

September 1, 2006

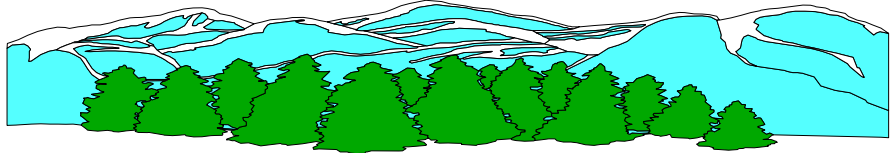
# NEW RIVER VALLEY SHRM CHAPTER

AFFILIATE OF



SOCIETY FOR  
HUMAN  
RESOURCE  
MANAGEMENT

[www.radford.edu/~nrv-shrm/](http://www.radford.edu/~nrv-shrm/)



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## Greetings From The President

NRV SHRM Chapter Members,

As students return to the classroom, September is proving to be a busy month for the Chapter. In addition to our regular Chapter meeting on Thursday, September 21<sup>st</sup>, the Board voted to support and sponsor the Wytheville 2006 Leadership Business Decision Forum. The Forum will be held at the Wohlfahrt Haus Dinner Theater on September 26<sup>th</sup>, from 8:00 am until 3:45 pm. The registration form and additional information on the speakers is attached. Our participation will signal to those in the Wytheville area, our commitment to support their organization and our profession.

I wish to thank Ms. Katherine Elam, Area Director for Roanoke's Junior Achievement for her presentation on the benefits of JA and the importance of volunteering. Additional thanks also go out to Dr. Kevin Carlson, Associate Professor for the Department of Management at Virginia Tech for his presentation on HR Metrics. Dr. Carlson's practical advice is "Don't do Metrics - Use Metrics to Improve Decision Making". His presentation focused on five points utilizing metrics to strategically support your organization:

1. Focus on the business - not HR
2. Don't give out "cost only" metrics
3. Get the data to decision makers that can directly improve effectiveness
4. Emphasize outcomes
5. Understand variances within the metrics

We have an equally exciting program planned for our lunchtime Chapter meeting at the Farmhouse restaurant on September 21, 2006. Steven Miranda, SPHR GPHR, Chief Human Resource and Strategic Planning Officer for SHRM National will be here to present ***The Quick and the Dead: HR Strategies for the New Millennium***. Steve's presentation will take the better part of an hour and a half. Please be sure to register early (we anticipate several guests) and plan to arrive 15 to 20 minutes early. To accommodate the large number of attendees, lunch is buffet style and will begin at 12:00 noon. Please see the agenda on page two for details. Space at the Farmhouse is limited to the first 100 persons registered. Don't delay, sign up today.

I look forward to seeing everyone on Thursday, September 21<sup>st</sup>!

Sincerely,  
Michael Driscoll, SPHR

## Meeting Notices

### CHAPTER INDUSTRIAL MEETING

Be sure to mark your calendars to attend the next meeting that will be held on **Tuesday, September 12th** at IHOP in Christiansburg. IHOP is located between Ryan's and Red Lobster in Christiansburg. This meeting is held on the second Tuesday of every month and meets at 7:00 a.m. Contact Bruce Jennings at (540) 674-7461 or [bruce.Jennings@volvo.com](mailto:bruce.Jennings@volvo.com) for more information on the Industrial Meeting.

### BOARD OF DIRECTORS MEETING

The monthly Board meeting will be held on **Tuesday, September 12th** at 5:15 p.m. at Beamer's Restaurant in Christiansburg. Any Board members that cannot attend should contact Teresa Harless at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov).

## Chapter Financial Report

### CHAPTER FINANCIAL REPORT

Beginning balance as of July 31, 2006	\$10,005.53
Ending balance as of July 31, 2006	\$10,872.15

Visit [nrvshrm.com](http://nrvshrm.com) for a detailed listing of transactions.

### ARTICLES FOR SHRM NEWSLETTER

Articles for each month's newsletter are due on the last Tuesday of the previous month. Articles for the October newsletter are due September 26, 2006. They may be sent to the chapter's secretary, Teresa Harless, at [tharless@blacksburg.gov](mailto:tharless@blacksburg.gov). Teresa's telephone number is 540-558-0721.

### nrvshrm.com JOB DATA BANK

The Chapter now has a job posting area on the web site. The data bank can be found under the "Position Postings" link on the web site. Please use the following guidelines when submitting a posting:

#### **Guidelines to Post Vacancies**

1. All postings should be submitted by e-mail via the website to Mike Aamodt ([maamodt@radford.edu](mailto:maamodt@radford.edu))
2. There is a 30 day posting limit unless notified to remove sooner.
3. We accept HR related postings only.
4. NRV-SHRM is not responsible for editing the job posting. We reserve the right to determine appropriateness. NRV-SHRM does not endorse any advertiser/submission.

**There is no charge to members of NRV-SHRM.**



The New River Valley Chapter of SHRM Presents:

**The Quick and the Dead:  
HR Strategies for the New Millennium  
aka “The 7 Deadly Sins of the HR Strategist”**



**STEVEN A. MIRANDA, SPHR, GPHR**  
**Chief Human Resource and Strategic Planning Officer**  
**Society for Human Resource Management (SHRM)**

Steve’s responsibilities include all aspects of HR for the Society as well as the establishment of both long-term and short-term business and strategic goals for SHRM. Steve has extensive experience in the areas of executive coaching, global team building and organization effectiveness. Having spent over three-quarters of his career in business before moving into human resources, Steve is very familiar with the opportunities and associated challenges faced by today’s executive leaders.

Learn to think and act strategically from an expert. Don’t miss this opportunity! Steve is not only knowledgeable, but also entertaining.

**MARK YOUR CALENDAR!**

Thursday, September 21, 2006  
Farmhouse Restaurant in Christiansburg

Lunch 12:00 p.m. – 12:45 p.m.  
(Come a few minutes early to register)  
Program 12:45 p.m. – 1:45 p.m.

<p><b>Cost:</b> \$15 for NRV SHRM Members \$20 for Non-Members</p>	<p>RSVP to Teresa Harless by 9/15/06: <a href="mailto:THarless@blacksburg.gov">THarless@blacksburg.gov</a>, (540) 558-0721</p>
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*Seating is limited and registration is required. Certified for HRCI Credit.*

# 2006 SHRM Golf Tournament



Date: October 11, 2006

Location: Hanging Rock  
Country Club (15 minutes  
from The Hotel Roanoke)



Time: 7:30 a.m. Registration  
8:00 a.m. Shotgun Start  
1:00 p.m. Awards &  
Luncheon



**Please Submit Entries By September 20, 2006:**

**Coy Renick, SPHR  
2045 Mountain View Rd  
Vinton, VA 24179  
Phone: 540-890-3153  
Cell: 540-556-4480  
Email: crenick@cox.net**

The cost is \$50 per player and \$200 per team.

18 holes of Captain Choice

Prizes for the Winning Teams

Closest to Pin on Par Three's

Sponsored By:  
Roanoke Valley SHRM, New River Valley SHRM, and Virginia SHRM State Council

## 2006 Calendar of Events & Annual Meeting Schedule

DATE	SPEAKER	TOPIC
January 19, 2006	James Cowan with LeClair Ryan Flippin Densmore	Legal Update
February 16, 2006	Fred Starling	How To Train Supervisors and Managers in Counseling, Discharge and Discipline
March 16, 2006	Christy Porterfield	Diversity
<b>April 20, 2006*</b>	Jack Smalley, Express Business Solutions	The Performance Appraisal: Friend or Foe?
May 18, 2006	James Cowan, LeClair, Ryan, Flippin, Densmore	Legal Update—Reasonable Accommodations and the ADA
<b>June 15, 2006*</b>	Todd Leeson—Gentry Lock	Legal Update—What HR Professionals need to know about Employment Lawsuits
July 20, 2006	Larry Linton, Senior Safety Consultant—Dept. of Labor & Industry	Hazard Recognition in the Workplace
August 17, 2006	Katherine Elam—Junior Achievement & Kevin Carlson, Assoc. Prof. for Dept. of Management at VT	Junior Achievement in the Workplace & HR Metrics and Analytics
<b>September 21, 2006*</b>	Steve Miranda	The Quick and the Dead: HR Strategies for the New Millennium
October 19, 2006	Barry O'Donnell—Virginia Tech; Assoc. MBA Director	Behavior Interviewing: Customize the Interview
<b>November 16, 2006*</b>	TBA	TBA
December 7, 2006	Holiday Social	

All NRV-SHRM Breakfast Meetings will be held at the Hampton Inn, Christiansburg at 7:30 a.m. unless otherwise noted

\*The NRV SHRM meetings on September 21st, and November 16th will be lunch meetings that will be held from 12:00 noon until 1:30 p.m. The locations and details regarding the lunch meetings will be sent to members at a later date.

PLEASE BE SURE TO REPLY TO THIS E-MAIL FROM TERESA HARLESS ([tharless@blacksburg.gov](mailto:tharless@blacksburg.gov)) BY FRIDAY, SEPTEMBER 15TH IF YOU ARE PLANNING TO ATTEND THE AUGUST MEETING. PLEASE INDICATE IF YOU WILL BE BRINGING ANY GUESTS. IT IS IMPORTANT THAT WE GET AN ACCURATE COUNT OF PEOPLE SO THAT FOOD AND HANDOUTS CAN BE PREPARED ACCORDINGLY. THANK YOU