

HR Connections

Volume 7, July 2012

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."



Congratulations HRLA on achieving
The SHRM EXCEL GOLD AWARD for the
second year in a row!

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Summer Social P.2
Ace Your HR Compliance Audit P.3
Benefits of HR Strategic Planning P.4
Our Annual Legislative Update
Has Expanded! P.5

A Message from our Chapter President

The Half-Year Mark July Summer Social



Janet O. Welch SPHR

Our July 10th Summer Social - "*An Evening of Elegance*" - at the gorgeous Water's Edge Resort in Westbrook will be HRLA's Social Event of the year!

This is being held in conjunction with the Eastern CT Chamber of Commerce; our featured speaker is Peter Diplock, PH.D. from UCONN. There is time set aside for Networking so make sure to bring your colleagues and friends. Door prizes include an iPad2; raffle prizes and much more!

At this Event, I will be announcing the lucky winner of the *HRLA/San Diego Membership Exchange*. This fortunate HRLA member will be flying to San Diego to visit a SHRM mega-chapter. She will be attending meetings/events, visiting their business sites, sight-seeing, networking and exchanging both business and chapter best practices. HRLA will be graciously providing: air fare, hotel, rental car (if needed) and spending money! This exchange is part of our Diversity Initiative.

An Evening of Elegance July 10th is the initial event kicking off the second half of 2012! Read on and see the terrific line up for the rest of the year.

Happy Summer ,
Janet

Membership Survey

Your Valuable Input is Needed

A VERY important part of our HRLA annual planning is this 2 minute Survey conducted by the HRLA Programs Committee Co-Chairs Amy Leger and Sandy Spencer. These results are what the Board of Directors and the Programs Committee utilize to plan the meetings for the following year. This data is critical so that YOU receive the HRLA meetings that YOU desire.

This survey only takes 2 minutes; the results are anonymous.

Thank You!
Janet

**Please click here to take
HRLA Survey**



An Evening of Elegance

July 10, 2012
4:30 - 8:00 PM
Water's Edge
Resort and Spa
1525 Boston Post Rd.
Westbrook, CT
06498
Registration:
www.hrlact.org

- ◆ **Networking and Socializing**
- ◆ **Cocktail Hour and Delicious Hors d'Oeuvres**
- ◆ **Intriguing Presentation by Dr. Peter Diplock**
- ◆ **Fabulous Door Prizes**

Who Should Attend

Business Owners HR Professionals

Managers

Supervisors and Associate Supervisors

One of Our Fantastic Door Prizes - iPad2!



**YOU could WIN
an iPad2**

Door Prizes Networking Cash Bar Hors d'oeuvres
\$40 HRLA Members; \$20 Members In Transition; \$45 Guests

Sponsored by:

Wells Fargo Advisors, Learning Dynamics, Inc.,

Pequot Plus Health Benefit Services.

Co-Presented with the

Chamber of Commerce Eastern Connecticut



Featured Speaker
Peter Diplock
PH.D

Dr. Peter C. Diplock is the Associate Director of the Center for Continuing Studies at the University of Connecticut as well as an Associate Professor at the Center where he teaches graduate online Human Resource Management courses. He has consulted with organizations in the field of public education and the health industry, and has taught Organizational Behavior, Organizational Change, Strategic Human Resource Management, and Negotiations and Relationship Management in Global Supply Chains at the graduate and executive level in the U.S., Russia, and Tunisia.

Dr. Diplock earned his Ph.D. in Organization Studies with a minor in Human Resource Management at the University of Massachusetts, Amherst.



Conducting an HR Compliance Audit

A Proactive Approach to Appraise Your Risks and Fix Problem Areas



Featured Speaker
Jack McStravock

What You Will Learn

- ◆ Why conduct an audit
- ◆ What to audit
- ◆ How to protect the findings
- ◆ On-site review of policies, files actual practices
- ◆ Interviews with key personnel
- ◆ Written evaluation and recommendations
- ◆ The final meeting to review the audit

Who Should Attend

HR Professionals
Attorneys
Business Owners



1.0 General Credits

August 9, 2012

7:00 - 9:00 AM

New London Plaza

35 Governor Winthrop Blvd.
New London, CT
Registration:
www.hrlact.org

Breakfast Door Prizes Networking

Registration is now open \$25 HRLA Members; \$35 Guests
1/2 Off of *Guest Price* if Accompanied by an HRLA Member

Sponsored by:

USI, TalentWise
General Dynamics Electric Boat

**25 years
experience!**
**Labor and
employment
attorney
and
HR
executive**

Jack McStravock is the Practice Leader, Legal and HR Compliance Consulting Services and a member of the USI New England Client Service Team. He has more than 25 years experience as a labor and employment attorney and HR executive. He has had his own consulting firm, was VP of HR with Kollsman, Inc, and has worked for Lockheed Martin and the law firm of Devine, Millimet & Branch, PA. He holds a bachelors degree in Business Administration from LaSalle University; a Masters of Science degree in Management from Lesley University and a Juris Doctorate degree from the Massachusetts School of Law.



Human Resource Leadership
Association of Eastern Connecticut
Sept. 11th Dinner Meeting

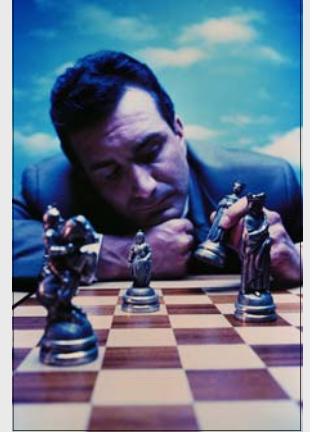


Patriot Day In Honor of those who lost their lives on 9/11/2001

Benefits of Strategic Planning for Your HR Department



Margaret-Ann Cole has over 25 years of experience in transformation, organization structure and design, service delivery models, re-engineering processes and technology sourcing solutions. Prior to joining Right Management, Margaret-Ann held senior positions with large consulting firms including DBM, Towers Watson as the Organizational Change and Talent Management New York Practice Leader and PricewaterhouseCoopers as a partner. Margaret-Ann graduated with a degree in economics and psychology from Fordham University. She holds a global executive MBA from TRIUM, an alliance of the New York University Stern School, the London School of Economics and the HEC Management School of Paris.



Featured Speaker: Margaret-Ann Cole

Date: Tuesday, Sept. 11, 2012
5:30 - 8:00 p.m.

Location:
The New London Plaza
35 Governor Winthrop Blvd.
New London, CT

\$40 HRLA Members
\$50 Guests

Register: www.hrlact.org

*Dinner, Cash Bar
Networking, Door Prize*

What You Will Learn

A methodology and approach that you can utilize to link business and people strategies in an engaging way!

- ⇒ **Setting the Context — Strategic Considerations:**
 - World of Work Trends
 - Implications to Business Strategy
- ⇒ **Key Questions to Understanding Your Business Strategy**
- ⇒ **Linking your Business Strategy and Your People Strategy**
- ⇒ **Discussion of an approach to achieve this critical linkage:**
 - Strategy Mapping



1.5 HRCI Strategic Credits

H&H HOOKER & HOLCOMBE COMPANIES



*Proudly
Sponsored by:*





HRLA's Annual Legislative Update

You are invited to learn about the significant legislative and decisional law developments in the labor and employment law arena during 2012:

For example:

Connecticut's new Medical Marijuana Law

How is this going to impact your workplace?

- ◆ CT Discrimination Law
- ◆ The ADA
- ◆ Your Substance Abuse Policy and Drug Testing
- ◆ Legal Issues



Featured Speakers:

Attorney Holly L. Cini and
Attorney Margaret (Peggy) J. Strange.
Partners in the Hartford office
of Jackson Lewis LLP

Oct. 16, 2012

Time: 4:30 - 8:00 PM

Holiday Inn

10 Laura Blvd.
Norwich, CT
Registration: www.hrlact.org

New *Legislative Update* Format!

- 4:30 – 5:00 Registration/Welcome/Appetizers
- 5:00 – 6:00 Session I – Year In Review
- 6:00 – 6:30 Appetizers/Drinks
- 6:30 – 7:30 Session II –
Interactive Panel Discussions
Based on 2012 Legislative Issues
- 7:30 – 8:00 Coffee/Dessert



3.0 General
Credits Pending



Boss's Day!

Bring your Boss and
enter to WIN
SPECIAL Door Prize!

Dinner Cash Bar Door Prizes Networking

\$40 HRLA Members; \$20 Members In Transition; \$45 Guests

Sponsored by:

Jackson Lewis

L & M Hospital EAP Group

**Featured
Speakers:
Attorneys
Holly Cini
and
Peggy
Strange**

Ms. Strange joined Jackson Lewis in 1996. She has experience in all areas of litigation. She has successfully tried cases in state and federal court and prevailed in appeals before the Second Circuit Court of Appeals and Connecticut Appellate Court. Ms. Strange also conducts extensive management training on all topics including harassment prevention, workplace privacy, effective management, and equal employment opportunity law. Ms. Strange has been selected for inclusion in the 2010 edition of *The Best Lawyers in America*®

Ms. Cini concentrates her practice on employment litigation and preventive counseling. She represents employers in a variety of forums, including state and federal courts, the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission. Prior to joining Jackson Lewis, Holly held the appointed position of General Counsel to State Comptroller Nancy Wyman, a role in which she oversaw employment and legislative issues for the Comptroller's agency as well as played an active role in the Comptroller's successful campaign for re-election.



New Members



- ◆ Alex Arroyo
- ◆ Adam Boston
- ◆ Sandie Diggs, PHR
- ◆ Linda Guard
- ◆ Cheryl Heard
- ◆ Frank Irr
- ◆ Timothy Lemoine
- ◆ Rebecca Magyar
- ◆ Karen Meara



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. This Month our Featured Spotlight is Sonja Sieling-Boumenot, PHR. Please welcome her as our newest Communications Committee member!

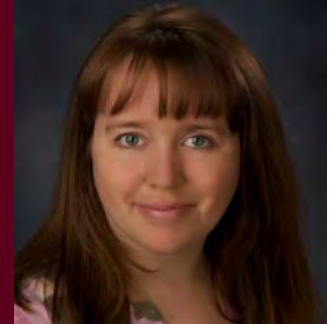
Sonja Sieling-Boumenot is HRLA's newest Communications Committee member. You may have seen her byline on articles in the past few HRLA newsletters !

Sonja is Professional in HR (PHR) certified and earned her MBA degree from Florida Gulf Coast University as well as her undergraduate degree in HR Management.

Sonja's experience includes industries in hospital healthcare, home healthcare, brokerage services, financial and retail. In past employment, she has fulfilled roles including Human Resources Manager, Interim HR Director, Employment Specialist, Benefits Specialist and Office Management Staff.

Sonja recently joined American Ambulance Service, Inc. as a Human Resources Generalist.

When she is not administering HR functions, Sonja is a realtor with Remax Property Consultants in Groton. Sonja is married to her husband of 15 years and has four children. She is originally from Naples, FL and recently moved from the Upper Valley in Vermont to Mystic.



HRLA meetings are a fantastic place to network!

Don't miss our Summer Social on July 10th for more networking, networking, networking!

Register today at www.hrlact.org



Be the first to e-mail president@hrlact.org with **HRLA Members Rock** and you win a \$10 Gift Certificate to Dunkin Donuts!

HRLA Membership News

What Does the Membership Committee Do?

If you've been to an HRLA meeting, you've already seen the Membership Committee in action. They've printed out your nametag, checked you in at registration, greeted you as you came in the door, and put together that gift basket on the HRLA table that you've entered to win.

The committee works as a team to take care of the "little" details at a meeting: coming early to set up, staying late to break down, printing out flyers to slip in to the tabletop displays, and making sure the A/V equipment is up and running. What the Membership Committee does NOT do is cold-call people and harass them to join HRLA. The group holds bimonthly meetings (some in person, some via teleconference) to make sure everyone has enough help with their assigned duties and to touch base about upcoming events. It's a fun group, and anyone who is interested in learning more can always listen in on a teleconference or be a greeter at a meeting to get an idea of what the Membership Committee is all about!

If you would like to learn more, please contact Stacey Harris or Christine Pemberton at membership@hrlact.org.



Membership Committee Members

Mina Boone
Cindy Busch
Barbara Campo, PHR
Maria Fisher-Proulx
Pamela Giunti
Jennifer Keatley, SPHR
Jennifer Lysomirski
Christine Platt
Vince Sileo, PHR
Rachna Tewari, PHR
Janet Welch, SPHR

Multi-Generational Workforce



"Great meeting!"
"One of the Best Meetings of the Year!"
"This was FUN!"



Some of the quotes from our June meeting!

Featured Speaker Bobbie Rich

Click Here for a PowerPoint covering the Event: <http://tinyurl.com/77ubs83>

Thank You to our Photographer Ilie Saracovan



Questions about membership?

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

Fall SPHR/PHR Preparation Course

Starting Tuesday, September 4 through November 20, 2012

6:00 p.m. — 9:00 p.m.

Groton Satellite location for Eastern Connecticut State University

Register for this course on-line at: <http://continuingeducation.easternct.edu/SHRM.htm>

The ECSU 12 week prep course is being held on Tuesdays, starting September 4th from 6 — 9 pm at the GROTON Satellite location for Eastern Connecticut State University. The course fees do include the SHRM learning System.

The SHRM® Learning System Course is a 12 weeks 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.

By enrolling in this course, you'll benefit from

An experienced instructor.

Interaction with peers.

A dynamic classroom environment that enhances learning.

Classroom expectations and assignments that help you stay on track.

Participants will receive a certificate of completion from Eastern and from SHRM at their completion of the course.

0.000 Credit hours

36.000 Other hours

Levels: Non Credit

Schedule Types: Workshop

SHRM Learning System Course

Prerequisite: None

Textbook Included

For additional information visit: at: <http://continuingeducation.easternct.edu/SHRM.htm>

or contact Marie Hoffman at hoffmanm@easternct.edu

EASTERN CONNECTICUT STATE UNIVERSITY

Shafer Hall, Room 101A

83 Windham Street

Willimantic, CT 06226-2295

860-465-4339

860-465-0062 (Fax)

You may also contact Sandy Spencer at sspencer@ssww.com

The HRLA In Transition Job Group

HRLA members and HR guests may join the HRLA In Transition Job Group. There is no fee.

The Goal of the Group:

To offer support to members in their career journey.

What is shared shall be treated confidentially and respectfully; striving to give honest, helpful, encouraging, and constructive feedback and ideas.

Members will also be asked to be contributors by:

- ◇ sharing any current HR industry trends and information.
- ◇ sharing resources and knowledge.

We agree to meet:

- ◇ before or after each HRLA meeting
before dinner meetings - 4:30 and
after breakfast meetings from 9:00 -10:00
And, one time a month in between at convenient locations for the group. At this time, we are meeting on a Monday evening. Currently we have been meeting at the Groton Library in one of the meeting rooms or the common lounge area. Meetings will last approximately 1 - 1 1/2 hrs.

Our agenda topics have included:

- ◇ updating resumes and preparing cover letters,
- ◇ networking,
- ◇ social media,
- ◇ job boards,
- ◇ interviewing tips and techniques.

We also allow time for any open topics group members need to focus on.

Next meeting:

- ◇ June 18th at the Groton Library at 5:30 PM - ***Interviewing Part II***
- ◇ July's meeting - ***HR Buzz - What's Trending***

The HRLA In Transition Group is open to outside speakers presenting to the group.



Our Goal

To offer support to members in their career journey.

What is shared shall be treated confidentially and respectfully; striving to give honest, helpful, encouraging and constructive feedback and ideas

**Questions about
The HRLA
In Transition
Group?**

**Please contact
Bonnie DeCosta at
Bldecosta
@sbcglobal.net**

HRLA's 2012 Slate of Events: July - Dec.

Mark your Calendar Now for these Special Dates



Boss's Day is in October.
Bring YOUR Boss to the
October Legislative Update

- July** **HRLA Annual Survey is sent out to membership**
- July 10** **HRLA Summer Social - An Evening of Elegance!**
Featured Speaker: Dr. Peter Diplock, UCONN
Water's Edge Resort & Spa, Westbrook
- August 9** **Conducting an HR Compliance Audit**
A Proactive Approach to
 Appraise Your Risks and Fix Problem Areas
Featured Speaker: Jack McStravock, USI
New London Plaza, 35 Governor Winthrop Blvd., New London
- August 16** HRLA 2013 Board Planning Meeting.
5:00 - 7:00 PM American Ambulance, Norwich
- August 30** HRLA Membership Committee Meeting
4:30—5:30 PM American Ambulance, Norwich
- Sept. 6** HRLA Programs Committee Meeting
5:00 - 7:00 PM Mitchell College, New London
- Sept. 11** **Benefits of Strategic Planning for Your HR Dept.**
Featured Speaker: Margaret-Ann Cole, Right Management
New London Plaza, 35 Governor Winthrop Blvd., New London
- Oct. 16** **HRLA's Annual Legislative Update**
Featured Speakers: Jackson Lewis Attorneys
Holiday Inn, 10 Laura Blvd., Norwich, CT
- Nov. 1** HRLA Board Meeting - via Telecom
- Nov. 8** **Utilizing Social Media as a Recruiting and Job Searching Tool**
Panel Discussion: Jennifer Scott, Linda Van Valkenburgh, Marc Halpert
Holiday Inn, 10 Laura Blvd., Norwich, CT
- Nov. 15-17** SHRM Leadership Conference
- Dec. 6** **HRLA Holiday Party - Joy To The World!**
Featured Speaker: Joy Baldrige
The Spa at Norwich Inn

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 Liaison Jessica Linicus; Chapter President Janet Welch; Co-VP Diversity Holly Cini; Co-VP Membership Christine Pemberton; Workplace Readiness Chair 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; VP Marketing Jennifer Warmath.

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

Share the Passion for your Profession: The HRLA Board is still accepting nominations/applications for the following open positions on the 2013 HRLA Board. Now is your chance to step forward and join this dynamic Team! Please contact Cathy Bates should you be interested. cbates@commonwealthcare.org

Communications Co-Chair
Programs Co-Chair

Diversity Co-Chair
Webmaster

President-Elect
Membership Co-Chair



Are you a recently certified PHR, SPHR or GPHR and also a member of HRLA? If so, HRLA would like to recognize your achievement at the August HRLA event.

Please contact HRLA Certifications Chair Sandy Spencer at sspencer@ssww.com

Congratulations on your achievement!

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



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Twitter® HRLAofEasternCT

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



One American Way
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(860) 823-6218 fax