



The mission of the Human Resource Leadership Association is to provide HR professionals with a venue to enhance their knowledge and to share their expertise within and outside the association.

Visit our Website at
www.HRLACT.org



THANK YOU

Welcome our new members:

- Bill Brimmer
- Christopher Bylone
- Carmen Caron
- Dianne Chiavrini
- Danielle Coates
- Lorrain Corson
- Lauren Cucci
- Barbara Currier
- Sue Duggan
- Alison Eckels
- Kara Ferri
- Marie Fowler
- Deborah Gancarz
- Chelsea Green
- Bryan Haddad
- Cheryl Harder
- Maggie Lambert
- Margaret Lattmann
- Lisa Legler
- Karen Maines
- Erica Mangano
- Marie Marcheterre
- Maura McCabe
- Glenda Miner
- Daniel Mudzinski
- Heather O'Shea
- Linda Penkes
- Jim Rascati
- Jessica Sammataro
- Elizabeth Scott
- Jodie Tate
- Dawn Taylor
- Melissa Waite
- Jean Wetherby
- Jane Zirlis



A Retreat for HR
Decision Makers



October 27-29, 2013

Omni Mount Washington Hotel

Bretton Woods,
New Hampshire

Strategic HR Retreat - Mt. Washington, NH

"One of a Kind" Strategic Retreat— Join New England's Top HR Talent

Strategic HR New England enters year two to great critical acclaim. We engage a senior-level, strategic-thinking audience in every aspect of the conference. We offer programming that encourages you to think big. And we add a little magic from the historic Mount Washington Hotel.

<http://www.mainehr.com/page/906/strategic-hr-new-england>

Keynotes from Around the Country

Share company with top HR executives and strategic thinkers from across the U.S. Here are some of the [HR Superstars](#) joining the 2013 program faculty at the historic Mount Washington Hotel.

- ◆ Stuart Crabb, Director of Learning from Facebook in San Francisco.
- ◆ Pamela Paulk, Senior VP of HR for Johns Hopkins Medicine in Baltimore.
- ◆ Aaron Dignan, Author of *Game Frame*, from New York City.
- ◆ Cy Wakeman, Author of *Reality Based Leadership*, from Omaha.
- ◆ Adam Alter, Author of *Drunk Tank Pink*, NYU Professor from New York City.
- ◆ *Special Guest: Juliet Funt* joins us from Los Angeles.



NEXT CT STATE SHRM WEBINAR!

Be on the lookout for the next CT STATE SHRM Webinar!

THURSDAY, AUGUST 29, 2013

9:00- 10:00 AM

Jackson Lewis Presenting

TOPIC: To be announced shortly

VISIT: www.ctshrm.org





EASTERN
CONNECTICUT STATE UNIVERSITY

A Liberal Education.
Practically Applied.

SHRM Student Chapter Induction Ceremony! **You Are Invited!**

HRLA is so very proud to be the sponsoring Chapter for the Eastern CT State University SHRM Student Chapter Induction Ceremony. ***Make plans now*** to attend this fantastic event and network with our student members! We would love to have you join us.

WEDNESDAY, **September 4, 2013**

3:00 PM– 4:30 PM

Eastern CT State University

Further information, car pooling, etc. contact Janet Welch, SPHR at president@hrlact.org

We are starting a new ***interactive section*** in our HRLA newsletters.

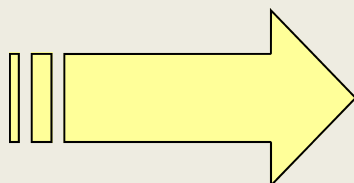
We are asking readers to send in **one question** about HR that they would like the answer to or follow up to a past meeting topic. This question will be researched , answered and posted by our Communications Committee. Please feel free to send your question to:

communications@hrlact.org.



HRLA is now lining up Sponsors for 2014!

If you have a fantastic HR vendor with whom you work with that may be interested in becoming an HRLA Vendor, have them contact Janet Welch at president@hrlact.org now. If we sign up your Vendor, you receive a



\$25 Gift Certificate

Upcoming HRLA Meetings for 2013!

September

Winning Through Diversity

Wednesday, **September 11, 2013 Breakfast Meeting**

Holiday Inn, Norwich

Featured Speaker: Vicki Gallon-Clark, EANE Training Specialist

October

HRLA Annual Legislative Update

Keep Current on Changing Laws

Tuesday, **October 8, 2013 Dinner Meeting**

Holiday Inn, Norwich

Featured Speaker: Meredith Diette, Partner

Siegel, O'Connor, O'Donnell, & Beck, PC

November

Workforce Readiness Initiative

Reinforce Your Employer Brand: What You Have to Be Doing NOW on LinkedIn

Thursday, **November 7, 2013 Breakfast Meeting**

Holiday Inn, Norwich

Featured Speaker: Marc W. Halpert, LinkedIn Trainer and Evangelist

National Children's Book Week– Donate a book for our HRLA Book Drive!

December

HRLA Annual Holiday Party

Come Celebrate With Us!

Thursday, **December 5, 2013 Dinner Meeting**

Mystic Marriott Hotel & Spa, Groton

[Dinner Meetings](#) 5:30 - 8:00 PM

[Breakfast Meetings](#) 7:00 - 8:30 AM



Here's how it works:

YOUR REWARDS — Receive a **\$20 Amazon.com gift card*** for each of the first five new members recruited. (\$100 maximum reward per referrer.) Even if you bring in just one new member, you get a **\$20 Amazon.com gift card**.

HOW TO REFER — Share the [benefits of SHRM](#) and encourage your friends/colleagues to join SHRM via the [online application for NEW members](#). Or, you can customize this [e-mail draft](#) that we have started for you.

HOW WE TRACK — If your referrals apply for membership, they will need to answer "YES" when asked if they were referred to SHRM by a current member on their membership application confirmation page, and fill out the information requested. **If they join, you get rewarded.** It's that easy.

PROGRAM RULES —

Only active members in good standing can participate in the Member-Get-a-Member program. Program is valid for professional membership categories only. New student members do not qualify.

Program is not valid for current renewals, although memberships that have not been active for at least 12 months since their last expiration date are valid for a referral prize.

To receive credit for a recruit/referral, the new member must include the referring member's name and e-mail. If SHRM cannot verify the identity of the referring member, no prize will be awarded for that application.

Program valid for memberships processed and activated (not just mailed) by August 31, 2013. SHRM staff are not eligible for rewards.

Members through SHRM corporate clients are NOT eligible to recommend someone at their own organization (though they can recommend an HR person at another company).

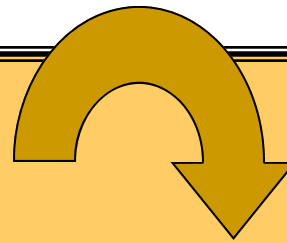
Program rules and incentives are subject to change by SHRM. SHRM reserves the exclusive right to interpret these rules.

Questions? Please contact SHRM's Membership Acquisition Specialist Tracy Liaw at tracy.liaw@shrm.org.

* Gift cards will be distributed via e-mail in early September.

Amazon.com is not a sponsor of this promotion. Amazon, Amazon.com, and the Amazon.com logo are trademarks of Amazon.com, Inc. or its affiliates. Amazon.com Gift Cards ("GCs") may be used only to purchase eligible goods on Amazon.com or its affiliated website Endless.com. GCs cannot be redeemed for purchases of gift certificates or cards, or for items from some third party sellers. GCs cannot be reloaded, resold, transferred for value, redeemed for cash, or applied to any other account. For complete GC terms and conditions, see <http://www.amazon.com/gc-legal>. GCs are issued and © 2010 ACI Gift Cards, Inc., a Washington company.

Upcoming SHRM Conferences



SHRM Strategy Conference – San Diego, CA - September 29 – October 2

Diversity & Inclusions Conference – October 28 – October 30

Strategic HR Retreat – Mt. Washington, NH - October 27 – October 29

SHRM Leadership Conference – November 21 - November 23

Ct/RI/MA Tri-State Conference - Foxwoods— May 1 & May 2

August Meeting RECAP

On August 1st, HRLA offered a breakfast seminar on facts and updates regarding the American Disability Act. The presentation was sponsored by BLR and ADP. The keynote speakers were Pat Trainer and Joan Farrell who are both Employment Lawyers for BLR. The seminar covered topics as what employers can provide for employees who suffer from a disability, the parameters of an employee who has a mental disability, as well as discussed the rules that are associated with following the ADA guidelines. The speakers ended the discussion with a question and answer section.

Attendees of the event were able to take home some new knowledge of the ADA act as well as gain more prespective with employees who are affected by the act.

Please check out **Power Point Presentation** from our **AUGUST meeting** at the HRLA website:

www.hrlact.org

Seeking Volunteers!!

Communications: communications@hrlact.org

Membership: membership@hrlact.org

Look~ Great Opportunity!

Lining Up **Career Links Speakers** for
the Fall Topics Now-



This is a great opportunity for our HRLA members to practice presentation skills or bring a guest speaker to the group. Please let **Bonnie DeCosta** know if you're interested in presenting or helping me with one of these topics!

HRLA 2014 PROGRAMS & PLANNING MEETING

Thursday, September 19, 2013

HOLIDAY INN

10 Laura Blvd., Norwich

Dinner Meeting

Start 5:30- ?

Fun, Friends, Good Food and Planning Fantastic Events for 2014

Do YOU want to help with the Planning for our 2014 Events?

HRLA Needs YOU!

Program Coordinators

Committee Chairs and Committee Members

Come and Check it out- **What a great way to get involved and network!**

Please– start thinking now of terrific speakers and topic suggestions-

Get these suggestions now to Amy Leger, Stacey Jimenez or Denise Mangano

programs@hrlact.org

Know of a venue that you think would work for one of our events-

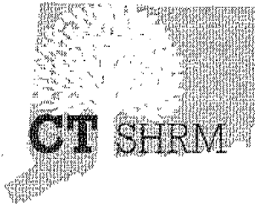
Get these suggestions to Jessica Linicus

logistics@hrlact.org

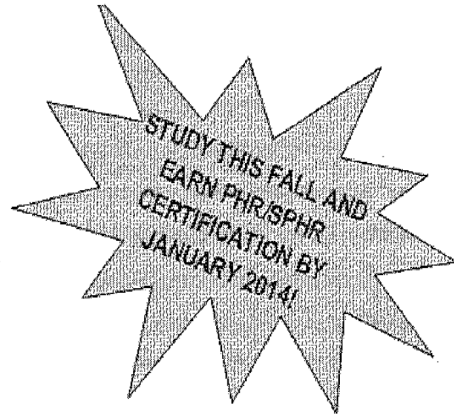
Thank you all for ALL that you do to make this Association the success that it is!

NOTE: We must have an accurate headcount– RSVP to Janet Welch if you would like to attend

president@hrlact.org



**SHRM Learning System®
and HRCI PHR/SPHR
Certification Programs**



**SHRM Certification On-Campus and Online
Course Offerings**

University of Saint Joseph – On-Campus in West Hartford (online option)
Contact: Margit Bobman, 860-231-5761, mbobman@usj.edu
Website: On-Campus: www.usj.edu/onshrm; On-Line: www.usj.edu/online-shrm
Registration Deadline: August 31, 2013
Course Start Dates: On-Campus, September 10; Online, September 9
Fee: \$1,195, 12 week course, includes the SHRM Learning System
Next Course Offering: January, 2014

Eastern Connecticut State University – Online
Contact: Marie Hoffman: 860-465-4339, hoffmanm@easternct.edu
Website: www.easternct.edu/ce/SHRM.htm
Registration deadline: August 21, 2013
Course start date: September 5, 2013
Fee: \$1,125 includes the SHRM Learning System®, 12 weeks
Next Course Offering: To be determined.

Fairfield University – On-Campus in Fairfield, CT
Contact: Patricia Pivarnik, 203-254-4307, ppivarnik@fairfield.edu
Website: http://www.fairfield.edu/dsb/dsb_cert_shrm.html
Registration Deadline: September 10, 2013
Course start date: September 17, 2013
Fee: \$1,340 (Member), \$1,540 (Non-Member), 11 week course, includes the SHRM Learning System
Next Course Offering: February-April, 2014

Additional Resources:

- Society for Human Resource Management (SHRM): www.shrm.org
Click on the Education and Certification tab
- HR Certification Institute: www.hrci.org

www.CTSHRM.org

The Connecticut Human Resource Council, P.O. Box 7372, Berlin, CT 06037-7372
cthshrm@aol.com



WINNING THROUGH DIVERSITY



A company is only as good as the people who work there.
How do you effectively manage these resources when each person is so different?

In the work environment, you are dealing not only with differences in race, gender and culture, you are also addressing issues that include communication styles, age, education, values and so much more! Learn how to see opportunities, strengths and potential where today you may only see differences. Connect the dots to see how your actions toward others either *hurt* or *help* the organization fulfill its mission and vision. Through interactive exercises, you will see how your company can gain the competitive edge by creating an environment that allows each person to reach their full potential.



Featured Speaker Vicki Gallon-Clark Training Specialist, Employers Association of the NorthEast (EANE)

Vicki Gallon-Clark has over 20 years of experience in Human Resources. She specializes in the areas of training, career planning and development and recruiting/staffing. Ms. Gallon-Clark has worked with diverse industries including: Financial Services, Healthcare, Government, and Human Services, as well as other private and non-profit organizations. She holds a Bachelor of Arts degree and has received certifications in Human Resources Management and the Myers-Briggs Type Indicator. Ms. Gallon-Clark currently is the Program Director at the Blue Hills Civic Association. Founded in 1913, the Employers Association of the North-East has been in continuous operation serving employers throughout the northeast. Currently membership is over 900 organizations, including manufacturers, banks, hospitals, colleges, insurance companies, health care, retail, and many other types of employers.

September 11, 2013

Breakfast Meeting

7:00 - 8:30 a.m.

Holiday Inn, Norwich CT

10 Laura Blvd

Members \$20 / Guests \$30

Register: www.hrlact.org

You Will Learn to....

- Identify the direct connection between customer satisfaction and working effectively with diverse people.
- Explain business reasons for using the diverse talents of our workforce.
- Communicate more successfully with individuals who represent different cultures, genders, races, values, communication styles, etc.
- Ways to achieve teamwork with people who believe differently than they do.
- Create a plan of action to maximize their contributions to the organization.



Thank You to

Our Sponsors



Who Should Attend

HR Professionals
Front Line Supervisors
Managers, Directors