



**HRLA**  
of Eastern  
Connecticut

## HR Connections - September 2013

*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](http://www.HRLACT.org)



# CONGRATULATIONS



HRLA is **very proud** to be the sponsoring Association for the Eastern CT State University SHRM Student Chapter. Their Induction Ceremony was on Sept. 4th

### Welcome to the new officers

President – Ms. Jessica Sammataro

Co-President – Ms. Kelsey Teraila

Vice President – Ms. Shannon Fitzpatrick

Secretary – Ms. Amelia Dube

Treasurer – Ms. Maura McCabe

***Congratulations to You***



CT State Council Director Margaret Judge



SHRM Connecticut State Council Director **Margaret Judge** (right) was the featured speaker at the Induction Ceremony.

SHRM Manager of Member Engagement Tara A. Fournier, PHR attended the Ceremony and looks on as the Student Officers are sworn in by HRLA Chapter President **Janet O. Welch**, SPHR.



### 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, 2014

**\*\*\* Last Chance to REGISTER NOW \*\*\* for Wednesday's Event**

**Enter to Win: \$100 Gift Certificate Raffle - If you bring a Friend**

**Also — Chance to Win: Two \$50 Gift Certificates**



# 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](http://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*

**HRCI: 1.0**



## Who Should Attend

*HR Professionals  
Front Line Supervisors  
Managers, Directors*



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**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.

#### **Thank you** for your service to the Association

- **Rachna Tewari** Diversity Chair
- **Jennifer Warmath** VP Marketing
- **Amy Leger** VP Programs
- **Maria Krotsis** Workforce Readiness Chair
- **Christine Pemberton** VP Membership



HRLA desires to sincerely recognize the achievements and accomplishments of these dedicated members who have served on the Board so faithfully and competently over the past years. Due to work commitments, moving out of the area or family events they will be stepping back as of 12/31/2013 and allowing other HRLA members to move up and take the reins as of 1/1/2014!

The Board of Directors and the HRLA members **THANK YOU** for your service to the Association.

Sincerely,

Janet O. Welch, SPHR  
Chapter President, HRLA

# HRLA 2014 PROGRAMS MEETING

Thursday, September 19, 2013

HOLIDAY INN

10 Laura Blvd., Norwich

Dinner Meeting

5:00 – 7:30



Fun, Friends, Good Food and Planning Fantastic Events for 2014  
**Do YOU want to help plan 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  
Do you know of a fun venue that you think would work for one of our events ?

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

NOTE: We must have an accurate headcount –  
Call Janet at (860) 886-1463 x 310 for further information or e-mail  
[president@hrlact.org](mailto:president@hrlact.org) if you would like to participate!



## Make Sure To — SAVE THE DATE

Thursday, December 5, 2013

**HRLA HOLIDAY Party**

Note the fun, new venue location!

**Mohegan Sun Jimmy Buffet's Margaritaville**



## "Employer Branding for the HR Professional and The Business Leader"

Featured Speaker: Marc Halpert

Thursday- November 7, 2013

Holiday Inn, Norwich

Dinner Meeting 5:30 – 8pm

\$35 HRLA Member \$45 Guest

HRCI: 1.0 Credits

# 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** **Dinner 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**

**Mohegan Sun** Jimmy Buffet's Margaritaville

**Dinner Meetings: 5:30 - 8:00 PM**

**Breakfast Meetings: 7:00 - 8:30 AM**

## Serving Your Association

Would you like further information regarding a Board or Chair Person within HRLA? Nominations are currently being accepted and positions for 2014 are now being filled:

PROGRAMS

MEMBERSHIP

DIVERSITY

COMMUNICATIONS

LEGISLATIVE

WORKFORCE READINESS

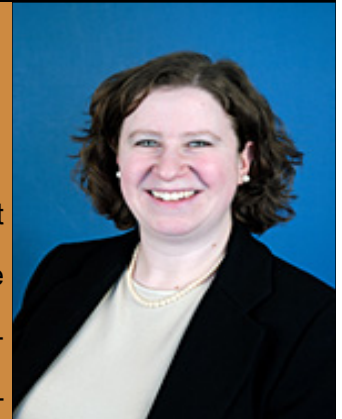
COLLEGE RELATIONS

MARKETING & SOCIAL MEDIA

Please contact Janet Welch, SPHR, at [president@hrlact.org](mailto:president@hrlact.org) to volunteer or for further information!

## HRLA's 2013 Annual Legislative Update

Meredith Diette serves as Siegel, O'Connor, O'Donnell and Beck's resident attorney in New London. Ms. Diette represents public and private employers before state and federal courts and administrative agencies on a variety of employment-related matters such as claims of discrimination, wrongful discharge, retaliation, sexual harassment, unemployment, and employee discipline.



### Who Should Attend

In-house Counsel

HR Professionals, Business Owners

Supervisors, Directors

Front Line Managers

Tuesday, October 8, 2013

HRCI: 1.0 Credits

Holiday Inn

20 Laura Blvd., Norwich, CT

5:30 – 8:00 p.m.

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

HRLA Members: \$40

Guests: \$50

Networking, Dinner, Cash bar

SHRM Foundation 50/50 Raffle





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### Center for Internships and Career Development

Fall 2013

Dear Recruiter:

The Center for Internships and Career Development at Eastern Connecticut State University cordially invites you to:

#### Internship Fair

Tuesday, October 29, 2013

1:00 p.m. - 4:00 p.m.

Betty Tipton Room, Student Center

The cost for participants is **\$100.00** and includes a table, chairs, signage, and refreshments for recruiter(s) for each employer.

To register for this event, please return the enclosed registration form, with payment, to the Center for Internships and Career Development no later than October 1, 2013. *Sorry, no refunds for cancellations.* A confirmation letter with directions, a map, and instructions for drop-off and parking will be mailed to you upon receipt of your registration form and payment.

If you have any questions, please feel free to contact me in the Center for Internships and Career Development at (860) 465-4559 or e-mail Lana Pontbriant at [pontbriant@easternct.edu](mailto:pontbriant@easternct.edu).

We look forward to your participation in our 2013 Internship Fair.

Sincerely,

**Clifford Marrett**

**Interim Director, Center for Internships and Career Development**

**Enclosure**



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**Internship Fair**  
Tuesday, October 29, 2013  
1:00 p.m. – 4:00 p.m.  
Betty Tipton Room, Student Center

**REGISTRATION FORM**

[Please print]

Company Name (for signage): \_\_\_\_\_

Contact Name: \_\_\_\_\_

Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Telephone: \_\_\_\_\_ Fax: \_\_\_\_\_ Email: \_\_\_\_\_

Representatives Attending Fair: [please x box below, if you are an ECSU alumnus].

Name: \_\_\_\_\_ Email: \_\_\_\_\_

Name \_\_\_\_\_ Email: \_\_\_\_\_

Name: \_\_\_\_\_ Email: \_\_\_\_\_

Name \_\_\_\_\_ Email: \_\_\_\_\_

**Note: No electrical outlets will be available**

Please return this form and payment in the amount of **\$100.00** made payable to:

**Eastern Connecticut State University** no later than **October 1, 2013.**

*(In order to protect you and our university from any liability concerns we are unable to accept credit card payments)*

**Mail to:** Center for Internships and Career Development  
Eastern Connecticut State University  
83 Windham Street  
Willimantic, CT 06226  
Federal Tax ID# 061277820

**Division of Student Affairs**  
<http://www.easternct.edu/career>  
**(860) 465-4559 fax:(860) 465-4440**