

First Quarter 2016

January - March

HR Connections

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



President's Message



While I hate to see the holiday season pass, the new year marks the start of another favorite activity of mine. As an avid journalist for over 40 years, I use the month of January to access what I accomplished in the previous year, and I set a few goals for the new year. I look at all areas of life . . . My career and professional development, my personal hobbies, my family, my health and my relationships. It's always enlightening to see what I was able to do, and what else came along that I didn't envision!

As an HR professional, have you set some goals for yourself? What would you like to learn, improve upon, practice or do differently this year? I'm picking "social media" this year (I guess it's not going away!), as well as broadening my understanding of coaching and employee development. I agree with some of our current HR thought leaders that we need a different system than the dreaded annual "employee evaluation" . . . But what do we replace it with???? I am anxious to delve into the topic! (and if anyone else is, let's form a study group!)

As your local SHRM chapter, our great HRLA community can also be a source of inspiration to you! From networking with other HR and affiliate professionals to monthly educational sessions on current HR topics, we are here to help you in all phases of your HR career!

Just starting out as a new grad or student? Join our student chapter and meet others like yourself who are navigating a career path in this profession, or become a chapter member and query others already working in the field about their challenges and day-to-day operations. Got a few years in HR under your belt, but not sure what your next career move is? Talk to some of our long-term HRLA chapter members who can lay out a path for you to become certified in SHRM's new competency program. By focusing on key HR competencies such as Ethical Practice, Business Acumen and Relationship Management, you may find you have a particular affinity towards an area of HR, and that can help you in determining a career path.

We



HR !!!

Or are you a seasoned HR manager who wants to hone in on particular skills, or maybe begin mentoring others in the profession? Your experiences and knowledge are so important to others . . . and as those of us who are active volunteers realize, giving feels good!

We've got a great year lined up for you to get started! Eric Marcus, Ph.D.

and Director of graduate programs in Industrial and Organizational Psychology at UNH, kicks off our January 14th dinner meeting on a topic that couldn't be more timely . . . making productive use of conflict in the workplace. Clearly, as the world is embroiled in conflict on a global scale, learning how to get our needs met while interacting with others is a critically needed human skill for all HR managers. Getting some tools to help us use human conflict at work productively is worth the price of the meeting to me! Please add to your agenda and register for this . . . More information inside and on our website.

In February, we have our annual HRLA Breakfast for new members, or professionals who are considering joining. Held at the impressive Mystic Hilton on February 10, it's a wonderful opportunity to extend a hand to new chapter members, or those considering joining. Attendees can learn the benefits of becoming an HRLA member and gaining certification, as well as meeting other professional. Hope to see you there!

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SHRM STATE COUNCIL UPDATES

Welcome Randy Chase!

Please take a moment to meet our 2016 SHRM State Council Director Randy Chase!

Randy has distinct abilities in Global Human Resources, Leadership and Executive Coaching, with unique corporate and military expertise. He is also skilled in driving organizational transformation and developing leadership talent.

.He is highly regarded for cultivating long term relationships with stakeholders and clients, and delivering highly complex projects to improve operational efficiency, profitability and organizational performance. Randy has also been a key figure in our State Council, and is known for his helpfulness and passion for HR.



Deb Erickson

Special thanks to Deb Erickson for your leadership and support these past two years!

Deb is the outgoing SHRM State Council Director 2015.

2016 HRLA Board



Left to Right:

Janine Dunn, Joy Baldrige, Jodie Bartnicki, Janet Welch, Maria S. D'Amelia, Jessica Linicus, Maria Fisher-Proulx, Karen Eichstaedt, Gary D'Orsi, Maura Bonafede, Sandra Spencer, Gail Perrelli, Denise Mangano, Katie Quackenbush, Sandra Lamotte, (missing from the photo: Ilie Saracovan)

HRLA Holiday Party



Passing the torch! - Joy Baldrige Award

Last year, I was given the honor of receiving the "The Joy Baldrige International Award for Positive Thought In Action and Ever Present Happiness Enhancement" and I was speechless. Over the past year I thought about all the people who contributed to creating the foundation for me to be able to be what this award is all about. As I thought about who I should hand off the award too this year, the first person who came to mind is

Linda Morales! She is a woman who is always present with a positive attitude even when times are rough. If you have not had the pleasure of meeting Linda, find the opportunity! Your day will become instantly positive just with her smile!

Christopher Bylone



Left to Right: Linda Morales, Christopher Bylone & Joy Baldrige

Because of You Award

...It's more than a Rubber Chicken



Left to Right: Sandy Spencer and Joy Baldrige

The **Because of You Award** is an award presented to a person who "Makes someone's day!" and they in turn have to find someone to give it to who makes their day.

Here's how: We were trying to figure out a win/win way to work together and her budget was tight.

So on December 10, 2015, Sandy Spencer received this coveted award at the HRLA Holiday Party because she "Made my day!"

While researching her company, I discovered that one of the items that they sold were Rubber Chickens!

It just so happened that I was in the market for rubber chickens and we agreed to a trade.

When I arrived at her office she filled my car with Rubber Chickens. It was hysterical.

Sandy is the best! Joy Baldrige



Human Resource Leadership
Association of Eastern CT
January 14th Dinner Event



Raffles, Networking
Delicious Dinner

**Making productive use of conflict at work:
A brief introduction to skills and concepts**

Come join us for this essential learning opportunity!



In this interactive workshop, Dr. Eric Marcus will share important ideas as they relate to conflict in organizations. We will provide opportunities to explore one's own work related conflicts. In addition, Eric will describe some important tools that can help steer conflict in a more productive direction. We will practice by applying some of the ideas and concepts to these conflicts.

Key learning objectives:

- Deepen our understanding of conflict and directions it can take
- Learn about some important tools in the resolution of conflict
- Apply key concepts to one's own work related conflicts
- Identify ways to move beyond the "Bermuda Triangle" of conflict in organizations to establish a more honest and supportive culture.

Our January Featured Speaker Eric Marcus is a consulting social psychologist specializing in building the capacity of individuals, groups and organizations for a wide variety of public and private sector client systems. Primary areas of practice over the last twenty-five years include: working with individuals and groups on issues of change, resistance, leadership and team development, intra and inter group mediation and conflict resolution, diversity, feedback, and related areas.

Dr. Marcus is director of graduate programs in Industrial & Organizational Psychology at the University of New Haven. He is also on the faculty at the International Center for Cooperation and Conflict Resolution at Columbia University. Dr. Marcus is a certified mediator in New York State involved in community mediation in Bronx County. Eric is one of the co-editors of The Handbook of Conflict Resolution: Theory and Practice (3rd Edition). He received his MA and PhD from Columbia University.

Thursday, January 14, 2016

Dinner Meeting: 5:30 – 7:30 PM

Holiday Inn

35 Governor Winthrop Blvd, New London

HRLA Member: \$35

Guest: \$45

Register Early at:

www.hrlact.org

HRCI & SHRM
Credits Pending

START THE NEW YEAR OUT RIGHT WITH HRLA!



The Human Resource Leadership Association of Eastern Ct

You are invited to join us for breakfast!



Wednesday, February 10th, 7:30 – 9:00 AM

HRLA BREAKFAST

How HRLA is beneficial to you ~

Join us for some great information about HRLA and SHRM:

- How these Associations are beneficial to you
- Who is on the Board of Directors
- What are the topics for the HRLA 2016 Events
- Everything you need to know about HRCI & SHRM Certifications
- What Networking Events are coming up in Ct
- How can I join HRLA and/or SHRM

This is a **Complimentary Event** for HR professionals who are not HRLA members or who have just recently joined the Chapter.

The HRLA Board is looking forward to meeting you at our New Members' & Guests' Event!

Join us for a delicious breakfast and beneficial information
How HRLA is beneficial to you?

What is the New SHRM Certification?

Networking!

LOCATION

Mystic Hilton
20 Coogan Blvd., Mystic

Wednesday, February 10
7:30 – 9:00 AM

Register: www.hrlact.org

LOOK: prior to Feb. 4th!



**The CT SHRM Leadership Conference
and
The CT SHRM State Council Dinner Meeting**



Save the Date



The CT SHRM State Council Vision Statement

To advance the value of human resource management and the knowledge and capabilities of our chapters and members by providing exemplary leadership, education, and timely resources.

**Complimentary
Leadership Training
Opportunity**

The CT SHRM State Council is excited to invite you to our CT SHRM Leadership Conference on March 2nd.

This complimentary half-day workshop is for all CT SHRM State Council Members; CT SHRM Chapter & Student Chapter Board Members, their leadership, committee members and volunteers.

Please invite your teams now!

This is a **Save-the-Date** flyer. Additional information will be coming out shortly!

The CT SHRM State Council Dinner Meeting*:

For CT SHRM State Council Members

March 1st
5:00 – 8:00 PM

The CT SHRM Chapters' & Student Chapters' Leadership Conference:

For CT SHRM State Council Members; CT SHRM Chapter & Student Chapter Board Members, their leadership, committee members and volunteers.

March 2nd
7:30 AM - Noon

All attendees must register. Registration is now open at www.CTshrm.org

Location: Radisson Hotel (formerly the Crowne Plaza)
100 Berlin Rd, Cromwell, CT 06416
<http://crowne-plaza-cromwell.conneCTicuthotels24.com/en/>

* For CT, SHRM State Council Members Only: The Council will reimburse \$50 towards the cost of your Hotel Room for this Event if the Council Member is spending the night on March 1, 2016 and attending the Leadership Conference on March 2nd. The Reimbursement Form is attached to utilize for this purpose and please submit appropriate receipt and Form to Andy Thiede. Call: (860) 635-2000 ask for Reservations and mention CODE: CT SHRM Council when making your Hotel Reservation.

HRLA Scholarship Application Acceptance Opens on February 10th



- **HRLA will** award the HRLA Scholarships to an HRLA member actively pursuing an undergraduate or graduate degree or taking the SHRM-CP or SHRM-SCP; PHR or SPHR Certificate Program.
- **The HRLA Scholarship Committee** will select the successful recipient based on: the candidate's written Personal Statement, connection to and participation with HRLA and the strength of any Letters of Recommendation provided.

There may be three different Scholarships provided in 2016

HRLA Member obtaining a degree.

HRLA Member obtaining SHRM-SCP, SHRM-CP, SPHR or PHR Certificate Program*.

HRLA Board Member obtaining a SHRM-CP or SHRM-SCP; PHR or SPHR Certificate Program* or obtaining a degree.

Visit the HRLA Website for an Application and further information!

ANNOUNCING
THE
2016 TRI-STATE SHRM CONFERENCE
“Building a Sustainable HR Legacy”
Monday-Wednesday, May 2-4, 2016
In Newport, Rhode Island

Featuring:
Leading-Edge Topics and Presenters,
Tradeshow, Great Food, Networking,
Certification Credits and More!

Including:
Monday Night –
Clambake at the Hyatt Regency Newport
Tuesday Night –
Soirée at the Rosecliff Mansion



SAVE THE DATES!





The Human Resource Leadership Association of Eastern Connecticut

Look What's Coming Up: January through June 2016

Our Mission: Our chapter was formed in 2000 based on a grassroots initiative of Human Resource professionals to create a resource for professional development and networking in Eastern Connecticut.

Our Vision: To provide Human Resource professionals with a venue to enhance their knowledge, and to share their expertise within and outside the Association.

January 14th Making productive use of conflict at work: A brief introduction to skills and concepts Featured Speaker: Dr. Eric Marcus



In this interactive workshop, Dr. Eric Marcus will share some important ideas as they relate to conflict in organizations. We will provide opportunities to explore one's own work related conflicts. In addition, Eric will describe some important tools that can help steer conflict in a more productive direction. We will practice by applying some of the ideas and concepts to these conflicts.

<mailto:www.hrlact.org?subject=HRLA>

Key learning objectives:

- Deepen our understanding of conflict and directions it can take
- Learn about some important tools in the resolution of conflict
- Apply key concepts to one's own work related conflicts
- Identify ways to move beyond the "Bermuda Triangle" of conflict in organizations to establish a more honest and supportive culture.

February 10th I ♥ HR! Joining HRLA and SHRM National Featured Speakers The HRLA Board and Chair



New HRLA Members and potential members will be introduced to:
The benefits of joining HRLA and how they can participate.

- Who are the HRLA Board members;
- What is the CT SHRM State Council;
- How is HRLA affiliated with SHRM and what is SHRM;
- What are HRCI and SHRM Certification and how can I become certified;
- What is the SHRM Foundation and how can I apply for a scholarship and much more....

March 8th The Ct Commission on Human Rights Office and The Investigative Process
Featured Speaker Cheryl Sharp, Esq, Deputy Director of the CHRO



Attorney Sharp will answer your question pertaining to the CHRO such as:

What does it mean:

- My case was retained after an MAR
- Why was my case retained
- What other review will occur
- What is mediation and how will this occur
- What is a fact-finding conference, where is it held, who is in attendance
- and much more. . .

April 5th FLSA: Do You Understand the New Rulings Surrounding Exempt or Non-Exempt?
Featured Speaker Meredith Diette, Esq.



The New FLSA Regulations: What Changed, What Didn't, What's Next for Employers
The Department of Labor's Wage & Hour Division (WHD) and its long-awaited proposal to amend the Fair Labor Standards Act (FLSA) Regulations; in particular, the regulations governing the "white collar" exemption for executive, administrative, and professional employees. This meeting will outline what changes are in the proposed FLSA regulations, what it means for employers, and what employers should do now in response to the DOL's announcement.

May 12th Conducting Fair, Legal and Thorough Internal Investigations
Featured Speaker Holly Cini, Esq.



Conducting fair, legal, and thorough internal investigations has never been more important, as organizations across the country are being hit with massive fines and penalties for failing to properly conduct internal investigations. Attorney Cini will cover:

- Setting the Stage for a Successful Investigation
- Conducting Internal Investigations: Your Plan in Action
- Documentation: Before the Investigation and During
- Post-Investigation: Reporting Your Findings and Making Recommendations
- Damage Control: Preventing Employee Retaliation and Misconduct

June 15th The Role of Cultural Fit in the Hiring Process. More Important Now than Ever!
Featured Speaker Susan Lesser, Co-founder and President, nPlusOne Consulting



Ms. Lesser will discuss how we can determine if a candidate is the right fit for your company.

How many times have we thought, "Why is my turnover so high and how can I reduce this number?" Yes, skills and qualifications are important but are we ensuring that this candidate is culturally a good fit? Last June, Gallup found 70 percent of the American workforce is disengaged on the job, costing the U.S. economy as much as \$550 billion in lost productivity. How is cultural fit a factor within this number!



Human Resource Leadership Association of Eastern CT



**Raffles, Networking
Delicious Dinner**

March 8th Dinner Event

**Learn the CHRO Investigative Process -
Cheryl Sharp, Deputy Director**

**HRC & SHRM
Credits Pending**



Come Celebrate HR Week with HRLA!

**We are planning a
Special Event
for our HR Professionals ~**

Stay Tuned for Updates!

Tuesday March 8, 2016

**Dinner Meeting
Holiday Inn
10 Laura Blvd, Norwich**

HRLA Member: \$35

Guest: \$45

**Register Early at:
www.hrlact.org**



CELEBRATE HR WEEK WITH HRLA!

~ THANK YOU TO OUR VALUED SPONSORS ~

Hosted by the CT SHRM State Council's Diversity Directors:



Let's Chat!

Let's Chat!

Attendees provide a safe space for others and themselves to share, learn, discuss and engage each other in challenging conversations about current events, workplace occurrences and personal development.

No Safe Space Rules! No guidelines! No Peace Keeper! No Debriefing! Just one thing: Let's Chat!

Join us, ask questions, talk about current events, and engage in deep conversations about social justice issues.

There is no charge to join the call. Please be on time. Callers introduce themselves and conversation will begin 5 minutes after the start of the call. Calls will be about an hour in length.

Date: 2nd Tuesday of the Month; Time: 12:00 pm

Hosted by Christopher Bylone and Joe Wendover, Diversity and Inclusion Co-Directors

Conference Call: Dial (712) 770-4010 Code: 719178

Info?: Christopher at cbylone@gmail.com,

Register Now

