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### ASWA SAN DIEGO APRIL DINNER MEETING

*Marion Moss Hubbard, Ph.D. presents*

### **EXPERIENCE YOUR WORK AS A HEROIC JOURNEY®**

**Marion Moss Hubbard, Ph.D.** is a transpersonal business consultant who specializes in the dynamics of workplace change. Marion has over 20 years of experience working with individuals and organizations on personal and professional growth related issues. Through the years she has developed an in depth understanding about techniques that work when facilitating change efforts for individuals and businesses. She has a breadth of experience in working with organizations including government, non-profit organizations, social service agencies, unions, entrepreneurs, start-up companies, large corporations, legal and hi-tech fields, and customer service.



Marion is currently a faculty member at International University of Professional Studies (IUPS). She is a Certified Trainer in the Personal Strengths Publishing®

Team Approach to Project Management and the [DISC Profile™](#) on Behavioral and Communication Styles. She is trained in [Value Management](#) and is a Certified Associate Value Specialist (AVS) through the Society of American Value Engineers (SAVE) International.

Join us as Marion presents: *Experience Your Work as a Heroic Journey®*

The workplace constantly challenges us to find and work from the center of ourselves in all that we do. It provides us with a variety of circumstances to test how well we can put our moral, ethical, and psychological principles into real life practice. In this class participants will explore how their own workplace experiences play into their lifelong "heroic journey" of character development. They will discover how wisdom and insight can be gained from every situation and person encountered.

Participants will learn to: recognize and use the stages of their heroic journey to their advantage, identify how their personal heroic journey impacts the

collective journey of the organization as a whole, and apply the heroic journey metaphor to group dynamics to more effectively carry out the mission of the organization. Visit [www.heroicjourney.com](http://www.heroicjourney.com).

### MEETING DETAILS

Thurs., April 17, 2008

HOLIDAY INN  
MISSION VALLEY STADIUM  
3805 Murphy Canyon Rd.

San Diego, CA 92123  
858-277-1199

Networking 5:30pm  
Dinner 6:15pm

MENU:

*Chicken Jerusalem*

*Rice Pilaf*

*Baby Mixed Green Salad*

*Vegetable Medley*

*Chef's Dessert*

*Tea and Coffee*

Members & Students  
\$35.00

Guests \$45.00

RSVP by 4/15 to:

[aswasandiego@yahoo.com](mailto:aswasandiego@yahoo.com)

**Message from President  
Kathy Culver**

I am looking forward to the next couple of meetings as the speakers are sounding very interesting. For this April meeting, we will be going back to the Holiday Inn where we have met in the past. I know the room for our last meeting place did not turn out like we thought, but we appreciate everyone's understanding and it was nice to see everyone networking with other members and guests.

As we wrap up this fiscal year in June, I would like to encourage all of you to participate in ASWA in some way this coming year. Jeanette Ding is getting the new board together and can use any help that you can give her. It was suggested to me last year that in years past we have sold See's Candy or candles for the holidays. Even if you don't want or aren't ready to be on the board, maybe volunteer for this project or one that is dear to your heart.

I would like to thank all the members that have taken an active role in attending our monthly meetings. By attending, you are keeping ASWA in San Diego. Please give us any suggestions that you feel would make our chapter stronger – meeting topics, location, speakers, etc.

Thanks for all your support and hope to see you on the 17<sup>th</sup>. Please also mark your calendars to join us on May 15<sup>th</sup> for our annual Public Relations Dinner as we return to the Harbor House and we recognize this year's board members and introduce the new board.

**Kathy**

**HAPPY BIRTHDAY TO OUR MEMBERS!**

- 3/1 Marcelle Rossman
- 3/4 Margaret LaMontagne
- 3/10 Prudence Dumon
- 3/24 Virginia Fellows



- 4/14 Karen De Los Reyes
- 4/16 Jeanette Ding

**WELCOME TO  
OUR NEWEST  
MEMBER!**

*Anna Donato*

**Happy Anniversary to:**

- 3/10 Nina Straub (5 years)
- 3/15 Eleanor Wade (2 years)
- 3/17 Jamie Chapman (3 years)
- 3/17 Prudence Dumon (2 years)
- 4/23 Patricia Scerbo (5 years)
- 4/26 Liz Randol (19 years)



**2008 MEMBERSHIP DRIVE**

**Invite your friends and co-workers to join ASWA!**

As an active member, each time you sponsor a new member between January 1, 2008 to June 15, 2008, you will be entered in a drawing to win a \$50 Westfield gift card!

**Join now!**

Each new member who joins between January 1, 2008 to June 15, 2008 will receive 50% off your first member meeting (within the first 60 days of membership approval).\*

\*The Public Relations Dinner is excluded from this promotion.

**MEMBER PROFILE: MIHO PRITCHETT**



If you haven't met Miho yet, please introduce yourself and welcome her! There are so many interesting facts about Miho...

Miho is originally from Japan. She used to working at a bank for a few years before moving to San Diego with her husband in 1995. They later had two lovely daughters (now 9 and 12). Miho decided to stay home with them while she felt that they needed her, but at the same time she was gaining a college education. It didn't take too long before Miho decided to major in accounting. It became her

passion. She found that she loved working with the numbers and she was good at math. She earned her Bachelor's Degree in Accounting in 2004.

After Miho and her family finished 7 years' tour from overseas (NAF Atsugi, Japan), they came back to San Diego in 2005. Miho took the CPA exam (a goal since college) and passed! Miho doesn't have any experience working in accounting field, but she is ready to build her career. If you're looking to hire an entry level accountant, please introduce yourself to Miho at the next meeting!



**Do you have an exciting change in your career/life, or know another member who does?** Share news about promotions, new employment, engagements, weddings, babies, and other momentous occasions with fellow ASWA members by emailing Newsletter Editor Jeanette Ding at 858.452.2626 or via email

[jeanette.ding@roberthalf.com](mailto:jeanette.ding@roberthalf.com)

## We Asked Y: Survey of Gen Y Workers Shed Light

Article submitted by Christine Chang, Branch Manager, Robert Half International

Ever since members of Generation Y began entering the workforce, employers have been struggling to get a better sense of what motivates and inspires this unique group. To gain insight into the Millennial mindset, Robert Half International and Yahoo! HotJobs went straight to the source, commissioning a national survey of more than 1,000 workers ages 21 to 28. Based on those findings, here are tactics that can help you recruit and retain Gen Y employees:

**1. Offer competitive compensation.** Gen Y survey respondents said salary is their single most important job consideration. Moreover, 33 percent of those polled said financial security is their top career concern, followed by job stability (25 percent) and career satisfaction (23 percent). And when asked what factors would most influence them to leave one job for another, "higher pay" topped the list, beating out advance-

ment opportunities, more interesting work, better work environment, shorter commute and more prestigious job title.

To ensure that your compensation standards are above or at least on par with competitors in your region and industry, use resources such as the Department of Labor's Bureau of Labor Statistics and the annual *Salary Guides* from Robert Half International.

**2. Keep your door open.** Gen Y grew up with ongoing supervision and validation from authority figures. Many will likely look for similar guidance and frequent feedback from you. In fact, 35 percent of Millennial workers surveyed said they want to communicate with their bosses several times a day, while 25 percent want to touch base at least once a day. Given their communication needs, consider giving periodic "spot reviews" as tasks and projects are completed instead of waiting until annual-review time to

offer assessments.

**3. Pay attention to perks.** In addition to healthcare coverage and retirement plans, perquisites such as in-house training opportunities, paid time off to attend professional development events, flexible scheduling, recognition programs and mentoring initiatives all appeal to Gen Y. Because nearly three-quarters of respondents said it's likely they will return to school to obtain another degree, consider starting (or expanding) tuition-reimbursement programs.

*For more information, please email [Christine.chang@rhi.com](mailto:Christine.chang@rhi.com). Founded in 1948, Robert Half International (RHI) is the world's first and largest specialized staffing firm. RHI is a recognized leader in professional staffing and consulting services, and is the parent company of Protiviti, a leading independent internal audit and business and technology risk consulting firm. The company has more than 350 offices throughout North America, Europe and the Asia-Pacific region.*

## DID YOU KNOW?

Need an icebreaker for your next networking meeting or party?



- In the sixteenth century, the start of a new year occurred not on January 1st but April 1st in France until 1562 when King XV ordered calendars so that a new year began on January 1st. When this change occurred, many people from Russia were not informed or did not believe it and were thus dubbed "**April Fools.**" (source: [www.quizland.com](http://www.quizland.com))
- **Sri Lanka** still celebrates April 1st as New Year's Day (source: [www.quizland.com](http://www.quizland.com))
- **Marvin Gaye** passed away on April 1, 1984.
- The **Baseball Hall of Fame** in Cooperstown, New York opened on April 1, 1938. (source: [www.quizland.com](http://www.quizland.com))
- About 90 million **chocolate Easter bunnies** are produced each year! (source: [www.popculturemadness.com](http://www.popculturemadness.com))
- April's flower is the **Sweet Pea**, which means "I think of thee." (source: [www.butlerwebs.com](http://www.butlerwebs.com))

## ASWA San Diego needs you!

Are you interested in helping sustain and grow ASWA's San Diego Chapter? If you have ideas, or just want to get involved, please contact Jeanette Ding at [jeanette.ding@roberthalf.com](mailto:jeanette.ding@roberthalf.com) or 858-452-2626 immediately. Election ballots will be distributed in April. There are board and committee positions available, and we are always looking for new ideas, creativity, enthusiasm, and a helping hand. If you are interested in a project, let us know! If you have ideas to "spruce up" our chapter, let us know! The 2008-2009 year promises to be an exciting one as some ideas are already brewing for social events, new speakers and venues. We welcome your input and participation. Don't be shy!

### \*\*\* SAVE THE DATE \*\*\*

ASWA San Diego's 2008 Public Relations Dinner will be on **May 15, 2008** at the **Harbor House**. Our speaker will be Ely Wilhide from the Anthony Robbins Company. Join us for a fun evening, motivational presentation, great prizes, thank our 2007-2008 board and welcome the new 2008-2009 board!



## SAN DIEGO CHAPTER 2007-2008 BOARD OF DIRECTORS

SERVING JULY 1, 2007 - JUNE 30, 2008

### President

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### Director

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Don't forget to visit our  
web site at

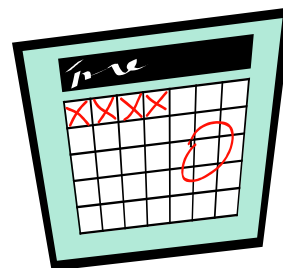
[www.aswasandiego.org](http://www.aswasandiego.org)

for more information  
about our chapter, past  
newsletters, upcoming  
events, and to tell us your  
ideas and feedback!

## MARK YOUR CALENDARS!

**APRIL 17, 2008 @ 6:15PM / NETWORKING @ 5:30PM**  
**ASWA MEMBER DINNER MEETING - guests are welcome!**

*Marion Moss Hubbard, Ph.D. presents*  
*"Experience Your Work As A Heroic Journey"*  
*Holiday Day Inn Mission Valley Stadium*  
*3805 Murphy Canyon Road*  
*San Diego, CA 92123*  
*858.277.1199*



**MAY 15, 2008 @ 6:15PM / NETWORKING @ 5:30PM**

**ASWA SAN DIEGO 2008 PUBLIC RELATIONS DINNER - all are welcome!**

*Presentation by Ely Wilbide, The Anthony Robbins Company*  
*Harbor House San Diego (Seaport Village)*  
*831 West Harbor Drive*  
*San Diego, CA 92101*  
*619.232.1141*

**OCTOBER 28—30, 2008**

**ASWA / AWSCPA JOINT INSPIRED SOLUTIONS NATIONAL CONFERENCE**

*Do you have a speaker you've seen or would like to see, or a location you like for meetings? We welcome your suggestions and feedback! Please email [culverk@biggsllaw.com](mailto:culverk@biggsllaw.com) or [aswaandiego@yahoo.com](mailto:aswaandiego@yahoo.com).*

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