



Press Release
For Immediate Release
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ACHRA HONORS LOCAL ORGANIZATIONS FOR HR EXCELLENCE

Three recipients of the 2011 Human Resource Excellence Awards were named on September 7th.

The Albemarle / Charlottesville Human Resource Association (ACHRA) proudly recognized the finalists and recipients of the 2011 Human Resource Excellence Awards at a reception on September 7th, 2011 held at the McGuffey Art Center. The recipients of the 2011 awards are:

- The Boar's Head Human Resources Team
- Live Arts Artistic Director Search Committee
- Piedmont Pediatrics

ACHRA President, Jenn Oliver, presented the awards. The following are excerpts of her remarks.

“With more than 200 active members, ACHRA is proud to be the voice of human resource professionals in our community. In addition to providing continuing education and collegueship for our members and serving the community through outreach and workforce development efforts, ACHRA is pleased to recognize exceptional human resource efforts through the Human Resource Excellence Awards program. We pronounce the award's acronym 'HREA' as 'Hurray' to symbolize the collective cheer that we all give when hear about the phenomenal efforts of our applicants and finalists.

“The judging panel tells me that we had a terrific pool of candidates for our second annual awards. Tonight, I am pleased to recognize five finalists for the 2011 HREAs. Our finalists reflect the scope of organizations in our community – public, private and nonprofit; large and small – and together remind us that regardless of the economic conditions or challenges we face, great things are happening in workplaces in our community. Workforces are being developed, employees are being served, business is being conducted more efficiently and effectively, and human resource professionals are shaping the future of their organizations in real and tangible ways.

“Nominations for the awards were evaluated by ACHRA's judging panel based on five criteria:

- the impact of the project or initiative on the organization’s strategy and goals;
- the relevance of the project to the Human Resource body of knowledge;
- the potential applicability of initiative to other organizations as a best practice model;
- the measurable impact of the project or initiative; and
- the creativity and innovation demonstrated by the initiative.

“The finalists for the 2011 Human Resource Excellence Awards are from the following organizations:

- The Boar’s Head Inn
- University of Virginia Human Resources
- Live Arts
- Piedmont Pediatrics
- and
- The University of Virginia Medical Center

Please join me in recognizing all of our finalists and thanking them for their contributions to our community.

“The judges reviewed all of the submissions carefully and engaged in spirited dialogue during their deliberations. They were impressed by the quality of the submissions and the innovation and initiative demonstrated by all of our applicants. They admit that making decisions was not easy but eventually agreed that three of the finalists stood out as particularly worthy. As a result, ACHRA is pleased to present three HREAs this evening. Our recipients will be recognized in random order.

“Our first recipient provides an example of a critical human resource function performed in exemplary fashion. Over the past nine months, the Live Arts Artistic Director Search Committee executed a nation-wide search for this community theater’s next co-leader. What makes their effort noteworthy isn’t the 115 applicants they attracted to their candidate pool or the importance of the role they filled – it’s the careful attention they paid to designing and executing a robust process that fit the unique circumstances of their organization. From an organizational review to the identification of key leadership competencies to innovative Skype and onsite interviews, Live Arts is proof that any organization can adapt best practices to meet unique needs. Please join me in congratulating the Live Arts Artistic Director Search Committee as Brian Menard, committee chair, accepts the award.

“Our second award this evening is presented to another team that has successfully addressed a challenge that most organizations face. How many times do we see groups of managers and supervisors without the people management and leadership skills necessary for organizational success? The Boar’s Head Inn Human Resources team saw this need in their own organization and responded by designing and launching a three-month program of leadership discovery and development. Not only did their efforts directly address feedback from employee exit interviews, but the team received high marks from participants and has plans

in place to measure the ROI of the program. Please join me in congratulating The Boar's Head Inn Human Resources Team as Claire Gruenfelder, Director of Human Resources accepts the award.

“Our third and final recipient of a 2011 HREA demonstrates that consistent effort and many seemingly small HR initiatives can meaningfully change an organization's work culture. Two-and-a-half years ago, the physician owners of Piedmont Pediatrics knew that unhappy and overworked employees, frequent turnover, and communication issues were standing in the way of achieving their goal of providing the best healthcare possible. With the assistance of a consultant, the team systematically addressed its HR practices including recruitment, compensation, performance management, and employee and supervisor training. As a result, not only do owners and employees enjoy an improved work environment with better communication, but patients and their parents see the benefits of better office processes and systems. Please join me in congratulating Piedmont Pediatrics as owners Dr. Gretchen Brantley and Dr. Mary Anne Mayo accept the award.

“That concludes our awards presentation this evening. I think everyone deserves a big “Hurray!” -- we have exceptional Human Resource work being done in our community, making Charlottesville and Albemarle a better place to work and live each day.”

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ACHRA is the Albemarle / Charlottesville Human Resource Association, Inc and is a 501(c)6 Professional Association serving Human Resource Professionals in the Albemarle / Charlottesville regional area. A proud affiliate of the Society for Human Resources, ACHRA supports members and the community with monthly educational meetings, networking opportunities, a comprehensive website with a jobs board, workforce development efforts and an annual conference. To learn more about ACHRA, please visit www.achra.org.