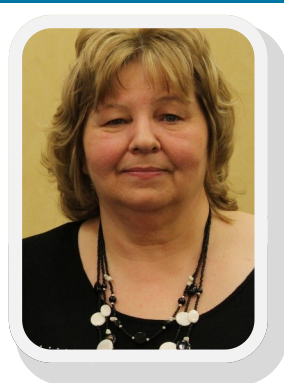


## President's Message



Karen Eichstaedt, Chapter President

Despite the fact that it is 7 degrees outside this day, we all know that spring is just around the corner! Winter didn't slow us down at HRLA; we are well underway with our exciting program calendar for 2017!

We started the year off with a top-notch presentation on Emotional Intelligence in January, led by board member Craig Haas. It was clear to participants that this is not an HR competency that is going to go away . . . making connections to other human beings in our workplaces and having an understanding of how others see us is a critical skill in engagement.

Our rescheduled New Member Breakfast on February 23rd was just the thing to chase away winter blues, especially since we were graced with a visit from our Student Chapter at Eastern Connecticut State. Thanks to the mentorship and advisement of Niti Panday, PhD, Professor of Management at Eastern, this chapter represents the future of the HR profession and we were delighted to have them come out on a chilly February morning!

Breaking from our traditional New Member Presentation, we dispensed with a lot of our slide show in favor of table discussions.



We asked several questions: How does social media help or hinder HR? What can we learn from upcoming young HR professionals, and how can we help them establish their careers? What qualities do great HR leaders have to have beyond technical requirements? What's the "New Workplace" all about, and what will it look like?

We agreed that social media is a big help in recruiting, networking, branding yourself, and sharing information about your organization. But we also recognized the downside in lost productivity, loss of privacy, cyber-bullying, the sharing of confidential information and staying clear of NLRB free-speech protections. Young HR professionals (the "Millennials" and the next generation) can help us with technology and ushering in the "new workplace", and they are most in need of mentoring from established HR professionals.

To be a great HR leader, you need to balance your knowledge of the business operations of your organization with qualities such as compassion, patience, change management skills, adaptability, trust and active listening. Finally, the "new workplace" needs to be more flexible, adaptable and personalized. The concept of work-life balance needs to move beyond discussion and into real programs and initiatives that support employee health, wellness and balance.

At HRLA, we are all about HR leadership and promoting these new ideas! If you are not yet a member, join us! Upcoming events include a presentation on Bias April 5th, DOL audits and investigations on May 9 and new vistas in Employee Health and Wellness on June 7th.

### Inside this issue:

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# Human Resources Leadership Association

Wednesday, April 5, 2017

5:30pm Holiday Inn, Norwich, CT



## Moving Through Bias: Understanding Unconscious Bias in Human Relations

We all are biased . . . and with good reason! It's part of being human! Not all of us are aware of our unconscious biases, however, and this may be where we need to begin in promoting understanding and acceptance. Current human conditions and experiences suggest that even after all our efforts in understanding diversity and human rights, we have a long way to go.

Following a brief presentation on what bias is, we will talk with each other in a "Chicago Dinner" style format about how our biases may affect one human resources activity: the employment interview. Chicago Dinners are a community-building concept built on the idea that people can come to the table, share dinner and discuss important and relevant topics in a safe and supported environment.

### Featured Speaker:

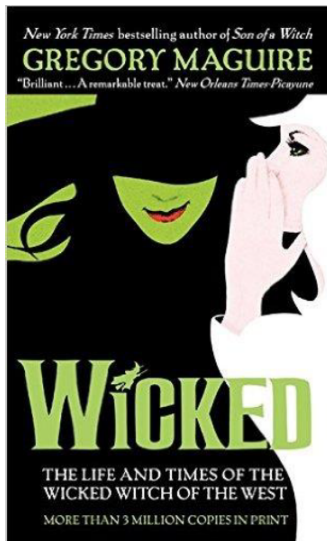


Karen Eichstaedt, MSIR, is head of Karen Eichstaedt Consulting Group, an HR consultancy specializing in culture, diversity, community-building and ushering in the new workplace! Recently retired, Karen previously was the VP of People for United Community and Family Resources here in Norwich, and was head of the HR function in various organizations since 1992. She is the current Chapter President for HRLA, sits on the State SHRM Council, and is active in several boards. As a Diversity Fellow for the Connecticut Health Foundation, Karen has had a life-long interest in diversity and inclusion; she currently is an advisor on issues of cultural competency at UCFS.

In this workshop, you will . . .

- Define bias and why it is essential
- Learn how the brain processes bias
- Identify unconscious bias
- Find ways to reprogram your thinking





April is  
*Celebrate Diversity Month*  
and  
*Volunteer Recognitions Week is April 23-29*

**April is going to be a *Wicked* Good Month!**  
**Come Celebrate with HRLA on April 5th**

We're going to be **Celebrating Diversity** with:

**Special Door Prize**

One lucky attendee will win two tickets to the  
2004 Tony Awards winner musical

**Wicked** at the Gershwin Theater, New York

and a \$50 Gift Certificate towards dinner!

Our fantastic featured Speaker Karen Eichstaedt will be speaking on

*Moving Through Bias: Understanding Unconscious Bias in Human Relations*

Sign-up to now to attend: [www.hrlact.org](http://www.hrlact.org)

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The Theme for Volunteerism this year is "Service Unite" . . . and it's a perfect time to acknowledge the efforts of our great HRLA Board of Directors who lend talent, time and support to the HR Community and profession. Thanks for aALL you do to keep our great organization going.



**The Human Resources Leadership  
Association of Eastern CT presents:**

**DOL Audits & Investigations:  
Are YOU Ready?**

Have you had the experience of having a representative from the Department of Labor contact you about an audit or investigation? It can be a stressful situation if you are not prepared!

Representatives of both the USDOL and CTDOL will speak on what the agencies are looking for when they conduct a DOL audit or investigation and how your company can prepare. They will discuss:

- Their respective investigative/audit approaches
- Differences in authority, compliance obligations, separate and similar issues
- Typical events or business practices likely to trigger complaints or audits
- Preparing for and responding to state or federal agency visits
- Employer obligations and options when notified of an audit or investigation
- Potential liabilities



**Featured Speaker Heather Callahan**

Community Outreach & Planning Specialist  
U. S. Department of Labor

Heather works in the Wage & Hour division of the Hartford District office of the Department of Labor. She has 19 years broad experience enforcing DOL Wage and Hour laws, including FLSA, FMLA, OSHA, DBA and immigration and agricultural protections.

Heather will be joined by **Dora Senkow**, a Field Supervisor with the Connecticut Department of Labor, Wage and Workplace Standards Division. In this role, Dora leads guides and assists a team of investigators and agents who conduct wage audits and routine site inspections. Dora is no stranger to Wage Audits and Field Visits having spent 12 years as a Wage and Hour Investigator.



**WHEN:**

**Tuesday, May 9th**

**TIME:**

**5:30 - 7:30 PM**

**WHERE:**

**Holiday Inn,  
Norwich**



**HRLA Members: \$35.00**

**Guests: \$45.00**

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

**NETWORKING**

**GREAT DINNER**

**DOOR PRIZES**

**SHRM & HRCI CREDITS**

**Proudly sponsored by:**



# More Than Meets the ROI: The Value of Investing in a Healthy Workforce!



Most U.S. organizations have developed wellness programs to improve the physical health of their employees and impact the cost of healthcare. However, recent research has challenged the ROI of these programs. Best in class organizations that invest in the total well-being of their workforce have been proven to generate improved business results—beyond the cost of healthcare.

**TOTAL WELLBEING** = having the appropriate resources and commitment needed to achieve optimal performance for both the individual and the organization.

## Featured Speaker:

Robin Bouvier, Vice-President, AON Health & Benefits  
Certified Wellness Program Coordinator & Specialist



As a VP in AON's Health and Benefits Boston practice, Robin identifies opportunities for organizations to increase the health and wellness of their employees.

Robin started her career with Oxford Health Plans, and joined AON in 1999. She also has been actively involved in Connecticut as a benefits and health consultant, including a 6 year affiliation with the City of Hartford. She has created health and wellness newsletters, implemented a fitness center, and partnered with St Francis to build an on-site clinic. She holds a BS in Business & Marketing and is a licensed broker.

Human  
Resources  
Leadership  
Association

Wednesday, June 7, 2017

*Holiday Inn, New London*

*Breakfast Meeting 7:30am*

## Key Learning Points:

Learn about the four integrated dimensions of well-being

Share facts on why well-being contributes to business outcomes

Review and critique current practices

Hear about new well-being strategies

**Delicious, hot breakfast!**

**Raffle Prizes!**

**Networking!**

## WHO SHOULD ATTEND?

- **HR PROFESSIONALS**
- **CEO/CFO/COO**
- **BUSINESS OWNERS**
- **STUDENTS**



A Comprehensive HR Education

**REGISTER**

June 18 – 21, 2017  
New Orleans, LA

## Why Attend SHRM Annual?

### 5 Reasons Why You Shouldn't Miss SHRM17

**SHRM17 is headed to vibrant New Orleans** - at the Ernest N. Morial Convention Center! And while we believe that there are countless opportunities why you should attend the SHRM Annual Conference, we've managed to narrow it down to five classic reasons:

#### **Hear from the experts.**

Our speakers are proven business leaders, strategists, practitioners and peers. Many of them are current HR professionals; others are well-respected industry leaders who know what you need to know. Our selection process for speakers is as rigorous as you'll find anywhere, and we make sure that you're hearing from the best. You'll get a solid grounding in tried-and-true HR fundamentals and unique insight into the innovative new practices that will change how the world does business.

#### **Learn skills and stay up-to-date.**

No matter how long you've been in HR or what position you hold at your company, chances are there is still something you need to learn. Trends, new strategies, and innovations in HR happen all the time; to stay up-to-date you need an educational opportunity that provides you with the full range of HR knowledge.

**Protect your company from liability** - avoid legal risk before it arises by staying current with the latest changes in labor legislation. From federal legislative compliance, to HR legal issues specific to California, we help you stay on top of the most important legislative priorities.

#### **Recertification.**

Your attendance earns you credits toward maintaining your valuable certification – your SHRM-CP, SHRM-SCP or other general designation. **Bonus:** At the conference receive in person questions answered.

#### **Meet with new vendors and suppliers.**

Our exhibitors are industry experts and solution-providers who truly what is happening in the world of HR and business - and they have answers to your questions. Invest time the exposition hall - our vendors are some of the best people for you to get to know if you want to learn more about what's happening in HR now - and what's going to happen in the future. Trust us: discovering innovative products and services is necessary to stay competitive in today's business world.

#### **Have fun with your HR peers from around the world.**

Let's be honest - the Annual Conference is a lot of learning packed into a short amount of time. But you'll also have opportunities to relax and get to know your peers. When you meet with your peers, you have an opportunity to collaborate, hear new ideas, and validate or change your perspectives. You may hear what others are doing and be inspired to implement something similar - or you might find a mentor or even become one. Plus, the Tuesday night show is a crowd favorite – entertainer announcement **COMING SOON.**







## 2017 Calendar of Events

January	February	March
EQ Competence: HR's Secret Weapon 1/19/2017 5:30 PM New London Holiday Inn	New Member Open House 2/7/2017 7:30 AM Norwich Holiday Inn	Building a Culture of Accountability 3/7/2017 5:30 PM Norwich Holiday Inn
April	May	June
Bias 4/5/2017 5:30 PM Norwich Holiday Inn	DOL Wage & Hour Audit 5/9/2017 5:30 PM Norwich Holiday Inn	The Value of Investing in a Healthy Workforce 6/7/2017 7:30 AM New London Holiday Inn
July	August	September
Our Annual Summer Social TBD (July 11, 12 or 13) 5:30 PM somewhere fun	Relaxing with HRLA Friends 8/25/17 All Day Block Island	Moving from HR Metrics to HR Analytics 9/13/2017 7:00 AM (Note Early Start Time!) Norwich Holiday Inn
October	November	December
Legal Update 10/18/2017 5:30 PM New London Holiday Inn	ADA Reasonable Accommodations process TBD (Nov 7, 8 or 9) 7:30 AM Norwich Holiday Inn	Annual Meeting & Holiday Party 12/7/2017 5:30 PM Possibly Norwich

More details about each event will be posted on [www.hrlact.org](http://www.hrlact.org) as they become available.



## Visit the HRLA Website

### Many FREE Events with Recertification Credits for YOU

There are fresh and interesting **webinars, conferences, and meetings** being **posted on the HRLA Website** almost daily thanks to our Website Guru Amy Gendron! These are located on both the front landing page and under *Events/Professional Events*. Check these out and visit often — many of these Events are FREE and have HRCI and SHRM recertification Credits.



### HR Job Postings:



Do you have an HR Job Opening at your company? At this time, it is FREE to post your HR Job on the HRLA Website! It's as easy as 1, 2, 3! Go to [www.hrlact.org](http://www.hrlact.org), scroll down on the front landing page; click on Job Posting under Employer Center. Fill out a few boxes and Voila — you're done!

### Have you Moved? Do you have a New Job?

Update your HRLA Website **Profile** if you move, change email address or obtain a new position, etc. We want to continue to stay in touch with you!



**NOTE:** If you come to a meeting and are not REGISTERED ahead of time, you may not receive the follow-up email with the **Recertification Certificate** and any other materials. It's best if you can register for our events ahead of time vs. being a walk-in. If you are a walk-in, be sure to inform the great volunteers at the registration table of your email address.

### Stay up-to-date

Join HRLA on LinkedIn and also on Facebook!



## HRLA Events & Board Meetings

### 2017 Board Meetings

	April 13	In-Person	
Aug. 8	Retreat	Sept. 28	Programs In-Person
Oct. 19	Planning In-Person	Dec. 14	Annual Mtg

### 2017 HRLA Events

#### Come and Join Us ~

Apr 5	Dinner Event	Holiday Inn, NOR
May 9	Dinner Event	Holiday Inn, NOR
June 7	Breakfast Event	Holiday Inn, NL
July	Dinner Event	Summer Social!
Aug	Summer Outing!	Block Island
Sept 13	7:00 AM Breakfast Event	Holiday Inn, NOR
Oct 18	Dinner Event	Holiday Inn, NL
Nov	Breakfast Event	Holiday Inn, NOR
Dec 7	Dinner Event	Holiday Party & Mtg

## Welcome New Members!

**Welcome Back** to our former members and  
**Welcome** to our brand new member!



Samantha Couture





## Your Valuable HRLA Membership — Have you been thinking of joining HRLA? NOW is the Time!



### GOOD NEWS

Membership is only \$70. Even though our various costs (meals, etc.) continue to increase, the Board continues to manage our expenses to achieve our goals and keep the overall budget in balance. This has permitted us to keep this year's dues unchanged.

HRLA helps you meet your professional goals in several ways including:

- An opportunity to network on a monthly basis with colleagues facing similar problems and challenges.
- Monthly topics that are pertinent and of concern to HR professionals.
- An annual meeting on diversity in the workplace.
- An annual meeting on Legal Updates - always a "hot" topic for companies of all sizes.
- Information on SHRM-CP and SHRM-SCP; PHR/SPHR certification classes.
- Full access to all areas of our website.
- The opportunity to post jobs at no cost—or look for a new job.
- The chance for recertification credits at many of our 2017 programs.
- A chance to be a part of one of the best local SHRM chapters in New England.

**THANK YOU**  
for joining us!

Joining is as Easy as 1, 2, 3:

Click on <http://www.hrlact.org/> Click on the "Becoming a Member" tab , Click on "Becoming a Member" again, Scroll down to "Become a Member", Enter your profile & pay on-line or mail in your check!

## We Want YOU! Is Now *Your* Time to Step Forward?

The 2017 HRLA Board is up and running strong! But, we still need YOU!

The Nominating Committee is in search of the following Volunteers

### Committee Positions

Membership Committee:	Assist with mailings, flyers
Logistics Committee:	Assist with finalizing details, set-up
Greeters & Registration Desk:	Assist with Event registration
Communications Committee:	Assist with Newsletter, Marketing

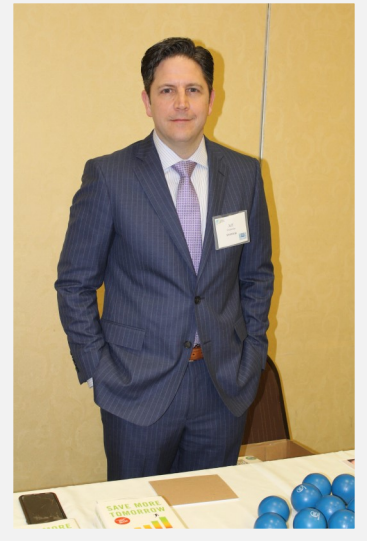
Contact Karen for further information! [president@hrlact.org](mailto:president@hrlact.org)

**WELCOME:** Lisa Seymour - to the Membership Committee!  
Seth Handyside - to the Certifications Committee!  
Jennifer Kelly - to the Go-To-Team!  
Felicia Haas - Communications Committee!  
Craig Haas - Programs!



# HR Professionals Week—March 08, 2017

## Creating a Culture of Accountability—David O'Brien





# March 10, 2017 - Tri State Conference Newport Marriot





## 2017 Chapter Leadership

President:	Karen Eichstaedt <a href="mailto:president@hrlact.org">president@hrlact.org</a>
President Elect:	Katie Quackenbush <a href="mailto:presidentelect@hrlact.org">presidentelect@hrlact.org</a>
Secretary:	Sandra Lamotte <a href="mailto:secretary@hrlact.org">secretary@hrlact.org</a>
Treasurer:	Cheryl Calderado <a href="mailto:treasurer@hrlact.org">treasurer@hrlact.org</a>
VP Membership:	Denise Mangano <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
Membership Engagement Director:	Janet Welch <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
VPs Programs:	Gail Perrelli & Craig Haas Katie Quackenbush <a href="mailto:programs@hrlact.org">programs@hrlact.org</a>
Legislative Director:	Meredith Diette, Esq. <a href="mailto:legislative@hrlact.org">legislative@hrlact.org</a>
College Relations Director:	Jessica Linicus <a href="mailto:collegerelations@hrlact.org">collegerelations@hrlact.org</a>
Career Links Chair:	Gary D'Orsi <a href="mailto:careerlinks@hrlact.org">careerlinks@hrlact.org</a>
Certification Director:	Sandy Spencer <a href="mailto:certifications@hrlact.org">certifications@hrlact.org</a>
Co-Directors Communications:	Ilie Saracovan Jodie Bartnicki <a href="mailto:communications@hrlact.org">communications@hrlact.org</a>
Community/External Relations Director:	Janine Dunn <a href="mailto:communityrelations@hrlact.org">communityrelations@hrlact.org</a>
Diversity Chair	Tina White <a href="mailto:diversity@hrlact.org">diversity@hrlact.org</a>
Marketing Director:	Gary D'Orsi <a href="mailto:marketing@hrlact.org">marketing@hrlact.org</a>
SHRM Foundation Director:	Maria Fisher Proulx <a href="mailto:shrmfoundation@hrlact.org">shrmfoundation@hrlact.org</a>
Board Members at Large:	Joy Baldridge, Maria S. D'Amelia

## OUR CORE VALUES

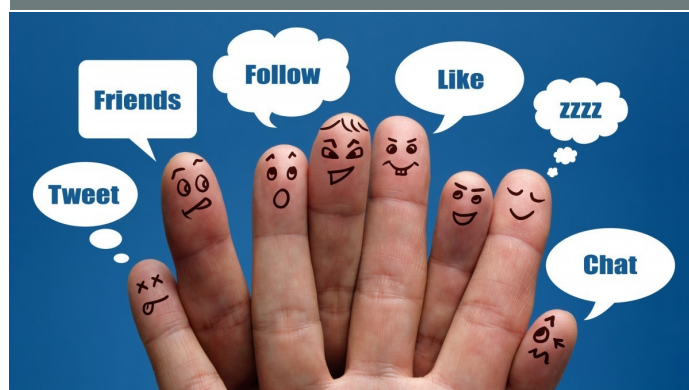
**Collaboration**—We reach out to other professional discipline for mutual development; we build strategic partnerships.

**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.



## Contact HRLA CT

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Norwich, CT 06360  
[info@hrlact.org](mailto:info@hrlact.org)

