



HR Connections

January 2015

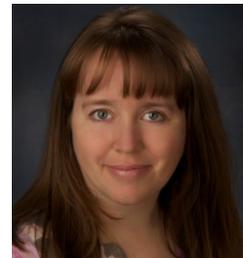
Human Resource Leadership Association

"To provide Human Resource professionals with a venue to enhance their knowledge and to share their expertise within and outside the association."



Hello!

I would first like to thank **YOU**- our members for giving me the opportunity to serve as your next Chapter President! I am thrilled and it will be my absolute pleasure to lead our wonderful professional association for the next two years.



Introverted leaders lead with thoughtful and quiet influence. While this is more my comfort zone, I'd like to try my hand in becoming a more extroverted leader. I think about the words of one of my cherished mentors in VT, "You need to learn to stretch yourself everyday". This is what I intend to do when leading HRLA... My passion for the Human Resources profession began over fifteen years ago. I deliberately chose a profession in which I not only wanted to engage my mind but my heart as well. It was important to me that I worked in a position where I made a true difference not only for people but organizations too. After all, employees are people first with the capacity and willingness to make great things happen not only for themselves but for the greater good. Human capital is invaluable, unique and diverse. Individuals can choose to put their hearts and minds to the work they mold and create everyday- when the right elements are harnessed and put into place. And this is where we, Human Resources professionals, do our best work!



I am honored and feel privileged to become your next President! I am looking forward to the year we have planned for you. See you at our January event to kick off our 15th Anniversary, "Fortifying Your Position as an Employer of Choice".

Sincerely,

Sonja Sieling-Boumenot, MBA, PHR, SHRM-CP
President, HRLA of Eastern CT



Help shape and engage with your professional HR association and join the conversations!!





JANUARY 2015



Fortifying Your Position As An **EMPLOYER OF CHOICE**



Karen Hinds,
Workplace
Success
Group

www.workplacesuccess.com

**FEATURED
SPEAKER**

Registration: www.hrlact.org

Karen Hinds is the author of five business books and Founder and CEO of Workplace Success Group, an international employee development firm which works with organizations that want their people to be professional each and every day and reach new levels of performance.

She is the creator of the employee development system, *The Power of Distinction™* and *host of Karen Hinds' Phenomenal Woman Conference, a global women's conference held in the Caribbean annually.* Her company has worked with clients such as UTC Aerospace Systems, Travelers, FritoLay, Dana-Farber Cancer Institute, Caribbean Tourism Organization, and Harvard Business School Executive Education to name a few.

Before starting her company 15 years ago, Karen worked as a sales professional for a travel company and as an educational coordinator for a Boston organization specializing in workforce development. Karen writes a weekly business column for an international newspaper and appears as a guest on radio and television programs. She has been quoted in Black Enterprise Magazine, Family Circle Magazine and featured in the Boston Globe. She is a visiting professor for the Malcolm Baldrige School of Business at Post University.

She is a former board member of the Connecticut Chapter of The World Affairs Council and Vice President of the Community Foundation of St. Vincent and the Grenadines. Karen has lived and applied the tools and techniques she shares, first as an employee and now as the CEO of her organization. Originally from the Caribbean island of St. Vincent and the Grenadines, she brings a unique perspective to professional success and infuses her work with a unique British and Caribbean practicality.

YOU WILL LEARN

- ◆ The link between an employee's professional self worth and an employer's brand value.
- ◆ 4 Essential skill sets that employees need to remain invaluable.
- ◆ The role of work-life balance in the retention equation and how to address it effectively.

SPONSOR:



Awarded 1.0 HRCI credit!



WEDNESDAY

JANUARY 14, 2015

DINNER MEETING

5:00- 7:30 PM

Holiday Inn,

10 Laura Blvd. Norwich

HRLA Members: \$35

GUESTS: \$45

***Learn more* about HRLA at our OPEN HOUSE!**

DATE: Wednesday, February 11, 2015

TIME: 7:30– 9am

LOCATION: TBD

Featured Speaker: **The HRLA Board**

- What are the *benefits* of becoming an HRLA Member?
- What are the *benefits of joining SHRM*?
- How can I *become more active* in the HRLA Chapter?
- What Events are coming up in 2015?
- Enjoy a *Delicious Breakfast* on us!
- and *more!*

This is a *Free* Event for recently joined HRLA Members and for non-members~

Register online: www.hrlact.org

***Welcome* some of our newest members:**

Caren Bailey
Kevin Bogle
Joe Enright
Seth Handyside
Ean Oliver
Ashley Reis
Joseph Strazzo

Look What's Coming Up in 2015!

(Breakfast: 7:30—9:00 AM Dinner: 5:00—7:30 PM)

January

Fortifying Your Position As An Employer of Choice

Featured Speaker: Karen Hinds

Wednesday, January 14, 2015 Dinner Meeting

February

HRLA Open House

Come learn about HRLA:

Who we are, what we hope to achieve, and how to get involved!

Wednesday, February 11, 2015 Breakfast Event

March

Health Care Reform — What you need to know *NOW!*

Featured Speaker: Mercer

(2 Hour Workshop) Dinner Event

April

Coaching & Emotional Intelligence

Tuesday, April 14, 2015 Breakfast & Lunch Event

May

Total Compensation

Thursday, May 14, 2015 Dinner Event

June

Diversity

Wednesday, June 10, 2015 Breakfast Event

July

HRLA Summer Social!

Thursday, July 9, 2015 Dinner Meeting

August

No Meeting

September

Employee Engagement Roundtable

Thursday, September 10, 2015 Breakfast Meeting

October

Annual Legal Update

Tuesday, October 6, 2015 Dinner Event

November

Workforce Readiness— Veterans/Disabilities

Wednesday, November 11, 2015 Breakfast Event

December

HRLA Holiday Party!

Thursday, December 10, 2015 Dinner Event



SHRM 2015 ANNUAL CONFERENCE & EXPOSITION LAS VEGAS

LAS VEGAS CONVENTION CENTER | JUNE 28 - JULY 1, 2015



Sheryl Sandberg, COO of Facebook, Marcus Buckingham, best-selling author, and Dr. Mehmet Oz, world-renowned surgeon, will offer fresh perspectives and inspiring stories that can help shift your perspectives and deepen your understanding of leadership, motivation, and success. You'll hear from business leaders, HR practitioners, consultants and academicians.



CONVINCE YOUR BOSS <http://annual.shrm.org/convince-your-boss>

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Certification update

Beginning on January 5, 2015, HR professionals who hold a certification from HRCI (SPHR, PHR, GPHR) can obtain their SHRM-SCP or SHRM-CP certification for free! All you have to do is go to SHRMcertification.org, agree to the SHRM Code of Ethics, and complete an online tutorial on the SHRM Competency Model from January 5 - December 31, 2015. Don't miss this opportunity to get the new SHRM certification.

If you are not yet SHRM certified, the first testing window opens on May 1, 2015. Applications are accepted between January 5 and March 13, 2015, late application deadline is April 17, 2015.

For HRCI Certifications, the schedule is as follows:

PHR/SPHR - Testing period: May 1 - June 30, 2015. Applications are accepted from January 29- March 26, 2015, late applications March 27 - April 30, 2015.

GPHR- Testing period: May 1 - May 31, 2015. Applications are accepted from January 29- March 26, 2015, late applications March 27 - April 30, 2015. More information is available at: <http://www.hrci.org/apply/fees-and-deadlines/2014-exam-deadlines#sthash.EUhCrNpD.dpuf>

Stay up to date on:

- HR trends and utilize SHRM research to make informed decisions and implement what's best for your company.
- Stay compliant and knowledgeable about legislative changes that may affect your organization.
- Save time with sample HR forms, policies, interview questions and more.
- Learn the latest in HR from free webcasts and earn re-cert credits.
- Get connected with 275,000 HR professionals worldwide.
- Enjoy discounts on all SHRM conferences, educational and certification preparation offerings.

www.SHRM.org



Christopher's thoughts upon receiving the Baldrige Award

Title: *So Honored, I Am Speechless*

Tonight I can truly say I was left speechless! For those who know me well, know that there is not ever a time I am at a loss of words. I LOVE to talk, however tonight was a night that I was blown away by the honor that was given to me!

I was at my Human Resources Assoc. Holiday Gathering and someone who I consider an amazing mentor to me presented me with this Award. I had no idea this was coming, nor was this award was even around. As Janet Welch, outgoing-President of HRLA was reading the speech of who the award was going too...the words they she was saying had me looking around the room thinking about who she was going to present it too...I had my opinions of who it would be going too...however little did I know that she was actually talking about ME!

This just proves that one's mission in life needs to be about the Process of Leadership!

If you are having trouble reading what the award says here it is:
 "The Joy Baldrige International Award for Positive Thought In Action and Ever Present Happiness Enhancement"

Now it is my duty to reflect over this next year about what this means and pass this on to the next individual I feel is worthy of this award. To me I feel honored that I am given the privilege to select the next person. Mind you I am the 2nd person to receive this award!

I am blessed!

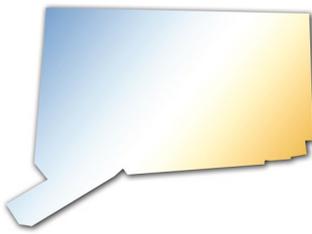


THANK YOU to our Holiday Party Sponsors!!!!

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HRLA
of Eastern
Connecticut

Quote of the
month...
Life is a gift,
Untie the
ribbons...

Our chapter was formed in 2000 as a result of a grassroots initiative of human resource professionals eager to create a resource for ongoing development and networking in Eastern Connecticut.

Membership is open to any human resource professional who works or lives in Eastern Connecticut or nearby Rhode Island. Our monthly chapter meetings are generally held in the New London County area.

Over the years, HRLA has become a thriving organization. We are proud to be a three-time recipient of the SHRM Superior Merit Award.

OUR CORE VALUES

Collaboration —

We reach out to other professional disciplines for mutual development; we build strategic partnerships.

Community —

We promote civic service and support efforts to meet the needs of the local community.

Development —

We provide opportunities for professional growth and networking. We promote excellence in human resource practices.

Innovation —

We foster an environment for generating ideas. We seek opportunities to be leaders and facilitators of change.

Integrity —

We promote the highest ethical standards and behaviors.

2015

Chapter Leadership

President: Sonja Sieling-Boumenot, MBA, CP
president@hrlact.org

President Elect: Karen Eichstaedt
presidentelect@hrlact.org

Immediate Past President: Janet Welch, SPHR
formerpresident@hrlact.org

Secretary: Sandra Lamotte, PHR
secretary@hrlact.org

Treasurer: Maria Fisher-Proulx
treasurer@hrlact.org

Membership: Denise Mangano & Bonnie DeCosta, PHR
membership@hrlact.org

Programs & Education: Karen Eichstaedt & Gail Perrelli
programs@hrlact.org

Certifications Chair: Sandy Spencer, SPHR
certification@hrlact.org

Legislative Representative: Meredith Diette, Esq.
legislative@hrlact.org

Diversity Chair: Christopher Bylone
diversity@hrlact.org

College Relations Liaison: Jessica Linicus
collegerelations@hrlact.org

Communications: Lauren Main, PHR
communications@hrlact.org

Website Coordinator: Nat Brown, Esq., GPHR
webmaster@hrlact.org

Logistics: Linda Ann Morales & Jessica Linicus

Board Members at Large: Janine Dunn, SCP
Maria S. Krotsis, SPHR
Joy Baldrige, CPC, CSP
Ilie Saracovan, Ph.D.

CELEBRATING our FIFTEENTH YEAR at HRLA— join us!!!