# Newsletter
A Quarterly Update of PSPS News

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It’s hard to believe summer is upon us! It feels like just yesterday we were watching weather forecasts for snowfall and setting objectives for the new year. Now we’re halfway through and preparing for the heat and humidity (although I welcome a bit of heat as watching my son’s baseball game wrapped in a blanket is not how I like to spend baseball season)!

As you gear up for mid-year activities - performance reviews, reviews of business plans and goals, and summer vacations - don’t forget to include PSPS events in your calendar! We’ve had a great first half of the year with our quarterly programs, Human Capital Analytics forum, and SIG and LAN meetings. Our always popular Summer Networking Event is July 13th at a new location – Twenty9 Restaurant & Bar in Malvern. I hope to see many of you there for a fun evening of networking and connecting!

I am thrilled that Liz Wiseman, author of *Multipliers: How the Best Leaders Make Everyone Smarter* and *Rookie Smarts: Why Learning Beats Knowing in the New Game of Work* is going to be our Leadership Forum speaker on November 2, 2016. Our annual Leadership Forum is THE event of the year and one you won’t want to miss! This year marks the 10th anniversary of this prestigious event. We are planning to celebrate this milestone at this year’s event, so please plan to join us at the Crystal Tea Room and bring your colleagues and friends! Special thanks to our Leadership Forum Committee, led by Doug Hilton and Vicki Sack, who have worked very hard to secure another outstanding speaker!

Over the last few years, we have supported our colleagues who are in career transition by offering a one-time complimentary 6 month membership. This provides these individuals with an extensive network, in-transition assistance and an introduction to PSPS events and the benefits of membership. We recognize that these benefits cannot all be realized in a 6 month time frame. Therefore, beginning on September 1, 2016, we will be changing our membership fee structure for members in career transition to a 1 year membership of $125, which is almost 50% of the full membership fee. Our objective is to continue to support those who are searching for their next opportunity with balancing the value and benefits of membership for our existing members. The Board has spent time reviewing our membership numbers, the cost of member benefits and the conversion rate of our in-transition members to full paying members, and this new structure is consistent with our overall membership philosophy. Membership revenue is one component of our overall revenue stream and makes up roughly 30% of our budget revenue. This revenue is used to cover expenses for our events, new member luncheons, website, community initiatives, and special projects, like our Future of Human Capital Task Force. As we continue to expand our membership offerings and the cost to deliver these services increases, we want to ensure an appropriate balance of support and financial responsibility to our organization.

As I reflect on the first half of 2016, I am filled with pride for our association, our members and our amazing Board! I enjoy hearing from our members about the value they find in membership with PSPS and the welcoming new members and guests feel when they attend our programs! Please keep the feedback coming and I look forward to seeing you at a future event! Enjoy your summer!

Best regards,
Kelly Morello
President, Philadelphia Society of People and Strategy

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PSPS New Member Spotlight

Alice Lindenauer, managing director of Hamilton Lane, discusses with Bill Ringle, CEO of LearnWell and PSPS marketing committee member, how she fosters a culture of excellence and benefits from her PSPS connections.

Listen to the 10 minute interview by following this link.

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Welcome New Members

Welcome our new members:

Jennifer Nyiri - Comcast NBCUniversal
Brian McCarthy - 327 Solutions, Inc.
Michelle Killian - GlaxoSmithKline
Patricia Daley
Michael Pahides
Michelle McGough
James Kane
Suzanne Wolko
Laura Reger
Craig Martin
Jack MacDonald
Harold Catlaw
Mary Bustamante
Rosa Booker
Beville May
Denise Ryan - Bentley Systems
Lucy Ford - Saint Joseph's University / Ford Consulting
Kristie Matevish - Sungard Availability Services
Andy Rosen - Andrew Rosen Consulting
Melissa Lichty - Physiotherapy Associates
Members on the Move and In the News

**Brian Shapiro Communications** - This spring, Philadelphia-based Communication expert and University of Pennsylvania faculty member Brian Shapiro debuts his premiere book, Exceptionally Human: Successful Communication in a Distracted World. This intimate yet historically rich book weaves vivid personal and professional stories into time-tested communication principles to spotlight the three enduring pillars of communication success: credibility, emotion, and reason.

**Michael Brenner** - Dr. Michael Brenner, president of Right Chord Leadership, will be speaking in Melbourne, Australia this June on the topic of influential leadership. The setting is Dimension5, a creative space dedicated to promoting positive human collisions and making the tech and startup world more inclusive and diverse.
**Ken Blackwell** - Ken Blackwell—Ken was the program chair for the GPSEG (Greater Philadelphia Senior Executive Group) CEO Summit in June. The topic was “Smart Growth—Getting it Right, Lessons from Successful Philadelphia CEO’s.” The program was well received and successful.

**Carol Vallone Mitchell, Ph.D.** - Talent Strategy Partners is featured in upcoming events focusing on women’s leadership. Carol Vallone Mitchell will be speaking at the National Association of Women Lawyers Annual Meeting on July 14 in NYC, and at the Society of Women Engineers SWE 16 Conference with Pat Schaeffer October 26, 27 and 28 at the Pennsylvania Conference Center here in Philadelphia.

**Matthew Levy** - Matthew Levy is now Executive Vice President at Velocity Advisory Group, a seven person consulting firm with expertise in strategic planning, leadership development, team effectiveness and other learning services.

**Lauri Ann Plante** - Recently presented to the Chester County Chapter of SHRM "Coaching: Not Just for Sport."

**Julie Kinkopf** - Julie presented several programs on the recent dramatic changes to federal overtime laws and how you can protect your company, both for WG University—the educational arm of Weber Gallagher and for the Great Valley Forge Human Resources Association (GVFTRA). Additional presentations are planned for the fall.

**Barbara Eiser** - Executive coach and President of Leading Impact, presented a workshop to approximately 100 attendees in Women in Cable Telecommunications at the Comcast Center. The topic was “Self-Awareness, Career Development and Professional Success.”

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It’s the 10th Anniversary of the PSPS Leadership Forum!

**Sparking Brilliance**
Ignite and multiply your organization's potential!

**About the Program:**
Liz Wiseman is one of the world's leading experts on leadership. Some of her clients include: Apple, Disney, Dubai Bank, Nike, PayPal, Roche/Genentech, Salesforce.com, SAP, and Twitter. Liz has been listed on the biennial Thinkers50 ranking for 2013 and 2015, and named as one of the top 10 leadership thinkers in the world!

Join us at the 10th annual PSPS Leadership Forum on November 2nd, where Liz will challenge you to think about the following questions:

- Are you a genius or a genius maker?
- How do the best leaders make everyone smarter?
- Do you lead like a multiplier or a diminisher?
- How does learning beat knowing?
- Why is maintaining your "rookie" smarts vital to being an effective leader?

Please check out this [preview](#) of Liz’s vision for the Leadership Forum.

[Register Here!](#)
April 6th Q2 Program Recap

Earlier this spring, PSPS was pleased to present Ian Ziskin to a large group of enthusiastic members and guests at The Pyramid Club in Center City. On April 6th, participants in Ian’s session explored "The HR Emerging Executive and the Future of HR" and had the opportunity to hear the related concepts presented in the speaker’s most recent book *Three: The Human Resources Emerging Executive*. Each participant received a complimentary copy of the book at the session.

Three critical aspects of HR leadership were identified in the presentation including: the development of a personal HR leadership philosophy; the need to embody the changing role of HR to increase effectiveness at the individual and organization level; anticipating the future of work (including the rise of the contingent workforce) to remain relevant; and understanding the multi-dimensional perspectives needed to orchestrate effective HCM strategy. Ian challenged the group to understand the need for HR leaders to be business leaders first and foremost, and to develop the credibility platform needed to assume that role.

The presentation offered participants meaningful and relevant food for thought with regard to HR leadership.

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PSPS Upcoming Events

We are geared up for a great year of programs and event – **Mark your calendar now!**

- **PSPS Q3 Program** – June 22, 2016 with Michael Seitchik, Ph.D. at The HUB Conshy
- **PSPS Q4 Program** – September 22, 2016 with Mindy Hall, Crowne Plaza Valley Forge
- **PSPS 2016 Leadership Forum** – November 2, 2016 with Liz Wiseman at the Crystal Tea Room, Philadelphia, PA
- **PSPS Annual Holiday Party** – December 1, 2016 at the Radnor Hotel

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A good thing is something you always want to pass on to others – so pass on the benefits of PSPS membership by referring someone to join! PSPS will reward your efforts to recruit new members with a $30 reduction towards your PSPS renewal for the upcoming year.

Here’s how the New Referral Rewards works:
For every new Individual Member you recruit during the calendar year (January 1 – December 31) and who joins PSPS as an active member, you earn a $30 reduction towards renewing your PSPS membership for the upcoming year. That’s over a 10% discount on membership! Best of all, there is no limit to the number of referrals you can make!

It’s so easy to do. Just invite a prospective member to attend a PSPS event (guest fees apply) to experience the professional benefits of PSPS membership first-hand! Or, simply tell your friends about the benefits and value of PSPS membership and refer them to the PSPS website to complete an application. You can also post an announcement about upcoming PSPS events, meetings, or the Leadership Forum to your professional network.

The Refer-A-Member Bonus opportunity is open to all the current active PSPS Members, but the following guidelines do apply:

1.) Completed applications, with full dues payment, must be submitted with the referrer’s membership number/name provided on the online application.
2.) Applications received without a referrer’s valid membership number/name will be disqualified for the $30 discount. There will be no retroactive qualifying of referrals.
3.) Referring Members will be notified of their referral bonus quarterly via e-mail and will be provided with a “code” to use when renewing their personal membership. If you do not receive the code before renewing online, please email info@peopleandstrategy.org to request it.
4.) The Refer-A-Member Bonus may not be combined with other PSPS promotional or incentive programs.
5.) Referral Bonuses are not redeemable for cash.

So don’t wait – refer a member now and take advantage of this great discount!

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Success is simply human

Your people are the heartbeat of your organization. SuccessConnect, the HR event of the year, will give you the insights and strategies you need to lead your business’ success simply.

This year’s SuccessConnect highlights include:

- Three general session keynotes, including our Day 1 General Session with Mike Ettling, the president of SAP SuccessFactors
- Half and full day pre-conference workshops
- Networking with a community of like-minded innovators, both in a business setting and at celebratory events each evening

SuccessConnect Pricing:

- Early Bird Pricing opens April 7: $1,095
- Full Registration Pricing in place July 11: $1,695
- Group discount package available: Buy three, get one free

RSVP Today

New in 2016: Welcome ASUG members! Please enjoy your $100 discount, available throughout the SuccessConnect promotion.

- Early Bird Pricing opens April 7: $995
- Full Registration Pricing in place July 11: $1,595
- Group discount package available: Buy three, get one free

RSVP Today

For conference details and to register, visit the Web site.
To jumpstart your HR transformation and create an agile all-in workforce download this eBook
To watch video interviews with HR Leaders, click here!

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