

# HR Connections

April 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."*

LinkedIn



**Great Event @ Mystic Marriott, featuring Chuck Wolfe~  
Coaching & Emotional Intelligence**



Thank you to our SPONSOR Bridge!



**Follow up session on:**

**April 21st beginning at 6pm. Must register to attend with Rochelle Pryor at [rochellepryor74@gmail.com](mailto:rochellepryor74@gmail.com)**

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**JOIN US** to CELEBRATE our 15 year ANNIVERSARY!

Looking to become a new HRLA Member, here are some of the Benefits in Joining HRLA:

- Valuable programs throughout the year at reduced Membership ticket price.
- Many HRLA programs offer both HRCI & SHRM recertification credit opportunities.
- Access to current best practices to make your organization more efficient, increase employee commitment, and help line managers carry out business strategy.
- Up-to-date information on pending legislation that may impact your company's operations.
- Availability of local professional development opportunities to improve your HR competency.
- Monthly Networking opportunities with Eastern CT Human Resources professionals.

## 2015 HRLA Membership

Renew! Renew! Renew!

[www.hrlact.org](http://www.hrlact.org)

Establishing contacts in the Human Resources field that will last a lifetime... **priceless.**

One of your HRLA member benefits is the availability of scholarship opportunities. HRLA awards scholarships. In addition, the University of New Haven is offering scholarship opportunities

**CHECK OUT THE NEW WEBSITE  
FOR MORE INFORMATION!!!**





**Human Resource  
Leadership Association  
Of Eastern Connecticut**

**To provide HR professionals with a  
venue to enhance their knowledge,  
and to share their expertise within and  
outside the association.**



# TOTAL COMPENSATION

**THURSDAY, May 14, 2015 Dinner MEETING 5:00 - 7:30 PM**

**Tony D's 92 Huntington Street, New London CT 06320**

**HRLA Members \$35 Guests: \$50**



- Talent trends
- Compensation trends for 2014-2015- ( base, bonus and LTI)
- Pay for performance environment
- Total Rewards in a multi- Generational Workforce
- Employee Value proposition

***Pending HRCI & SHRM General***

**FEATURED  
SPEAKER**



**Registration:**

**[www.hrlact.org](http://www.hrlact.org)**

**PROUDLY SPONSORED BY:**



## **Present Responsibilities**

Stephen Mork, a partner in Mercer's New York office, has advised and worked with global companies in developing executive compensation, broad-based compensation, benefits and global mobility strategies on a multi-country basis within a total rewards framework. His clients range from multinational Fortune/FTSE 500 companies to ones privately held representing a broad range of industries, including financial services, consumer products, pharmaceuticals and technology organizations.

## **Experience**

Stephen spent 10 years in the UK as an international consultant primarily with Towers Perrin. During that time he worked with multinationals on a wide range of executive compensation and broader general compensation strategies, including short-term and long-term incentive plans. In addition, Stephen worked with European and Asian multinationals in developing global benefit strategies both in the pension and health care area. Stephen was also involved in developing global governance strategies for these companies in both compensation and benefits.

Stephen also has experience in the corporate environment managing and developing global compensation and benefits programs in the financial sector for a private equity firm that included a portfolio of international companies in several different industries, including asset management, consumer goods, technology and service organizations.

Other corporate experience consists of managing the executive equity compensation area for a large European company. This included working with the Board of Directors in establishing the global equity strategy focusing on the design and implementation of several equity instruments utilized in over 30 countries. Stephen was also responsible for the legal compliance, communications and financial aspects of these multinational plans. Additionally, he has had responsibility for health care product/service offerings at one of the world's largest financial services firm.

## **Education**

Stephen has graduate and undergraduate degrees from the University of Minnesota. He has authored articles in various European and American HR publications. Stephen has been a speaker at numerous industry conferences and has been quoted in the *New York* and *Financial Times*. Stephen is a dual citizen of the US/UK.



### OUR CORE VALUES

#### Collaboration —

We reach out to other professional discipline 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.

Seeking an opportunity for Professional Development? We have several Volunteer positions within HRLA:

- **Marketing**
- **Career Links**
- **Various Committees**

*Please discuss your interest with either Sonja Sieling-Boumenot, President or Karen Eichstaedt, President Elect.*



Join the conversation... Take some time and join us at HRLA on various timely topics in LinkedIn and Facebook. There is a wealth of info from various disciplines.



Reminder that if you are already PHR or SPHR certified you can become **SHRM-CP** or **SHRM-SCP** by taking the tutorial by 12/31/2015 and obtain a free three year certification from SHRM. [www.shrm.org/certification/pathway](http://www.shrm.org/certification/pathway)

TAKE A 

Check out our new website! HRLA has been hard at work to bring you an updated user friendly website. Take the time to check it out. Let us know what you think!

Be On The Look Out for **Ct SHRM State Council Webinars!**

Visit [www.ctshrm.org](http://www.ctshrm.org) for further information