

Fall Conference—Thursday, October 13, 2011

Workplace Motivation: Tools of the Trade

Keynote Speakers

Ten Practical Employee Engagement Steps That Drive Results

Bob Kelleher
[The Employee Engagement Group](#)



Strength to Lead: Increasing Your Resilience, Drive and Stamina

Steve Satin
[Satin Wellness](#)

Conference Registration

www.cchraonline.com/conference/

Members	Non-Members
Online before 10/12 \$150.00	Online before 10/12 \$ 165.00
On-Site Registration \$180.00	On-Site Registration \$195.00

Workshops

- Motivating Employees for Long Term Success
- Avoiding Legal Pitfalls While Successfully Motivating Your Employees
- Using the DISC Behavior Model for Building Stronger Teams
- Tapping Into Employee Motivation and Unlocking Breakthrough Performance
- Effective Leadership Through Influential and Persuasive Communication
- Mastering the Art of Performance Feedback
- Bridging the Workplace Generational Gap
- Building Personal Resiliency During Difficult Times
- Working Whole

**This program has been submitted to the HR Certification Institute for review*

Our Conference Sponsors



Welcome back to the full swing of Fall activities!

Seems like our September weather is making up for the wet and cold June we had.

In between beach, boating, entertaining guests, and other vacation activities, your CCHRA Board has been busy this summer planning 2011 – 2012 programs and of course our Fall Conference on October 13th. We're gearing up for a very busy year and hope that everyone can take full advantage of what CCHRA has to offer.

Our first evening Networking event was a success! We will plan another similar event for later this program year.

Our Fall Conference on October 13th is themed Workplace Motivation: Tools of the Trade. You don't want to miss this day of concurrent sessions covering practical tips that you can take back to the office for your own personal motivation, as well as those of your team. This conference is not just for HR professionals! Small business owners and really anyone who manages people can benefit from attending. The day will be highlighted by keynoters Bob Kelleher and Steve Satin. The conference has been submitted to the HR Certification Institute for review for PHR and SPHR recertification credits. Register online at www.cchraonline.com/conference.

In addition to our regular September and October monthly breakfast meetings, our December 1st meeting will be an expanded program to give you the latest on Wage and Hour Law, presented by Kathy Murphy and Michael Maccaro of Murphy, Hesse, Toomey and Lehane, LLP. Check our website – www.cchraonline.com, for complete details.

I look forward to seeing you!

Sue Partridge

CCHRA President

2011-12 CCHRA Program Schedule

October 27, 7:30am to 9:00am

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

Speaker: Rita B. Allen, Rita B. Allen Associates

December 1, 7:30am to 10:00am (expanded program)

Topic: *Understanding the Essentials of Wage and Hour Law*

Speakers: Kathy Murphy and Michael Maccaro, Murphy, Hesse, Toomey and Lehane, LLP

Training Opportunities

The Executive Suite is offering several training programs for businesses.

Manager as Coach Program combines proven executive coaching principles and smart leadership tools.

Customer Service Training

Provides proven customer service principles and behavioral communication tools that you can use to improve customer relationships.

For more information go to:

<http://www.theexecutivesuite.com/client-services/training-programs>

Meet your Board of Directors

President Susan Partridge

Company: Convention Data Services (CDS) provides state-of-the-art registration, database management, exhibitor lead retrieval products and services, and event marketing to the tradeshow industry, serving the needs of businesses and non-profit associations.

Job title: HR Director

HR specialty: generalist with focus on employee relations

Education: BA Speech Communication, Bridgewater State, SPHR

Affiliations (other boards or professional or civic organizations) – NEHRA and SHRM member, Douglas J. Fletcher Memorial Golf Tournament committee member (a tournament dedicated to the memory of my company's founder – we raise funds for the National Marine Life Center in Buzzards Bay).

What being a member of CCHRA means to you—what benefits do you receive by being a part of the association? – the connection with other HR people on the Cape and surrounding area. The chance to share knowledge and gain insights as to how other local companies function. And of course to learn each month from our wonderful presenters.

Favorite Business book and why: *Good to Great* by Jim Collins – the lessons learned in management strategies on how to achieve excellence in a simple and common sense type approach

Do you volunteer? If, yes, where? What do you do? Just CCHRA leadership and the conference planning, which right now is quite busy 😊 I was just asked to be on the newly formed NEHRA Advisory Board.

Vice President & Programs Chair Bill Carroll

Company: Cape Cod Healthcare

Job title: Senior Manager, Talent Acquisition and Development

HR specialty: Recruitment, Employee Relations, Training and Organization Development

Education: MS in Organization Development and Human Resources, Johns Hopkins University; MA in International Studies, American University; BA in French, University of California, Santa Barbara

Affiliations (other boards or professional or civic organizations)—SHRM, ASTD, NEHRA

What being a member of CCHRA means to you—what benefits do you receive by being a part of the association? I like the networking with other HR professionals and the opportunity for learning and professional development through our programs.

Favorite Business book and why: *First Break All The Rules: What The World's Greatest Managers Do Differently*, by Marcus Buckingham. Great resource for coaching/teaching managers on how they can engage employees more effectively, improving satisfaction and performance.

Do you volunteer? If, yes, where? What do you do? Active volunteer in my church (Christ Episcopal, Plymouth); former volunteer teacher/tutor for adults in English as a Second Language with the Access Program through Cape Cod Community College.

Scholarship Chair Leslie Terry

Company: Duffy Health Center (we provide medical and mental health care and housing assistance to the homeless and those at risk of homelessness-I have been at Duffy for one month and I'm so impressed with the organization and it's vision)

Title: Human Resources Manager

Education: Boston College, Northeastern University, Cape Cod Community College and ongoing continuing education courses

Member of Society For Human Resources Management since 1993, Cape Cod Human Resources Association for 25 years, currently serve on the CCHRA Board and Chair of Scholarship committee
I am looking to affiliate with a community health care Human Resources group such as the MA League of Community Health Centers to learn more about the health care field.



**Bylaws Chair
Tammy Cunningham**

Tammy Cunningham is the Assistant Director of Human Resources for the Town of Barnstable. In that capacity, she provides assistance to the Director in the areas of labor relations, classification, compensation, benefits, and strategic planning. She has been a member of the Southeast Coast Chapter of IPMA-HR since its inception and is the Immediate Past President of the Chapter. She is currently serving as a Host Chair for the Tri-State Eastern Region IPMA – HR Conference joined by Connecticut and Rhode Island. Tammy has worked in municipal government for 15 years holding various capacities with a total of 9 years directly focusing on human resources. Tammy holds a Bachelor of Science in Business Administration and a Master of Public Administration from Suffolk University. She also holds the IPMA – HR designation of Certified Human Resources Professional.

Cape Cod Human Resources means not only gaining invaluable information on current topics, however, more importantly, sharing and learning knowledge with my peers to discuss our experiences, obstacles, and happenings in our workplaces.

My favorite leadership book is “Who Moved My Cheese?” This book is very relevant to most work environments and I believe all managers can take something away from the story. It is a bit dated at this point, but I still enjoy the simplicity of the message.

Massachusetts Workforce Training Fund Programs are accepting training grant applications for:

- **Express Program:** For small companies (50 or fewer employees)
- **Hiring Incentive Training Grant Program**

For more information go to:

[http://www.mass.gov/?pageID=elwdtopic&L=3&L0=Home&L1=Businesses&L2=Workforce+Training+Fund+Programs+\(WTFP\)&sid=Elwd](http://www.mass.gov/?pageID=elwdtopic&L=3&L0=Home&L1=Businesses&L2=Workforce+Training+Fund+Programs+(WTFP)&sid=Elwd)

**Website Chair
Mary Tripp**

Company: Cape Cod Five Cents Savings Bank

Job Title: Human Resources Specialist

HR Specialty: I am more of an HR Generalist, I do a little of everything.

Education: I am currently working on my Associate’s Degree in Business Management

Affiliations: The only association I am affiliated with at this time is the Cape Cod Human Resources Association, where I am currently serving as the website chair.

What being a member of CCHRA means to you – what benefits do you receive by being a part of the association? Being a member of CCHRA has given me the opportunity to meet many wonderful people, and to surround myself with colleagues that I can network with and bounce ideas off of, it is great because we are all in the same line of work. The breakfast meetings are terrific; I have learned many new things and kept up to date on HR changes.

Favorite Business book and why? *Who Moved My Cheese?* By: Spencer Johnson, MD.

Most things in life and business are uncertain, there is always going to be change. This book gives you insight as to how to deal with the constant changes that we all face on an almost daily basis. Have a sense of humor; don't take it all too seriously. Don't be complacent, but be willing to adapt to change. This doesn't mean lie down and die, just don't be so rigid you can't change perspectives. Recognize that sometimes you are afraid, and then act anyway. Change is what makes us feel alive and keeps life exciting.

Do you volunteer? If yes, where? What do you do?

Besides all of the website activities that I do for CCHRA, I am also a Minister of Communion, at Our Lady of the Cape Church in Brewster, MA.



ANNOUNCEMENTS

Learn to Make the Most of J-1 Visa Programs at an InterExchange Session in October

Every season, employers in your area hire thousands of international students through the J-1 Visa exchange visitor program. Because the U.S. Department of State has recently focused more attention on J-1 Visa recruitment practices, we'd like to connect with employers on Cape Cod and the Islands, to educate you about the best way to continue to host international staff through this program.

WE ENCOURAGE ALL EMPLOYERS TO ATTEND ONE OF OUR SESSIONS

Hyannis Session

New Business Practices for the Summer Work & Travel Program
Tuesday, October 11, 2011, 11:00 a.m. – 1:30 p.m.
Registration begins at 10:30 a.m.
Lunch will be served
Radisson Hotel Hyannis – 287 Iyannough Road, Hyannis, MA

Martha's Vineyard Session

New Business Practices for the Summer Work & Travel Program
Wednesday, October 12, 2011, 11:30 a.m. – 1:30 p.m.
Registration begins at 11:00 a.m.
Lunch will be served
The Boathouse, Field Club Great Room – 16 Field Club Lane, Edgartown, MA

Submit your confirmation for either session

at: http://interexchange.qualtrics.com/SE/?SID=SV_24hgpkryvHIKVS

We anticipate a large turn-out for these sessions, so please register early. **An RSVP is required for all attendees.**

If you're unable to attend, but would still like to meet with our team to learn about best practices for the Work & Travel USA program, please complete your RSVP to request a personal appointment.

With more than 40 years of leadership in the cultural exchange industry, InterExchange provides J-1 Visa sponsorship and unparalleled personalized support for employers and participants in the Cape Cod area and around the world.

We look forward to seeing you in October!

Kind regards,
The Business Development Team
InterExchange
busdev@interexchange.org
917.305.5430

RSVP at: http://interexchange.qualtrics.com/SE/?SID=SV_24hgpkryvHIKVS