

## ACHRA Update

Albemarle/Charlottesville Human Resource Association, Inc.  
 April 2010

### President's Message

It seems that spring has (finally) arrived in Central Virginia, and after winter's record snowfall, it's nice to see the signs of new growth that warmer weather brings. The crocuses and daffodils aren't the only things blooming, though — ACHRA has a lot in store for 2010 and it's all starting to take shape right now.

At the March membership meeting, I had a chance to talk about the Chapter's commitment to provide exceptional programming and member services, and our goal to pursue four exciting initiatives this year:

- conduct a **member survey** to assess ACHRA's performance and identify ways to better serve our members and the broader community;
- increase ACHRA's presence online by leveraging **social media**;
- honor outstanding human resource efforts by holding the first annual **ACHRA awards** program; and
- demonstrate our **commitment to diversity** by establishing a task force to explore diversity in our chapter, our profession and our community.

Personally, I am really excited about the opportunities presented by each of these initiatives. They are a reflection of the vibrancy and dedication of our Board and membership, and are examples of ways the Chapter works to serve the professional and advance the profession.

I hope you will choose to increase your involvement in ACHRA this year. Attend our monthly membership meetings, and bring a friend or colleague with you. Join a committee to help increase membership, plan programs, coordinate the fall conference, secure sponsors or support one of the 2010 initiatives. Encourage your organization to support ACHRA by sponsoring a meeting or event. Share your feedback when you receive the membership survey later this spring.

In the meantime, if you have questions, suggestions or requests, please don't hesitate to contact me at reb@allisonpartners.com.

Best,

Rachel Brozenske, 2010 ACHRA President



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Each of ACHRA's  
spring meetings  
has been  
prequalified  
for one hour of  
HRCI general  
recertification  
credit!



Don't miss out!  
Make plans to  
attend the ACHRA  
Conference and a  
pre-conference  
reception with  
the First Annual  
ACHRA Award

## Upcoming ACHRA Meetings

Our programs team (chaired by Michael Latsko and Rebecca Ward) has an exciting slate of membership meetings planned for the months ahead. Make plans to join fellow members and guests for these upcoming meetings — they're a great chance to connect with colleagues and learn something new!

Tuesday, 13 April 2010, 11:30 a.m. – 1:00 p.m., Cavalier Inn

### Compensation and Other HR Trends

Steven Rosenthal, Vice President & Compensation Practice Leader for KnowledgeBank, Inc., a human capital management and organizational effectiveness solutions consulting firm based in McLean, VA, will present findings from the 2009–2010 Total Compensation Survey for Mid-Atlantic Technology Companies. Learn about survey collection methodology and benchmarking, and discuss key findings that apply generally to all industries. Invite your IT colleagues to join you for this informative discussion.

*Thanks to First Citizens Bank for sponsoring the April membership meeting.*

Tuesday, 11 May 2010, 11:30 a.m. – 1:00 p.m., Cavalier Inn

### HR Leadership: Discover Your Authentic Leadership Style

*rescheduled from February*

Michelle Braden, founder and CEO of MSBCoach, LLC, will discuss how an authentic leadership style can help human resource professionals meet the challenges of their evolving HR role. Attendees will consider their own strengths in the context of the competencies identified in the 2007 Human Resource Competency Study (HRCS): Credible Activist, Cultural Steward, Talent Manager/Organizational Designer, Strategy Architect, Business Ally, Operational Executor.

*Thanks to UVA WorkMed for sponsoring the May membership meeting.*

Visit the ACHRA website at [www.achra.org](http://www.achra.org) for information and to register.

## Save the Date!

Make sure to mark your calendar and plan to attend ACHRA's 13th Annual Fall Conference planned for **Tuesday, 14 September 2010** at Farmington Country Club. The planning team (chaired by Robin Fisher and Gayle Mapstone) has already been hard at work securing outstanding speakers to make this a professional development event you won't want to miss.

New this year, your conference registration will include access to a pre-conference reception the evening of Monday, 13 September. In addition to networking with fellow members and other community leaders, you'll help us recognize the recipients of the First Annual ACHRA Award. Who knows? Maybe your organization will be among those whose accomplishments we celebrate. Be on the lookout for more information about the ACHRA Award and how to nominate your organization for consideration!



Take advantage of other educational and professional development opportunities around the state

### Find ACHRA on LinkedIn!

As Sasha Farmer shared during our March membership meeting, social media is an important tool for developing relationships, sharing news, and networking with colleagues. This year, ACHRA plans to take Sasha's advice and make a mark in the social media landscape. Do you?

Whether you're already active online or are just getting started, please join ACHRA's LinkedIn group. It's easy and it's free, and it's a great way to:

- find a **colleague** and expand your network of connections;
- pose a question for **discussion** or chime in to share your expertise;
- share **news** that may be relevant to others in our group; and
- use the group's **jobs board** to post openings or review available positions.

To join the group, login to LinkedIn and search "ACHRA" or "Albemarle-Charlottesville Human Resource Association" (make sure to select the "search groups" option). You'll get connected with your colleagues in no time! Once you've joined, help make our online community as active as our real-life one by contributing to discussions and posting updates.

### Looking for a Conference or Educational Opportunity?

If you haven't checked lately, you may want to visit ACHRA's website to learn more about upcoming events in our region. Many are hosted by neighboring SHRM chapters or other HR organizations and provide affordable HRCI credit. *(Inclusion here or on the ACHRA website does not indicate the Chapter's endorsement of these programs.)*

Thursday, 15 April 2010, 7:15 a.m. – 5:15 p.m., Hilton at Short Pump

#### **Richmond SHRM One-Day Strategic Leadership Conference**

Meet HR colleagues in the Richmond SHRM chapter at a daylong event featuring strategic leadership topics. Earn 7.5 HRCI Strategic Recertification Credits. Visit [www.richmondSHRM.org](http://www.richmondSHRM.org) to learn more and register.

Friday, 7 May 2010, 7:00 a.m. – 5:00 p.m., Holiday Inn Washington Dulles

#### **A Strategic Approach to HR: Delivering Business Results**

Discuss decision making, succession planning, training metrics, crisis leadership and more at the Dulles SHRM chapter's conference . . . and earn 7.5 HRCI Recertification credits in the process. Visit [www.dullesshrm.org/event2010.html](http://www.dullesshrm.org/event2010.html) to learn more and register.

ongoing

#### **UVA School of Continuing and Professional Studies**

Take credit or non-credit courses in human resource management, business and leadership development and nonprofit management. Registration is now open, and courses fill up quickly, so sign up soon. Check the course catalog and learn more at [www.scps.virginia.edu](http://www.scps.virginia.edu).

## ACHRA Board

Rachel Brozenske,  
*President*

Jenn Oliver,  
*Vice President*

Leslie Andrus,  
*Secretary*

Carolyn Fowler,  
*Treasurer*

John Habel and  
Amanda Moxham,  
*Membership*

Michael Latsko and  
Rebecca Ward,  
*Programs*

Robin Fisher and  
Gayle Mapstone,  
*Conference*

Faye Giles,  
*Professional Dev'p*

Rudy Beverly and  
Wendy Miller,  
*Workforce Dev'p*

Marty Lupinetti,  
*Legislative*

Deb Deuchar,  
*Sponsorship*

Rena Wray and  
John McQuilkin,  
*Website*

## Community Involvement Opportunities

Are you looking for ways to share your knowledge and expertise to help fellow members and our community? Here are some of the ways you can get involved today:

- participate in a **community survey**. Lorna Gerome, fellow ACHRA member and Assistant Director, Human Resources for Albemarle County, is working on a project assisting the Reentry Program at Offender Aid and Restoration. Her team is exploring the challenges faced by the ex-offender population as they enter the work force. You can help by completing a brief survey at [www.surveymonkey.com/s/SRRPG8C](http://www.surveymonkey.com/s/SRRPG8C) by Friday, 2 April 2010.
- contribute time and talent to a **local nonprofit**. Periodically, ACHRA is approached by leaders in the nonprofit community looking for individuals with human resources expertise to join their boards or personnel committees. If you'd like to be referred for one of these volunteer opportunities, please let ACHRA know by emailing Rachel at [reb@allisonpartners.com](mailto:reb@allisonpartners.com)

## What Can SHRM Do for You?

Whether you have an HR question that needs an answer, are trying to develop a new policy or are looking for the latest legislative information, SHRM provides outstanding resources to support you. Current SHRM members can check the website ([www.SHRM.org](http://www.SHRM.org)) for the latest news and information, including a special section detailing the likely impact of recent health care legislation on organizations large and small.

If you're not already a SHRM member and would like to learn more, make plans to join Shelly Trent, SPHR, Field Services Director for the Southeast Region, for a free webinar sharing the many benefits of SHRM membership and how it can help you as you advance your HR career. The webinar will be held Tuesday, 27 April 2010 at 4:00 p.m. To participate, point your browser to <http://shrm.na3.acrobat.com/solapr27/> and hear the audio by calling 1-800-745-6370, passcode 393080. At the conclusion of the webinar, one lucky participant will win a free SHRM membership (a \$160 value).

## Support ACHRA and Put Your Organization in the Spotlight

Sponsoring an ACHRA event is a cost-effective way to reach nearly 200 human resource professionals and show your organization's support for the Chapter and its members. Sponsorships offer a variety of benefits including public recognition, speaking time at events, distribution of company materials and inclusion in promotional materials and on the ACHRA website, with prices that start at just \$250 for a monthly meeting. If you or someone you know is interested in learning about sponsorship, please contact Deb Deuchar at [dhdeuchar@cvty.com](mailto:dhdeuchar@cvty.com)