



**Appalachian Chapter of the Virginias**  
**PO Box 1804**  
**Bluefield, WV 24701**

**To:** All Members of the Appalachian Chapter of the Virginias, Society for Human Resource Management and Prospective Members

**From:** Sandy Boothe, Secretary

**Date:** April 28, 2016

**Subject:** Minutes from meeting held on March 24, 2016

The regularly scheduled meeting was held at 11:30 a.m. at Bluefield College in Bluefield, VA.

Melissa Ward called the meeting to order. 11 people were present.

Our speaker was Bernie Deem, Principal of Align HR. She discussed "The Power of Positive Criticism". This presentation highlighted how to tell an employee the absolute truth without damaging their self esteem, use the right words to both correct and encourage an employee, project confidence when telling someone they have to do a better job, and adopt the success model to explain your point of view.

The Treasurer's Report reflected that expenses were a credit from SHRM of \$140 for certified members. That brought the balance to \$4563.89.

There being no further business, the meeting was adjourned.