



# Cape Cod Human Resources Association

# HR NEWS

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

January 2008

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

## Retaining MVPs

Bill Roiter, founder of the MVP Research Group, presented *Retaining Your Most Valuable People* at the December 6<sup>th</sup> CCHRA meeting. He pointed out that, when asked, companies can quickly identify their MVPs. He surveyed the group to describe qualities we identify in our own MVPs. These qualities included: flexible, team player, committed, knowledgeable, get things done, and creative.

Bill Rotier's research has shown that MVPs all have seven Competencies. They are:

- High Performers
- Problem Solvers
- Team Oriented
- Role Experts
- Socially Skilled
- Learning Oriented
- Success Focused.

MVPs also demonstrate six Behaviors:

- Assertive
- Skilled Communicators
- Ambitious
- Principled
- Creators of value
- Explorers

Mr. Roiter has developed a tool to measure these qualities. This

assessment is available through the MVP Research Group. For more information, visit their web site at [www.mvpresearch.com](http://www.mvpresearch.com).

Mr. Roiter discussed the history of MVPs; originating from baseball, and the reactions both MVPs and their co-workers may have after an MVP is identified. He reported that MVPs typically don't use their title as leverage for promotions or higher salaries. Rather, they are aligned with the organization and they usually get more involved in leadership roles within the organization after being identified as an MVP. Other colleagues, however, may get jealous or resent benefits the MVP receives.

HR managers may want to weigh a situation before publicizing an identified MVP. Or, managers may want to discuss strategies with the MVP on how to deal with potential negative reactions. Whether you decide to publicize MVPs or not, Mr. Roiter stresses that it is vital for HR managers to know their own MVPs and know them well. Then, he encourages crafting a highly personalized plan to challenge and retain your company's MVPs. ■

## What's Next?

On January 31, 2008, Charlotte Kells will speak about *Designing Employee Orientation & Training Programs*. Ms. Kells is a seasoned organizational consultant and group facilitator specializing in creative problem solving, leadership development, and executive coaching. Her 20 years in the consulting field build upon 7 years of Director and VP-level management experience in the financial services industry. She has a Masters in Business Management from the University of Michigan and a Masters in Education from Lesley College.

## Who's Who in CCHRA?



Tom Saltonstall is HR Director at Cape Cod Child Development. Before moving to the Cape, Tom was VP and Senior Associate

at Carney, Sandoe & Associates (the world's largest firm specializing in the identification and placement of independent school leaders). Tom also worked at Advantage Schools as the VP of HR. He has also served as the Director of the U.S. Equal Employment Opportunity Commission in New England and as Co-Chair of the Governor's Advisory Board to the Massachusetts Commission Against Discrimination for more than a decade. Tom and his wife, writer Margaret Bucholt, live in Dennis and enjoy gardening, beach walks, bird watching, reading, dining with friends, and visiting their first grandchild, Zachary.


## Raffle Winner

Erin Viehl was the winner of this month's book raffle. She won a copy of Bill Roiter's *Corporate MVPs*. Congratulations, Erin. ■

## CALENDAR OF EVENTS

### Meetings

#### February Meeting

February 28 –  Coaching and Self Awareness with Virginia Auciello

#### March Meeting

March 27 - Succession Planning with Ann Egan

#### April Meeting

April 24 - Integrating Corporate Values into the Performance Management Process with Carol Keleher Traber

#### May Meeting

May 29 - Dealing with Employee Relations' Triple Demons with Tom Saltonstall

#### June Meeting

June 19 – Legal Update with Katherine Hesse

*Meetings are held at the Holiday Inn, Route 132 Hyannis at 7:30 a.m.*

### Other Events

#### SHRM Global Conference & Exposition

March 31 – April 2, Boston, MA Boston Marriott • [www.shrm.org](http://www.shrm.org)

#### IPMA-HR Eastern Regional Conference

May 11-14 Resort and Conference Center at Hyannis (Formerly Four Points Sheraton Hyannis Resort) • [www.ipma-er.org](http://www.ipma-er.org)

### MEMBERSHIP

Don't forget to join or renew your membership for the 2007 – 2008 year. Rates are \$60/\$165. For more information contact Laura Johnson, Membership Chair at [ljohnson@shepleywood.com](mailto:ljohnson@shepleywood.com) or 508-862-6291.

### SCHOLARSHIPS AVAILABLE

The Scholarship Reimbursement Program is available to CCHRA members and students who are residents of Cape Cod, pursuing education in the human resources field. For members, up to \$200 per fiscal year is available to attend any scholarship committee-approved HR-related workshop, course, or conference or an industry-specific workshop. For students (members qualify), scholarship funds can be used for CCHRA membership and meetings and/or for human resources-related books and coursework (up to \$100 per school year). Apply today at [www.cchraonline.com](http://www.cchraonline.com). ■

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