

ACHRA Update

Albemarle/Charlottesville Human Resource Association, Inc.
 June 2010

President's Message

ACHRA is committed to the professional development of our members. It's evident at our monthly membership meetings, written in black-and-white in our bylaws, and mentioned in some form or fashion at nearly every board meeting. I'm particularly pleased this month to be able to write about two more ways ACHRA is demonstrating its commitment to member services in 2010.

As many of you have experienced in the past, the Virginia SHRM State Conference is a gathering of hundreds of colleagues from around the state to learn from engaging speakers and each other. This year's conference, which will take place in Roanoke from September 29th through October 1st, will focus on The Fine Art of HR. ACHRA will provide **free VA SHRM Conference Registration** for two chapter members via a drawing at the upcoming June membership meeting. Simply register your name when you arrive at the membership meeting and you'll be entered in the drawing. If you're not able to attend the meeting but would like to be included in the drawing, simply send your name to me at reb@allisonpartners.com by noon on Monday, 7 June.

For the remainder of the year, from July through December, the chapter will select one member each month to receive a **free SHRM membership**, either a new membership or a one-year renewal of an existing membership. (If your company pays for your SHRM membership, you may choose a free registration to the 2010 or 2011 ACHRA Conference in lieu of the SHRM membership.) Your name will be entered in the drawing once for each ACHRA meeting you attend, so the more meetings you attend, the greater your chance of being selected.

Of course, ACHRA will continue to support all our members' learning and development with great programs, timely information, and an outstanding fall conference. I'm glad we can say that we're all winners in that regard.

Good luck!

Rachel Brozenske, 2010 ACHRA President



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**ACHRA's
programs are
a great way
to earn HRCI
recertification
credits.**



Upcoming ACHRA Meetings

Where do your organization's future leaders come from? Make plans to attend ACHRA's upcoming membership meetings to explore these two topics related to employee development and business success.

Tuesday, 8 June 2010, 11:30 a.m. – 1:00 p.m., Cavalier Inn

How to Implement a Talent Planning and Development Process in Your Organization

Julie Johnson, a principal with Richmond-based Level 3 Consulting, will discuss successful strategies for succession planning. Research has shown that companies who consistently use a formal process to help workers advance are consistently high-performing firms, and that companies who actively focus on developing their employees have shown higher levels of employee engagement which results in higher performing organizations. Come learn how your organization can be one of these top performers.

Thanks to Full House Health Management for sponsoring the June membership meeting.

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.

Visit the ACHRA website at www.achra.org for information and to register.

Civility Counts

Did you know that Mayor Dave Norris and the City of Charlottesville declared May 2010 International Civility Awareness Month? An official proclamation was presented to ACHRA member Bonnie Rogers in support of the Association of Image Consultant International's year-long Civility Counts project. Curious about the impact of civility in the office? A 2009 study by Porath and Pearson revealed that widespread incivility reduces employee productivity due to anxiety, distraction, low morale, absenteeism, and decreased commitment and loyalty. Their research discovered that employees did not perform as well, were less creative and became more dysfunctional and aggressive when someone was rude to them. To learn more about civility, the workplace and the civility code of conduct — Respect, Restraint and Responsibility — visit SHRM (www.shrm.org) or AICI (www.aici.org).



Take advantage of some of the great HR Education opportunities in our region this month. You don't have to travel far to learn and earn recertification credits!

VA SHRM State Conference: The Fine Art of HR

Whether or not you're selected as a recipient of ACHRA's drawing for a free conference registration, you won't want to miss out on the VA State Conference in Roanoke this fall. Given the complex business challenges of the last two years, the conference planners are sure you'll agree that success as an HR Professional has required unusual creativity, an abundance of talent, and vision. Thus, this year's conference theme . . . "The Fine Art of HR." Make plans to attend the conference from 29 September through 1 October 2010 (along with more than 500 HR colleagues from around the state).

This year's conference will focus on a variety of critical Human Resource issues including Talent Management, Diversity, Legal Considerations, and Technology. Featured speakers include Eric Wahl (*The Art of Vision*), Dr. Jarik Conrad (*Just Like Fine Wine: Cultural Emotional Intelligence*), Andrew Savitz (*The Triple Bottom Line: What's Your Role*), Lisa Haneberg (*The Art of Talent Development*), and Sharlyn Lauby (*Social Networking*). In keeping with our artistic theme, conference attendees will also enjoy an elegant reception at the Randall Stout-designed Taubman Museum of Art.

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 www.achra.org. Here's a sampling of upcoming events in our community and around the state.

7 and 8 June 2010, 8:30 a.m. – 4:00 p.m., SHRM Headquarters Alexandria, VA
Health Care Reform: Impacts on Employers and Employees

After 105 years of a national debate about health care, Congress passed and the President signed into law the Patient Protection and Affordability Act (PPACA). While it may have taken over a century to enact something, employers don't have nearly that much time to figure out the new law and how it applies to them. In this one-day program (offered twice), Gary Kushner, SPHR, CBP, President and CEO of Kushner & Company, will present the new features of the law and how employers should consider their responses. Eligible for 6 hours of HRCI recertification credit. SHRM members \$695 / nonmembers: \$940. Register at www.shrm.org

Wednesday, 9 June 2010, 7:30 – 9:30 a.m., Averett University Classroom
Handling Compensation Issues in Tight Economic Times

Hosted by Partners in Adult Community Education (PACE)

Join Douglas S. Woundy, PhD and Professor Emeritus of Averett University to explore effective strategies for managing difficult compensation issues. Be sure to bring your questions to contribute to the discussion following Dr. Woundy's presentation. Prequalified for 1 hour of HRCI general recertification credit. Free. Register by emailing Rosemary.Parsells@Averett.edu

Friday, 11 June 2010, 8:00 a.m. – 3:00 p.m., Norfolk Waterside Marriott

This Economy and Employers Could Use a Little Help!

Hosted by the Virginia Employment Commission

Join the VEC and its new Commissioner for the first of four one-day professional networking and learning sessions around the state. You'll hear relevant information about Governor McDonnell's job creation vision, current labor markets trends, and opportunities to get involved in Virginia's unemployment insurance system redesign. Other topics include ways to reduce workforce costs and get a break on company taxes. \$20 includes lunch. Learn more and register at www.vec.virginia.gov/vecportal/index2cfm/aid/67 Stay tuned for another session being planned for Richmond later this year!

2010 SHRM Annual Conference and Exposition

Whatever your HR experience or area of interest, the Annual Conference and Expo has it all. This year, San Diego will play host to the SHRM National Conference from 27 – 30 June 2010. Attendees will have an opportunity to earn up to 29 HRCI recertification credits in just a few days and hear from keynote presenters including Vice President Al Gore and New York Times bestselling author Marcus Buckingham. Visit more than 650 HR service providers in the exhibition hall, get connected with colleagues from around the world with the "Meet to Eat" program, and take a moment to enjoy the sights of sunny San Diego. Get a 2010 value at the 2009 price by registering today at www.shrm.org/conferences and become part of the action!

The centerpiece of the SHRM Annual Conference is over 180 Concurrent Sessions across six conference tracks: Employment Law & Legislation, Strategic Management, Talent Management, International HR, Total Rewards, and Personal and Skill Development. Session topics address a wide variety of HR- and business-related topics required to lead today's workforce. Among the sessions are:

- The Ultimate HR Booster Shot: 2010/Cases. Trends. Impact.
- Creating a Culture of Engagement: The Human Resource Leader's New Strategic Role
- Creating a Great Place to Work®: Lessons from the 2010 "50 Best Small and Medium Companies to Work for in America"
- Ethical Leadership — Live, Learn, Lead
- The Trilogies of Legacy Leadership: Moving from the 3Ps to the 3Cs (Clarity, Consistency and Connectivity)
- Managing Change in Turbulent Times: How to Keep Your Employees Engaged, Motivated and Heading in the Right Direction
- The Expedition — Creating Engaging Workplaces
- THRIVE! Practical Strategies to Refocus, Re-energize and Re-engage Employees to Ensure Your Company's Quick Recovery from the Recession
- Diversifying the Leadership Bench: Maximizing the Potential of All Employees



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From an ACHRA Sponsor: a FREE Resource for Occupational Health

ACHRA is grateful for the support and involvement of all our sponsors, who enable us to deliver great programs and services to the chapter. When there's the added benefit of educational resources for our members, it's even better!

You may recall hearing from Dr. Rubendall at UVA-WorkMed during the May membership meeting. He and the WorkMed team invite you to check out the free WorkMed newsletter for timely resources and information on occupational health topics. In the June issue, you'll find everything from tips for staying safe in the heat and sun to a report on safety for young employees. Check out the current newsletter issue by visiting www.healthsystem.virginia.edu/internet/occupational-health/UVA-WorkMed-Newsletter-June-2010.pdf, or simply visit www.uvaworkmed.com for more information.

Is Your Organization ACHRA's Next Sponsor?

Sponsoring an ACHRA event is a cost-effective way to reach more than 200 human resource professionals and show your organization's support for the chapter and its members. Sponsorships offer a variety of benefits including speaking time at events and inclusion in promotional materials and on the ACHRA website. If you or someone you know is interested in learning about sponsorship, please contact Deb Deuchar at dhdeuchar@cvty.com

ACHRA's Human Resource Excellence Awards

We hope you've already marked your calendars for the Human Resource Excellence Awards presentation planned for Monday, 13 September 2010 at the Jefferson Theater on Charlottesville's Downtown Mall. Committee members are hard at work making this an evening to remember as we bring together the ACHRA community with local business leaders to recognize the exceptional contributions of our human resource practitioners and teams on the organizations in our region. With special guests and so much to celebrate, you won't want to miss it!

Between now and then, make sure you take advantage of the free and easy application process to nominate a deserving HR team or practitioner for a successful human resource initiative completed in the past year. Self nominations are encouraged, so start by thinking about the accomplishments in your own organization. Have you introduced a new benefits package that provides employee benefits while reducing organizational costs? Implemented new practices or performance management strategies that have led to improvements in the business? Started a new training and development program that has expanded your employees' skills and increased workforce flexibility? If so, we'd like to know about it!

Watch your mailbox for nomination forms, and fill one out or forward it to a colleague or business associate. Then we'll see you in September. Who knows? We could be celebrating you!