



# Cape Cod Human Resources Association

# HR NEWS

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

March 2008

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

## Meeting Review

At the February CCHRA meeting Virginia Auciello provided an overview of Integral Coaching and an explanation of why it is important to business. She distinguished Integral Coaching from other types of coaching, including goal oriented coaching.

Integral coaching is based around an individual's Structure of Interpretation (SOI). The SOI is like a membrane of information about ourselves that surrounds us and is fairly impermeable. On the inside of the membrane, closest to us, is our story of who we see ourselves as being.

According to Auciello, "We extract from our surroundings only the information that supports our story." This is how we see ourselves and this is how we "show up" in the world. She notes that "The more you do of what you are doing the more you get of what you've got." This becomes problematic when you don't like what you're getting. So, Integral Coaching aims to "create new ways of seeing, to let in previously negated information." This is done by expanding the SOI "so that new ways of noticing allow for new behaviors or responses."

The role of the coach is to make the story permeable. Coaching starts with conversation and leads to a plan that includes structured self-observation, process, and outcomes. Incorporated into the process is a

discussion about what it means to be a human being. Elements like time, being able to speak in the past, present and future, and moods distinguish us as humans. She asks questions around these elements to help determine a client's story.

Assessments Integral Coaches use are often different than traditional skill or personality assessments. Virginia also looks at an individual's Domains of Competence during the coaching process. The three domains are Self Management (I), Relationships with Others (WE) and Facts and Events (IT). She tries to identify strong and weaker domains then works to strengthen all of them, particularly the relationship domain.

She gave five reasons why coaching is important to business. 1. Businesses must keep reinventing themselves and their products, 2. They have to retain outstanding performers and, she notes, that both relationships and opportunities for learning are key. 3. We now have a global economy and we need to adapt to succeed. 4. Managers need to create the conditions necessary for success. And 5. Coaching leaves people more competent and more fulfilled, so they are more able to contribute to their organization and find meaning in their work.

Virginia Auciello is the principal of Auciello Associates, Inc. and may be reached at [www.aucielloinc.com](http://www.aucielloinc.com). ■

## Meeting Preview

On March 27<sup>th</sup>, Ann Egan will discuss Succession Planning. She will help us prepare for the fact that baby boomers will be leaving the workforce in record numbers over the next few years. Ann will discuss the strategic role Human Resources must play in creating a plan to have the right people in place for continued organizational success. She will review the components of succession planning and discuss what is right for your organization. Developing and retaining valuable talent is key to the success of every business. Come and explore steps you can take now to develop, retain and reward your valuable employees.

Ann Egan is Principal of The Navigation Group. She brings 25 years of hands-on Human Resources experience to her client organizations. During the first 15 years of her career Ann held Human Resources management positions in the manufacturing, healthcare and service industries. For the past 10 years Ann has been a professional trainer and consultant.

Ann graduated with honors from Simmons College with a BA in International Management and Sociology and from the University of Illinois with a MA in Labor and Industrial Relations.

## Welcome New Members

### Joy Landers.

Human Resources Manager  
Associates of Cape Cod, Inc.

### Elaine Champani,

Associates of Cape Cod, Inc.

### Joan Osgood,

Director of Human Resources  
Hospice & Palliative Care of Cape Cod

## Raffle Winner

Congratulations to Theresa Laurence. She won the February raffle and two books by Eckhart Tolle. ■

## CALENDAR OF EVENTS

### Meetings

#### 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

CCHRA Members are cordially invited to attend the  
Grand Opening  
of  
Career Opportunities-Hyannis  
at  
372 North Street  
Hyannis, MA 02601

Friday, April 11, 2008  
9:00 a.m. – 12 Noon  
Ribbon cutting 10:00 a.m.  
Refreshments

*Additional parking will be available at 88 North Street and at the public parking lot directly across from 88 North Street. Continuous shuttle service will be provided from 88 North Street and public parking lot to and from 372 North Street between the hours of 7:45 a.m. – 1:00 p.m.*

#### SHRM Tri-State Conference

April 17 and 18<sup>th</sup>, Foxwoods Resort Casino, Ledyard, CT  
www.tristatehrm.com

#### IPMA-HR Eastern Regional Conference

May 11-14 *Resort and Conference Center at Hyannis* (Formerly Four Points Sheraton Hyannis Resort) • 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 or 508-862-6291.

## 2007-08 OFFICERS & COMMITTEE CHAIRS

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