



Cape Cod Human Resources Association

HR News

November 3, 2011

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

www.cchraonline.com

Workplace Safety Grant Training Program

With Kathleen Manson, Director, Office of Safety
Commonwealth of Massachusetts, Department of
Industrial Accidents

Thursday, November 3, 2011 from 9:00 to 10:00 AM
Career Opportunities, 372 North Street, Hyannis, MA
02601

As an employer in the Commonwealth of Massachusetts, you are eligible to receive up to \$25,000 to provide safety training to your employees from The Commonwealth of Massachusetts, Department of Industrial Accidents through the Office of Health & Safety Education Training. The grants are not limited to specific types of safety training. Any training program that seeks to improve the safety of the workplace is eligible for funding (be it ergonomics, hazardous materials handling, proper heavy lifting techniques, etc.) The prevention of occupational injury is in everyone's best interest.

This session will explain the grant program, answer questions, and help to guide you through the process of applying for funding to cover a training program for your employees.

To register to attend, please call Razza at 508-775-5900 or Razza@ciwib.org.

***Thank you to our CCHRA Conference Team
and Board of Directors who worked
tirelessly this past year to create a great
conference for HR professionals and local
businesses.***

Sue Partridge, Bill Carroll, Mary Tripp, Carolyn Ninivaggi, Stacia Plumb, Leslie Terry, Abby Adams, Vikki Morris, Jennifer True, Susan Snow, Tammy Cunningham, Julie Hopper, Laura Johnson, and Joan McDonald.

Breakfast Meeting

October 27, 2011

***Developing Leaders and Unleashing
Potential at All Levels***

Guest Speaker

Rita B. Allen, Rita B. Allen Associates

Holiday Inn - Route 132, Hyannis, MA

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

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

8:00 - 9:00 a.m. Guest Speaker

This month's program will focus on strategies every organization can use to develop effective leaders. We'll look at practices, principles and behaviors that result in effective leadership as well as the tools of individual self-reflection and assessment to help individuals determine their capabilities. Come prepared for a fun, interactive dialogue where you will be introduced to methodologies and processes that are essential aspects of leadership including competency development and planning, action learning, coaching and mentoring.

Rita B. Allen is the president of Rita B. Allen Associates, a provider of career management consulting and coaching services for individuals and organizations in a variety of industries including high technology, biotechnology, financial services, professional services, medical devices/pharmaceuticals, and academia, healthcare and retail/consumer products. With over 25 years of human resources experience, Rita's specialty areas include executive coaching, leadership development, management training and career development.

**Employers & Educators Bridging the STEM Gap: A
Conversation on Partnership
Wednesday November 2, 2011 from 3:30 PM to 6:00 PM**

This event is FREE but registration is required.

STEM stands for Science, Technology, Engineering & Mathematics. How do we build the skills and interest of our young people so that they are ready and able to take on STEM education and careers?

ADD YOUR VOICE:

What are the skills/knowledge that SE MA STEM employers need in their employees?

What are some of the ways industries have reached out to educators to promote STEM skills?

What do educators need from the business world to support the development of STEM skills and interest in their students?

How can educators (K-12 & higher education) and employers work together toward the common goal of fostering students' STEM interest and readiness?

Where:

Gillette Stadium, South East Putnam Club, Parking in P1,
Foxboro, MA 02035

Register here: <http://www.connectsemass.org/stem/>

Check out the CCHRA Website www.cchraonline.com/ for programming activities, news, job openings and resources.

Did you know CCHRA has a scholarship program?

Information can be found at:

www.cchraonline.com/resources/scholarships/

If you have a job opening, announcement, resources, etc. that you would like to share please contact Mary Tripp at: mtripp@cchraonline.com

Thank you to our Conference Sponsors

Northeast Human Resources Association (NEHRA)

Cape & Plymouth Business

Rogers & Gray Insurance

Partners Benefit Group

Blue Cross, Blue Shield of Massachusetts

**WHAT MAKES A GOOD LEADER?
ARE LEADERS BORN OR MADE?
THE REALITY IS THAT LEADERS
ARE FOUND EVERYWHERE AND
AT EVERY LEVEL OF AN
ORGANIZATION. MOREOVER,
LEADERSHIP COMPETENCIES
AND CAPABILITIES CAN BE
DEVELOPED AND ACHIEVED BY
ALL.**

RITA B. ALLEN, RITA B. ALLEN ASSOCIATES

**Professional Development Opportunities
at Cape Cod Community College**

Friday, November 4, 2011 & Friday, November 11, 2011
Time: 8:00am to 4:00 pm

The SHRM Essentials[®] of HR Management is an introductory course offering a complete overview of human resource roles and responsibilities. If you are just starting out in the profession, or are looking for an effective way to boost your employee management skills, this is the program for you!

This course can provide exceptional benefits because it:

- Reduces company's risk of potential high-cost litigation.
- Promotes a consistent understanding of the HR function to non-HR management.
- Offers professional development for divisional or departmental supervisors to ensure HR compliance.
- Develops a common dictionary of HR terms for the entire organization.
- Covers real-life HR issues and current, vital topics including: employment law; selecting qualified employees; compensation; orientation and training; and the performance management process.

Registration Fee: \$499

Questions contact: jtrue@capecod.edu

(508) 375-5011

To register: (508) 375-4012