

ACHRA Update

Albemarle/Charlottesville Human Resource Association, Inc.
 July 2010

President's Message

I'm a big fan of summer, but this year, I can hardly wait for September.

By now, I hope you've heard about ACHRA's first annual Human Resource Excellence Awards to be presented this fall. I'm really excited and wanted to take a few minutes in my message this month to describe why.

- *Honor the great people doing great work in our community.* When it comes to our employees, we know the importance of recognizing hard work and exceptional performance. The same holds true for our peers and colleagues, and I'm glad we have this new way to recognize and celebrate each other.
- *Share best practices and learn from our peers.* Our community is made up of organizations of all shapes and sizes facing—and overcoming—all kinds of human resource challenges. I'm looking forward to learning about the practices that are making a difference for local employers.
- *Elevate our profession's standing in the community.* I firmly believe that HR professionals are a vital part of our community's strength. I'm ready to spread the message and know that the HREAs will showcase HR and its contributions for business and community leaders.
- *Have a great time.* In addition to all the professional reasons to anticipate the awards, I can't think of a better reason to hold a fantastic party at the recently renovated Jefferson Theater.

Between now and September, there's a lot you can do to help us ensure that the first HREA celebration begins a tradition that continues for years to come. Review the **attached nomination form** and nominate an initiative from your organization. Encourage others to submit applications and nominations and forward them the form. Make plans to attend the celebration on Monday, 13 September and encourage your organization's leaders to join you.

Working together, we'll make sure everyone knows about all the ways that ACHRA and our human resource professionals contribute to our community's strength.

Best,
 Rachel Brozenske, 2010 ACHRA President 

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**Earn 1.0 hours
of Strategic
Management
HRCI Credit by
attending the
July Membership
Meeting!**



Upcoming ACHRA Meetings

What more could you want? Network with colleagues, earn recertification credits, and learn about our community and our profession with these upcoming membership meetings! Visit the ACHRA website at www.achra.org for information and to register.

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

Scan of the Regional Workforce and Ongoing Workforce Challenges

Human resource professionals need information about the Greater Charlottesville / Central Virginia regional economic environment, workforce challenges, labor and demographic trends and initiatives to support the choices they and their organizations make every day. Michael Harvey, President of the Thomas Jefferson Partnership for Economic Development, will discuss the region's key workforce challenges in light of the recent recession, the impact of current policies on workforce trends, economic development challenges, and potential solutions. Make plans to join colleagues and learn from this expert on regional employment issues.

Thanks to Strategic Employee Benefit Services for sponsoring the July membership meeting.

Tuesday, 10 August 2010, 11:30 a.m. – 1:00 p.m., Cavalier Inn

Emotional Intelligence: What It Is, Why Pay Attention to It, What to Do about It

Join your ACHRA colleagues and Joyce Hartpence, Founder / Partner of Teamworks Training and Development for a discussion of Emotional Intelligence (EI) in the workplace. Learn about how to define and develop EI, how to advocate for its importance, and how to assess related skills with both employees and employment candidates. Joyce will draw from her multinational experience working with teams as she shares her insights and expertise with us.

ACHRA's 13th Annual Fall Conference

Make plans to join colleagues on **Tuesday, 14 September 2010** at Farmington Country Club for ACHRA's 13th Annual Fall Conference.

Committee members have been hard at work planning this year's conference, themed "Your Brain at Work: Inside the Mind of HR."

Following the conference kickoff at the HREA reception the night before, attendees will hear from local experts about the latest research on the links between how we think, how we lead, and how we build relationships. With a fantastic lineup of speakers including Carlee Hawkins of Project Implicit and Peter Ronayne and P. J. Rooney of the Federal Executive Institute, this year's conference promises to be both inspiring and informative. Registration details will be available soon, so make plans to attend and invite other leaders in your organization to join you for this terrific day of learning!





What Do You Think?

The ACHRA board is preparing to launch a membership survey to help us evaluate our chapter's performance and inform our plans for the future. Watch your email next week for an invitation to participate. The survey takes only 10-15 minutes to complete and we'd like as many ACHRA members and other HR professionals to participate as possible. Please help us make sure your opinions are heard and counted!

More HR Education

ACHRA is a clearinghouse for a variety of professional development and educational opportunities, and we post information on the HR Education page on achra.org. Here's a sampling of upcoming events in our community and around the state.

Wednesday and Thursday, 11-12 August 2010, 8:30 a.m. – 5:00 p.m.,
Bridgewater College

Essentials of Human Resource Management Certificate Program

Hosted by Shenandoah Valley SHRM

Are you interested in strengthening your employee management skills? If so, the Shenandoah Valley SHRM (SVSHRM) Chapter cordially invites you to take a break from your busy schedule to engage in what promises to be a productive and informative two days! Knowing the essentials of HR will make you a better manager and help advance your career. \$425 per person, register by 23 July. For more info, contact Carolyn Fowler at cfowler1@cstone.net

Friday, 17 September 2010, 10:00 a.m. – 4:00 p.m., Hall of the States,
Washington, D.C.

Managing Anger and Emotions in the Workplace

Hosted by Humane Society University

This workshop will teach participants basic coping strategies on how to deal with difficult people, respond to difficult people and prevent potential problems in the workplace environment. In addition, the course will allow participants the ability to understand and manage emotions in the workplace environment. Finally, several management styles and approaches with dealing with conflict will be taught to participants for immediate implementation in their designated workplace. Precertified for five HRCI general recertification credits. \$125. For more info, visit humanesocietyu.org/hr

An ACHRA Member in the News

Check this out! ACHRA board member and past president Faye Giles is featured in the current issue of Diversity / Careers in Engineering and Information Technology in a Diversity in Action article about the National Radio Astronomy Observatory's approach to diversity. Visit www.diversitycareers.com to read the article.

MEMBER -Get-A- MEMBER Campaign

ACHRA Board

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Workforce Dev'p

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Legislative

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Rena Wray and
John McQuilkin,
Website

SHRM “Member Get a Member” Campaign

If you're already a SHRM member, you probably know what a great value your membership represents. With timely information, extensive online resources, access to free webinars for HRCI recertification credits, and the ability to get free advice from HR Knowledge Center experts, your SHRM membership puts a world of HR resources at your fingertips.

Through the end of July, SHRM is offering you a chance to make your membership even more worthwhile every time you refer a new member to join. If you share your enthusiasm for SHRM and refer your colleagues, business contacts and other HR professional members to join, you can receive a \$10 Amazon gift card for each person you refer (maximum five gift cards per person). Refer five or more individuals to join, and you'll be entered in a drawing for a \$150 American Express gift card. Visit www.SHRM.org/getamember for more information about how SHRM membership can pay off for you *and* your colleagues.

Scholarships Available

Are you a SHRM member pursuing a college degree (HR, business, psychology, MBA, etc.) or professional certification? If so, the SHRM Foundation Scholarship Program can help! Twenty academic scholarships (\$2,000 each) will be awarded—both part-time and full-time students are eligible. Sixty certification scholarships (\$750 each) will be awarded to members pursuing PHR, SPHR, GPHR or CA certification. With generous underwriting from the J.J. Keller Foundation, Inc., the program will award \$100,000 in scholarships in 2010. The scholarships are allocated equally among the five SHRM geographic regions, which means you are competing only with applicants in your own part of the country. For more information, go to <http://sapphire.shrm.org/Scholarships/Default.aspx> and apply by July 15th for your application to be considered.

ACHRA PHR / SPHR Study Group

Have you been thinking about pursuing professional certification from the Human Resource Certification Institute (HRCI)? If so, there's no time like the present! The December 2010 / January 2011 testing window is the last opportunity to sit for the exams before the new eligibility requirements are in place, so it's a great time to cross “get certified” off of your to-do list.

Beginning in September, ACHRA will again be coordinating a study group for individuals preparing for certification. Volunteer facilitators will share their expertise as participants use the SHRM Learning System to build their HR knowledge. Participation in the study group is free to ACHRA members who have purchased a 2010 SHRM Learning System, available through ACHRA for \$409. Contact Faye Giles at fgiles@nrao.edu for more information.