
Cally's in Harrisonburg

January 11th

The WIN method: Your
Guide for Optimal
Performance
Sharon Petro

February 8th

TBD
JMU Student Chapter

Chapter Membership News by Patricia Craft

(Continued on Page 1)

Remember, each person you refer who becomes a SVSHRM member earns you a free entry to a monthly chapter meeting. If you refer 3 new members in a calendar year, your annual membership dues are waived for the next year.

Thanks to these members for referrals

Yohna Chambers
 Marcy Engle
 Steve Gerome – 2 referrals
 Vikki Ingram
 Chris Kearnes
 Vickie Pullen
 Meg Weekley
 Jason Saunders
 Milly Stanley – 2 referrals
 Cheryl Switzer – 2 referrals
 Cathy Welsh

Membership Renewal Incentive

Renew your annual membership before December 31 and pay only \$30, a \$5 savings! Watch for email notification.

Virginia and National SHRM Update

The Virginia State SHRM Conference, held on September 29 – October 1, was a great success. The theme for this year's conference was "The Fine Art of HR" and HR professionals across the state found out "What HR and Hotdogs have in Common". The keynote speakers challenged HR professionals to tap into unconventional wisdom and to build a vision for their future by redefining commonly held assumptions and misconceptions about

"creativity," "cultural emotional intelligence," and "talent management." With over 700 HR professionals in attendance, this was truly a venue to hear from leaders in the profession, to network and to reflect on just how special the Art of Human Resources really is.

The next Virginia State Conference will be held on April 23- 25, 2012 at The Homestead Resort. The Virginia SHRM State Council has just

rolled out their new logo and a new and improved website.

Please visit the website at www.SHRMVA.org for all of the latest information about what is going on around the state.

National SHRM membership dues will increase to \$180.00 on January 1, 2011. This is the first rate increase in 20 years. Members who renew by December 31, 2010 will pay the current rate of \$165.00.

Chapter Receives Didawick Scholarship



The **2010 Debra Didawick Memorial Scholarship** was recently awarded to SVSHRM.

This Scholarship serves as a memorial to Debra "Debby" Didawick, PHR, who was a long time member of the Winchester SHRM Chapter, and a member of the Virginia State SHRM Council.

Debby was also recognized as the Winchester SHRM chapter's 2004 HR Professional of the Year. This award recognizes professionals who: serve as role models for the HR profession, are leaders rather than followers, set standards for others and the profession, and those that apply professional

expertise outside of their organization.

In recognition of Debby's commitment to the HR profession, the Virginia State SHRM Council is honored to offer a \$1,000 scholarship to a Virginia SHRM Chapter for promoting HRCI certification of the Chapter's Human Resource Professionals.

This scholarship was awarded to SVSHRM at the Virginia SHRM Council meeting on September 29, 2010.

A special note of "Thanks" to Emily Sterrett for preparing the application and for her ongoing efforts in coordinating the PHR/SPHR Prep Courses for our chapter.

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SVSHRM Member Spotlight



Marcy Engle, PHR, serves as Director of Human Resources at Eastern Mennonite University (since 2004). In her current role, she works with employee relations, benefits, performance appraisals, as well as a variety of generalist functions.

Marcy's human resources experience began in 1991 when she served as human resources director and safety coordinator at Shenandoah Manufacturing. When the plant closed in 2002, she worked for Shentel

in Edinburg, as human resources manager. Marcy is an active member of the Society of Human Resources Management. Marcy served on the Virginia SHRM State Council as president of the Shenandoah Valley SHRM chapter in 2000. Since her role as local chapter president, she served in other capacities which included SHRM Foundation Chair, Secretary, and Communications Chair. She served as part of the steering committee for the statewide

Workforce Readiness Conference in both 2007 and 2008. Marcy currently serves as Vice President of the Virginia SHRM State Council and will move into the role of Council President on January 1, 2011.

In her spare time, Marcy is pursuing her MBA at Eastern Mennonite University, as well as trying to keep up with her three children (ages 2, 6, and 12).

SVSHRM 2010 Sponsorships

Thank you so much to those who sponsored SVSHRM meetings, newsletters and events! Please support them.

Meeting Sponsors:

Rockingham Group
 American Solutions for Business
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 BB&T Insurance Services Inc.
 Bradford Staffing Company
 Endless Horizons
 Kelly Services, Inc.
 Cintas First Aid & Safety
 Adams & Garth Staffing

SVSHRM Spring Newsletter:

Colonial Life
 Bull's Eye Insurance Solutions
 Blue Ridge Insurance Services, Inc.
 Lenhart Obenshain

Essentials of HR Management Program

Colonial Life

November Leadership Breakfast

Friendship Industries Secure Document Destruction
 New York Life
 Blue Ridge Community College

Student Chapter Updates



JMU chapter SHRM is off to a good start this year!

New executive members for 2010-2011 are as follows:

President: Sam Kerr
VP of Public Relations: Megan Mueller
VP of Information: Stephanie Monioudis
VP of Community Service: Carl Hurlebaus
VP of Merit: Brayden Zanks
VP of Finance: Alex Van Ness
VP of Programs: Rachel Cook
Webmaster: Maya Gibson-Reinemer

Their recruiting efforts have brought 34 members to join this year! The new executive board's focus will be to get these new members excited about the year to come as well as to get current members more involved! They had a successful community service event at the end of October with Habitat for Humanity in Staunton.

JMU SHRM will have a Chili's spirit night November 10th to raise money for the chapter. They would love all SVSHRM members to come out and support their chapter with some great food and company! The flyer that everyone needs to give with their checks was distributed by email and they cannot wait to see everyone there!

Bridgewater College chapter SHRM is also off to a good start this year!

New executive members for 2010-2011 are as follows:

President: Quincey Lee
Vice-President: Kat Houston
Secretary: Heather Heartly
Treasurer: Rebecca Broome
Website: Lauren Breeden

BC SHRM currently has 15 active members. The chapter will be participating in an officers meeting at El Charro's with the JMU Chapter this fall. BC SHRM is working on setting up a company tour to the Miller-Coors Brewery for some time in the near future. A committee devoted to fundraising has been formed and is working to get sponsorship from either Hams or Coors for T-shirt ideas for the student body. A committee has also been formed to concentrate on a resume booth and mock interviews for graduating seniors to help them prepare for their job search. The SVSHRM Chapter has always been very supportive of efforts with this by volunteering their time and expertise. They value this support and look forward to working with the membership again this year. Additionally, they formed a committee to concentrate on the recruitment of new members and plan to increase participation at the SVSHRM monthly meetings when possible.

About Shenandoah Valley Society of Human Resources...

We're on the Web!

See us at:
www.svshrm.org

The chapter is affiliated with the Society for Human Resource Management (SHRM). As a group, we hold regular monthly meetings for the purpose of discussing

pertinent subjects, and to encourage contacts for the exchange of knowledge and information beneficial to all Members.

Chapter Newsletters

Ideas for & Submissions of Articles to:

John Woodworth

Interest in Advertising contact:

Don Wallinger