



Cape Cod Human Resources Association

HR NEWS

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

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www.cchraonline.com

Meeting Review

Seven Cs for Effective Team Performance

What a great interactive session! Karen Stacey, of Kreative Learning Solutions, reviewed the 7 Cs to navigate typical team challenges.

Within three categories, people, processes, and priorities, some of the typical team challenges are numerous and changing goals and priorities, team members participating on multiple teams, emphasis on producing fast results, limited resources, lack of regular face to face contact and multiple stakeholders, often with conflicting objectives.

To address these team challenges Karen suggests the 7 Cs company values. These are: Clarity, Capability, Collaboration, Commitment, Communication, Continuous Improvement and Creativity.

Let's review each briefly.

Clarity focuses the team on what needs to be accomplished and how it aligns with the company goals.

Capability is the team's collective skills, knowledge and talents.

Collaboration enables improved dialogue and interaction among team members. It maximizes information sharing, problem solving and work integration.

Individual and team *Commitment*, demonstrated through accountability, is necessary for team motivation, inspiration and trust.

Active listening and other forms of *Communication* encourage participation and help clearly define expectations.

Continuous Improvement enables teams to be proactive and respond better to needs. It is important to measure and evaluate performance on an on-going basis.

The process of breaking old connections and making new ones is *Creativity*. It brings about more effective problem solving, decision-making and continuous improvement.

Karen allowed us to practice the 7 Cs in our own small group activity.

We'd like to thank Karen for her Kreative presentation.

www.kreativelearningsolutions.com

This Season's Speaker Series

Building A Strong Workforce

May 28, 2009, 7:30 am

Aligning Staff with Company Goals
Michele Rocray
Pleasant Bay Associates

How do you align your precious human resource talent with the requirements of the business? How do you justify HR needs and spending? I'd like to hear your answers and share with you an organizational tool that will help you in employee forecasting, hiring, and training to meet your company goals.

I have over 17 years of experience in organizational development, performance consulting, instructional design and facilitation.

Prior to consulting, my passion for employee development and success was demonstrated in a variety of finance corporations and educational institutions.

I received my Masters degree in Training and Development from Lesley University and completed an internship in the Education Department at the Museum of Fine Art. I received my Bachelor degree from Wheaton College in Norton, MA.

I have had the privilege of working with national and international organizations and audiences in many arenas including public corporations, private companies, non-profits and community services. My audience has ranged from entry-level employees to senior level executives and managing partners.

I can't wait to see you!

Holiday Inn, Route 132, Hyannis

HR News

Scholarships Available

Apply at
www.cchraonline.com



The Scholarship Committee of the CCHRA allocates a portion of its budget each year to support members of the Association in areas of training and professional development in the human resources field. In particular, the Committee hopes that scholarships might benefit human resources professionals from organizations that may have limited budgets for professional training.

Membership

Dues are \$60/\$165. For more information contact Laura Johnson, Membership Chair at ljohnson_ma@hotmail.com or 508-385-3009.

*We are accepting articles for the newsletter. Please send yours to:
Michele@pleasantbayassoc.com*

Resources

Book of the Month

Getting Even: Why Women Don't Get Paid Like Men --- And What To Do About It. Evelyn Murphy and EJ Graff.

Up-Coming Events

Chamber of Commerce

June 3. Cape Cod Chamber Annual Meeting
June 4. Tourism U on Cape Cod
June 16. Member to Member Event
June 19. Cape Cod Chamber Webinar Series: Know How to Manage Conflict
www.ecapechamber.com

Cape Cod Young Professionals

June 9. Legal Issues for Young Professionals Breakfast Event.
www.capecodyoungprofessionals.org

17th Annual New England Payroll Conference.

Cape Codder Hotel
June 10 - 12
www.newenglandpayrollconference.org

SHRM

Annual Conference
June 28 - July 1. New Orleans
www.shrm.org

New England Human Resources Association

June 10. HR Basics Program, Waltham
June 17. Leading Change When You Are Not In Charge, Waltham
June 23. Neuro-Leadership: The Brain, Coaching and Leadership Connection, Waltham

American Association of Training & Development, Mass Chapter

June 17. The Impact of Recent Trends in Learning & Development, Waltham
www.massastd.org

Big News

CCHRA is going Green and HR News is going on-line! Starting in September the HR News will only be available on cchraonline.com.

Bigger News

Katherine A. Hesse and Murphy, Hesse, Toomey & Lehane, LLP have provided CCHRA with important updates:
Stimulus Bill Changes to COBRA
H1N1 And The Workplace
Read them on
www.cchraonline.com

Biggest News

We are so fortunate to have Katherine Hesse and her team supporting CCHRA.

Our Legal Update with Katherine Hesse, attorney with Murphy, Hesse, Toomey & Lehane, LLP, will be held on **June 25**.

What topics do you want discussed? Take our on-line survey at
www.cchraonline.com

