



# Cape Cod Human Resources Association

# HR NEWS

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

September 2007

CCHRA NEWS

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

## Competency Modeling

Want to increase the chances of hiring a star performer? Want to weed out the candidates who interview well, but end up poor employees? Having trouble getting your interview team to agree on the right person to hire? Come to our first meeting of the year on September 27, 2007 and get introduced to an easy-to-learn, easy-to-use technique that will make you a hero to your hiring managers. Priscilla Claman of Career Strategies in Boston, who uses competency modeling extensively in her consulting practice, will lead this highly interactive meeting. She will show you:

- What competency models are and how they work
- The best ways to predict a candidate's performance on the job
- How to craft the questions that show you what a person will do
- How to tighten up the decision-making process of your interview team

You will leave this meeting with a new, successful approach to employee selection and new techniques to try out with your hiring managers.

Priscilla Claman is the founder and President of Career Strategies in Boston. She has worked in human resources for The Bank of New England and earned both her bachelor's and Master's degree from Harvard. She has worked with over one hundred employers on a full range of career and competency programming. She has been quoted in *Fortune*, *Money Magazine*, *The Boston Globe* and the *New York Times*.

## SAVE THE DATE

### A Great Year Awaits

Carolyn Ninivaggi and the Program Planning Committee have been working all summer to create an exciting program schedule for the 2007 – 2008 year. Here's a sneak peak at what's coming:

- |       |  |
|-------|--|
| 9/27  | Competency Modeling<br>with Priscilla H. Claman                            |
| 10/25 | Benefits Cost Containment<br>with Mike McCullom                            |
| 12/6  | Retaining Your Most Valuable Employees<br>with Bill Roiter                 |
| 1/31  | Designing Employee Orientation & Training<br>Programs with Charlotte Kells |
| 2/28  | Recruiting – Outsourcing<br>with Elizabeth Harris                          |
| 3/27  | Succession Planning<br>with Ann Egan                                       |
| 4/24  | Establishing Salary & Comp Scales<br>with TBA                              |
| 5/29  | Triple Demons<br>with Tom Saltonstall                                      |
| 6/19  | Legal Update with<br>Katherine A. Hesse                                    |

All meetings begin at 7:30 a.m. at the Holiday Inn on Route 132 in Hyannis (across from Cooke's Seafood).

2006-07

## OFFICERS & COMMITTEE CHAIRS

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## VOLUNTEER OPPORTUNITIES

Volunteer opportunities are available on all committees. We encourage and welcome your participation. Simply contact any committee chair to join a committee. Your involvement is critical to the ongoing success of our organization.

## CALENDAR OF EVENTS

### Meetings

**September Meeting**

Thursday, **September 27, 7:30 am**, *Holiday Inn, Hyannis*  
Competency Modeling • Priscilla H. Claman

### Other Events

**Womens Wellness Weekend**

September 14 – 16, 2007 Camp Lyndon, Sandwich, MA  
[www.ymcacapecod.org](http://www.ymcacapecod.org)

**2nd Annual New England Workforce Development  
Professional Conference**

Wednesday, September 19, 2007, *Hogan Center at Holy  
Cross College, Worcester, MA*  
<http://www.thecenter-hcc.org/conference.pdf>

**Northeast Human Resources Association**

October 17 – 19, 2007 Rhode Island Convention Center,  
Providence, RI

**SHRM Global Conference & Exposition**

March 31 – April 2 *Boston, MA Boston Marriott*  
<http://www.shrm.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).

## WEB SITE UPDATE

CCHRA is in the process of updating the web site. If you have any suggestions, ideas or talent, please contact Kristina Ierardi at [kierardi@capecod.edu](mailto:kierardi@capecod.edu) or 508-362-2131 ext. 4688.