

# HoCoHRS Newsletter

## December 2015

### Committing to HR Excellence in 2015!



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#### **2015 Executive Sponsors**

We would like to thank our sponsors for 2015. Their support contributes to the success of our chapter.

Greetings HR Colleagues,

It's that time of year again-looking back over 12 months and evaluating personal and work accomplishments. I just returned from a team meeting about the accomplishments by the HR business partners and was impressed at all the work that was done for the organization. I was listening to several colleagues talk about the work they did for their clients around succession planning, and I wondered who is doing the succession planning for the HR team. I'm thinking of how many new HR people were hired at the executive level versus promoted from within.





## Quick Links

[Howard County HR Society](#)

[LinkedIn Howard County HR Society Group](#)

[Society for Human Resource Management \(SHRM\)](#)

[Maryland State SHRM Council](#)



Contact Us:

<http://hocohrs.shrm.org/>

HR sets up the programs, monitors and recommends, evaluates and manages the succession plan initiatives, but is there an HR Business Partner in the plan? How are you getting your training to be a leader, to be part of the larger organization, to be ready to be tapped for the executive role? Are you the lone HR practitioner of a small company with no HR career ladder-how are you preparing for the next opportunity? Of course I have a suggestion... volunteer on the local SHRM Chapter Board of Directors. You have the chance to build executive level qualifications by leading committees, developing budgets, influencing others, managing conflicting view points, leveraging successes, etc. So when you're completing your annual professional development plan, consider your own succession plan when there isn't one being considered for you (beyond what you've already mastered). By the way, we have openings for volunteers on all our committees at the Howard County HR Society. Take the leap-no one is more interested in your success as an up & coming leader!

Have a fabulous December.

Sincerely,

**Dawn Rhodes, SHRM-SCP, SPHR**

President

Howard County HR Society

**December 17, 2015**

**"The Voice" of Diversity and Inclusion: A Challenge of Diversity Best Practices**

**8:00am to 10:30am**

Please join us as the HoCo HRS Diversity and Inclusion Committee present the Voice of Diversity and Inclusion game

HoCoHRS@gmail.com

Interested in our  
Newsletter? Click the  
button to join our  
mailing list.

### MONTHLY MEETINGS

**Our monthly meetings are held  
on the 3rd Thursday of every  
month at:**

**Ecker Business Training Center  
6751 Columbia Gateway Drive  
Columbia, MD 21045  
8:00 AM - 10:30 AM  
(note: we do not meet in  
January or June)**

### 2016 Membership Rates

Become a 2016 Member now and  
your membership is credited for the  
remainder of 2015 and all of 2016.

- Professional SHRM  
Member: \$50.00
- Professional non-SHRM  
Member: \$60.00
- Associate Member \$60.00
- Student \$20.00

You can renew and pay your dues  
at the next meeting! Checks or  
credit cards welcome!

is for Diversity and Inclusion (DI) and Human Resource  
practitioners desiring to create or take their employer's DI  
program to the next level. A HoCoHRS member or guest will  
present why their employer's existing or developing diversity  
and inclusion program/initiative deserves recognition and an  
investment of a Judge's mentoring, coaching, and advice.  
Having an impactful DI program is one strategy for winning in  
the workplace and the marketplace. A high performing DI  
Program can:

- Create a more rewarding professional and work  
experience for an employer's workforce
- Enhance customer relations and business outcomes
- Increase representation of a diverse workforce
- Bring greater creativity and innovation to an employer's  
products and services
- Keep pace with trends
- Improve the financial viability of a company or  
organization

A panel of three to five (3-5) independent expert DI judges will  
listen to and assess each Contestant's DI presentation.  
HoCoHRS meeting participants will provide feedback to each  
Contestant during the awards and recognition phase of the  
game.

The winners will receive various awards and recognition, to  
include:

- 1:1 coaching session with a DI Judge (select your  
coach/mentor)
- Recognition from peers
- HoCoHRS Certificate of Achievement
- Participation in an article to be shared for publication  
with HoCoHRS, Society for Human Resource  
Management (SHRM), Maryland SHRM, SmartCEO  
Magazine, The Business Monthly, The Business  
Journal, and other online social media forums.

**To register for this meeting, click here:**

<http://hocohrs.shrm.org/forms/meeting-preregistration>

**Thank you to Davis, Agnor, Rapaport & Skalny, LLC for  
sponsoring our December meeting.**

Visit them on the web! [www.darslaw.com](http://www.darslaw.com)

This meeting is pending approval for SHRM PD and HRCI recertification credits.



## SHRM Foundation Update

Just a few weeks left to get your tax deductible donation to the SHRM Foundation in for this year! We ask that you list HoCoHRS as your chapter when you submit your donation. Your tax-deductible contribution helps us shape the future of HR. It supports the Foundation's important work - including scholarships, practical research, and educational resources. At the SHRM Foundation, we are a catalyst for thought leadership. We help predict where the workforce is headed because we've been studying its evolution for more than 40 years. We offer unmatched workforce knowledge for progressive leaders, with a total focus on studying and reporting the management practices that work.

Make your impact on the future of HR by donating to the SHRM Foundation.

Learn more at [shrmfoundation.org/impact](http://shrmfoundation.org/impact).

We thank you for all of your SHRM Foundation support!

## The SHRM Certification Pathway is Closing Soon. Are you SHRM Certified?

Time is running out! The SHRM Certification Pathway closes at the end of this month!

If you have a valid HR generalist certification (including: PHR, SPHR, GPHR, HRBP, HRMP and

IPMA-CP\*) which you obtained by January 31, 2015, you are eligible for SHRM's new certification-at no cost-by completing the following simple steps by December 31, 2015:

## THE PROCESS

1. Visit [www.shrm.org/certification/pathway](http://www.shrm.org/certification/pathway) and Click "Get Started"
2. Create an account and select "Online Tutorial Pathway."
3. Affirm that you hold a valid HR credential.
4. Enter current certification details: certification name, issue date and expiration date.
5. Agree to abide by the SHRM Code of Ethics.
6. Access and complete the Online Tutorial via the link sent to your e-mail.
7. Receive your SHRM credential once you complete the pathway process, and begin a three-year recertification cycle.

Don't currently hold an HR Generalist certification? You may obtain your SHRM Certification by taking the exam. Visit [www.shrm.org/certification/apply](http://www.shrm.org/certification/apply) for more information about the eligibility criteria and application process.

Be a part of the 60,000 SHRM Certified HR professionals committed to Advancing HR!

## Meeting Topics and Events

Mark Your Calendars Now for HoCoHRS 2015 Meeting Topics. The Program Committee works hard to find its members topics of interest, presented in a condensed yet in-depth overview worthy of SHRM Professional Development and HRCI credit!

## News from Maryland SHRM State Council

- **SHRM Certification** - If you are a credentialed HR professional as of 1/31/15 you are eligible to participate in the SHRM's Certification Pathway. The tutorial is available online as of January 5, 2015. Click [here](#) for more information.
- **Are You Hiring?** Use MD SHRM's job posting board to reach qualified candidates in and around Maryland! [Click here](#) for more information and competitive rates.
- **Earn, Learn and Save!**The Maryland State Council, Inc. continues to partner with SHRM's [e-Learning](#) program. In fact, we are the test case for this project. While earning recertification credits, obtaining at least 1 recertification hour for each course successfully completed, members enhance their skills through these expertly designed programs. ALL 60 recertification credits can be earned through this program. The courses are available 24 hours a day, 7 days a week so it is very convenient for even the busiest person. Members are encouraged to register with **code SHRMDSC** to take advantage of the SHRM e-Learning program. Fliers for this program are being distributed to the local chapter CLAs for their upcoming programs.

Questions or comments? Contact MD SHRM Director, Colleen Parker-Denston, SPHR, SHRM-SCP.