

HR Connections

November 2014

Human Resource Leadership Association

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



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LinkedIn



www.hrlact.org

WORKFORCE READINESS INITIATIVE

Hiring the Military Panel Featured Speaker Joshua Mead

- Skills Transition
- Possible Barriers to Entry into the Civilian Workforce
- Understanding Military culture/Workforce Preparedness
- USERRA

DATE & DETAILS

Wednesday , November 5th, 2014

Mystic Hilton, Mystic, CT

HRLA & SHRM Members \$35

Guests \$45

Register: www.hrlact.org

Dinner, Door Prize, Cash Bar

Certified Professional in Human Resources. Extensive background in Recruitment/Retention, Talent Acquisition/Management,

Lorraine Baltimore Specialties:

- ~ Clinical Recruitment
 - ~Talent Acquisition: Guiding Talent to positions in which they will excel and provide benefit to the organization.
 - ~Strategic recruitment: recruiting process development and implementation.
 - ~Management Consulting ~Employee Counseling
- Partner with the Employer Support of the Guard and Reserve (CT ESGR), state/federal Departments of Labor and other government and non-profit entities. Build relationships with Employers, Universities/Colleges and other training institutions.



While volunteering for the CT Employer Support of the Guard and Reserve, Lorraine Baltimore developed a deep appreciation for the hard work and sacrifices made by members of the military and their families. This drove her to her current career as a Department of Defense Contractor for the Hero2Hired program, in which she assists Veterans and Service Members in the Reserves and National Guard to transition into civilian jobs and careers. She also provides career counseling, and help with necessary job search skills (resumes, interviews, etc.). With her assistance, and her established partnerships with agencies and employers, more than 200 Veterans and Service Members have found new jobs and careers. Additionally, Lorraine is a certified Professional in Human Resources, with an extensive background in Recruitment/Retention, Talent Acquisition and Management, and HR Consulting. Her career experiences also include executive search, corporate healthcare sales/marketing, and non-profit program administration. Ms. Baltimore's career in Human Resources has spanned 15+ years. Aside from her certification as a PHR, she also has a B.A. in Sociology from Russell Sage College, and a Masters in Education from the University of Connecticut.



HRLA
of Eastern
Connecticut

Holiday Party

Dinner, Free Drink Ticket, Raffles, Networking

Date: Thursday, December 4, 2014

Dinner Event: 5:00 - 7:30 PM

Location:

The Beautiful Norwich Inn & Spa,
Rt. 32, Norwich ~

**Fireplace, Holiday Atmosphere,
Decorations,**

Delicious Holiday Meal ~

Price: \$35 HRLA Member; \$45 Guest

**Induction Ceremony for the 2015
HRLA Board and Chair Members**


Please Bring a Gift Certificate Donation
for the *Gemma Moran Food Bank*

SPONSORS:

Tiaa Cref

Cabral Consultants

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Bring a
friend
event!

Save the dates

Eastern Ct Chamber:
5th Annual Military Appreciation
Breakfast
Date: November 7, 2014
Time: 7:45 AM - 9:00 AM EST
Location: Marriott Hotel and Spa
625 North Road
Groton, CT

This important event gives the local business community an opportunity to show their support and connect with the many service members in eastern Connecticut.

Through the generosity of our members and sponsors, we are able to extend complimentary invitations to our local service men and women as a small token of our appreciation.



Fees/Admission:

- \$17 Member
- \$25 Non-member
- A \$5 fee will be applied to all walk-ins.

The program will feature performances by the United States Coast Guard Academy Singers, the presentation of the Military Community Support Award and remarks from senior service representatives from the U.S. Navy, U.S. Coast Guard, and U.S. Army.

<http://info.chamberect.com/events/details/5th-annual-military-appreciation-breakfast-11-07-2014-3980>

HRLA January Event:

Speaker Karen Hinds
Dinner Event



Distinctive Workplaces:

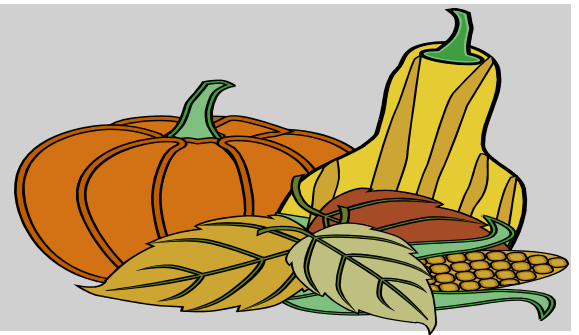
Fortifying your Position
as an Employer of Choice

February Event - HRLA Open House

Stay tuned for more information!



Happy Thanksgiving
from the HRLA
Board of Directors



A CRITIQUE OF
THE EMOTIONALLY INTELLIGENT MANAGER
by Caruso and Salove

Written by Rochelle Y. Pryor,
Pryority Training
original -February 10, 2013

Shortened 10/14

Over all, *The Emotionally Intelligent Manager* does an excellent job of presenting the four key emotional skills of leadership. Emotion is shown to be an equal partner to thinking and reasoning to be a successful manager.

Mayers and Caruso found that Cognitive Intelligence (g) and Emotional Intelligence (EI) are distinct capabilities that both can be measured. In addition, the Big 5 traits are predictive of personality, such as extroversion versus introversion. Yet an emotionally intelligent individual can be either introverted or extroverted, just as, a cognitively intelligent person can be either. So again, Emotional Intelligence is also distinct from personality.

Popular writer Dan Goleman has some different thoughts. His “model of emotional intelligence elaborates four domains of ability: self-awareness, self-regulation, empathy, and interpersonal skill.” Dr. Salovey cautions that: “We don’t think it is as useful to define EI as any positive attribute that isn’t measured by an IQ test rather than to focus specifically on a set of skills having to do with the processing of emotional information. “ The Mayers-Salovey model is an ability based model. Mr. Salovey with John D. Mayer developed a broad framework called “Emotional Intelligence,” This theory says that just as people have a broad range of intellectual abilities, they also have a broad range of measurable emotional skills that significantly affect their thinking and action. . Caruso feels that the three main models in the field each belong in different categories: The Bar-On model reflects a “trait” approach, Goleman’s a “competence” perspective, and the Mayer-Salovey(MS) model an “intelligence” theory. Chuck Wolfe feels that the most useful model of EI keeps social and emotional competencies separate. The MS model does this.

The MSCEIT was developed by the originators of the psychological theory of Emotional Intelligence, Professors Salovey (now President of Yale University) and Mayer (University of New Hampshire), with their colleague Dr. Caruso. This theoretically based and rigorously tested instrument is the only published “performance measure” of emotional intelligence abilities. As a performance test, it assesses real emotional intelligence skills rather than perceived or desired skills. Other models use self-report and 360 evaluations of skills. In contrast, the MSCEIT is of the caliber of a standard IQ test where there are right and wrong answers. This is logical because Paul Ekman’s studies have shown that emotions are universally expressed and recognized the same throughout different cultures. The MSCEIT (developed by Mayers, Salovey and Caruso) to test EI was standardized with a very large sample of people (5,000), with the results being statistically weighted to be representative of the adult population of the United States (by age, gender, and ethnicity). Thus, results that differ from 100, vary from the norm or median.

The model presented in this book, is that Emotional intelligence is “the ability to perceive emotions, to access and generate emotions so as to assist thought, to understand emotions and emotional knowledge, and to reflectively regulate emotions so as to promote emotional and intellectual growth “(Mayer & Salovey, 1997). This is an ability model of emotional intelligence. John (Jack) Mayer and Peter Salovey define emotional intelligence as the *ability* to reason with, and about, emotions. For them, emotional intelligence combines feelings and thinking. This model describes four, related abilities:

Perceiving Emotions – we need to be aware, but also, to be accurate in identifying how we, and others, feel. This is critical as emotions contain information about ourselves, other people and the world around us.

Using Emotions to Facilitate Thought – our emotions influence both what we think about, and how we think.

Understanding Emotions – we can figure out why we feel a certain way and how these feelings will change over time.

Managing Emotions – since emotions contain data or information, we need to stay open to this information, and use it to help us make good decisions. .

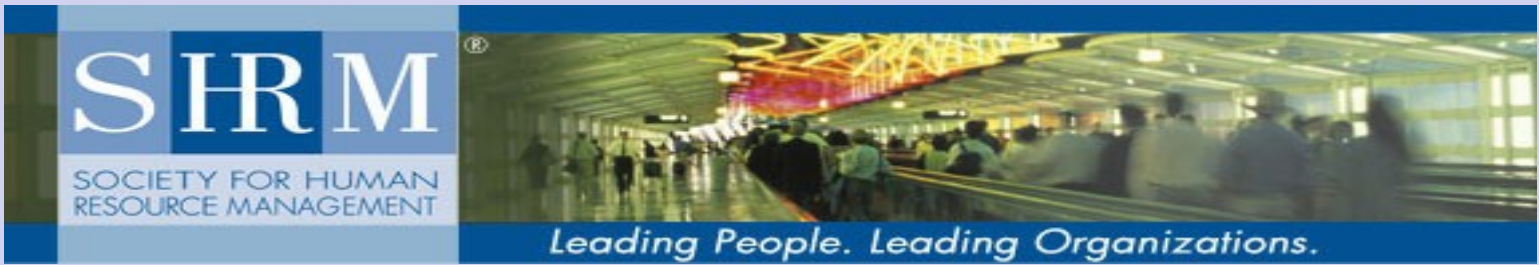
Chuck Wolfe - an expert in applying Emotional Intelligence to leadership coaching, personal and organizational performance, and managing change - says that almost everyone can be more successful in social interactions at work if they respond thoughtfully to emotionally charged events. The authors of *The Emotionally Intelligent Manager* support Wolfe’s thoughts.

In *The Emotionally Intelligent Manager*, the Emotional Blueprint is used as a suggestion to implement the model. Fortunately, Chuck Wolfe has come up with a much more viable tool to help managers called the “**Emotional Road Map** “. The steps of the road map to accomplish a goal are as follows:

1. **Who is the person and how is that person feeling?**
2. **What feelings would be ideal for that person to feel?**
3. **What might I do to create the ideal feelings?**
4. **What am I able and willing to do to create these feelings?**

When these steps are followed a manager will be developing and using the four key emotional skills of leadership presented in the book being critiqued.

Want to learn more? Come to our program, now being planned for April. Learn and practice Emotional Intelligence skills. There will be sessions on coaching, engagement and leadership as well.



The SHRM Certified Professionals



There is much ongoing discussion regarding the New SHRM Certifications - The SHRM Certified Professionals.

For additional information, visit the SHRM website which shows a chart regarding the new designations and Eligibility Requirements: SHRM Certified Professional (SHRM-CP) and SHRM Senior Certified Profession (SHRM-SCP.)

click to view the chart on the SHRM website.

<http://shrmcertification.org/faq.php#overview> If you are presently certified and in good standing by HRCI, beginning , January 1, 2015 you will be eligible for the new SHRM Certification -- at no cost -- by completing the following by December 31, 2015:

Document that your current certification is in good standing.

- Sign the SHRM Code of Ethics.
- Complete a brief online tutorial on HR competencies.

The online tutorial will focus on HR competencies and will take approximately one hour to complete. You will not lose or have to give up any of your current credentials in order to obtain the new SHRM Certification. Once you complete this process, you will earn the new SHRM credential and begin a three-year SHRM recertification cycle.

In the meantime, HRLA's programs will continue to request HRCI Certification through the balance of 2014. Next year, we will likely request program certification from both HRCI and SHRM in order to serve our member's varied needs.



Thank you to Holly Cini and Jackson Lewis for
our Legislative Update Presentation in

October! Great Event ~

Board Openings for January 2015

- Membership Committee
- Programs Committee
- Communications Committee
- Treasurer - (Back-up Person)
- Greeters
- Sponsorship Coordinator
- Website Coordinator
- Social Media Coordinator

Our Fantastic Volunteers - That's what makes HRLA so Special!

If YOU would like to become a member of either the HRLA Board or one of our terrific Committees, please contact either HRLA President Janet Welch at president@hrlact.org or President elect Sonja Sieling Boumenot at presidentelect@hrlact.org



Join the conversations with HRLA on Facebook, Twitter and LinkedIn!
Get involved, help continue to shape your professional HR chapter...

Website: www.hrlact.org
Facebook [HRLA of Eastern CT](#)
LinkedIn [HRLA](#)
Twitter [@HRLAofEasternCt](#)

Have YOU recently Received your
SPHR or PHR
Certification?

Then we want to recognize YOU!

Please contact Certification s Chair Sandy Spencer at
slspencer15@gmail.com



2014

HRLA of Eastern CT

BOARD of DIRECTORS

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HRLA Board Meetings

Upcoming Dates:

NEXT WEEK: Nov 12th, 5:30 at
Consumers Interstate, Norwich
Industrial Park

December 4th:
HRLA Induction Ceremony, Norwich Inn and Spa
Holiday Party



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c/o American Ambulance Service

Human Resource Department

One American Way

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