

eChesaSpeak News

February 2012 Issue

Spring 2012 PHR/SPHR and SPHR Preparation Courses

WHY GET CERTIFIED?

- 96% of employers state that a certified job applicant has a greater hiring advantage
- 91% of employers said that a certified HR professional is more likely to be considered for promotion
- 81% of employers believe a certified HR professional has greater job security (HRCI Value of Certification Study)

WHY PREPARE FOR CERTIFICATION THROUGH CHRA?

- Historically, participants of the CHRA PHR/SPHR certification preparation classes enjoy pass rates notably higher than the national averages.
- For PHR-certified professionals who have used the SHRM Learning System, CHRA offers a 5-week SPHR certification preparation seminar, which is unique in the Baltimore Metropolitan Area.
- Non-member participants in either of the CHRA HRCI certification preparation classes mentioned above will receive a trial membership in CHRA for the remainder of the fiscal year, which ends 5/31/2012.

TESTIMONIALS:

CHRA Spring 2011 SPHR Seminar:

"Thanks to Helene Schaefer's SPHR Exam prep course I am now a certified SPHR. My confidence level going into the exam after completing this course was very high as opposed to how I felt the first time I tried to pass it studying on my own. I hope that CHRA will continue to offer this course to PHR's going forward. It is well worth it."

---Susan Webster, SPHR

CHRA Fall 2011 PHR/SPHR Class:

"Do not attempt to take the PHR/SPHR certification without the prep class offered by CHRA. The eleven weeks in class taught by Helene P. Schaefer, SPHR was the reason I passed the test (and a lot of studying!). The lectures, games, handouts, homework and many tips give you insight you will not get from studying on your own. Make the investment!"

---Debbie Thomas, PHR

[Click here to download the CHRA Spring 2012 Professional Certification Registration form.](#)

OUR INSTRUCTOR:

Helene P. Schaefer, SPHR is the Vice President of HResults, Inc. and brings more than 25 years of progressive HR generalist union and non-union experience in multi-sized, multi-location, profit, non-profit and public organizations. Training experience includes teaching PHR/SPHR certification preparation classes, HR-related workshops providing HRCI recertification credits for certified PHR, GPHR and SPHR professionals and HR Management undergraduate courses at the University of Baltimore. Additionally, HRCI has invited Helene to participate in the item writing process for the development of PHR and SPHR exam questions.

OUR CLASS:

You and your organization benefit from a higher HR standard by joining the thousands of HR professionals who have earned PHR, SPHR and GPHR certifications through the HR Certification Institute. Certification establishes:

- Awareness of core HR practices and current HR-related issues

- HR professional confidence when interacting with business colleagues
- Strategic planning and marketability for top HR positions

CHRA offers both a PHR/SPHR Professional Certification Class on Tuesday evenings from 2/14/12 to 4/24/12 as well as a SPHR Professional Certification Seminar on Mondays evenings from 3/26/12 to 4/23/12. The CHRA Professional Certification sessions provide:

- Classroom settings that enhance learning
- Interactions both individually and within groups
- Experienced university HR instructor
- Review of the responsibilities and knowledge required to be a viable HR professional and to prepare for the PHR/SPHR exams
- Access to books, sample exam questions, and interactive case studies

For more information, contact CHRA at 410-752-3318. Questions regarding class format should be sent to Helene Schaefer, SPHR at hschaefer@hresultsinc.com. For additional information about professional certification, contact Jeri Hawthorne SPHR/GPHR at jeri.hawthorne@constellation.com.

PHR, SPHR & GPHR Recertification Tips

Written by Christine Gosser

Do you hold a PHR, SPHR and/or GPHR certification? Congratulations! This is a great accomplishment.

Do you know when your current certification expires? Are you on track to meet your credit hours required to renew? I don't know about you, but I am much more interested in completing my continuing education requirements than taking the exam again. Here are a few tips and resources...if you have more to share, send them our way and we'll be sure to include them in a future newsletter.

- Use the HRCI website and update your credit hours as you earn them - you need 60 hours (and if you hold a SPHR or GPHR credential, 15 hours are targeted to Strategic or International) - don't hold in a folder and find 1-2 months before the deadline that you are 15 hours short
- Remember that you can earn your 60 hours in several ways - Continuing Education (CHRA offers recertification credit for monthly meetings and Spring Conference sessions, SHRM and Workforce Management offer free webinars, and your insurance broker likely offers free and low cost credit opportunities); Instruction (teaching an HR-related topic); On-the-job Experience (first-time work experience - developing and/or implementing a program); Research and Publishing (primary research on HR-related topic); Leadership (HR expertise outside of the workplace - volunteering for a CHRA committee, writing letters to a Congressman); and Professional Membership (your SHRM membership can earn you 3 recertification hours)
- Want additional information? The HRCI website has many tools. They define HR-related, give the maximum credits you can earn in each activity, discuss prorating if you hold multiple certifications, etc. Please visit www.hrci.org.
- The Recertification Handbook can be found at www.hrci.org/uploadedFiles/Content/70_Resources/Case_Studies/2010RecertificationHandbook.pdf.

What has your credential done for you? Has that PHR/SPHR/GPHR given you more confidence in your HR knowledge, earned you a promotion, given you the edge for a new opportunity? Share your thoughts/experience with us and we'll highlight in a future newsletter or article.

Let's Give a Warm Welcome to our Newest Members!

Damita E. Banks

Mashal Awadallah

University of Maryland Dental School

Michael H. Bush**Colette F. Colclough**
Maryland Public Television**Kara L. Etzold, PHR**
Money One Federal Credit Union**Jackie Fabitore-Matheny**
VALIC**Daniel P. Falvey**
Mercer**Jennifer C. Groves, PHR**
KatzAbosch**Pennie G. Hinds, CEBS**
Willis**Elma Rathna Sheeba Jeyaskar****Robert J. Reigstad**
Bayshor Moving & Storage/ Allied Van Lines**Melody S. Sies**
Lupin Pharmaceuticals, Inc.**Amy Sisca***Thank you for your membership, support and dedication!*

Member Spotlight

Please join me in welcoming **Mike Mooney** to CHRA. Mike joined CHRA so he can share his expertise and give back to the industry and association. He is currently a member of ASPPA, Chesapeake Regional Tech Council, Howard County Chamber of Commerce, and Count of Geriatric Services. Mike is also a member of the National Association of Financial Advisors.

As a Partner at Premier Planning Group, a typical day for Mike includes working with clients and meeting with them in the workplace. He also does research and preparation of material for client meetings. He currently manages a group of advisors and administrative issues for the office. In five years he would like to continue to grow his business and provide higher quality advice and possibly teach in the field. Mike's biggest accomplishment so far has been becoming a partner at the firm along with being considered one of the top employee benefit consultants at the firm and highly regarded in the field. Mike learned from his mentors how to manage his time, and how to build a business and provide top service and advice.

Mike started his career in the employee benefits marketplace twenty six years ago. In the past twenty six years Mike has worked for multiple insurance companies. His first job in his line of work was as a manager/producer at AXA equitable. When asked what he likes most about the HR arena he said he likes working with CFO's and HR professionals.

When Mike was little he wanted to be a baseball player. Now when he grows up he wants to be the best in his field. Some interesting facts about Mike include: his favorite pizza is pepperoni and mushroom, he likes ketchup, his hero is Johnny Unitas, his favorite toy growing up was an electronic football game, and the last book he read was "Unbroken" by Laura Hillenbrand. Mike is involved in St. Francis Church of Assisi, and Susan Komen Breast Cancer Research.

Welcome to CHRA Mike!



A Window into Annapolis

Written by Gregory M. Derwart

"Maryland is punch drunk on revenues!" So says Comptroller Peter Franchot as he chatted with Maryland business and human resources professionals who trekked to the State capital in January for their respective advocacy days in Annapolis. Franchot was referring to the attitude of rating agencies like Moody's and Standard & Poor's who do not see the need to downgrade Maryland's "triple A" bond rating since we seem to have no problem generating new taxes and fees to cover any structural deficits from year to year.

Our Comptroller may have a flair for the dramatic, but taxes and new revenue seem to again be the issue at hand this year as the Maryland General Assembly convenes for 90 days and works towards its constitutionally required passage of a balanced budget for the coming 2013 fiscal year which begins July 1st. Proposed solutions to this annual issue depends upon with whom you speak. But the Governor and majority party are usually of like mind – so the CHRA Government Affairs Committee, in conjunction with its partners at the MD-SHRM State Council and the Maryland Chamber of Commerce, are monitoring the following budget proposals put forth by the administration that could affect the bottom lines of our members' businesses:

- A proposed phase-out of various personal exemption and standard deductions for higher income earners that could generate \$182 million at the state level and an additional \$110 million at the local levels
- A proposed sales tax on out-of-state vendors that is supposed to generate \$21 million
- A proposed sales tax, already dubbed "tech tax 2", on digital downloads that would generate \$5 million
- A proposed transfer of IWIF funds of \$50 million into the general operating fund
- A proposed increase of hospital assessments of another \$100 million
- A proposed recordation tax on indemnity deeds of trust to generate \$40 millions

These are the issues that we discuss when visiting our State Senators and Delegates in Annapolis. We welcome you to join us! It's always a treat to visit our State House and think about the history its old walls have witnessed – especially the Old Senate Chamber where General George Washington came before the U.S. Congress in 1783, which was convening in Annapolis for about nine months, and resigned his commission as commander-in-chief of the Continental Army. By turning over the power of the military back to the civilian authority, Washington set the historical world precedent of having a citizen-led government. This is the representative republic we have inherited – and this is why we are always welcomed and encouraged to participate and interact with our legislators in Annapolis. Make sure that you use our Committee's page on this website to see who your representatives are (<http://mdelect.net/>) and to help us advocate on behalf of human resources professionals and their businesses throughout our Baltimore region.

Political/Organizational Savvy Reinforces it is Who You Know

Written by Ryan McShane

I recall entering the workforce right out of college and thinking once there; "well they didn't teach me "this" in college."

What was "this"? The power plays, the lobbying, sabotage and the many other games played at work. What's more the way to respond to these games and win!

"I know", I thought, "I will rise above these games and let my work stand for itself."

I was soon to learn that this was just denial of the reality I faced. Over the years, I had become adept at

recognizing group and individual behaviors, how they were influenced and how I could respond or guide those behaviors toward desired outcomes for the organization. Although, I found this to be a continually moving target requiring continuous assessment, interpretation and testing.

Last week, I attended a great workshop held by the Chesapeake Human Resource Association (CHRA) in conjunction with Howard Community College and trainer/consultant- Mary Ann Kmetyk.

The workshop entitled "Political/Organizational Savvy Skills" focused on the emerging competencies and sets of skills used to navigate organizational politics with integrity.

"Oh, how I could have saved a lot of trial and error, not to mention frustration, had I had this course in college."

The training offered clear models for the participants to follow and consider how the skill sets within each strategy are applied individually. The four strategies: character, awareness, proactive and protective strategies focus on internal and external skills sets.

Internal

Character Strategy Skills-

Performance Integrity: Demonstrates high standards for integrity and ethics

Personal Integrity: Strives for the best considering organization over self.

Awareness Strategy-

Know the Agency Buzz: knows how he/she is perceived in the organization

Studies Politics: builds awareness of politics and cultural norms.

Savvy Attitudes: realistic and constructive perspectives

External

Proactive Strategy-

Manages Perceptions: dispels negative or untrue rumors, perceptions.

Essential Networking: develops relationships that contribute to increased influence

Balanced Self Promotion: fair and appropriate receiving deserved credit

Enhances Power Image: presents image of importance to be taken seriously

Savvy Communication: communicates sensitively to handle ego

Ethical Lobbying: sells ideas before a decision is made

Protective Strategy-

Handles Sabotage: defuses personal attacks and challenges to power

Detects Deception: knows when to trust and prevents unethical behavior

The CHRA workshop was based on a book by, Rick Brandon and Marty Seldman called, [Survival of the Savvy](#).

Not only did the attendees learn the critical impact of political savvy, we also learned the tenants of savvy and how to apply them. Prior to the workshop attendees were given an online self-assessment, enabling a better understanding of our own competency level in each of the skill areas above.

So, while ideally it would be great to have our work stand on its own and be our own barometer of success, we know the real world is saying, "don't be so naïve". It is whom you know and how you manage relationships, which, determines your politically savvy and career mobility.

To find out more about "Survival of the Savvy" go to www.survivalofthesavvy.com.

CHRA 2012 Spring Conference: Call for Sponsors & Exhibitors

We are excited to announce that **Exhibiting and Sponsorship registration is now open for CHRA's 2012 Spring Conference which will take place on April 26, 2012 at the Baltimore Marriott Hunt Valley Inn**. We are excited to announce that the theme of the 2012 CHRA Spring Conference is

"Together We Build: HR is the Foundation"! This event attracts over 300 of the area's top HR Practitioners and service providers and boasts some of the most dynamic education offered in Maryland. [Click here](#) to download the form, and if you would like to be a sponsor or exhibitor, complete it and fax back to 410-752-8295 or e-mail back to kristenphilips@assnhqtrs.com. Please remember that we can only accept a limited number of exhibitors and sponsors, and we do fill up quickly.

If you have any questions, please do not hesitate to contact Kristen Philips at 410-752-3318 or by responding to this e-mail We look forward to seeing you in 2012!

Call for HR Panel Members!

The Towson University SHRM club is planning an event for Wednesday, March 28th from 5-7pm, on campus, for the College of Business and Economics. We are looking for HR professionals from all different backgrounds and focuses to help promote the field of HR, identify career paths within the field as well as answer questions from the students. If you have questions or are available and interested in being a part of the panel, please send your contact information and a short bio to Kim Rivera at Kimberly_Rivera@bshsi.org.

Thank you for helping to support our college relations SHRM chapters!

Diversity Corner

Diversity Calendar of Events

February 2012

[Black History Month](#), February
[Groundhog Day](#), February 2nd
[Eid Milad Un Nabi](#), February 5th
[Tu B'shvat](#), February 7th - 8th
[Valentine's Day](#), February 14th
[President's Day](#), February 20th
[Mahashivratri](#), February 20th
[Ash Wednesday](#), February 22nd
[Losar](#), February 22nd
[Intercalary Days](#), February 26th - March 1st

Coming Soon!! 2012 CHRA Annual Diversity & Inclusion Event!

The 2012 CHRA Annual Diversity & Inclusion Event will be held on Wednesday, May 16, 2012 from 5:30 - 7:30 pm (Registration begins at 5:00 pm) at the PSA Financial Center located in Hunt Valley, Maryland. This event will include the presentation of the J.W. Rouse Award. The CHRA Diversity & Inclusion Committee will soon be asking for your award nominations for Baltimore area businesses and organizations that demonstrate commitment to a diverse and inclusive workplace through their human resources efforts and initiatives. We will be looking for nominations in any of the following four categories:

Small companies = under 100 employees.
Mid-size companies = from 101 – 500 employees.
Large companies = more than 500 employees.
Educational Institutions: K1-12, Community Colleges and Universities.

Be sure to watch for the official Call for Nominations information in upcoming Newsletters! More detailed

information regarding our presenters and their respective presentation themes and our event sponsors will be forthcoming!

-Submitted by CHRA Diversity Committee

COMING SOON TO ALL CHRA MEMBERS!

CHRA Member Partner Program

Are you a new member that wants to get the most out of your CHRA membership? Have you been a member and would like to know more about the benefits of your CHRA membership?

If so, CHRA has a new program that will be launched in 2012! It is the CHRA Member Partner Program. The program is a structured process to effectively transition new and existing members to the many benefits of CHRA. It is designed to pair members together to meet, network and discuss how to get the most out of membership.

There will be a "call for partners" and "call for participants" coming out soon.

CHRA cares about our members and through this program all members will have the opportunity to work with each other to become an active part of the association and to gain the most of CHRA membership.

If you are interested in learning more about becoming a Member Partner or a Member Participant in the program, please contact Kelly Mitchell, Director of Member Services, at kmitchell@impacthrllc.com.

Are you LinkedIn?

The [CHRA Group LinkedIn page](#) has over 940 users! Interested in receiving CHRA event updates, connecting with HR professionals, and sharing career opportunities?



Add Value to Your Membership. Volunteer!

CHRA provides many opportunities for you to get involved. Get to know other HR professionals, build leadership skills, and give back to the community. For those who do not know, CHRA members who volunteer are eligible to receive up to three HRCI credits per year for serving on a committee, with a maximum of nine credits per three-year cycle.

To join a committee, please contact the respective director via e-mail, or contact Kelly A. Mitchell, Director, Membership Services, at kmitchell@impacthrllc.com for more information. We look forward to hearing from you.

*****Please [click here](#) for more information and for a list of the CHRA Volunteer Committee Directors.**

Calendar of Events

Friday, February 10, 2012
Vendor Training: HR 101
Presented by Helene P. Schaefer, SPHR

Event Location

PSA Financial
11311 McCormick Rd, 5th Floor
Hunt Valley, MD
7:30 a.m. – 10 a.m.

Registration is now closed.

[Click here to download the flyer.](#)

About the Program:

All HR Vendors are looking to increase company visibility in their marketplace and to sell more products and/or services to Human Resources Professionals. But do you really understand the Human Resources professional and their needs?

CHRA will be offering a training opportunity called "HR 101 for Vendors". The training is designed to help vendors better identify with HR professionals. Come and learn the:

- changing roles of the Human Resources professional
- essential HR functions and responsibilities
- internal business partners
- key laws and glossary terms to better understand HR acronyms
- answers to questions that have been on your minds

This training is designed for vendors, although practitioners may attend. HRCI credit is NOT offered for this program.

Wednesday, February 15, 2012
Monthly Program – "Coaching With the Brain in Mind"
Presented by Susan M. Hahn, PCC

Event Location

Rolling Road Golf Club
Catonsville, Md. 21228
410-747-5194
8:30 a.m. – 11 a.m.

Credits: This program has been approved for 2 hours of General credit toward recertification.



Registration Fees:

CHRA Members: \$35.00

Other Maryland SHRM Chapter Members: \$45.00*

**To receive this special pricing you must register by mail or fax. Do not register via internet.*

Non-members: \$55.00

On Site Registrants: Please add \$15.00 to the corresponding fee above.

[Click here to register online.](#)

[Click here to download the registration form and brochure.](#)

Directions from 695: Traveling from either direction, take exit 12-C Wilkens Ave. (West). Travel a short distance on Wilkens to the roundabout. Take a right on Hilltop Road at the roundabout. Drive to the top of the hill and make a left into the entrance. Use side entrance. Meetings are typically on the upper level of facility.

Cancellation Policy: If you must cancel your registration, please do so online using your confirmation code or in writing to CHRA. The request must be received no later than the close of business on Friday, January 13, 2012. If you do not cancel according to this policy, you will be assessed the full program fee. CHRA reserves the right to cancel if the reservation minimum is not met by the early registration date.

Walk-in Registrants: Please pre-register for the meeting. Space is limited and cannot be guaranteed. Walk-in registrations will only be accepted if space allows after all pre-registered participants have been accommodated.

Schedule of Events:

8:30 - 9 a.m. - Registration/ Networking/ Continental Breakfast

9 a.m. - 9:10 a.m. - Welcome/ Announcements

9:10 - 11 a.m. - Education Session

About the Program:

Coaching is the facilitation of positive change and the practice of coaching is a rapidly growing trend in effective people management. Managers and human resource professionals across the globe are adding coaching skills to their toolbox. By understanding how the brain works, we can better tailor our coaching language, strategies, and goals to be in alignment with an individual's "hard-wired" way of thinking. Recent and emerging findings from the fields of neuroscience and NeuroLeadership are explaining behavior from a brain-based perspective. Understanding and working with how the brain works, on a fundamental level, will allow leaders to decrease resistance, disengagement, and poor performance; and increase insights, creativity, engagement, motivation, and positive change from their workforce.

In this session, Susan Hahn will share a few simple but powerful coaching models based on current research from the fields of neuroscience and NeuroLeadership that participants can immediately begin to use in their work and in their lives to facilitate positive change.

Key Take Aways:

In this session, participants will learn:

- Four premises of coaching
- How coaching differs from counseling, psychotherapy, mentoring and consulting
- A "brain-based" coaching model
- A better understanding of basic brain functioning as it relates to relationships and performance
- How to leverage that understanding to improve relationships

- How to have brain-based coaching conversations to facilitate insights, engagement, and motivation

About the Presenter:

As an executive coach, workplace mediator, and trainer, Susan Hahn works with diverse organizations throughout the United States, Europe and Canada. In addition to serving as President of Swan Consulting Group, she is adjunct faculty at Johns Hopkins University, The College of Notre Dame and the University of Maryland. She serves on the Global Advisory Board for Australian based Results Coaching Systems, and manages coaches who work on behalf of the Swan Coaching Academy. Since 1979, Susan has been a sought after coach, strategic business consultant, lecturer, keynote speaker and trainer.

Wednesday, March 21, 2012

Monthly Program – "Managing Insubordinate Employees – An Interactive Experience"

Presented by Rodney U. Bellamy

Event Location

Rolling Road Golf Club
Catonsville, Md.
3:30 p.m. – 6 p.m.

Credits: This program has been approved for 2 hours of General credit toward recertification.



Thursday, April 26, 2012

Annual Spring Conference – "Together We Build: HR is the Foundation"

Event Location

Baltimore Marriott Hunt Valley Inn
Hunt Valley, Md.
7:45 a.m. - 4:00 p.m.

Credits: This program is pending approval for 5.25 recertification credits.

Wednesday, May 16, 2012

Monthly Program & Diversity Event

Event Location

PSA Financial Learning Center
11311 McCormick Rd, 5th Floor
Hunt Valley, MD 21031
5 – 7:30 p.m.

More Details Coming Soon!

Wednesday, May 24, 2012**Half-day workshop – "Job Evaluation and Compensation Benchmarking for HR Practitioners"**

PSA Financial Learning Center
Hunt Valley, MD
8:30 a.m. –noon
More details to be released shortly.

Wednesday, June 20, 2012**Monthly Program –"Traditional to Innovative Benefit Cost Strategies"**

Presented by Doug Guiser and Gary Becker

Event Location

Rolling Road Golf Club
Catonsville, Md.
8:30 a.m. – 11 a.m.

Credits: This program has been approved for 2 hours of General credit toward recertification.



Recent Member News

Are You a CHRA Member Who Has Recently Received the PHR or SPHR Designation or who recently took on a new position and would like to announce it to the membership? If so, please let us know. To share news with other members in an upcoming newsletter, please e-mail us at chra@assnhqtrs.com.

Internship Selection Process Survey

Researchers from the College of Business at Kent State University are doing a study on the internship selection process and are asking HR professionals across the country to participate in an anonymous online survey, aimed to identify and describe methods/tests that companies use to hire interns. Responses from all participants will be combined and analyzed, and the findings will be reported only in their aggregate form. Researchers will share results when they are ready. The survey takes 20 minutes and if you'd like to participate, following is a link to the survey: http://qtrial.qualtrics.com/SE/?SID=SV_cAzwrn2Kk1krCjW.

CHRA Salary and Benefits Survey

...powered by WageAccess®

Chesapeake Human Resource Association (CHRA) has partnered with WageAccess® to provide you with current and accurate salary and benefits survey results at an extremely competitive price. Please [click here](#) for more information.

Why Join CHRA

"CHRA has been most helpful to me over the past 30+ years. It provides a Human Resources network of professionals with whom to discuss HR issues and changes. It continues to be a valuable source of local information regarding employment policies and trends."

Mark Ewing - Deputy Director of Human Resources
Baltimore County Government

"I find CHRA valuable because I get the opportunity to meet HR professionals from all types of disciplines and backgrounds. The diversity of talent and experiences that people bring to CHRA lends itself to beneficial knowledge sharing. Hearing about best practices and lessons learned from fellow CHRA members has been very useful in helping me to tackle HR challenges."

Lynnlee Friia, PHR - Manager, HR Shared Services BD Diagnostics

[Join Chesapeake Human Resources Association.](#)



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The Chesapeake Human Resources Association is professionally managed by [The Joseph E. Shaner Company](#)

