

Today is a
good day
for a
good day

VTHRA

Vermont Human Resource Association

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www.VTHRA.org

#VTHRA

May 8, 2018

Leading With Values Finding Your Opportunities



Join Vermont Businesses for Social Responsibility for their 28th Annual Spring Conference May 15th at the LEED certified UVM Davis Center. Throughout the day, you will engage in workshops designed to help CSR-minded professionals find new opportunities through values-led work. Attendees will enjoy a localvore menu (Underwritten by University of Vermont Medical Center), visit with 40+ exhibitors, and enjoy a cocktail reception and networking opportunities with more than 300 forward-thinking business professionals.

This year, we are thrilled to welcome Robert Craven CEO of MegaFood as our Keynote Speaker, underwritten by Efficiency Vermont.

<https://www.eventbrite.com/e/vbsrs-28th-annual-spring-conference-tickets-44381237476>

Bandwidth: Just how far can you and your employees stretch?

DATE: Wednesday, May 16, 2018
TIME: 7:30 a.m.- 8:00 a.m. Registration
 8:00 a.m.- 10:00 a.m. Program
PLACE: Hampton Inn, 42 Lower Mountain View Dr., Colchester, VT

*Do you ever wonder how (or if) everyone can get everything done?
 What should you be considering for your organizations as you look at the tough challenges ahead?
 Just how far can we stretch...and what are the consequences of stretching ourselves too thin to meet both long and short-term goals?*

Join us for an engaging conversation with Camille Preston from AIM Leadership. You may have read her books and articles addressing some of these very same questions from a fresh perspective. During our time together, we'll learn how to think differently about the topic of bandwidth and labor planning for your organization. This is the ultimate topic that impacts not only the likelihood of your organization being able to meet its goals but also the wellbeing of your employees as we look at topics like culture, stress, engagement, turnover, and burnout. Now more than ever, this is a topic and a speaker you won't want to miss.

About our Presenter



About Dr. Camille Preston, PCC, AIM Leadership: Camille teaches her clients to learn to lead—and live—better. In 2008, Camille identified the negative impact of technology and stress on the front edge of the tech mindfulness movement with her book *Rewired: How to Work Smarter, Live Better, and Be Purposefully Productive in an Overwired World*. She created a new paradigm for understanding how to leverage technology, lead with agility, and create effective collaborations with people who you don't see face-to-face. Her latest book, *Create More Flow: Ignite Peak Performance in an Overwired World* is designed to help people improve effectiveness at work — ultimately improving individual and overall happiness and fulfillment in life.

A psychologist by training, Camille has over 20 years' experience in consulting, coaching and executive development. Camille is CEO of AIM Leadership, a Partner at Blackhorn Consulting, an adjunct faculty at the Center for Creative Leadership, and mother to two preschoolers.

Eligible for 2 HRCI and SHRM certification credit hours.

Please register on-line via www.VTHRA.org



HR 101: Back to Basics

DATE: Wednesday, May 30, 2018
TIME: 7:30 a.m.- 8:00 a.m. Registration
8:00 a.m.– 4:15 pm Program

Please register at
www.VTHRA.org.

PLACE: Trader Dukes Hotel (Formerly the Double Tree)
1117 Williston Rd, So. Burlington, VT

Are you new to HR or simply just need a refresher? Are you a small business owner and not sure where to start when it comes to HR? Then this full-day seminar is for you! We've gathered some of Vermont's local experts to educate attendees on some essential HR topics. This day-long workshop is designed to target entry-level HR professionals to give them a thorough introduction into the world of HR. Seasoned HR professionals are also encouraged to attend, everyone could use a refresher, right?



Employment Law & Family Medical Leave Act (FMLA) VT Parental & Family Leave (VTPFL)

Kerin Stackpole, SPHR, Director at Paul Frank + Collins



Compensation & Fair Labor Standards Act (FLSA)

Brenda Sabin, CBP, SPHR, SHRM-SCP, CHRS

Director of HR Compliance & Payroll Solutions at Hickok & Boardman HR Intelligence



Safety & OSHA

Mary Beth Morrisseau

Safety Consultant, Green Mountain Safety Consulting

Eligible

for 6.50

HRCI and SHRM

Credits!



Benefits Administration

Michelle Lewis, MBA, SPHR, SHRM-SCP, CPB, CCP

HR Consultant, HR Delta, LLC



Talent Acquisition

Beth Gilpin, SHRM-SCP, SPHR

Principal, Beth Gilpin Consulting LLC

Registration is \$129 for VTHRA members and \$179 for non-members.

Member Question

What types of benefits do organizations offer to employees around Carbon Offsets? We are looking at potentially putting something in place and I'd love to hear what other folks are doing and how much \$\$ are they giving their EEs – and what companies do they use for the offset programs (if any).

Please respond to:

lharris@resonanceglobal.com

Human Resources Manager

Caledonia Spirits, maker of the signature Barr Hill gin, is searching for a part time to full time Human Resources professional. We are looking for someone with documented experience in this field who can develop HR processes and procedures as well as manage and execute benefit programs. The perfect candidate loves to learn, manages well under constant change, and brings value added experiences to our Company.

Please contact minty@caledoniaspirits.com

Career Connections Career Fair

The **Vermont Recruiters Association** (VRA) has pushed their annual career fair to **May of 2019**. The Annual VRA Career Fair: *Career Connections* will be on **May 8th 2019**. They're looking for volunteers to join a dynamic committee to make this event a success.

This is an entirely volunteer run event and we're making this 'all hands on deck' call for volunteers. Please click [this](#) link to view the open volunteer activities, learn more about the Career Connections job fair, and to select a volunteer position. Someone from the VRA will reach out to you after you've signed-up to coordinate communications and make sure your role is defined and to answer any questions you have.





Leahy Breakfast - Register Now

Senator Leahy Business Breakfast

8:00 am - 9:30 am

Winning Tomorrow:

What We Need to Know to Leverage

Vermont's Future

Diamond Ballroom, \$40



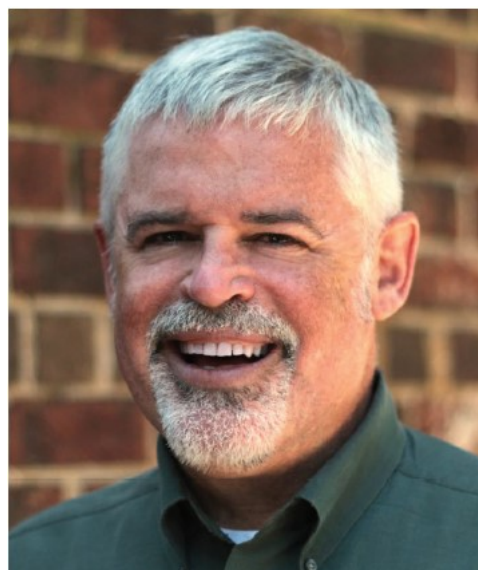
Is your organization ready for tomorrow? Do your leaders understand the people shaping it today?

Join futurist Matt Thornhill from the Institute for Tomorrow to learn what leaders in Vermont need to know and do to win tomorrow. Have you adapted to today's modern work culture? Do you understand the impact of tomorrow's demographic realities? Are you prepared for what's coming next in how we'll live, work, learn, play, relate, go, and lead?

Attend the annual U.S. Senator Patrick Leahy Business Breakfast at the Business Expo on May 24 to see how winning tomorrow starts today.



Register - Purchase Tix



RECENT JOB POSTINGS

Revision 4/27/2018	Contract Talent Recruiter	TO APPLY: Please visit our career site to learn more about the role and to apply for the position - https://www.revisionmilitary.com/en/join-our-team
United Way of NW Vermont 4/14/2018	HR and Operations Associate	Send resume and cover letter via email to search-committee@unitedwaynwvt.org
Addison County Home Health 3/29/2018	Human Resources Director	Please email resume and cover letter to Kristen Smith at hr@achhh.org
University of VT 3/29/2018	HR Customer Service Specialist	Please apply w/ cover letter, references and resume at www.uvmjobs.com posting #S1507PO
University of VT/ Porter Medical Ctr 3/29/2018	HR Generalist	Interested individuals can apply online via this link .
Vermont Creamery 3/16/2018	Human Resources Manager	Contact Eliza Giroux egiroux@vermontcreamery.com
Resonance 3/2/2018	Human Resources Generlist	Apply to: Jobs@resonanceglobal.com
Food Science Corporation 3/2/2018	Human Resources Director	Email your credentials to HR@FoodScienceCorp.com

Upcoming SHRM/HR Events

SHRM Learning System VTC, Williston Campus	Fall 2018	Register at: https://events.vtc.edu/Register/2018SHRMCertPrep
Scholarships	On-going	Www.vthra.org Www.vtshrm.shrm.org
SHRM VT STATE CONFERENCE	September 26-27th, 2018 Hotel Burlington, Burlington	
Career Connections Event	May 8, 2019	

Member Question

Champlain Cable would like to ask VHRA members if anyone has an online training system. We are looking for a system that would help with compliance, leadership, work skills including word, excel etc. Please contact me with any suggestions. Thank you

Beckey Cloutier, MHRM, PHR, SHRM-CP
Benefits Manager, PH 802-654-4272
Email rcloutier@champcable.com