

If you missed the May meeting:

Last month **Betsy LaMond**, Senior Wellness Specialist and Certified Fitness Trainer for Satin Wellness, described the benefits of wellness programs for businesses as well as employees. She had some interesting facts about the return on investment for businesses who offer wellness programs.

- Coors Brewing Co. found a savings of \$5.50 per \$1 spent on fitness and a reduction of absenteeism by participants by 18%.
- Coca-Cola's fitness program recouped \$500 per year per employee, despite the fact that only 60% of staff participated.
- Wellness programs also reduce healthcare costs and sick days
- Increase productivity and morale

Betsy described how wellness programs can be customized but should include:

- Assessments: to reduce injury
- SMART goals
- Cardio and Resistance training
- Nutrition counseling
- Stress Management

In a recent SHRM article, *Rules for Successful Wellness Programs*, the author mentions that employee engagement is the "holy grail of well-being, health and productivity programs." Employee engagement is as easy as following these simple rules:

Be Relevant
Make It Social
Stay Positive
Integrate, Integrate, Integrate
Play It Safe

<http://www.shrm.org/hrdisciplines/benefits/Articles/Pages/WellnessRules.aspx>

Breakfast Meeting

June 23

Legal Update

Murphy, Hesse, Toomey & Lehane



Guest Speakers

Kathryn Hesse and Tom Colomb

Holiday Inn - Route 132, Hyannis, MA

7:30 - 7:45 a.m. Breakfast Buffet

7:45 - 8:00 a.m. Business Meeting

8:00 - 10:30 a.m. Guest Speakers

Please join us for a review of important case law that's new in the past year, a brief regulatory update and a review of legal issues in Social Media.

Katherine Hesse is one of the founding partners of Murphy, Hesse, Toomey & Lehane, LLP. Ms. Hesse concentrates her practice primarily in labor and employment and employee benefits law serving as counsel to individuals, business, government, and tax exempt organizations including hospitals, colleges, churches, and major private and public retirement and health plans. Ms. Hesse was appointed to a three year term to the Board of Directors of the International Foundation of Employee Benefits Plans, a nonprofit, non-lobbying organization and the largest educational association serving the employee benefits and compensation industry.

Thomas Colomb provides ongoing counsel to employers on a wide range of labor and employment matters, including: negotiation and administration of collective bargaining agreements; personnel policies and employee handbooks; workplace investigations and fact finding; compliance with disability and leave statutes; preventing and responding to sexual harassment and workplace violence; unemployment insurance claims; and all manner of discrimination claims. Mr. Colomb coordinates the firm's business immigration practice, where he advises and represents employers, key employees, and educational institutions in matters before the U.S. Citizenship and Immigration Service and the U.S. Department of Labor.

CCHRA BOARD

During the business portion of our breakfast meeting this month, CCHRA members will vote to accept the slate of officers for the 2011-2012 CCHRA Board of Directors

President – Susan Partridge
Vice President – William Carroll
Secretary – Stacia Plumb
Treasurer – Vikki Morris

Workplace Motivation: Tools of the Trade

Fall Conference Update

The Conference Planning committee is excited about the slate of Keynote Speakers and Workshop Presenters

Keynote Speakers

Bob Kelleher
The Employee
Engagement
Group



Steve Satin
Satin
Wellness



is sponsoring keynote speaker Bob Kelleher.

Workshops

- 1. Motivating Employees for Long Term Success**
Laura Caton and Susan McKenna, The Cornerstone Group
- 2. Working Whole**
Maggie French, Living Whole Coaching
- 3. Avoiding Legal Pitfalls While Successfully Motivating Your Employees**
Katherine Hesse, Murphy, Hesse, Toomey and Lehane
- 4. The DISC Behavior Model**
Janice Kinder, Workplaces Can Work
- 5. Tapping Into Employee Motivation and Unlocking Breakthrough Performance**
Adam Kornfeld, Inside Out Development
- 6. Effective Leadership Through Influential and Persuasive Communication**
David Liddell, SKYE Business Solutions
- 7. Mastering the Art of Performance Feedback**
Jamie Resker, Employee Performance Solutions
- 8. Bridging the Workplace Generational Gap**
Karen Stacey, Kreative Learning Solutions

CCHRA meetings will resume in September.

Professional Development Opportunities for you and or your staff this fall at Cape Cod Community College's Hyannis Campus

For information: <http://www.capecod.edu/web/werc>

SHRM Essential of HR Management

Friday, November 4 and 18 from 8:00 to 4:00
Fee: \$499

This fifteen (15) hour introductory course offers a solid, comprehensive overview of human resource roles and responsibilities. We will provide participants with critical knowledge to help reduce potentially costly lawsuits and improve their ability to handle challenging HR issues. This course is ideal for those who are just starting out in the HR profession, small business owners, or those who are looking for an effective way to improve their employee management skills. Tuition includes all SHRM study materials which will be distributed at the first class.

Effective Workplace Communication for Managers

Friday, October 21 from 8:30 to 3:00
Fee: \$99

This workshop will provide the tools and techniques to develop and enhance your communication skills as a manager, including how to redirect and provide your staff with feedback about the quality of their work and their professional performance or lack thereof. You will learn how to create an encouraging workplace and how to be an assertive and fair manager. You will also gain the necessary tools to facilitate difficult workplace conversations.

Tips & Techniques for Novice Trainers

Wednesday, October 12 and 19 from 4:00 to 6:30
Fee: \$75

Health and human service professionals often provide training for staff and clients they serve. Those chosen to train are individuals most knowledgeable about the subject matter, and rightly so. Lecture prevails as the most popular instructional techniques, but learning retention from lecture is poor. This workshop reviews what we know about how adults learn best. Learn simple training tips and techniques to improve the design and delivery of educational programming, and enhance the learning retention of your students.

CCHRA awards scholarships to members for professional development. Check it out at:
<http://www.cchraonline.com/resources/scholarships/>

Have you seen the new and improved CCHRA website?

After many months of hard work we have successfully redesigned, rebuilt and re-launched our new website for 2011. With a new online content management system, new member features and an improved design, this new website will evolve with our organization for years to come. Take a look around and let us know what you think. **A big thank you** to **Mary Tripp** for making the new website project a success.

Grant Opportunities

Safety training grant available to nonprofit, community and faith-based organizations, employer associations and labor unions

[DOL's OSHA seeks applications for \\$4.7 million in Susan Harwood safety and health training grants \[06/15/2011\]](#)

The U.S. Department of Labor's Occupational Safety and Health Administration is soliciting applications under the Susan Harwood Training Grant Program, through which a total of \$4.7 million is available to nonprofit, community and faith-based organizations, employer associations and labor unions. The grants will fund training for workers and employers to recognize workplace hazards and appropriate control measures, and to understand their rights and responsibilities under OSHA's regulations and standards.

Capacity building pilot grants are intended to assist organizations in assessing their needs and formulating a capacity building plan before moving forward with a full-scale safety and health education program. Capacity building developmental grants are for organizations that already provide occupational safety and health training, education and related assistance to their constituents, and are seeking to expand their capacity.

Targeted topic grants and training and educational material development grants support the development of quality training materials and programs for workers and employers addressing workplace hazards and prevention strategies. Topics, which are designated by OSHA, include safe bin entry in grain handling operations, crane safety, fall protection, hazardous communication for chemical exposure and shipyard safety hazards.

Professional Development Opportunities Cont.

NEHRA

WEBINAR: Understanding Employer Responsibility & Liability for Off-Site Functions AND Unpaid Interns

Jun 27, 2011 1:00PM - 2:00PM

Free to members—\$50.00 non-members

http://www.nehra.com/index.php?view=details&id=250%3Awebinar-understanding-employer-responsibility-a-liability-for-off-site-functions-and-unpaid-interns&option=com_eventlist&Itemid=102

In the News

Cape & Plymouth Business Magazine

Human Resources: Is it really time to hire? Bob Nealon, Metro Market Manager at Robert Half International, describes the key signs to look for before making hiring decisions.

<http://www.capeplymouthbusiness.com/blog/show/117>

Dates to Remember

November 16, 2011—The Cape & Plymouth Business 2011 Business Connect Conference at Resort & Conference Center At Hyannis

December 8, 2011—The Massachusetts Conference for Women at Boston Convention and Exhibition Center



Online Resources

HR Daily Advisor – Practical Human Resource Tips, News & Advice

<http://hrdailyadvisor.blr.com/>

Workforce Management is a business publication with an HR focus. Non-members can access a variety of online articles on HR Management. <http://www.workforce.com/> See the article: *12 Questions to Measure Employee Engagement*.

www.workforce.com/section/hr-management/article/12-questions-measure-employee-engagement.html