

Secrets to Getting Along with Anybody



Do you remember when you were a kid in elementary school you would actually get a grade for how well you got along and played with others? All of your other marks could be strong, you could be that student with perfect attendance, did well in spelling and math, and treated the teacher with respect, but if you did not “play well with others” that bad mark would certainly mean a meeting with the teacher and a follow-up call to your parents.

I have often wondered why after grade school those marks and grades go away, why we stop being held accountable for our ability to get along with others once we stop getting recess and an afternoon snack? It’s too bad that the same accountability does not follow us through life, because one of the most critical skills you can have both professionally and personally is your ability to connect, communicate, and engage with others.

In fact, research shows that 85% of our success is based on our ability to communicate with and get along with others. Eighty-five percent! Only 15% of our success is based on our technical ability. Communication ranks among the top five skills needed to run a business, engage with customers, and destress your life.

The good news is, yes—just like our grade schoolteachers understood—communication can be taught! It is a skill that can be learned and one that should be continually developed. It is a skill that will never be mastered, a true life-long journey of continual improvement.

Your progress simply comes down to focusing on and mastering a few specific areas:

1. **Self Awareness**—the ability to see yourself and your communication style clearly and objectively. Your strengths, your weaknesses, and your blind spots.
2. **Social Awareness**—the ability to understand that everyone does not see the world, nor communicate exactly as you do. That their strengths, weaknesses, and blind spots are different from yours.
3. **Style Awareness**—the ability to recognize, identify and see that someone’s communication style is different than yours. The openness to recognize that their style is not wrong – just different.

See this author’s presentation at the VSAE Virtual Fall Conference:

Tuesday, October 13
9:45–10:45 a.m.

**Connect, Communicate, Engage—
Secrets to Getting Along with Anybody**

Presented by Meridith Elliott Powell
Courtesy of Powell Kohne Associates, LLC

UPCOMING EVENTS

WE’RE ALL VIRTUAL!

Through the remainder of 2020, all VSAE events will be virtual. We look forward to being together again in person with VSAE members and Partners in 2021.

While the events will be virtual, our focus remains the same: offering association professionals relevant and practical knowledge and providing opportunities to network, share, and support one another.

FRIDAY, NOVEMBER 6

**LAST CHANCE TO USE
A 2020 SEMINAR PASS**

**Online Seminar:
Reversing the Trend:
Reimagining Membership
Recruitment and Retention**

THURSDAY, NOVEMBER 12

**Virtual
Meeting Planner SIG**

WEDNESDAY & THURSDAY, NOVEMBER 18 & 19

**Virtual
CEO & Senior Staff Retreat**

NOVEMBER 30– DECEMBER 11

**12 Days of VSAE
Silent Auction**

**VIEW ENTIRE CALENDAR AT
VSAE.ORG/CALENDAR**

continued on page 5 >



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CHARGING STATIONS

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Leadership reflections



Terry Monroe, MBA, CAE
VSAE Executive Director

"VSAE too has chosen to adapt and to innovate, while remaining true to its mission."

In the 1993 movie *Groundhog Day*, Bill Murray plays a weatherman who finds himself in Punxsutawney, Pennsylvania, living the same day over and over. As we live through the COVID-19 pandemic, it can feel like we're experiencing our own version of that movie. Our familiar routines, our work, and our fun times have changed dramatically. It's easy to get down, hoping it goes away so we can return to "normal".

But there is another scenario. We can choose instead to make the best of the situation and embrace what's possible. Many VSAE members are doing just that. Hotel partners have responded with new and innovative measures for hosting events and accommodating guests. Similarly, numerous associations have adapted their programs and services, including virtual learning and events.

VSAE too has chosen to adapt and to innovate, while remaining true to its mission. Nowhere has this been more apparent than with our

events. Following on the success of our virtual Annual Conference in August, the virtual Fall Conference (vsae.org/fall-conference), October 13-14, provides an opportunity to learn, connect, and share with fellow association executives, while also providing meeting planners with access to top destinations and industry suppliers in the virtual exhibit hall.

Following the Fall Conference is the CEO & Senior Staff Retreat, November 18-19 (vsae.org/ceoretreat). This virtual event features a brand-new format, featuring facilitated, deep-dive discussions, breakout sessions and group exercises for association CEOs and senior staff and AMCs. Topics to be addressed:

- What are the strategic levers that will help your organization remain stable and sustainable through 2021 and beyond?
- How will you reinvent elements of your operations, your member engagement, and your business model?
- How will you support and guide your association, its members, and your employees during an extended period of change and turmoil, and come out stronger on the other side?

Just as the residents of Punxsutawney hoped for an early spring if the groundhog saw his shadow, we too look forward to the day when COVID-19 is behind us and we can safely come together in-person. In the meantime, hang in there, remain optimistic, and embrace the possibilities.

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VSAE VIRTUAL FALL CONFERENCE AGENDA

TUESDAY, OCTOBER 13

9:00–9:30 a.m.

Coffee Chat

Update on Sheraton Virginia Beach Oceanfront Hotel
Sponsored by Ellipsis Partners, LLC

9:30–9:45 a.m.

Opening Remarks

Phyllis Errico, CAE, VSAE President

9:45–10:45 a.m.

OPENING KEYNOTE

Connect, Communicate, Engage— Secrets to Getting Along with Anybody

Meridith Elliott Powell

Speaker courtesy of Powell Kohne Associates, LLC

10:50–11:00 a.m.

Break Sponsored by Delta Virginia Beach Bayfront Suites

11:15 a.m.–1:00 p.m.

Exhibit Hall

1:05–1:15 p.m.

Break Sponsored by The Virginian Hotel

1:30–2:30 p.m.

Creating a Culture of Engagement: Leveraging Talent for Bottom Line Results

Ed Krow

Update on Results Direct

Session sponsored by DoubleTree by Hilton Williamsburg

2:40–2:50 p.m.

Break Sponsored by The Founders Inn & Spa,
Tapestry Collection by Hilton

3:00–4:00 p.m.

Creativity + Innovation are Here to Stay

Natalie T. McNamara and Linné Dilorio

Update on Hilton Norfolk The Main

Session sponsored by Lansdowne

4:15–4:45 p.m.

Virtual Meet-ups

4:45–5:00 p.m.

Cocktail Demonstration by ARAMARK at the Greater Richmond Convention Center

5:00–6:00 p.m.

Virtual Trivia Game

Sponsored by The Wyman Company

Our virtual conference platform, Whova, is accessible on both desktop and mobile devices. It will give you easy access to all conference details before the event, and allow you to navigate the conference while you're there, connect with other attendees, and engage on social media. Instructions on how to access the platform will be sent upon registration.

WEDNESDAY, OCTOBER 14

9:00–9:30 a.m.

Coffee Chat

Update on Great Wolf Lodge

9:30–10:30 a.m.

PANEL DISCUSSION

Leadership Post-Pandemic: Looking Forward, Not Pivoting

Update on The Omni Homestead

Session sponsored by DoubleTree by Hilton Richmond-Midlothian

10:40–10:50 a.m.

Break Sponsored by Omni Charlottesville Hotel

11:00 a.m.–12:00 p.m.

Exhibit Hall

12:05–12:15 p.m.

Break Sponsored by Natural Bridge Historic Hotel & Conference Center

12:30–1:30 p.m.

Managing Your Stress in These Difficult Times

Dr. Jerry Teplitz

Update on Renaissance Portsmouth-Norfolk Waterfront Hotel

Session sponsored by Embassy Suites by Hilton
Hampton Hotel and Convention Center

1:35–1:45 p.m.

Break Sponsored by The Tides Inn

2:00–3:00 p.m.

Transitioning Your Membership Program from Surviving a Pandemic to Thriving in a New Normal

Dan & Nicole Ratner

Update on Hotel Madison & Shenandoah Conference Center

Session sponsored by Hampton Convention & Visitor Bureau

3:00–3:10 p.m.

Break Sponsored by Richmond Marriott Short Pump

3:15–4:15 p.m.

Change Redefined: Turning Uncertainty Into a Competitive Advantage

Meridith Elliott Powell

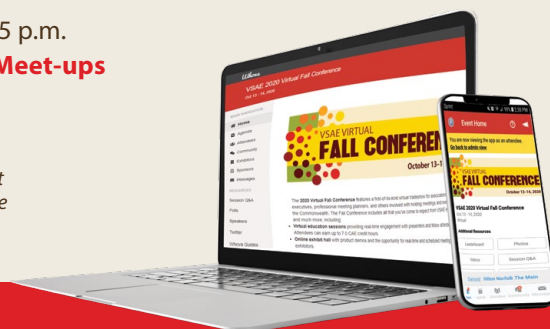
Speaker courtesy of Powell Kohne Associates, LLC

Update on Sheraton Norfolk Waterside Hotel

Session sponsored by Richmond Marriott Downtown

4:15–4:45 p.m.

Virtual Meet-ups



VSAE.ORG/FALL-CONFERENCE

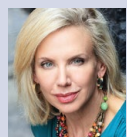
4. Communication Awareness—the willingness, knowledge, and desire to adjust your style to better connect with others. To adapt your communication style to better connect with others in a way that is comfortable for them.

The return on investment for focusing on these areas is endless and includes the following:

- 1. Trust**—effective communication means that you listen and take the time to understand others. When people feel heard and listened to it fosters an environment of trust and commitment can grow.
- 2. Problem Solving**—being open to others' points of view and perspectives ensures that they feel safe in sharing their ideas and unique approaches to solving problems and thinking through issues critically.
- 3. Relationships**—when you create a culture where different communication styles are not only accepted, but also encouraged, people feel more connected to your organization, their team members, and your mission. Strong bonds create strong relationships.
- 4. Engagement**—effective communication creates an environment where your team members feel they have a voice and are understood, and they are in turn held accountable to listen to others. This drives engagement and passion for the overall success of your organization.
- 5. Innovation**—working in an environment that focuses on listening to and understanding one another fosters the safety and trust team members need to present new and innovative ideas. People feel comfortable and safe to both bring up things that need to change and provide solutions to problems and opportunities.
- 6. Productivity**—all of the above leads to increased productivity, efficiency, and bottom line results. One of the strongest benefits of increased communication.

Making the commitment to become a better communicator will lead to you becoming a better leader, team member, parent, and friend.

ABOUT THE AUTHOR



Meridith Elliott Powell is an award-winning author, keynote speaker, and business strategist. She can be reached at mere@valuespeaker.com.

Creating a Culture of Engagement

The challenge for most business leaders with workplace culture is that they're not sure exactly what culture is, so they struggle to define theirs. The best definition of organizational culture is a pattern of shared beliefs, assumptions, values, and norms that shape the languages and practices of a group of people. So, our staff's attitudes and the approaches they take to carry out their tasks are the tangible results of culture. The challenge with culture is that it's developed by people, usually unknowingly, and then gets transmitted to other people. This is a concept known as successive generations and in the workplace, generations are simply new employees.

There's an old story about a science experiment in which a group of monkeys were placed in a cage with some food at the top of a tree branch. One monkey climbed up to get the fruit and was squirted with water, so he decided he would not try to get the fruit anymore. The next day, another monkey climbed up and got squirted. The monkeys learned that as they went up on the branch, they got squirted. Later, the scientists brought five new monkeys into the cage. This time when one monkey went up the branch, the other monkeys were sprayed with water. Scientists eventually replaced one monkey in the group at a time. It got to where all the monkeys in the cage were new and had never been sprayed with water. Yet when one tried to climb up the branch, the others grabbed him and pulled him back down. This is the epitome of workplace culture. The monkeys didn't know why they couldn't get the fruit, but generational knowledge passed down to them indicated that something would happen if they climbed for the fruit.

That might be a silly example, but it's exactly how culture develops in the workplace.

These societal norms of what's acceptable in the workplace get handed down through successive generations of employees. I had a business owner call me once and tell me he wanted to establish a workplace culture because his organization didn't have one. I laughed because that's impossible. Every organization has a culture, whether we know it or not. This man just

couldn't put his finger on his organization's culture. Culture exists when the workforce shares the norms and those norms get passed down generation to generation. The norms shape employee behavior and perceptions. And that's where the magic lies!

In my session at the Fall Conference, we will explore the link between business strategy and culture, AND how to use those two things to motivate our people to achieve business results. Everything starts with our business strategy and that influences our culture and HR strategy. Those two items are what we use to then develop our total rewards program. Our compensation, benefits, training, work-life, and performance programs must all support the strategy and culture. If we get that mix correct, we will have engaged employees who are willing and able to drive our results.

Participants in my session will learn not only how to develop this link but use it to drive performance and results throughout the organization. It's a session you won't want to miss!

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Tuesday, October 13
1:30–2:30 p.m.

**Creating a Culture of Engagement:
Leveraging Talent for
Bottom Line Results**

Presented by Ed Krow

Session sponsored by
DoubleTree by Hilton Williamsburg

ABOUT THE AUTHOR



Ed Krow is an HR strategist, speaker, and author. He can be reached at ed@edkrow.com.



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Focusing on Your North Star
November 18–19

In these uncertain times, association CEOs and senior staff are challenged as never before with ensuring their organizations remain focused on the core principles that define their mission, services, and customers — in other words, their North Star.

Over the course of two days, you will engage with fellow CEOs and senior staff in deep-dive, interactive discussions and thought-provoking and practical exercises to help you align with your association's North Star and define the key strategic levers that

will ensure your organization's sustainability through 2021 and beyond, even as you reinvent elements of your operations, your member engagement, and your business model.

You'll leave better prepared with the knowledge and tools to support and guide your association, its members, and your employees during an extended period of change and turmoil — and come out stronger on the other side.

Register today at vsae.org/ceoretreat.

It's Time To DONATE!

Don't miss the opportunity to participate in the season of giving by donating an item to the **12 Days of VSAE Silent Auction**. Donations are being accepted now through Friday, November 20 at vsae.memberclicks.net/12daysvsae. Donations can include trips to local wineries, weekend getaways to that special little spot, one-of-a-kind artistic pieces, dining experiences at fabulous Virginia establishments, or items you can enjoy in the comfort of your home...the possibilities are endless!

When you donate, you will be doing your part in supporting VSAE's programming and this year's local charity, **Beacon Tree Foundation**, selected by VSAE's Community Service Committee.



Beacon Tree



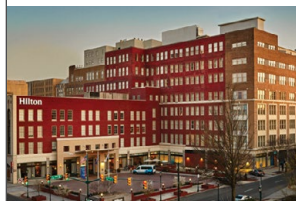
Auction offers a vast array of items on which to bid, including luxurious getaways, event tickets, gift baskets, and so much more. These fantastic items will be available again this year, but participants can bid remotely over multiple days.

Proceeds from this year's event will benefit VSAE's programming and **Beacon Tree Foundation**, a local charity that helps children battle mental and emotional health issues, a crucial resource given our uncertain times. Due to the unusual circumstances of 2020, the VSAE Board decided it is best that the Awards of Excellence not be awarded this year.

VSAE's most popular event, the Awards Luncheon & Silent Auction, has been redesigned to fit this year's unofficial theme of virtual events. The **12 Days of VSAE Silent Auction** will be held virtually from **Monday, November 30 to Friday, December 11**. Every year, the Silent



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Tips for Creating a Winning Employee Culture

The comradery of an organization doesn't get the credit it deserves in keeping employees from leaving. All too often, an employee will stay in a job they would otherwise leave because they like their coworkers. Having a group of people who genuinely like each other is the magical unicorn all employers look for. This chummy team environment leads to longer tenure, reduced costs on training new hires, and better connection with your members – a trifecta of positive outcomes.

So now the million-dollar question – HOW? How do you create this atmosphere that makes employees want to stay forever, to wake up every day with their branded polo and spread the good word that is your organization? While there is no step-by-step formula, here are some key points that can steer you down the right path.

Ask and communicate. From the time we learn our ABCs, we spend a lifetime learning how to communicate, and it's vital to your success that you learn how to communicate with your employees. The easiest and most effective way to learn how best to communicate with your employees is to ask them and talk to them. In addition, though you may have regular staff meetings and share information with them in other ways, make sure you are talking to your employees about the good, the bad, and the ugly. If you don't you are forcing them to fill in the blanks with rumors and worst-case scenarios.



All too often, we try to shield our employees from information we don't think they need to know, or that we feel may cause unnecessary worry. Good or bad, try to put yourself in their shoes and ask yourself if this information could create a stronger bond with your employees. Would there be solutions from a staff member you might not have thought of? Also consider the age and experience of your employees. While a seasoned member of your team might know how to ride out the storm, the younger ones might be living paycheck to paycheck and may worry more when tense situations arise.

There are times when it is best to keep sensitive information private, but make sure your employees feel included in the organization. A

group of people who feel connected will have a much harder time parting with each other than a group of people who only share the company name on a paycheck.

Encourage work/life balance. We live in a different time that blurs the lines between work and home. It's hard to "turn off" your thoughts when someone emails you at 10 pm because that's when they have a moment to get something done. Now, more than ever, it is important that you set expectations of how you want your staff to work and be successful. Make sure people understand WHY it's important to have a work-life balance. Building a culture where work-life balance is a priority (this includes you, too) can increase productivity and improve engagement. People should feel empowered to turn off their computers during non-working hours and should have the ability to make their schedules fit with their COVID-interrupted lives.

My work-life balance has shifted a lot in the past few months, as my new "coworker" is a 6-year-old sitting next to me doing virtual school. My organization has been extremely flexible with the staff; making sure we are healthy, have the right tools to be successful and are giving grace when needed. It makes me as a parent feel like I can still do the best in my job, even if that means I need to be more creative about how I work.

Challenge them. The lazy dog will never try if he has no ball to chase. Part of creating a culture where people want to stay is giving them new things to do so they don't get bored. While the mastery of a skill or position is what we all hope for, even the best employees will get the "grass is greener" syndrome if they aren't evolving. This can be difficult in smaller organizations where there might not be higher positions to move into, so it's important to communicate with your staff about new challenges



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they might like to take on. By tapping into some hidden talents, you might also be able to lead an employee down a career path they weren't expecting.

Empower them. We must not only challenge people but empower them to make decisions. We as humans want to feel included – like we are part of something bigger than ourselves. Make sure you are asking your staff for suggestions on how to improve things. Encourage them to come up with solutions to any challenges your organization faces. Reward them for speaking up, even if it is just verbal recognition.

I cannot express enough how important it is to empower your employees by allowing them time for professional development. You might already have a program around professional development, but are you really encouraging your staff to use it? Professional development hits on lots of points – it challenges people to learn something new, it empowers them to offer new suggestions, and it excites them to implement lessons learned. There may be nothing more useful in empowering employees than allowing them to develop their skills. Those that take advantage of professional development are going to be some of your greatest assets, and as Benjamin Franklin said, "An investment in knowledge always pays the best interest."

I encourage you to take some time to analyze how strong the connections are among your employees. If you aren't creating an atmosphere of unity, you run the risk of losing amazing talent. Is your workplace culture one that has employees signing on for 10 more years because they enjoy being part of your team?

ABOUT THE AUTHOR



Sara Stehle, CMP, DES is the Senior Manager of Meetings for the **Society of American Military Engineers**.

She can be reached at sstehle@SAME.org.

MEMBER SPOTLIGHT

Natalie Toler, IOM

Director of Meetings & Education
VA Auto Dealers Association



What do you like most about your job? The creativity behind our annual conventions. I enjoy seeing all of my different ideas come to fruition.

Who have been mentors and/or role models in your life/career? Don Hall, my father, because he always seems to steer me in the right direction. He has always said, "I will get you there but you have to keep yourself there." Also Bob Ramsey, who said early on in my career that, "We are like ducks: calm, cool, and collected above the water but running a million and one places below the surface."

What's on your music playlist? Rusted Root and Dave Matthews Band.

What drew you to the association industry? My first job was at The Greenbrier and I knew then that I wanted to eventually work on the other side of the registration desk as a guest. The Council of Insurance Agents and Brokers gave me my first shot a week after I left the Greenbrier; I was back as a guest for our May convention.

What advice would you give your younger self? Not to resist taking my father's advice. When I finally did, I graduated from JMU with a Bachelor's in Business with a focus in Hospitality Tourism Management. Thanks, Dad.

What was the last great piece of advice you received? It is ok to mess up just never make that same mistake again.

If you could visit any place in the world, where would it be?

I have never been to Europe and would love to explore.

What are you most proud of? My husband and my daughter who is 9, and my two sons who are 7 and 3.

What's your favorite movie genre? Comedy, drama, and science fiction.

What 3 words best describe you? Happy, loyal, and caring.

How do you recharge? I enjoy going to my parents' beach home or mountain house.

What characteristic do you most admire in others? Honesty.

Would you rather be invisible or be able to read minds? I would like to be like Harry Potter when he gets the invisibility cloak.

What piece of advice would you give someone new to the association world? Find a real love for the people you assist each and every day.

If you could choose your age forever, what age would you choose and why? I would choose the age of 30 because that was when I married my husband and my best friend.



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ASSOCIATION BOOKSHELF

What are you reading? If you have a book you'd like to recommend to your association colleagues, let us know! Send the title and author, along with a brief description, to **Lorraine Meade** at lorraine@vsae.org and look for them in future newsletters.

The Association CEO Succession Toolkit by Gary LaBranche, FASAE, CAE

This book will assist CEOs and board members in developing and maintaining a transition and continuity plan. Informed by insights and examples from CEOs, board members, executive search consultants, and others, as well as his own experience with transitions, Gary has developed this practical resource, which provides:

- considerations for different types of transitions—leaves of absence, unplanned exits, and voluntary resignations
- what-to-do-next checklists for handling various transitions
- tips on the executive search process, succession strategy, and onboarding
- a customizable transition and continuity plan on accompanying USB drive

Katie Newland
ACG National Capital

BOARD SERVICE NOMINATIONS

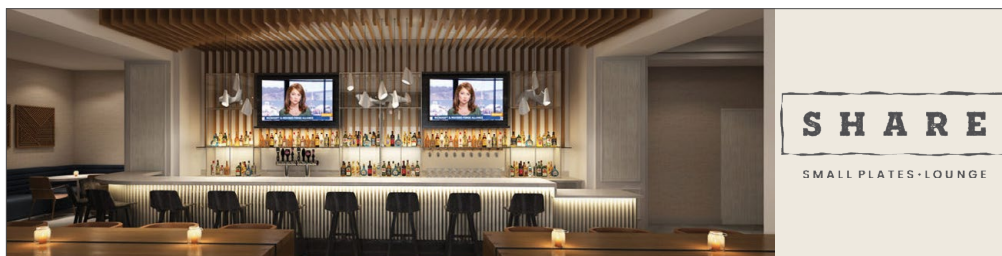
The VSAE Nominating Committee will soon be accepting applications for the 2021-2022 Board of Directors. The Board, comprised of 15 directors, helps set the strategic direction of VSAE.

The committee is looking for candidates who want to give back to the association community and have input in the future direction of VSAE.

If you meet the qualifications to serve (member in good standing for 2 years or more, attends VSAE events regularly, and has served on a committee or task force), you are encouraged to apply.

Information on completing a candidate form coming soon. Nominations open **November 15**.

If you have any questions, contact **Terry Monroe, CAE** at (804) 249-2234 or terry@vsae.org.



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The Virginian Hotel

NO MEMBER DUES INCREASE!

Renewal notices for 2021 VSAE member dues will be going out in the coming weeks. **The Board has approved that there will be NO INCREASE IN DUES for 2021.**

The rates are as follows:

EXECUTIVE

1st and 2nd\$345
3rd and more.....\$175
Non-Richmond*\$295
*Located 50+ miles outside of Richmond.

ASSOCIATE

1st and 2nd\$550
3rd and more.....\$290

SEMI-RETIRED

Each\$ 75

PARTNER HIGHLIGHT:

The Buzz

There has been plenty of buzz about the Renaissance Portsmouth-Norfolk Waterfront Hotel renovation. Shamin Hotels has made a significant investment in this hotel to provide guests with an elevated experience in a location thriving with culture.

Culture

Portsmouth is a city for the adventurous traveler with a desire to see each trip through a local lens. This quaint city is strongly supported by locally-owned shops and chef-operated restaurants. These innovative business owners inspire guests to discover something wonderfully new, to capture a moment, and to create a memory. From BYOV (Bring Your Own Vinyl) Night at Steller Wine, to an authentic 1940s movie experience at Commodore Theater, the city is eclectic and vibrant with charm. These venues and many others are only footsteps from the hotel door.

Outdoor Lifestyle

As fall roars in, Renaissance guests are just getting warmed up! Newly installed firepits, expanded patio seating, and a seasonal menu by Executive Chef Mike Tomlin makes this the most wonderful time of the year. The hotel has a monthly line-up of coursed wine pairing dinners, whiskey tastings, and paella parties, all taking place on the waterfront. This incredible location is also available to rent for private events.

Unique Events

The Renaissance Portsmouth-Norfolk Waterfront Hotel features over 24,000 square feet of meeting space. Within this square footage, there are some incredibly unique spaces! In addition to the waterfront patio, the hotel also includes a 2nd floor private waterfront terrace overlooking an illuminating skyline. The hotel features an amphitheater with built-in AV capabilities and a boardroom reminiscent of a scene from *The Godfather*, with a massive oak table and oversize leather chairs. While this space is on the docket for renovation later next year, it has been well maintained.

RENAISSANCE PORTSMOUTH-NORFOLK WATERFONT HOTEL



Accommodations

#Views! All guest rooms have a water view. At any time, guests can be surprised with a glimpse of an aircraft carrier, submarine, or resident dolphin pod. Newly renovated, each room features modern décor, with clean lines, accent walls, and a barndoor leading to the bathroom. Carpet has been removed from all guest rooms and replaced with high-end laminate flooring, accented with a throw rug for a more sanitized stay.

See You Soon

The local culture, extraordinary views, and inspired events create a current and unique experience for travelers. Guests are encouraged to live like a local, discovering all the best finds along the



way. From a latte at the Coffee Shoppe to a gadget from The Kitchen Koop or an unexpected garden treasure from Anderson-Wright, there is much to be uncovered at the Renaissance Portsmouth-Norfolk Waterfront Hotel.

CONTACT:

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AROUND THE COMMONWEALTH



Congratulations to **Rachel Fessenden**, Area Sales Manager of **Quirk Hotel**, who welcomed twin boys, William and Wesley, on May 18.

To mark the 25th anniversary of the reopening of The Grand Old Lady, **The Hotel Roanoke & Conference Center** has announced the

completion of the \$3.6 million renovation of the historic Pine Room restaurant and introduces the newest dining option, the 1882 Lobby Bar. With the renovation, the restaurant itself can be booked for private events and offers an amazing new space for clients and guests.

HEALTH CARE CORNER



The VSAE Health Plan Consortium is actively providing quotes to interested members. As the fourth quarter approaches, these are peak months for group health renewal dates. Don't miss the opportunity to get your quote. Contact **Monty Dise** at mdise@apgroupinc.com or **Lee Biedrycki** at lee@benefinder.com. Our plan provides competitive pricing, unique coverages, and an ability for the employer to retain unused claim dollars.

Monty Dise | (804) 423-7700 | mdise@apgroupinc.com