

## FAQ

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### □ Who should join SDHR?

You should consider joining SDHR if 50% or more of your job is dedicated to managing or supporting the HR function in an organization, either as an employee or a consultant. See our SDHR Success Stories for direct quotes from our members, who will gladly share why they have grown to rely on the SDHR community as a top resource to being successful in their job. SDHR membership is not open to just anybody. Membership to SDHR is only open to HR Professionals and Practitioners who manage or support the human resource function at companies located in San Diego, CA. Our members are encouraged to network and share information freely, and must be able to do so in an environment free of solicitations.

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### What makes SDHR different than other HR Organizations?

SDHR is different than any other HR Organization. We are a close knit community of Corporate HR Practitioners dedicated to helping each other by sharing key information and resources. Our Board of Directors develops an annual strategy and plan, and works hard to follow a “ *blue ocean strategy*” offering features and benefits that make us unique and valuable to our members. Our vision and mission guide us to search for ways to use our members’ collective talent and resources to make a significant impact in San Diego’s HR community.

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### Which membership type is right for me?

Upon registration, you will be asked to register for membership as an HR Executive, HR Consultant, or HR Professional.

- **HR Professional:** HR Professional members include all HR related positions, such as recruiter, benefits, employee relations, generalist, compensation, talent management, organizational development, or any other HR related position. HR Professionals may post on the HR Roundtable or Recruiters Roundtable and all Expert Roundtables.

- **HR Executive:** In addition to the HR Professional membership, members with 10 or more years of experience in HR who are currently in a Director, VP or Top HR Executive role may request the HR Executive membership. Our HR Executive Roundtable is an additional resource where Senior HR Professionals can network and discuss sensitive or executive level topics in a private format. Special Approval and employment verification is required at the discretion of SDHR.

- **HR Consultant:** In addition to the HR Professional membership, members who are currently consultants or contract HR Professionals, charging on an hourly or project basis, may also request HR Consultants membership. Our HR Consultant Roundtable will be an online community of HR Consultants where we can share job leads, set up networking meetings, and discuss consulting specific topics. Special Approval and employment verification is required at the discretion of SDHR.

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### **What are the HR Roundtables anyway?**

The HR Roundtables are SDHR's superhighway of information sharing among HR Practitioners exclusively in an environment free of solicitations. The HR Roundtables are how you stay connected with your peers, best practices, current trends, and keep your finger on the pulse of what's happening in HR. Our HR Roundtables, which operate similar to large social networking sites, are found in the member area and reach out to our member population through the website using email. Be sure your subject line clearly and concisely relays the topic of your post. We offer an HR Roundtable, Recruiters Roundtable, Executive Roundtable, Consultant Roundtable, and Ask the Expert Moderated Roundtables. You can search the HR Roundtables for historical information.

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### **What types of topics and discussions are allowed?**

Feel free to use the HR Roundtables to share HR related information or ask any HR or recruiting-related networking question. We allow and encourage any topic related to Human Resources including, but not limited to, resume referrals, job referrals, recruiting sources, employee relations issues, general HR topics and vendor referrals or vendor references.

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### **What types of topics and discussions are NOT allowed?**

Please do not use any part of SDHR, including website, blogs, HR Roundtables or Expert Roundtables for solicitations, to promote vendors, or to discuss non-HR related issues. Members are prohibited from forwarding any SDHR email or posts outside of the organization, or relay any information to a non-member that will result in an unwanted solicitation to any SDHR member.

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