



# Cape Cod Human Resources Association **HR NEWS**

Cape Cod Human Resources Association P.O. Box 665, Hyannis, MA 02601

February 2011

[www.cchraonline.com](http://www.cchraonline.com)

## SAVE THE DATE:

### CCHRA Conference 2011

**Thursday, October 13, 2011** at the  
Resort & Conference Center at  
Hyannis

#### ***Workplace Motivation: Tools of the Trade***

Our goal is to create a daylong conference that will give HR professionals, managers and employers tools to reenergize themselves as well as motivate their employees. In addition to keynote speakers, exhibitors and networking events, the conference will feature nine to twelve workshop/breakout sessions during the day.

The CCHRA Conference Committee: Susan Partridge (Event set-up, Program), Bill Carroll, Program/Speakers) Carolyn Ninivaggi, Susan Snow (Budget), Joan McDonald (Sponsorship), Jennifer True (Marketing), Mary Tripp (Marketing), Stacia Plumb (Sponsorship) and Leslie Terry (Sponsorship).

The Sponsorship Team would appreciate your help in identifying corporate sponsors and exhibitors for the conference. If you work for or know a company or business that would like to advertise and/or exhibit their products and services please contact Joan ([joan@ciwib.org](mailto:joan@ciwib.org)).

The Programming Team will be announcing a call for speakers/workshop leaders in March.

#### **DID YOU KNOW THAT THE CCHRA OFFERS PROFESSIONAL DEVELOPMENT SCHOLARSHIPS FOR ITS MEMBERS?**

To be eligible for a scholarship: prospective or current CCHRA members who are employed in a human resources department or who are responsible for human resources related functions with a Cape Cod based employer, or who are temporarily in transition between employers. Check out the CCHRA website under the scholarship tab for further details or contact Bill Carroll, CCHRA scholarship chair, at [wjcarroll@capecodhealth.org](mailto:wjcarroll@capecodhealth.org).

**Here is a great opportunity to apply for a CCHRA Scholarship!**

**The Cape Cod Human Resources Association is offering \$250 scholarships to two applicants (one per applicant) to help defray registration fees for this course.**

**Cape Cod Community College's Workforce Education Resource Center has partnered with SHRM to present SHRM ESSENTIALS OF HR MANAGEMENT**, an introductory course offering a complete overview of human resource roles and responsibilities. If you are just starting out in the profession, or are looking for an effective way to boost your employee management skills, this is the program for you! This course can provide exceptional benefits because it reduces company's risk of potential high-cost litigation, promotes a consistent understanding of the HR function to non-HR management and covers real-life HR issues and current, (continued page 2)

#### **Breakfast Meeting**

February 24, 2011

#### **Bridging the Workplace Generational Gap**

**Guest Speaker:  
Karen Stacey,  
President and Creative Learning  
Officer  
Kreative Learning Solutions**



Holiday Inn - Route 132, Hyannis, MA

7:30 - 7:45 a.m. Breakfast Buffet  
7:45 - 8:00 a.m. Business Meeting  
8:00 - 9:00 a.m. Guest Speaker

Many organizations have employees that span four generations. These demographic shifts have resulted in changes and adaptations to workforce rules and cultures. The question is how we turn these sometimes challenging changes into a competitive advantage. By applying the M.E.E.T. approach to the complexities of effectively working in a multigenerational workforce, leaders gain insights, strategies and skills that help minimize generational conflict and strengthen collaboration.

Karen Stacey brings over 25 years of experience in management, training, instructional design, and customer service.

vital topics including: employment law; selecting qualified employees; compensation; orientation and training; and the performance management process.

This course will be facilitated by Susan Partridge, SPHR. Sue is a leading local HR expert with over 20 years HR experience. She is the Human Resources Manager with Convention Data Services and also serves as Vice President/Program Chair of the Cape Cod HR Association.

Tuesday Evenings, March 29 - April 26, 2011, from 5:30 to 7:00 pm. Fee: \$550

<http://www.capecod.edu/web/werc/hr-training>

Questions regarding course registration, contact:

jtrue@capecod.edu (508) 375-5011 or To register: (508) 375-4012

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**OTHER WORKSHOPS AND CLASSES FOR YOUR PROFESSIONAL DEVELOPMENT**

**CURRY COLLEGE PLYMOUTH CAMPUS**

**Human Resource Certification (PHR-SPHR)**

This 33-hour professional development program is designed for two audiences:

- Participants seeking continuing professional development and a broad overview of the field
- Participants preparing to take the Professional in Human Resources (PHR) or Senior Professional in Human Resources (SPHR) certification examinations administered by the HR Certification Institute.

Saturday, 3/5 & 3/12 (9:00 a.m. - 12:00 p.m.), & Thursdays; 3/17, 3/31, 4/14, 4/28 (9:00 a.m. - 4:00 p.m.)

Fee: \$1,200

<http://www.curry.edu/Academics/Continuing+Education/Professional+Development+Programs/>

**COASTAL COMMUNITY CAPITAL'S ENTRECENTER WORKSHOP SERIES**

**SECURE DATA - Are you in compliance?**

“On March 1, 2010 Massachusetts 201 CMR 17.00 Client Privacy Law became law. This law affects every business non-profit and for-profit. In order to determine how to bring your business in compliance it is essential to know the facts. Discussions will include: the law's intent, the law's requirements, how it applies to each unique firm and penalties for non compliance.” March 10, from 9:00 - 11:00 a.m. at The Hampton Inn and Suites, 99 Main Street, Route 28, West Yarmouth. Fee: \$5.00 to pre-register

<http://www.coastalcommunitycapital.org/cape-cod-small-business-entrecenter.asp>

**GEEK GIRL BOOT CAMP**

Geek Girl Boot Camps are technology "unconferences" for women of all ages and knowledge levels where you can go to take classes on everything to do with computers, PC and Mac, Social Media, marketing, consumer electronics, software, Photoshop, blogging, podcasting, digital photography, and more. Time: 8:00am - 6:00pm

Location: Cape Cod Community College (Main Campus) 2240 Iyannough Road, W. Barnstable, MA.

Saturday, March 19th, 2011 8am-6pm Fee: \$139

<http://www.geekgirlcamp.com/boot-camps-2011/cape-cod-11-2/>

**UPPER CAPE COD REGIONAL TECHNICAL SCHOOL--ADULT & CONTINUING EDUCATION PROGRAM**

**Conflict Resolution: Healthy Ways to Manage and Resolve Conflict**

“Learn healthy ways to manage and resolve conflict both in your professional and personal lives. You will identify components of a conflict as well as external influences, obtain skills effective in resolving conflict, understand how to manage ongoing conflict, discover opportunities for personal growth and decrease future conflict.

3 Sessions beginning on Monday, March 28 from, 5:30- 8:30 p.m. Fee: \$79.00

<http://www.uppercapetech.cc/professional/winter2011.htm>

**Breakfast Meeting Schedule**

**March 24, 2011**

Kathleen Greer, Greer Associates  
Stress Management Discussion  
Group for HR/Management  
Professionals

**April 28, 2011**

Mark Rezendes, Partners Benefits  
Health Care Reform

**May 26, 2011**

Green Technologies

**June 23, 2011**

Murphy, Hesse, Toomey & Lehane  
Legal Update

**New Board Members**

Please welcome **Bill Carroll** and **Julie Hopper** to the CCHRA Board of Directors. Bill is a new member of CCHRA and the Senior Manager of Staffing and Organization Development at Cape Cod Healthcare and has joined the Board as the Scholarship Chair. Julie is the HR Director for The May Institute, and has joined the Board as Audit Chair

**Member News**

Send your announcements, articles and news to Joan McDonald at [Joan@civib.org](mailto:Joan@civib.org)

**Membership**

Have you renewed your CCHRA membership? It's easy to do. Complete the registration form on [www.cchraonline.com](http://www.cchraonline.com) under the Members Area tab. You can pay using PayPal, a safe and easy way to join CCHRA. Annual membership is \$60.00 but the best deal is the annual membership with 9 breakfast meetings for \$165.00. For more information contact Theresa Riley [triley@jteccorp.com](mailto:triley@jteccorp.com)

Network with other members from Cape Cod organizations.