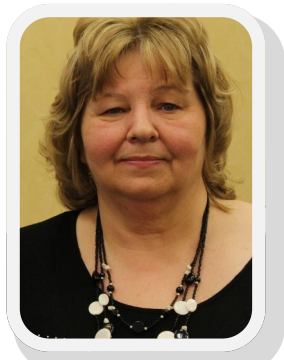


## President's Message



**Karen Eichstaedt, Chapter President**

**Happy New Year, everyone!**

Here's hoping your year ended with quality time with family, friends and loved ones. I realized pretty quickly that my LAST year's resolution to not go overboard with gift shopping at the holidays this year was sadly ignored as I attempted to load up the car for my trip north. Whatever made me think that I could fit a reclaimed wine rack, 3 hand-made wheelbarrows, 2 bags of stocking stuffers and presents for 12 people in my vehicle! But all arrived safely . . . and, such fun! However, next year . . .

Speaking of next year, I can't imagine a more important time to be in our profession. As I have come to believe (and if you read the Nov-Jan issues of SHRM magazine), we are on the verge of a workplace evolution, and HR is fully in the driver's seat. To begin with, we will be navigating a year of the probable revisiting of major workplace legislation under a new political administration.

Starting with a re-do, or an elimination entirely, of the proposed overtime laws that gave us all headaches this year under the new FLSA rules, we can also anticipate a less-favorable view of the current federal minimum wage movement. There may be new faces in the National Labor Relations Board that could roll-back pro-union policies such as the quickie-election laws. We can expect deeper scrutiny of our I-9 forms and a closer look at immigration policies and practices. Paid family leave programs on the ballot in many areas may have a harder time getting approved. We all will have to watch for changes to our already burdensome employment law landscape.

## First Quarter Newsletter January - March 2017



But, against this background of uncertainty comes some fresh new insights and energy from our emerging HR leaders and young professionals that will help lead the way for a new workplace that more closely mirrors the choices and freedoms that we have in our personal lives.

December's HR Magazine highlighted 30 HR professionals under 30 who already have the awareness that they are directly impacting people's lives at work, many of whom describe themselves as "servant leaders" who are consciously setting out to redesign work. Here's a few if their ideas, already being implemented: personalized, just-in-time learning based on career goals and desires; reaching out to educational institutions with no HR tracks to come on campus and talk about why HR is such a great career and how to break in; hiring non-HR people into HR, with subject-matter expertise that can assist in recruiting, hiring and career-development in targeted areas; creating young professional groups for networking and support in their local SHRM chapters; finding creative ways to weave culture and branding into talent acquisition and development AND championing practices that allow workers to choose when, how, and where they will work! To a boomer like myself, raised to comply with "what is" . . . this is almost blasphemy . . . but, yes! Work is a critically important human institution that takes up incredible amounts of time in one's life. Can we not even raise the questions of how to improve upon it?

Those of us that have been around a long time have to set aside conventional wisdom about work and HR's role in it, and allow the next generations of HR professionals to lead the way! We can help!

Our HRLA programs Committee has been hard at work designing a new slate of programs for 2017 that are sure to make you want to spend a morning or evening with us!

We're kicking off the new year with our own board member Craig Haas, Ph.D, in a stellar presentation on Emotional Intelligence and its importance in making or breaking careers. Join us on January 19 for a dinner meeting at the New London Holiday Inn for fresh insights into this topic.

February is our annual New Member Breakfast at the Holiday Inn in Norwich on February 7, and we are delighted to have Dave O'Brien back in March for our HR Week with a dinner at Holiday Inn in Norwich. More info inside . . . I look forward to seeing everyone.

**Karen**

### Inside this issue:

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Human Resource Leadership  
Association of Eastern Connecticut  
Dinner Event Thursday, January 19, 2017



## EQ Competence: HR's Secret Weapon

Establishing the Talent Advantage that Drives Organizational Performance



Our Featured Speaker Dr. Craig Haas is a Management Consultant and Executive Coach at Advantage Performance Group with over 15 years of experience in helping companies select high quality talent and develop leaders.

Craig's specialty is talent assessment for enterprise wide talent acquisition and leadership development initiatives. Craig is also a talented training facilitator and serves as an executive coach to senior and mid-level leaders. He has provided executive assessment and coaching, employee selection and leadership development services to companies. For the previous 5 years, Craig was the head of U.S. Professional Services at *cut-e* (a leading global test publisher and consulting firm). At *cut-e*, Craig conducted executive assessments for CXO and Managing Director level role, spanning the Fortune 500 to mid-size firms.

Craig was in an internal corporate HR role serving as the Senior Manager of Talent Development at Burger King Corporation's global headquarters. Craig's first consulting job after completing his PhD was at Hogan Assessment Systems, Inc. During his six year tenure, he developed a deep expertise in the design, validation and utilization of assessments to improve the ROI of human capital. Craig earned his Ph.D. in Industrial-Organizational Psychology from Florida International University (Miami's public research university) and has received the SPHR, GPHR and SHRM-SCP Certifications.



### Join us for this dynamic presentation!

Human Resources professionals are uniquely positioned to *hugely impact* their organization's current and future capabilities through the selection, development and retention of the firm's talent. Commonly HR will focus on applicants' work experience and employees' ongoing development of technical competence to ensure high quality talent. However, this work-task focus to talent just helps the firm keep pace with the competition and overlooks one of the strengths HR pros themselves often have, high Emotional Intelligence (EQ). This presentation will highlight a series of case studies highlighting the ROI of talent with EQ competence and discuss means to foster high EQ within your own organization.

Thursday, January 19, 2017  
5:30 — 7:30 PM

Holiday Inn  
35 Governor Winthrop Blvd.  
New London, CT

Registration: [www.hrlact.org](http://www.hrlact.org)  
HRLA Members: \$35  
Guests: \$45

SHRM & HRCI Credits pending

### Learning points of this fascinating presentation:

- What is Emotional Intelligence (EQ) competence and why it matters
- A conceptual model of EQ competence within an organization
- What is an EQ competent leader & what differentiates them from others
- EQ competence in leaders and individual contributors boosts ROI
- Next steps to help you turn EQ into a competitive talent advantage

Thank you to our Sponsor

Bring-A-Friend! If they join HRLA,  
YOU receive a \$10 Dunkin Donuts Card!

### Who Should Attend?

HR Professionals ~ Recruiters ~ Supervisors ~ Managers ~ Students ~ Business Owners



## **CT SHRM State Council Webinar in conjunction with Checkster**

**Date:** January 27, 2017

**Time:** 1:00 – 2:00PM

**Cost:** \$30

**Credits:** Pending for 1.0 credits each for SHRM and HRCI Credits

**Registration Link:** <https://www.bigmarker.com/monthly-ct-shrm-council-seri/QualityofHire>

### **Webinar: Quality of Hire: Talent Management with Strategic Impact**

#### **Topic and Description of program:**

- How is social networking changing talent management?
- What will big data enable HR to do?
- Why should you care about candidate and employee experience?

All of those questions become so much simpler to answer when you have a clear vision of the ultimate metric that matters most: quality of hire. Rated, by far, as “the most important” metric by line managers, only the most progressive organizations have made progress to define it, measure it and improve it. This session will provide a framework in which to master the often hard-to-define practice of hiring and promoting with quality and will also help transform talent management.

Finally, it will provide a broad strategic view on how this revolution around quality is transforming the world of staffing, RPO and corporate talent management.

#### **Learning Objectives:**

- Effectively influence their quality of hire
- Provide attendees with a clear action plan
- Provide industry understanding and insight on quality of hire
- Deliver the ultimate metric of talent management

#### **Featured Speaker:**

- Yves Lermusi (aka Lermusiaux) is CEO & co-founder of Checkster. Checkster is a social rating tool ([www.checkster.com](http://www.checkster.com)).
- Mr. Lermusi is a well-known public speaker and a Career and Talent industry commentator. He is often quoted in the leading business media worldwide, including Fortune, The Wall Street Journal, Financial Times, Business Week, and Time Magazine. His articles and commentary are published regularly in online publications and business magazines. Mr. Lermusi was named one of the “100 Most Influential People in the Recruiting Industry” and his blog has been recognized as the best third party blog.
- Mr. Lermusi founded Checkster after 7 years at Taleo (TLEO) as President of Taleo Research. Prior to Taleo, Mr. Lermusi founded iLogos (acquired by Taleo) and held several positions in research and consulting organizations in Europe.
- Mr. Lermusiaux earned a degree in Physics and Philosophy, and has a diploma in Economics from the University of Brussels and from the University of London.
- Specialties: General Management, Strategy, Business Analysis, Alliances, Marketing & Internet Marketing, Market Research, Public Speaking





## The Human Resource Leadership Association of Eastern Ct

You are invited to join us for breakfast!



**Tuesday, February 7<sup>th</sup>, 7:30 – 9:00 AM**

# HRLA BREAKFAST

## Engaging HR Best Practice Roundtable Discussions

**Plus, how HRLA is beneficial to you ~**

Join us for some great information about HRLA and SHRM:

- How these Associations are beneficial to you
- Who is on the Board of Directors
- What are the topics for the HRLA 2017 Events
- Everything you need to know about HRCI & SHRM Certifications
- How can I join HRLA and/or SHRM

HRLA says **Thank You** to our Valued Sponsors!

This is a

### **Complimentary Event**

for HR professionals who are not HRLA members or who have just recently joined the Chapter.

**The HRLA Board is looking forward to meeting you at our New Members' & Guests' Event!**

**Join us for a delicious breakfast and beneficial information**

**How HRLA is beneficial to you?**

**HR Best Practice Roundtable Discussions!**

**Networking!**

### **LOCATION**

**Holiday Inn**  
10 Laura Blvd., Norwich

Tuesday, February 7<sup>th</sup>

7:30 – 9:00 AM

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

prior to Feb. 3<sup>th</sup>!



Human Resource Leadership  
Association of Eastern Connecticut



# Celebrate HR Week

**Tuesday, March 7th**

**Fun Networking Party**

Door Prizes

Martini Bar

Delicious Dinner Buffet

Music

Chair Massages



**Featured Speaker:**

David O'Brien, President  
WorkChoice Solutions

**Date:** Tues., March 7th

**Time:** 5:00 — 8:00 PM

**Location:** Holiday Inn  
10 Laura Blvd., Norwich

**HRLA Members:** \$35

**Guests:** \$45

## Building a Culture of Accountability

### Overview:

The *Building a Culture of Accountability* program provides a systematic way to overcome common barriers by focusing on a 4-phase accountability continuum which includes; Role Clarity, Purpose, Ownership and Behavior. When linked, this continuum allows employees at all levels to make significant progress with moving tasks forward to achieve a higher level of job impact and job satisfaction.

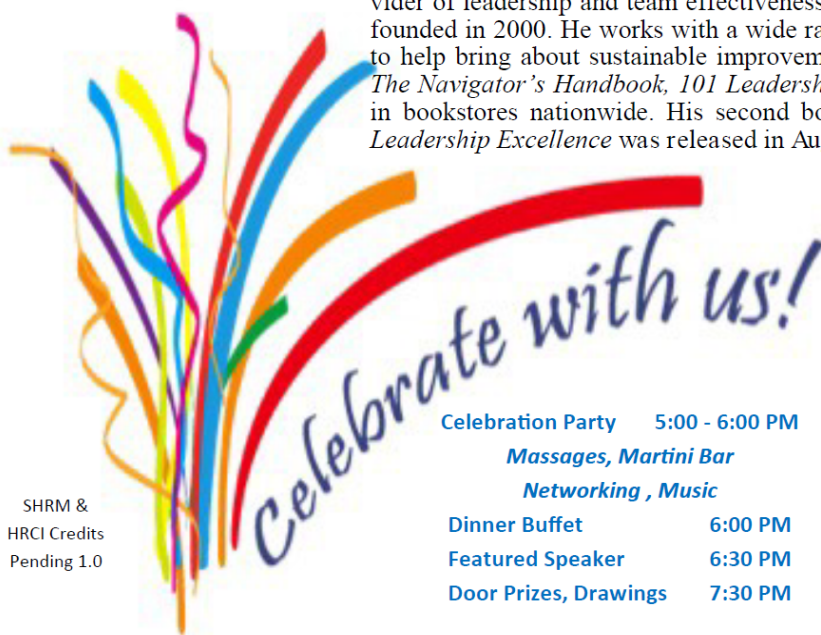
### Learning Objectives:

The content and activities in this program help leaders to develop skills that foster an acceptance of responsibility, build self-empowerment and create a deeper personal leadership mindset that enhances team engagement and impact.

### Core Contents:

- Creating an Accountability Context
- Exploring the Accountability Continuum
- Examining the job satisfaction / personal leadership link to Accountability
- Taking your Accountability pulse – *The Navigator Inventory 2.0*
- Overcoming barriers to Accountability
- Sparking the Accountability conversation

**About David O'Brien:** David is President of CT based WorkChoice Solutions, a trusted provider of leadership and team effectiveness training, coaching and consulting services that was founded in 2000. He works with a wide range of corporate, nonprofit and public sector clients to help bring about sustainable improvements in organizational effectiveness. His first book, *The Navigator's Handbook, 101 Leadership Lessons for Work & Life* is available on-line and in bookstores nationwide. His second book, *The Navigator's Compass, 101 Steps Toward Leadership Excellence* was released in August 2015.



SHRM &  
HRCI Credits  
Pending 1.0

Celebration Party 5:00 - 6:00 PM

Massages, Martini Bar

Networking, Music

Dinner Buffet 6:00 PM

Featured Speaker 6:30 PM

Door Prizes, Drawings 7:30 PM

Registration Now Open  
HRLA Members \$35 Guests \$45  
Limited Seating [www.hrlact.org](http://www.hrlact.org)

**Thank You To Our Valued Sponsors!**



## 2017 Calendar of Events

January	February	March
EQ Competence: HR's Secret Weapon 1/19/2017 5:30 PM New London Holiday Inn	New Member Open House 2/7/2017 7:30 AM Norwich Holiday Inn	Building a Culture of Accountability 3/7/2017 5:30 PM Norwich Holiday Inn
April	May	June
Bias 4/5/2017 5:30 PM Norwich Holiday Inn	DOL Wage & Hour Audit 5/9/2017 5:30 PM Norwich Holiday Inn	The Value of Investing in a Healthy Workforce 6/7/2017 7:30 AM New London Holiday Inn
July	August	September
Our Annual Summer Social TBD (July 11, 12 or 13) 5:30 PM somewhere fun	Relaxing with HRLA Friends TBD (A Friday) All Day Block Island	Moving from HR Metrics to HR Analytics 9/13/2017 7:00 AM (Note Early Start Time!) Norwich Holiday Inn
October	November	December
Legal Update 10/18/2017 5:30 PM New London Holiday Inn	ADA Reasonable Accommodations process TBD (Nov 7, 8 or 9) 7:30 AM Norwich Holiday Inn	Annual Meeting & Holiday Party 12/7/2017 5:30 PM Possibly Norwich

More details about each event will be posted on [www.hrlact.org](http://www.hrlact.org) as they become available.





## Visit the HRLA Website

### Many FREE Events with Recertification Credits for YOU

There are fresh and interesting **webinars, conferences, and meetings** being **posted on the HRLA Website** almost daily thanks to our Website Guru Amy Gendron! These are located on both the front landing page and under *Events/Professional Events*. Check these out and visit often — many of these Events are FREE and have HRCI and SHRM recertification Credits.



### HR Job Postings:



Do you have an HR Job Opening at your company? At this time, it is FREE to post your HR Job on the HRLA Website! It's as easy as 1, 2, 3! Go to [www.hrlact.org](http://www.hrlact.org), scroll down on the front landing page; click on Job Posting under Employer Center. Fill out a few boxes and Voila — you're done!

### Have you Moved? Do you have a New Job?

Update your HRLA Website **Profile** if you move, change email address or obtain a new position, etc. We want to continue to stay in touch with you!

**NOTE:** If you come to a meeting and are not REGISTERED ahead of time, you may not receive the follow-up email with the **Recertification Certificate** and any other materials. It's best if you can register for our events ahead of time vs. being a walk-in. If you are a walk-in, be sure to inform the great volunteers at the registration table of your email address.



### Stay up-to-date

Join HRLA on LinkedIn and also on Facebook!



## HRLA Events & Board Meetings

### 2017 Board Meetings

Jan. 11	Telecom	April 13	In-Person
Aug. 8	Retreat	Sept. 28	Programs In-Person
Oct. 19	Planning In-Person	Dec. 14	Annual Mtg

### 2017 HRLA Events

Jan 19	Dinner Event	Holiday Inn, NL
Feb 7	New Member Open House	Holiday Inn, NOR
Mar 7	Dinner Event	Holiday Inn, NOR
Apr 5	Dinner Event	Holiday Inn, NOR
May 9	Dinner Event	Holiday Inn, NOR
June 7	Breakfast Event	Holiday Inn, NL
July	Dinner Event	Summer Social!
Aug	Summer Outing!	Block Island
Sept 13	7:00 AM Breakfast Event	Holiday Inn, NOR
Oct 18	Dinner Event	Holiday Inn, NL
Nov	Breakfast Event	Holiday Inn, NOR
Dec 7	Dinner Event	Holiday Party & Mtg

## Welcome New Members!

**Welcome Back** to our former members and **Welcome** to our brand new members!



Edward Beale  
Charlie Lewis  
Lori Shaker  
Adrienne Davis  
Nancy Thomas  
Pat LaPierre  
Danielle Coates  
Jane Lassell



### GOOD NEWS

Membership is only \$70. Even though our various costs (meals, etc.) continue to increase, the Board continues to manage our expenses to achieve our goals and keep the overall budget in balance. This has permitted us to keep this year's dues unchanged.

HRLA helps you meet your professional goals in several ways including:

- An opportunity to network on a monthly basis with colleagues facing similar problems and challenges.
- Monthly topics that are pertinent and of concern to HR professionals.
- An annual meeting on diversity in the workplace.
- An annual meeting on Legal Updates - always a "hot" topic for companies of all sizes.
- Information on SHRM-CP and SHRM-SCP; PHR/SPHR certification classes.
- Full access to all areas of our website.
- The opportunity to post jobs at no cost—or look for a new job.
- The chance for recertification credits at many of our 2016 programs.
- A chance to be a part of one of the best local SHRM chapters in New England.

**THANK YOU**  
for joining us!

Joining is as Easy as 1, 2, 3:

Click on <http://www.hrlact.org/> Click on the "Becoming a Member" tab , Click on "Becoming a Member" again, Scroll down to "Become a Member", Enter your profile & pay on-line or mail in your check!

Please contact Janet or Denise if you have questions or concerns. E-mail: [membership@hrlact.org](mailto:membership@hrlact.org)

## We Want YOU! Is Now *Your* Time to Step Forward?

The 2017 HRLA Board is up and running strong! But, we still need YOU!

The Nominating Committee is in search of the following Volunteers

### Committee Positions

Membership Committee:	Assist with mailings, flyers
Logistics Committee:	Assist with finalizing details, set-up
Greeters & Registration Desk:	Assist with Event registration
Communications Committee:	Assist with Newsletter, Marketing

Contact Karen for further information! [president@hrlact.org](mailto:president@hrlact.org)

**WELCOME:** Lisa Seymour - to the Membership Committee!  
Seth Handyside - to the Certifications Committee!  
Jennifer Kelly - to the Go-To-Team!  
Felicia Haas - Communications Committee!  
Craig Haas - Programs!



We're  
Searching for  
Volunteers



# Business Expo—October 7, 2016

## 2016 Employment Law Update—Jackson Lewis





# December 8, 2016 Holiday Event Norwich Inn & Spa



**Thank you to our  
AWESOME Sponsors!**  
OneDigital  
Hooker & Holcombe  
Strategic Resources  
Paycom





## 2017 Chapter Leadership

President:	Karen Eichstaedt <a href="mailto:president@hrlact.org">president@hrlact.org</a>
President Elect:	Katie Quackenbush <a href="mailto:presidentelect@hrlact.org">presidentelect@hrlact.org</a>
Secretary:	Sandra Lamotte <a href="mailto:secretary@hrlact.org">secretary@hrlact.org</a>
Treasurer:	Cheryl Calderado <a href="mailto:treasurer@hrlact.org">treasurer@hrlact.org</a>
VP Membership:	Denise Mangano <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
Membership Engagement Director:	Janet Welch <a href="mailto:membership@hrlact.org">membership@hrlact.org</a>
VPs Programs:	Gail Perrelli & Craig Haas Katie Quackenbush <a href="mailto:programs@hrlact.org">programs@hrlact.org</a>
Legislative Director:	Meredith Diette, Esq. <a href="mailto:legislative@hrlact.org">legislative@hrlact.org</a>
College Relations Director:	Jessica Linicus <a href="mailto:collegerelations@hrlact.org">collegerelations@hrlact.org</a>
Career Links Chair:	Gary D'Orsi <a href="mailto:careerlinks@hrlact.org">careerlinks@hrlact.org</a>
Certification Director:	Sandy Spencer <a href="mailto:certifications@hrlact.org">certifications@hrlact.org</a>
Co-Directors Communications:	Ilie Saracovan Jodie Bartnicki <a href="mailto:communications@hrlact.org">communications@hrlact.org</a>
Community/External Relations Director:	Janine Dunn <a href="mailto:communityrelations@hrlact.org">communityrelations@hrlact.org</a>
Diversity Chair	Tina White <a href="mailto:diversity@hrlact.org">diversity@hrlact.org</a>
Marketing Director:	Gary D'Orsi <a href="mailto:marketing@hrlact.org">marketing@hrlact.org</a>
SHRM Foundation Director:	Maria Fisher Proulx <a href="mailto:shrmfoundation@hrlact.org">shrmfoundation@hrlact.org</a>
Board Members at Large:	Joy Baldridge, Maria S. D'Amelia

## OUR CORE VALUES

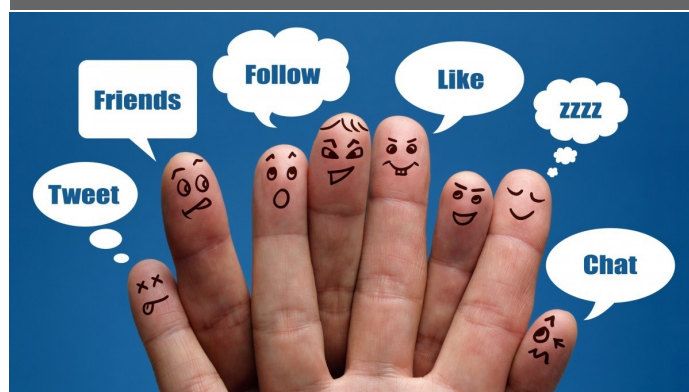
**Collaboration**—We reach out to other professional discipline for mutual development; we build strategic partnerships.

**Community**—We promote civic service and support efforts to meet the needs of the local community.

**Development**—We provide opportunities for professional growth and networking. We promote excellence in human resource practices.

**Innovation**—We foster an environment for generating ideas. We seek opportunities to be leaders and facilitators of change.

**Integrity**—We promote the highest ethical standards and behaviors.



## Contact HRLA CT

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Norwich, CT 06360  
[info@hrlact.org](mailto:info@hrlact.org)

