

Professional Emphasis Groups (PEG)

CHRA's **Professional Emphasis Groups (PEG)** have been well received by members. A member facilitator and topic will be selected for the roundtable discussion. PEGs are open to Professional Active Members of CHRA (HR practitioners).

Definitions are provided below to help you select a PEG that suits your needs.

1. **Strategic Management**

Group members will exchange information on topics related to the role of HR as a strategic business partner. The group will discuss and explore ideas for participating in an organization's strategic planning process.

2. **Workforce Planning and Employment**

This group will discuss the entire staffing/employment cycle to include effective recruitment methods, assessing staffing requirements, conducting job analysis, and the overall selection process. The members will share knowledge and ideas on facilitating and designing effective employment processes.

3. **Human Resource Development/Organizational Development**

This group will share and exchange information on effective assessment, development and evaluation of training and development programs for employees, managers and senior leadership. The members will also discuss organizational development activities to support organizational growth and change.

4. **Compensation & Benefits**

The group members will learn from each other "best practices" for compensation and benefits practices/programs (Total Compensation) to ensure alignment with organizational goals and objectives. This will include executive compensation as a method for retention and succession planning.

5. **Employee & Labor Relations**

The group will exchange information on promoting and measuring the effectiveness of employee relations activities for a positive organizational culture. For members involved or interested in labor relations, the group will also share information on union activities, collective bargaining, contract negotiations and administration.

6. **HR Generalist/One Person HR Dept**

The group will discuss issues that affect them on a day to day basis in their roles as a generalist and/or as a one-person HR department. The focus will be for members to gain additional resources and tools to help manage issues more effectively.

7. **Senior HR Group (Directly reports to Senior Executive in organization)**

The purpose of this group is to allow for information exchange for senior level HR professionals. Focus of discussions will be on how to remain an integral part of the decision making process and strategic planning with senior level executives.

8. **Workplace Diversity**

This group will discuss and explore workplace diversity as it relates to organizational behavior, company culture, workplace inequities, multigenerational workers, work life balance and disabilities. In addition, members will share and gather knowledge and tips through discussion on aligning business needs with workplace diversity through exploring best practices and strategies.



Chesapeake Human Resources Association

Monthly Program

Wednesday, March 17, 2010

Rolling Road Golf Club

"The Development and Evaluation of a Workplace Violence Risk Assessment Protocol"

presented by

Michael Heitt, PsyD

Heitt Clinical and Corporate Consulting, LLC

This program has been approved for 1 hour
of General Credit toward recertification.

Schedule:

7:45 a.m.	Continental Breakfast and Networking
8:30 – 8:45 a.m.	Welcome / Announcements
8:45 – 9:45 a.m.	Education Program
10:00 – 11:00 a.m.	Professional Emphasis Groups (PEG)

Program Description

The creation and development of an internal workplace violence risk assessment protocol at a large, urban academic medical center and university will be presented as a case study. Particular emphasis will be placed on the multidisciplinary structure of the team and the differing roles and responsibilities of the various members of the team, with Human Resources professionals as a central and critical component. A specific protocol for addressing incidents will be offered along with changes in the team's responses over time. Major lessons-learned will be presented as well as challenges the team has faced.

At the conclusion of the session, attendees will:

- Appreciate the unique benefits of utilizing a multidisciplinary team of diverse professionals to assess risk;
- Understand a protocol model of risk assessment that has been shaped over years of activity;
- Possess a clearer understanding of the range of incidents that should (and should not) arouse the attention of a risk assessment team;
- Have a plan on how to develop, implement and assess such a protocol in their institution.

About the Presenter

Dr Michael Heitt is a clinical psychologist in private practice and he is on the faculty of Johns Hopkins University and Loyola University, Maryland. His practice, Heitt Clinical and Corporate Consulting, LLC, is located in Baltimore and he specializes in psychotherapy with individuals and couples, as well as consulting with organizations on a variety of forensic, professional behavior and workplace issues including management of disruptive professionals, workplace violence, conflict management and executive coaching. Dr Heitt has served on the Maryland Psychological Association's Ethics Committee since 2003 and is currently the Chair of the Committee.

Haiti Relief

A portion of the proceeds from registrations for this event will be donated to charity towards the relief effort in Haiti.

Registration Information

EVENT LOCATION

The Rolling Road Golf Club
814 Hilltop Road • Catonsville, MD 21228 • 410.747.5194

Coming from the North: 695 (Baltimore Beltway) toward Catonsville, take Wilkens Ave. exit (12B/12C) and turn Left on Wilkens Ave., At traffic circle take first exit (Right) onto Hilltop Rd. Golf Club will be on your left.

Coming from the South: 695 (Baltimore Beltway) toward Catonsville, take Wilkens Ave. exit (12C) and Merge Right onto Kenwood Ave., and Merge Right again onto Wilkens Ave. At traffic circle take first exit (Right) onto Hilltop Rd. Golf Club will be on your left.

CANCELLATIONS

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, March 12, 2010. 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.

QUESTIONS

Contact CHRA at 410.752.3318.

THREE WAYS TO REGISTER

- 1) Online: www.chra.com/events.htm
- 2) Fax form to: 410.752.8295
- 3) Mail to: CHRA, 720 Light Street, Baltimore, MD 21230

Please use the form below for mail or fax registration.

Register for CHRA March 17, 2010

REGISTRATION TYPE: (please add \$15 if registering on site)

- CHRA Member \$35.00
- Member of Another MD SHRM Chapter \$45.00
Please list Chapter: _____
- Non-member \$55.00
- Full-time student member: *For special pricing, please call CHRA at 410.752.3318*

CONTACT INFORMATION:

Name: _____ Email: _____

Company: _____

Address: _____

Phone: _____ Fax: _____

Please note any special accommodations required for you to attend this event: _____

METHOD OF PAYMENT

- Check enclosed with registration - payable to CHRA
- Charge now to: VISA / MC / AMEX
- Reserve with a credit card and pay at the door.

Card #: _____

Exp. Date: _____ Signature: _____

**Registration will close Monday, March 15, 2010 at 9:00 a.m. All other registrations will be taken at the door, if space is available.