



Human Resource Leadership Association Quarterly Journal

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



A Message from our Chapter President



Janet O. Welch
SPHR

What a year 2011 has been for HRLA! Despite the challenging economic environment, HRLA has made enormous strides. By listening to our members and utilizing the talents of our Board and Committees, we have achieved our 2011 goals and rocketed way beyond them.

HRLA is not resting on its laurels! Our amazingly talented Board is established for 2012; we've held our Planning and Programs Meetings; our goals and initiatives are set and HRLA is ready to go! What an incredible year we have planned. But, we need a few more hands to help out. Please step forward and do your part in making this Association the best it can be. We do need YOUR creativity, talent and assistance (see the back page of the newsletter for more information.)

Coming up in the immediate future is our January 12th **Fearless Feedback** meeting with Wally Hauck, PhD. This is one you'll want to bring your front line supervisor to! Then in February, we'll be rolling out the **HRLA Scholarship Program**. Also, February 7th is the HRLA **Open House**; think of who you'd like to introduce to HRLA.

This is going to be an exciting year filled with innovative speakers and timely topics; interesting sponsors with products and services to assist you with your day-to-day tasks; networking - making new friends; fun and don't forget the good food!

See you at the January 12th Meeting and *Happy New Year*,

Janet

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2012 Scholarship



The Human Resource Leadership Association of Eastern Connecticut is extremely proud to announce that the Board of Directors will

be awarding TWO scholarships in 2012 to TWO eligible HRLA Members!

The Scholarship Application and Guidelines will be available on the HRLA website www.hrlact.org after February 1, 2012. All completed applications must be post-marked no later than April 1, 2012.

Should you have any questions regarding this Scholarship, please contact Jessica Linius at collegerelations@hrlact.org

January 12th Meeting: Fearless Feedback

Greater Results
in the Face of
Changing & Challenging Times



Wally Hauck

Wally Hauck holds a doctorate in organizational leadership from Warren National University, a Master of Business Administration in finance from Iona College, and a bachelor's degree in philosophy from the University of Pennsylvania.

He is a Certified Speaking Professional and has consulted with hundreds of organizations and coached hundreds of individuals in improving leadership skills to boost employee engagement and performance.

*You could WIN a
Remote Car Starter!
Must be present to win!*

What You Will Walk Away With:

Fearless Feedback is a leadership model and set of tools that enable organizations to meet challenges head-on and excel in the face of challenging times.

Fearless Feedback improves the work environment so employees take responsibility for their own development and willingly improve the quality of their interactions.

Fearless Feedback results in a higher quality communication between individuals and departments with employees taking much greater personal responsibility for their development and results.

Fearless Feedback ultimately results in superior quality improvement of an organization's products and services.

In this step-by-step 60-minute presentation, you will learn:

- Why and how our leadership must evolve to address these enormous economic and human resource challenges
- How to start the evolution for yourself and your co-workers
- Two Tools that can begin to create a workplace environment that results in Fearless Feedback
- What you can do now to adopt the Fearless Feedback model for your team



1.5 General Credits

Visit our website at www.hrlact.org and click on the "Chapter Meetings" tab to register for this event!



Tristate 2012

The SHRM Tri State Leadership Conference will be held on **January 18, 2012**

On January 18, 2012 the Tristate Leadership conference will be held in Sturbridge, MA.

This is an all-day, free conference **for all current, incoming and upcoming leaders** at the chapter and state council level. This conference is held annually and is a great way to start the new year. **There is no cost to attendees** for the day. A Save the Date flyer can be found to the right of this paragraph. All chapter boards and committee members are invited to the Tristate Leadership Conference.

Board & Committee Members: Email Janet at president@hrlact.org if you would like to attend! This is sure to be a FUN time!



SAVE THE DATE!

To all SHRM volunteer leaders in CT, MA and RI,
Greetings!

On Wednesday, January 18, 2012, we will be holding our annual Tristate Leadership Conference, a free event for all of the SHRM chapter and state council volunteer leaders in the three states.

It is Massachusetts' turn to host and the conference will be held at the beautiful Publick House Historic Inn in Sturbridge, MA.

Please put this date on your calendar. This event is a great way to network, and share ideas and best practices. More details about the conference and how to register will be coming soon.

Look for a link to registration in December!

Sincerely,

Janine Dunn

CT SHRM State Council Director

George Mullin

MA SHRM State Council Director

Denise LeFaiver

RI SHRM State Council Director

Legislative Newsletter Update

Legislative Representative Meredith Diette, Esq.



Please visit the HRLA Website for the most current information regarding the Paid Sick Leave Law, which is taking effect on 1/1/2012.





HRLA is Holding an Open House

February 7th

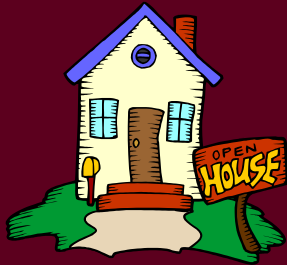
7:30 to 8:30 a.m.

Holiday Inn

10 Laura Blvd, Norwich

Free For New and Prospective Members

HRLA will be hosting an Open House on February 7th from 7:30 to 8:30 a.m. at the Holiday Inn in Norwich. This event is **for all new members who have joined after January 1, 2011** and any prospective members who are interested in further information about the benefits of joining HRLA.



You Will:

- ◆ Learn how HRLA can benefit you
- ◆ Meet the Board of Directors
- ◆ Learn what we're currently working on
- ◆ Discover the benefits of joining SHRM
- ◆ Find out how to volunteer
- ◆ Networking Activities
- ◆ Tour the website



RSVP (860) 886-1463 x 311

or visit www.hrlact.org to register!



Members who joined HRLA during 2011 and who bring a Guest to the Open House, will be eligible for a

Special Gift Basket Drawing!

HUMAN RESOURCE LEADERSHIP ASSOCIATION OF EASTERN CT



Free admission COUPON for all new HRLA Members who have joined after 1/1/2011



This coupon entitles the bearer to free admission to *The February HRLA Open House* being held February 7th from 7:30 - 8:30 AM at the Holiday Inn, 10 Laura Blvd., Norwich.

IMPORTANT: THE BEARER MUST REGISTER FOR THE **Open House BY February 1, 2012.** TO REGISTER, EMAIL ADMINISTRATOR@HRLACT.ORG WITH YOUR NAME, EMAIL ADDRESS, AND PHONE NUMBER.

For more information, visit www.hrlact.org

Not valid for cash



March 5—9 is HR Professionals Week

March 6th: Special HRLA Meeting!



Featured Speaker
Loretta DeRosa

HRLA will be celebrating **HR Professionals Week** on **Tuesday, March 6th** at our Dinner Meeting to be held at the Holiday Inn, Norwich.

Featured Speaker: Internationally recognized trainer, professional speaker and business consultant Loretta DeRosa will be presenting:

“Breaking Blocks & Building Bridges”

- The ABCs of Team Building
- Team Training Tactics
- Strategic Teambuilding Basics



1.0 General Credits
Pending

Dinner Door Prizes Cash Bar Networking

HRLA Members will receive a Special Gift

Registration is now open \$40 HRLA Members; \$50 Guests*

Sponsored by: Voluntary Benefits Solutions and The Foundation for Personal Financial Education

HRLA Members who bring a Guest to the Special HR March 6th Meeting, will be eligible for a

Special Gift Basket Drawing!

HUMAN RESOURCE LEADERSHIP ASSOCIATION OF EASTERN CT



\$25 instead of \$50 Guest Price

1/2 price for Guest

if accompanied by an HRLA Member

This coupon entitles the bearer to 1/2 price Guest admission to *The March HR Week Special Mtg.* to be held March 6th from 5:30 - 8:00 PM

IMPORTANT: THE BEARER MUST REGISTER FOR THE meeting BY February 28, 2012. TO REGISTER, EMAIL ADMINISTRATOR@HRLACT.ORG WITH YOUR NAME, EMAIL ADDRESS, AND PHONE NUMBER.

For more information, visit www.hrlact.org

Not valid for cash



New Members



- ◆ Lee-Ellen Achten
- ◆ Kathi Blake
- ◆ Karen Eichstaedt
- ◆ Ryan Errico
- ◆ Michelle Hayward
- ◆ Sonya Mis
- ◆ Frederick Nagle
- ◆ Johnny Rodriguez, PHR
- ◆ Ilie Saracovan, Ph.D.
- ◆ Jerald Sinnamon
- ◆ Jennifer Warmath, PHR



Kemberly Kelly-Core

Each quarter, HRLA will focus on a member and get to know them. Have you ever wondered what each member does and how they got into the Human Resources field? We'll provide you with a glimpse into other HRLA members and invite you to read about them.

Kem has been in the HR field since 2002, first starting at the very bottom as an HR secretary. She has taken her career into her own hands and is currently working her way up. Her goal is to eventually become an HR Director. Kem currently works for the Department of the Navy in Groton as a Human Resources Technician. She also works from home writing business-related articles with a strong emphasis in Human Resource Management for the [Examiner](#).

In addition to working full-time and writing part-time, Kem volunteers for HRLA. She is also pursuing her MBA in Human Resource Management from Colo-

rado Technical University online and is expected to graduate in May 2012. Her proudest accomplishment is receiving her undergraduate degree in Human Resource Management in November 2010 after a ten year hiatus (and four classes short of a degree) from school. The second biggest factor that motivated her to return to school was realizing that she had already gone as far as she could in her career without an undergraduate degree, and she wanted to be able to set a good example for her kids. Because of that and her limited contact with others in the field, Kem decided to join HRLA to learn from others.

“I truly enjoy being a member of HRLA, not only for the valuable information

but also the amazing support in achieving my goals and the wonderful friends that I've made. I honestly feel that I'm making a contribution to something that I strongly believe in and am incredibly passionate about.”

Kem lives in Ledyard with her husband, Scott, and three children, Harrison (5), Clyde (3) and Eowyn (3 months). She also has two cats, Shasta and Smokey. When she has time, Kem enjoys holding lemonade stands in the summer for [Alex's Lemonade](#), reading, volunteering for her son's school functions, painting, scrapbooking, and doing family activities.

HRLA Membership Renewal

Be a part of the excitement that HRLA has planned for 2012.

Renew your membership today!

HRLA has a full year of dynamic speakers, timely topics, and fantastic events planned for 2012. Don't miss out on the excitement—renew your membership by January 31!

Your membership gets you:

- Contact with other HR professionals and companies revealing how other organizations handle various HR situations, procedures, and policies;
- Opportunity to develop relationships and contacts in other companies to share information on HR concerns;
- Availability of local professional development opportunities to improve your HR competence;
- Access to current best practices to make your organization more efficient, increase employee commitment, and help line managers carry out business strategy;
- Availability of up-to-date information on pending legislation that may impact your company's operations;
- Opportunity to develop leadership skills by taking on a volunteer leadership role;
- Development of a reputation and credentials in the HR field through your involvement in HRLA; and
- Finally, it's FUN!

Don't put it off any longer—**CLICK HERE** for your HRLA Renewal Form!

Members who have not renewed by January 31, 2012, will be required to pay Guests Rates when attending meetings.



Do you know an
HR Professional you
believe would benefit
from becoming
an HRLA Member?

Forward this Newsletter
and invite them to
the next HRLA Meeting!

Thank You!

Questions about
membership?

Please contact
Stacey Harris or
Christine Pemberton at
membership@hrlact.org .

Back to Basics

by Sonja Sieling-Boumenot, PHR, MBA

In the time of shifted focus with employee recognition and rewards geared for high achieving employees, we have essentially left the rest of our workforce behind. All people in every organization have basic needs which will either be satisfied or not met by their employer. Human resources strategic planning needs to renew it's focus and energy by aligning strategic goals to reach optimal balance between organizational goals with employee needs. It is our job as Human Resources professionals to maintain this balance and subsequently keep employees satisfied and thus motivated in their jobs. When we meet the needs of our employees & exceed their expectations, we become employers of choice, which further facilitates retention and recruitment strategies.

Employee needs take many forms which include social, esteem and self actualization. According to Abraham Maslow's Hierarchy of Needs pyramid, all foundation of needs must be met in order to realize a person's full potential, at self actualization stage. We as employers can help our employees get there by meeting their needs along the way. As employers we need to understand how we can get our employees to self actualization. By reaching this we begin to inspire all of our employees, not just the top minority. Social needs include inter-

action with others, belonging to a group. Esteem needs includes recognition, attention and accomplishment. Having a pay performance model only does not give attention to all of our dependable, valuable and reliable workforce. By investing in our employees in getting them through various levels, we can assist them in achieving their full potential and value to our companies. Shouldn't HR reward & take care of all employees that are dependable, reliable and do their jobs? Or just the few that make the top spot? How about those jobs that support others? And the non sales positions that are front line customer service related?

In any business, being fi-



Maslow's Hierarchy of Needs Pyramid

nancially successful generally is an important goal however having employees invested in your company is just as imperative. People create and sustain the organization's culture and can be wholehearted supporters or hurdles to what your company has set out to achieve. When an organization loses sight of the value of all employees' contributions, it loses the sense of who they are as organizations. Companies need to demonstrate a deliber-

ately thoughtful and caring environment for employees by providing work life balance, opportunities to express their common interests and rewarding/recognizing the good employee model to further set stage of culture change in order to engage people. In other words, set some inspiration for employees to want to do more in their development with our company as we have committed in our investment to them! Think for a moment as one of your employees, are you prepared to put in your all for an organization that meets your needs and exceeds your expectations? Or would you be prepared to do your best for a company that only recognizes the top tier employee in your department and/or division? A simple thank you goes a long way for many people and it's time HR gets back to the basics.

Just as HR has relevance, the employee has even more influence with our company's operations than you may think. With every transaction, every phone call, and with every order taken we can all sense if the employee is happy. We know if they are a cheerleader or a hurdle to successfully grow and prosper the business. There is something to be said with the many marketing dollars spent to win over customers and increase market share, the question becomes what has the company done for their employees lately?

HRLA Attendance Punch Cards are Back!

Attend every meeting in 2012 and earn a

FREE HRLA membership for 2013!

Due to the popularity of our 2011 Attendance Card program, HRLA is happy to announce that this incentive will be offered again to our members in 2012!

To earn your free 2013 membership, simply attend every HRLA meeting in 2012 and have your attendance card punched at the nametag desk.

Attendance Cards will be distributed at our January 12th *Fearless Feedback* meeting!



Congratulations to our members who earned a FREE HRLA membership for 2012!

- Janine Dunn
- Sandra Lamotte
- Christine Pemberton
- Christine Platt
- Julie Quinn
- Tina Schmitt
- Sandy Spencer

Do you enjoy web design?

Are you looking for an opportunity to expand your knowledge?



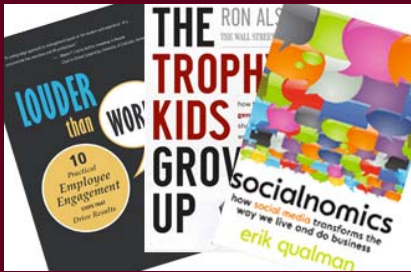
HRLA is looking for a creative, detail-oriented member to take over the webmaster duties of our website. This individual would be responsible for maintaining sponsor information, debugging performance issues on the site, adding content, and keeping the page fresh and interesting. The webmaster should be proficient in HTML and web editing tools, and have a familiarity with JavaScript and CSS.

Familiarity with graphics, color, layout, and WYSIWYG functions is preferred. If you are interested in this key position within HRLA, please contact Stacey Harris at webmaster@hrlact.org.

SilkRoad technology's Book of the Month



SilkRoad technology & HRLA



HRLA and SilkRoad technology have partnered together to bring you the *Book of the Month Club!*

The SilkRoad Book Club series features books from some of the **brightest minds in the HR industry**. Enjoy ideas, tips, trends and inside information from the world of human resources and talent management. We are excited to offer you the opportunity to download three of the SilkRoad Book Club chapters at one time!

Simply fill out the form on the website and a link to each chapter will be sent to you via email.

SHRM[®] 64TH ANNUAL
SOCIETY FOR HUMAN RESOURCE MANAGEMENT **CONFERENCE & EXPOSITION**

ATLANTA, GA
JUNE 24 - JUNE 27, 2012

Experience the world's largest gathering of human resource professionals with special guests **Condoleezza Rice, Patrick Lencioni, Tom Brokaw, and Jerry Seinfeld**. You'll learn about the latest trends and resources from global thought leaders. And you'll also connect with international peers, local business heroes, and old friends.

SHRM is proud to be hosting the world's best HR conference in one of America's most exciting cities - Atlanta. We invite you register now to get access to the most comprehensive HR and business education all under one roof. BEGIN learning and networking; EARN recertification credits and PICK UP a bit of local flavor at the SHRM 2012 Annual Conference & Exposition.

Registration:

<https://sapphire.shrm.org/annualconferenceregistration2012/>

CONFERENCE LOCATION

Georgia World Congress Center
285 Andrew Young International Blvd., NW
Atlanta, Georgia 30313-1591
<http://www.gwcc.com/>

PHR/SPHR Winter Course!

The ECSU 12 week prep course is being held on Tuesdays, starting January 24 from 6 — 9 pm at the GROTON Satellite location for Eastern Connecticut State University. The course fees include the SHRM Learning System.



Contact Information

**EASTERN CONNECTICUT
STATE UNIVERSITY**

Shafer Hall, Room 101A
83 Windham Street
Willimantic, CT 06226-2295
Victoria L. Lorenzen
860-465-0172
860-465-0101 (Fax)
Or HRLA Certifications Chair
Sandy Spencer at
sspencer@rich.com

PHR certification SPHR certification Winter Preparation Course

Starting Tuesday, January 24 through April 17, 2012

6:00 p.m. — 9:00 p.m.

Groton Satellite location for Eastern Connecticut State University

Register for this course online at: www.ecsu.edu

For additional information visit:

<http://nutmeg.easternct.edu/continuingeducation/SHRM.htm>

The SHRM® Learning System Course is a 12 week program designed to provide you with an overview of key areas in human resource management. Materials include six modules that correspond to the six functional areas, responsibilities, and associated knowledge as defined by the HR Certification Institute. The program is offered in partnership with the Society for Human Resource Management (SHRM) as study material for the Professional in Human Resources (PHR) and Senior Professional in Human Resources (SPHR) certification examinations administered by the HR Certification Institute.

Besides being a powerful tool to assist you in preparing for the PHR or SPHR certification exams, the SHRM® Learning System Course also provides professional development for you and your HR Department with content that is updated with the latest HR policies and legislation. The course provides a solid foundation for managing the HR challenges you face in today's demanding work environment; it supplies a current reference of HR practices, broadens the perspective of functional specialists, and strengthens individual competencies and productivity.

A \$25 Visa GC Card for YOU?



HRLA is looking to line up Sponsors for 2012

Do **YOU** have a fantastic vendor that is just awesome to work with?

Why not let your colleagues at HRLA know by having them sign up as a 2012 HRLA Meeting Sponsor? If your vendor signs up as a Sponsor, you will receive a \$25 Gift Certificate Visa Card!

How This Works:

- Send your vendor an e-mail. (Click **HERE** for the e-mail to send).
- Have your vendor e-mail Janet Welch at president@hrlact.org
- If your vendor signs up as a Sponsor for one of our 2012 HRLA Meetings, you will receive a **\$25 Visa Card!**
- Make sure your vendor states your name when e-mailing Janet.
- First come, first served – so send out those e-mails now.
Only one HRLA Member per Vendor

Some examples of vendors HRLA is looking for:

- o Life Insurance
- o Recognitions and Incentive Programs
- o Worker's Compensation Insurance
- o HR Consultants or Trainers
- o Background Check Service

If you are the **FIRST PERSON** to e-mail president@hrlact.org stating you have read the HR Connections Newsletter, you will receive a \$10 Gift Certificate to Dunkin Donuts! Key words:

HRLA is Fun!

HRLA's 2012 Slate of Events: January - April

Mark your Calendar Now for these Special Dates

- January 12 **Fearless Feedback:** Greater Results in the .
Face of Changing & Challenging Times
Featured Speaker: Wally Hauck
- January 18 **Tri-State Leadership Conference:**
All Board & Committee members are
Invited to attend for FREE!
- February 1 **Roll Out of Scholarship Program!**
Application available at www.hrlact.org
- February 7 **HRLA Open House:** Holiday Inn, Norwich
For New & Prospective Members.
Breakfast will be served!
- February 9 HRLA Board of Directors Teleconference at 5:30 p.m.
(Note change in date from the 2nd to the 9th)
- February 29 HRLA Membership Committee Teleconference at 4:30 p.m.
- March 4—10 **HR Professionals Week!**
March 6 **Breaking Blocks & Building Bridges**
Featured Speaker: Loretta DeRosa
Internationally recognized trainer, professional
speaker & business consultant.
- April 4 HRLA Board of Directors Mtg AASI Conference Room, Norwich
- April 12 **Best Practices in Employee Development**
Featured Speaker: John Kennedy from Lee Hecht Harrison
- April 25-27 **Tri-State Human Resource Conference! For All HR Professionals**
Springfield, MA Save The Date!



The 2012 HRLA Board of Directors



Left to right: Secretary Sandra Lamotte; VP Communications Kem Kelly Core; Board Member at Large Maria Fisher-Proulx; Treasurer Christine Platt; Legislative Representative Meredith Diette; Co-VP Programs Sandra Spencer; Co-VP Programs Amy Leger; College Relations Representative Jessica Linicus; President Janet Welch; Co-VP Diversity Holly Cini; Co-VP Membership Christine Pemberton; Workplace Readiness Representative Maria S. Krotzsis; Co-VP Membership Stacey Harris; Immediate Past President Cathy Bates.

Missing From Photo: Board Member at Large Linda Olbrys; Co-VP Diversity Rachna Tewari

Photo Courtesy of Unforgettable Imagery — Dennis Cole <http://unforgettableimageryri.com/>

Committees Forming NOW!

Two News Reporters: Have you ever dreamed of being a roving reporter? Well, here's your chance! We need someone to attend our meetings and turn an interesting Newsletter article in to our HRLA Newsletter HR Connections! Yes, this could be YOU! Contact Kem. communications@hrlact.org

Greeters: Were YOU voted Most Sociable or you just LOVE people? HRLA wants YOU as one of our friendly, sociable, interesting Greeters to simply WELCOME our new members and visitors who come to our meetings. Get on the phone and let us know! Contact Stacey. membership@hrlact.org

Social Media: We need a Social Media person to take over our LinkedIn site along with being a backup person for our HRLA website. Contact Stacey. membership@hrlact.org

Promotions Coordinator: Are YOU creative? Enjoy working in Publisher? Would like to help promote our meetings? We would love YOUR help!

Contact Janet. president@hrlact.org

www.hrlact.org

Facebook® HRLA of Eastern CT

LinkedIn® HRLA



Human Resource Leadership Association of Eastern CT
c/o American Ambulance Service
Human Resource Department

One American Way
Norwich, CT 06360
(860) 886-1463 ph
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