



# Cape Cod Human Resources Association

# HR NEWS

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

October 2009

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

## Bradford Glass Time Management

“We’ve created an adversarial relationship with time, as if it were a battle to be won. I believe we’ve misidentified the enemy: time isn’t the problem; it’s our relationship with time.”

Bradford Glass provided us with a new perspective on managing time that does not fit the mold we are used to in business. It was a refreshing perspective that suggests “time is measured far more effectively by how we experience it, not by the ticking of a clock.”

Looking at time differently can take us out of our comfort zones and most surely will be disruptive. Mr. Glass proposes that the larger our comfort zone the more we are able to manage chaos and unpredictability. To change we must be disruptive.

Let’s think about how we listen. Do you ask yourself what’s wrong or what is possible? When listening to your own listening do you see possibilities or are you shutting down? Do you see time as a threat or as an opportunity?

According to Mr. Glass, we have several fallacies about time.

*Fallacy of commoditization:* “We view time as a commodity, with each moment the same as the last, or the next. This leads to the belief that time is in limited supply and needs to be ‘managed.’”

*Fallacy of other:* “We often forsake the ‘possibility of self’ for the ‘demands of others.’”

*Fallacy of perspective:* “If someone told us it was true, we accept it as truth – with no room for seeing, for inquiry, for reflection or for change.”

Mr. Glass suggests there are three significant problems in managing our time:

1. Lack of Intention: Can you state clearly what you want in life?
2. Lack of Awareness: Can you name what you did with your last 168 hours last week?
3. Lack of Courage: What did you do last week that made *your* life work better?

The group had a brief discussion on willpower. Mr. Glass stated that willpower is the use of brute force; you are fighting the natural flow. Power comes from being aware of your thoughts and intentions.

We often see time as linear but it also has depth. We don’t always go into the depth of the moment...our thoughts, feelings, energy, sensation and the uncommunicated message. What we long for most in life is the depth of the moment.

Mr. Glass recommends the following practices for personal transformation to provide you with an awareness of your thinking. This allows you to make conscious new choices, naturally, causing new habits to replace old ones.

*Clarify your intention:* Bring life to a stop for an hour or more a few times a week. Listen to your inner voices. Over time you will hear what your heart and soul want for your life.

*Envision what is possible:* Stop what you are doing several times a day. During these moments, create a vivid picture in your mind of how things could be right now if you were living your greatest potential, the life of your dreams so that you can envision the next moment, in this moment, so that you see each belief, thought and word, before you choose them.

## Breakfast Meeting Speaker Series

### Stress Management Thursday, October 29, 2009

7:30-7:45 Breakfast Buffet  
7:45-8:00 Business Meeting  
8:00-9:00 Speaker

#### Linda Piatelli, KGA Inc.

Never before have the times been as challenging as they are now for Human Resources professionals. The financial downturn and resulting embattled business organizations bring new challenges every day. However, even in the best of times, the HR field is a hotbed of stress as HR professionals become involved in almost every corporate crisis - from leading the way through challenging national events to managing the people side of most company reorganization; such as layoffs, terminations and acquisitions. Are most HR professionals prepared to lead during times of crisis without giving too much of themselves away? Join us for an interactive session on Stress Management designed for Human Resources professionals to:

- gain perspective on HR stress
- assess how stress is impacting you
- avoid burnout by boosting your resiliency to stress, and
- learn techniques for shielding yourself from stress and creating relaxation

Linda Piatelli is a seasoned training consultant with KGA, Inc., a Human Resources consulting firm that helps organizations with employee retention, change management, manager performance, diversity management, and wellness management through a family of five services including Training, EAP, Coaching, Consulting, and Wellness. Linda is a Certified Professional in Learning and Performance (CPLP) and has been helping professionals manage their stress and time and improve their productivity since 1994. Her experience spans a variety of industries including high tech, biotech, hospitality, manufacturing and healthcare.

Holiday Inn, Rt. 132 Hyannis

## Bradford Glass Continued

*Make conscious choices:* As an adjunct to self-observation practices, gradually add in the following during your quiet time. Ask: Of the hundreds of choices I made this day, how many were conscious? Of those, how many were made based on my intention? Just making choices consciously, all by itself, creates more time and opportunity for you, because you are now aware of what you are doing (or not).

Time is a space where your intentions unfold. Envision what is possible and create a mental picture in an envisioning activity and you will begin to create that life. When we take the time to know our intentions we are more resilient for the uncertainty of the future.

We wish to thank Mr. Glass for his insightful presentation.

To learn more about Bradford Glass go to [www.RoadNotTaken.com](http://www.RoadNotTaken.com)

## CCHRA Going Green

Please complete the program evaluation on-line at: [www.cchraonline.com](http://www.cchraonline.com)



*We are accepting articles for the newsletter and website. We'd love to hear about your innovative HR practices. Please send your article to: [Michele@pleasantbayassoc.com](mailto:Michele@pleasantbayassoc.com)*

## Up-Coming Events

### CC Chamber of Commerce

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

Various Dates: Gestalt International Study Center Executive and Professional Development.

Nov. 12: Member to Member at the Ridge Club.

### CC Young Professionals

[www.capecodyoungprofessionals.org](http://www.capecodyoungprofessionals.org)

Nov. 19: 4<sup>th</sup> Anniversary Party at Wequassett in Harwich.

### NE Human Resources Assoc.

[www.nehra.org](http://www.nehra.org)

Nov. 2: Webinar. Keep Key Talent as the Economy Improves.

### American Association of Training & Development

[www.astd.org](http://www.astd.org)

Nov. 2-3: Strengthening Trust in Government. Washington DC.

Nov. 10: Webcast. Training Adoption through Sales Leadership.

### SHRM

[www.shrm.org](http://www.shrm.org)

Oct. 28: Webcast. A New Way to Know.

Oct. 29: Webcast. Green Recruiting Practices.

### HR Leadership Forum, NE

[www.hrlf.org](http://www.hrlf.org)

Oct. 22: Second Generation of Workplace Success. What Smart Companies are doing to Recruit, Retain and Reattach Talented Women.

## Scholarships Available

Apply at

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



## Member Profile

**Vikki Morris** is a strategic human resource professional with more than 10 years of for-profit and not-for-profit experience and a demonstrated record of aligning business goals with human resource initiatives. In her current role as HRIS/Compensation Generalist for the **International Fund for Animal Welfare (IFAW)**, headquartered in Yarmouth Port, Vikki partners with management to develop, implement, and administer compensation programs, policies, and procedures that support organizational objectives and analyzes key factors that tie in market data, salary budgeting, and incentive compensation. Her experience also includes recruitment/staffing, budget and record management, HRIS analytics, performance-based pay incentives as well as staff evaluation and role analysis. Vikki has a strong understanding of state, federal and international employment law.

Vikki began her career in human resources as a benefits specialist for Arthur Andersen in Tampa, FL before transferring to the consultancy side of the business, Andersen Consulting, as campus recruiter. After a 6-year hiatus from the workforce, she relocated with her family to Cape Cod in 2001 where her husband, Shawn, joined the family business, RPM Carpets, in Harwich, and she joined IFAW.

Vikki recently earned certification as a Senior Professional in Human Resources (SPHR). She joined CCHRA in 2003 and formerly served as By-Laws Chair. Vikki is returning to the CCHRA Board as Treasurer.