

IPMA-VA Members,

Greetings! I hope this note finds you and yours happy and healthy. There probably isn't much I can say that you haven't already heard, but what remarkable times we are living in. In addition to the obvious, we have gotten insights into our colleagues' home offices and dining rooms, and almost every day is bringing your kid to work day for some. Heck, my toddler has heard me on so many conference calls, when I threaten to put her in timeout, she tells me she's going to file a grievance! I've spoken to and been on calls with many of you over the last month, and the value you and your HR departments are providing to your organizations is clear and impactful. Now, while the health and safety aspect of the crisis continues, we will be called upon to help manage the next phase—the fiscal and budgetary fallout of our local economies grinding to a halt.

Let's not lose focus on the bright spots in our current situation. I suspect you have witnessed your employees stepping up to innovate, improve processes, serve in different roles, and in many cases putting themselves at personal risk to serve each other and your organization's mission. Situations like we are in today is why public service is so special. Almost anyone can manage through good times and a hot economy. Now is when we need to be at our best; when our communities and employees need us most. Be sure to take time for yourselves and your families so you are rested, healthy and in this for the long haul. Now that we have less to react to, try to spend some time in Covey's Quadrant 2 on the IMPORTANT items that are NOT URGENT—planning for re-opening and what the new normal will be for you and your staff, important projects you have been putting off or didn't have time for, and cultivating effective relationships (both personal and professional) while physically distanced.

Website Refresh

Exciting news for the IPMA-VA chapter is that we have refreshed our website. The address is still www.ipma-va.org, but you will notice a new look and feel. One of our goals as a board is to leverage many of the available resources, such as posting HR employment opportunities and sharing best practices and policies. If you have contributions or need information, please reach out to ipmainfo@ipma-va.org. A huge thank you to Margaret Schmitt for leading this project and seeing it through.

Annual Conference

You will also recall that back in March we postponed our annual conference until August 9-12, 2020. Recognizing the world, your personal preferences and organizational budgets is likely going to be different in August 2020 than they were in March 2020, the Executive Board will be evaluating options and reaching out to you for feedback in early-June. We look forward to receiving your input and hopefully getting together, in-person or virtually, in the near future.

Take care,

Josh
President, Virginia Chapter IPMA-HR