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Applying a 4-Phased Model to Workplace Investigations RSK | ELL

10/27/2019

8:00:00 AM - 12:15:00 PM

Presented by: Max Dubroff & Christine Cave

- Comprehend and apply an investigative model to make the best decisions with a systems approach.
- Apply critical thinking to ensure you are prepared to objectively focus on key information and your investigation will withstand scrutiny.
- Develop a deeper understanding of the steps and elements that are selected by the participants for discussion.

(HR General)

Think Like a Boss BAS

10/27/2019

8:00:00 AM - 5:00:00 PM

Presented by: Rick Robinson

- Analyze and interpret income statements and balance sheets and diagnose trends
- Conduct a competitive analysis and develop a strategic plan
- Evaluate effective dashboards and develop forward-looking metrics

(Business)

Off to HR Law School - Don't Forget Your Employee Handbook ELL

10/27/2019

1:00:00 PM - 5:15:00 PM

Presented by: Paul Simon & Dustin Paschal

- Gain a basic understanding and knowledge of the various employment laws that affect the workplace, including discrimination and harassment laws, leave laws, wage and hour laws, safety & health laws, and other miscellaneous employment laws
- Be able to apply the various employment laws to the workplace and business operations
- Understand the legal requirements in the area of employee handbooks

(HR General)

Get Unstuck: Go Beyond Unconscious Bias to Conscious Inclusion HRD

10/27/2019

8:00:00 AM - 12:15:00 PM

Presented by: Jeanetta Darno

- Understand the key patterns of bias that can affect employees
- Identify which are working as headwinds – slowing people down
- Build awareness for creating trusting relationships for exceptional business outcomes

(HR General)

Creating the Optimal Candidate Experience Boot Camp TAW

10/27/2019

8:00:00 AM - 5:00:00 PM

Presented by: Ira Wolfe

- Best practices for creating the optimal candidate experience
- Recruitment marketing job search optimization tips
- How to boost application completion rates

(HR General)

Succession Planning for the 21st Century: Future Trends and Practical Guidelines for Building Your Talent Pipeline TAW

10/27/2019

1:00:00 PM - 5:15:00 PM

Presented by: Amy Hirsh Robinson

- Discover the impact of future trends on succession planning practices.
- Learn which leadership competencies are necessary to compete in the next decade.
- Steps to retool succession planning and leadership development, for simplicity and success.

(Business)



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Blind Spots: Unconscious Bias and Microaggressions In the Workplace

HRD

10/28/2019

7:00:00 AM - 8:00:00 AM

Presented by: Tana Session

- Identify the top five areas unconscious bias shows up in the workplace
- Understand how unconscious bias impacts your own decision-making in the workplace
- Employ strategies to effectively address unconscious bias in the workplace and with key stakeholders

(HR General)

Help for the Helper: Preventing Burnout and Implementing Self-Care

LPD

10/28/2019

7:00:00 AM - 8:00:00 AM

Presented by: April McAnally

- Understand the definition of burnout, including symptoms and presentation in the workplace
- Identify strategies to address burnout in yourself and others in the workplace
- Identify resources HR professionals can use for employees struggling with burnout and tips for reducing the risk

(HR General)

Making the Case for Pay Transparency

REW

10/28/2019

7:00:00 AM - 8:00:00 AM

Presented by: Jeremy Spake

- Learn how to conduct an internal pay audit
- Understand recent compensation-related legislation around historical pay data
- Utilize methods to ensure your organization's pay practices are defensible from potential litigation while mitigating any internal pay equity issues

(HR General)

Blurred Lines: Where Brand, Behavior and Business Intersect

BAS

10/28/2019

7:00:00 AM - 8:00:00 AM

Presented by: Ashley Ridgeway-washington

- Assess your own personal brand and apply practical strategies to build on your existing brand
- Gain awareness of brand pitfalls and blunders and demonstrate the effects that personal decisions have on business relationships
- Present the business case associated with investing in brand building and coaching competencies

(Business)

How to Fairly and Legally Evaluate Applicants' Criminal History

TAW | RSK

10/28/2019

7:00:00 AM - 8:00:00 AM

Presented by: Mike Coffey

- Determine what risks are associated with a position
- Define what kinds of criminal offenses are relevant to a position
- Understand the EEOC guidance when considering criminal history and conducting individualized assessment

(HR General)

Maximize Your HR Leadership Effectiveness

BAS | LPD

10/28/2019

7:00:00 AM - 8:00:00 AM

Presented by: Margaret Graziano

- Create a crystalized vision of how to have an empowered career in strategic HR
- Identify and remove obstacles within your organization and introduce initiatives that increase employee productivity and profit
- Know the difference between culture and climate and how each impacts the employee experience and your authority as a leader

(Business)



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KEYNOTE: The Trust Edge: How Top Leaders and Organizations Drive Business Results through Trust
LPD | HRD

10/28/2019
8:15:00 AM - 9:45:00 AM
Presented by: David Horsager

- Implement an actionable framework you can use immediately to build trust and solve your biggest challenges
- Describe the newest research on how to develop trust individually, in your team and in your organization
- Understand the bottom line impact of trust

(Business)

Workplace Bullying is Expensive and Preventable: Are you Prepared?
HRD | RSK

10/28/2019
10:15:00 AM - 11:30:00 AM
Presented by: Francis Mulcahy

- Define what Bullying is and isn't
- Develop a clear understanding of who the target is, who the bully is and the strategies they employ to destroy the confidence and competence of the target
- Learn what is needed to develop a well defined policy and training program

(HR General)

The Future of Global HR
GLO

10/28/2019
10:15:00 AM - 11:30:00 AM
Presented by: Debi Dault

- Understand the current status of Global HR and discuss the current trends impacting our organizations
- Look at what the experts say about the future trends of Global HR
- Learn about the social organization of the future and how it differs from our current organization

(Global)

Recruiters Deserve an Assistant: Putting AI To Work
TAW

10/28/2019
10:15:00 AM - 10:35:00 AM
Presented by: Ben Bromberg

- Understand why AI is becoming a critical technology that's helping recruiters compete for top talent
- Identify the work in the hiring experience that is ripe for automation and speed advantages
- Learn from real stories of AI implementation and results from HR practitioners and talent teams

Knowledge Hub

The Three Horned Steer: The Interplay Between the ADA, FMLA and Worker's Comp
ELL

10/28/2019
10:15:00 AM - 11:30:00 AM
Presented by: Arthur Lambert

- Understand how to lawfully process leave requests
- Realize which law is best applied to which situation
- Define how the laws regarding leave issues interrelate

(HR General)

The First 90 Days Will Make or Break Your New Hire
TAW

10/28/2019
10:15:00 AM - 11:30:00 AM
Presented by: Amy Hirsh Robinson

- Obtain five successful strategies for integrating new employees into your organization and maximizing their retention and engagement
- Learn how to gain buy-in and support for onboarding from executives and line managers
- Discuss 10 pitfalls to avoid when onboarding new hires

(HR General)



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Building a Culture of Innovation and Trust

HRD

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Yoram Solomon

- Understand what makes a culture of innovation and trust
- Understand the link between trust and innovation
- Gain tools to build trust in your company

(HR General)

Leadership is a Series of Negotiations

LPD

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Linda Swindling

- Harness the power of positive influence, persuasion and negotiation
- Spot and identify other peoples' negotiation styles and effectively communicate with them to create desired outcomes
- Reach winning results with integrity and confidence

(Business)

Recruiting in the Age of Googlization

TAW

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Ira Wolfe

- Understand best practices for creating the optimal candidate experience
- Identify and fix the most common candidate-experience blunders
- Learn actionable strategies, tools and hacks to build your talent pool and increase your quality of hire

(Business)

ADAAA and Fido at Work

RSK

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Rebecca McPherson & Lucas Loafman

- Understand ADAAA basics and distinguish "service animals" from other assistance animals
- Distinguish the employment context from the public context to assess risk assessment and remain compliant
- Describe interviewer etiquette for handler-service dog teams, and discuss reasonable accommodations, handler-service dog team integration, and FMLA overlaps

(HR General)

How to Prepare for & Respond to the Risk of Active Shooters

RSK

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Ryan Searles

- Understand the definition and anatomy of active shooters
- Assess your organizational practices to determine if appropriate risk management strategies are in place
- Create an action plan to avoid or minimize the impact of tragic incidents

(HR General)

Creating Leadership Development Programs That Work

BAS

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Rick Robinson

- Describe the importance, benefits, and power of internal leader development and certification programs
- Identify the steps necessary to create internal leader development and certification programs
- Create the preliminary design for a leader development and certification program for your organization

(Business)



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Corporate Immigration for Dummies

ELL

10/28/2019

10:15:00 AM - 11:30:00 AM

Presented by: Erin Green

- Understand basic principals and differences between professional U.S. work visas
- Describe the differences between working in the U.S. and a business trip
- Understand how the government and its various branches oversee the amount of time that employees have to remain in the U.S. and work pursuit to professional work visas

(HR General)

Fostering a Culture of Stress Management and Mental Health Programs

REW

10/28/2019

11:45:00 AM - 12:45:00 PM

Presented by: Kim Farmer

- Review the latest research on mindset and its impact on employee behavior and stress levels
- Understand how work-family conflict combined with perceived work stressors is a vicious cycle that leads to unhealthy and unhappy employees
- Explore how mental and behavioral health is directly impacted by physical health and how you can be a catalyst for change

(HR General)

Trial (and Error): HR Lessons from the Courtroom

ELL

10/28/2019

11:45:00 AM - 12:45:00 PM

Presented by: Paul Simon & Dustin Paschal

- Understand the real-life consequences of your actions and inaction
- Learn to minimize and manage your company's risk when it comes to employment lawsuits
- Effectively make workplace decisions while taking into account litigation consequences

(HR General)

The Hidden Power of Social Networks at Work

HRD

10/28/2019

10:40:00 AM - 11:00:00 AM

Presented by: Virginie Kidwell & Emily Choi

- Become aware of the importance of your social networks in the workplace
- Understand how to optimize one's social world to thrive in your job
- Develop a strong and diverse network of mentors, peers and mentees to harness the power of social dynamics

Knowledge Hub

Hiring: Everything Starts with the Intake Conversation

TAW

10/28/2019

11:45:00 AM - 12:45:00 PM

Presented by: Jodi Brandstetter

- Create an intake form template
- Understand the value of having an intake session with the hiring manager
- Leverage the intake form template to have a more productive candidate search

(HR General)

Top 10 Legal Issues Keeping HR up at Night

ELL

10/28/2019

11:45:00 AM - 12:45:00 PM

Presented by: David Barron

- Identify important areas of legal risk under FLSA, ADA, FMLA and other employment laws
- Learn best practices for handling employee requests for reasonable accommodation under the ADA
- Identify practical steps for responding to sexual harassment and discrimination claims

(HR General)



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Performance Appraisal and Feedback Culture HRD

10/28/2019
11:45:00 AM - 12:45:00 PM
Presented by: George Benson

- Understand the current state of the art in performance appraisal systems
- Review research on effective feedback and feedback culture
- Know research on effective feedback and feedback culture

(HR General)

Increasing the Strategic Value of the HR Function BAS

10/28/2019
11:45:00 AM - 12:45:00 PM
Presented by: Rick Robinson

- Clearly articulate value propositions of a customized strategic plan, explain why they are important, and identify your organization's unique value proposition
- Describe the road map for making the HR function a strategic partner in the growth of the organization
- Describe the process and tools necessary to translate strategic thinking into operational execution

(Business)

AI Based Technologies and HR Roles: What's the Impact? BAS

10/28/2019
11:45:00 AM - 12:45:00 PM
Presented by: Dennis Koerner

- Understand how workforce attributes relate directly to performance and financial results
- Use workforce insights to reduce bias and develop a diverse organization
- Discover how workforce insights define the key principles essential for maximizing employee engagement and performance

(Business)

Empathy and Communication with Second Language Employees GLO

10/28/2019
11:45:00 AM - 12:45:00 PM
Presented by: Micah Bellieu

- Understand what it is like to work in your second language
- Gain empathy for your employees from abroad
- Learn strategies that will enhance the effectiveness of your communication with second language English speaking colleagues

(HR General)

Building Your Workplace Culture Through Engaging Safety and Risk Management RSK

10/28/2019
11:45:00 AM - 12:45:00 PM
Presented by: Joe Wheatley

- Understand five components essential to creating sustainable change through a safety culture
- Apply two tools that develop safety leadership and employee engagement in the safety culture
- Learn core components of a proven system for injury prevention

(HR General)

How to Become a Trustworthy HR Professional LPD

10/28/2019
11:45:00 AM - 12:45:00 PM
Presented by: Yoram Solomon

- Understand the importance of trustworthiness
- Understand how people become trustworthy
- Gain tools to increase your trustworthiness with managers, employees, and candidates

(HR General)



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Effectively Hire Veterans, Get Past the Assumptions

TAW

10/28/2019

11:45:00 AM - 12:45:00 PM

Presented by: Max Dubroff

- Comprehend the main barriers that employers control and those that bind veterans
- Evaluate and understand the statistics surrounding veteran hiring and recruitment
- Apply the insights to better help employers and veterans communicate more effectively and get the best mutual results

(HR General)

Reversing System Failure: Advancing Gender Parity

BAS

10/28/2019

2:15:00 PM - 2:35:00 PM

Presented by: Michelle Bogan

- Understand how HR can partner strategically with business leaders to advance gender parity
- Identify business processes that are unintentionally holding women back
- Develop mechanisms to drive and measure success

Knowledge Hub

Conducting Interviews for Investigations

RSK

10/28/2019

2:15:00 PM - 3:30:00 PM

Presented by: Max Dubroff & Christine Cave

- Comprehend and apply systems approach interview techniques
- Understand critical thinking to ensure you are prepared to objectively focus on key information so your investigation will withstand scrutiny
- Comprehend best practices to apply during investigations

(HR General)

Why Commute is the New Healthcare: A Roadmap for Engagement and Retention

REW

10/28/2019

12:10:00 PM - 12:30:00 PM

Presented by: Rob Sadow

- Conduct an internal employee commute risk analysis to determine your organization's risk profile for attrition and performance
- Develop new tools to build cross-functional relationships with key internal stakeholders within facilities, transportation, and sustainability departments
- Balance organization's commuter benefits portfolio and build a strategic roadmap to align with and support your organization's priorities

Knowledge Hub

Leveraging Diversity of Thought

HRD

10/28/2019

2:15:00 PM - 3:30:00 PM

Presented by: Deborah Avrin

- Define thought diversity and its competitive advantage
- Describe what cultural norms are required to encourage thought diversity
- Create an action plan on how to leverage thought diversity in your organization

(HR General)

Video is the New Holy Grail In Recruitment Marketing: Tips to Get Started

TAW

10/28/2019

2:15:00 PM - 3:30:00 PM

Presented by: Ira Wolfe

- Learn why adding video is a must to recruit top talent
- Leverage video tips and tools for every budget and every company
- Understand the do's and don'ts when adding video

(HR General)



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Take Your Team to the Next Level with Design Thinking HRD

10/28/2019
2:15:00 PM - 3:30:00 PM
Presented by: Kristy Card

- Apply design thinking principles to everyday work, solving problems and creating innovative solutions rapidly
- Develop and leave with an action plan for solving an organizational need like talent retention
- Teach others this seamless and effective process, creating a nimble, innovative culture

(Business)

It Smells Like Weed in Here! ELL

10/28/2019
2:15:00 PM - 3:30:00 PM
Presented by: Todd Higey

- Identify those states that require a reasonable accommodation analysis before taking adverse action
- Identify those states that prohibit taking action based upon a mere positive for marijuana
- Understand the basic technical aspects of marijuana drug testing

(HR General)

Have Employees Become Obsolete? Workers in the Gig Economy ELL | TAW

10/28/2019
2:15:00 PM - 3:30:00 PM
Presented by: Michael Deponte

- Identify the types of positions that are transitioning in the gig economy
- Navigate the legal maze of issues and developing law nationwide that govern temporary works
- Address the proper classifications of individuals as employees, versus independent contractors and project-based work workers

(HR General)

Leading Up: Getting Buy-in for Human Resource Initiatives BAS | HRD

10/28/2019
2:15:00 PM - 3:30:00 PM
Presented by: Julie Chance

- Identify and align human resources initiatives to strategic business goals
- Understand the role of communication style in getting support for your ideas
- Develop a strategy to more effectively position your message to influence change

(Business)

Hiring Metrics and Analytics: Aligning Hiring with Company Goals BAS

10/28/2019
2:15:00 PM - 3:30:00 PM
Presented by: Ryan Kohler

- Understand how to connect the dots between HR metrics and business strategy
- Recognize specific measurements and cover strategies to track them
- Identify how HR can impact these metrics and how to frame HR's role by aligning business objectives to HR metrics

(Business)

Global Mobility Success: Innovations in Expat Prep GLO

10/28/2019
2:15:00 PM - 3:30:00 PM
Presented by: Justin Velten

- Discover current trends in expat performance
- Understand the research on global relational success rates
- Leverage tools to help your expat employees succeed

(Global)



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Creating Success in Succession Planning

HRD

10/28/2019

2:15:00 PM - 3:30:00 PM

Presented by: Doris Spies

- Learn to identify top talent groups
- Understand how to identify qualified successors and future-gap successors based on qualification strengths and gaps
- Increase the consistency of your top talent identification and succession planning, and learn the best ways to measure results

(HR General)

Why Your Company Should Offer Fertility Benefits

REW

10/28/2019

2:40:00 PM - 3:00:00 PM

Presented by: Dara Havemann

- Understand how fertility benefits foster a greater sense of loyalty and commitment
- Recognize how fertility benefits improve employee financial wellness and reduces stress
- Help employees plan for a family using fertility benefits

Knowledge Hub

How to Achieve Workplace Diversity When Hiring Overseas Talent

GLO

10/28/2019

4:00:00 PM - 4:20:00 PM

Presented by: Kevin Daley

- Define traditional barriers companies and HR professionals face when trying to expand into international markets
- Consider cultural nuances when hiring employees outside of the U.S.
- Understand your options for engaging a global workforce, especially as it relates to non-resident employees and contractors

Knowledge Hub

Crowdsourced Compensation Data: Do We Trust It?

REW

10/28/2019

2:15:00 PM - 3:30:00 PM

Presented by: Jeremy Spake

- Review compensation survey methodology and how to identify data integrity issues
- Learn how to choose the right data and evangelize an organizational compensation philosophy
- Understand how to communicate how pay decisions are made to employees, hiring managers, candidates and recruiters

(HR General)

Leadership Ally for Diversity and Inclusion

HRD

10/28/2019

3:35:00 PM - 3:55:00 PM

Presented by: Angela Shaw

- Learn the definition of ally and the power of being a leadership ally for diversity and inclusion
- Discuss three conversation starters to help diversity and inclusion buy-in at your organization
- Describe positive and active leadership ally behavior

Knowledge Hub

Take Back Control: Self-Funding for 50-500 Employees

REW

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Dawn Brinson

- Understand the the big four's impact on your benefit decisions
- Learn the components of a successful self-funded plan for small-mid size employers
- Leverage the knowledge learned from case studies to prepare you to implement a self-funded plan

(HR General)



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Becoming a Second-Chance Employer

TAW | RSK

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Mike Coffey

- Understand the practical policy considerations necessary when evaluating criminal history
- Review the federal, state, and local laws and regulations affecting employee screening
- Identify ways that your organization can contribute to the success of employees with criminal histories

(HR General)

Think Like a Marketer, Your Employer Brand Depends on It

TAW

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Morgan Chaney

- Review trends across the recruiting landscape and understand the tools candidates are using to form opinions about your brand
- Understand the impact of a positive employer brand, and best practices for improving your own through company review sites and social media
- Discuss opportunities to better position and innovate your benefits offerings as a tool for competitive differentiation

(Business)

Five Proven Strategies for Managing a Form I-9 Self-Audit

ELL

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: John Fay

- Understand the latest developments in I-9 and E-Verify guidance
- Learn how to evaluate and assess potential I-9 compliance risk based on the government's current rules
- Develop policies and procedures to manage an I-9 self-audit, including specialized training, management oversight, and communication protocols

(HR General)

Work-Life Balance Initiatives for Working Moms

TAW

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Suzanne Brown

- Understand financial implications of having women stay in the workforce
- Review work-life balance programs that can be implemented based on real work feedback
- Attract and retain top talent through work-life balance initiatives

(Business)

Applicant Tracking: A Guide to Mitigate Risks in a Data-Driven World

ELL | TAW

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Michelle Duncan

- Know the legal framework for applicant tracking requirements
- Understand the possible pitfalls of applicant tracking in a data-driven world
- Redefine the applicant tracking system as a risk mitigation tool

(HR General)

Leadership with a ROAR

LPD

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Alice Dendinger

- Discover the five key competencies to building resilience
- Explore the three unique attributes of resilient leaders
- Develop actionable ideas to elicit a ROAR of purpose and passion

(Business)



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How “Trust and Empower” Management is Replacing “Command and Control”

BAS | HRD

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Jimmy Taylor

- Understand why traditional command and control management leads to high turnover and poor engagement
- Discover how to lead a culture change to a leadership style based on trust and empowerment
- Analyze the financial and organizational impact of making this journey

(Business)

Control Conflict! Collaborate More, React Less

HRD

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Tracy Butz

- Enhance productivity and morale by fostering an environment that encourages differing points of view and enhanced personal accountability
- Decrease defensiveness by preventing and/or better controlling negative emotional reactions from occurring
- Resolve conflicts more collaboratively and effectively, allowing for healthier, stronger and deeper relationships—with individuals both within and outside the organization

(HR General)

Developing Leaders, Teams, and Culture: The Case for Coaching

HRD

10/29/2019

7:00:00 AM - 8:00:00 AM

Presented by: Kristin Robertson & Mike Caracalas

- Understand how creating a coaching culture drives improved business results
- Explore the two important elements of a coaching culture
- Develop a comprehensive coaching program in your organization

(Business)

Proceed With Caution: Artificial Intelligence Ahead!

ELL

10/28/2019

4:00:00 PM - 5:15:00 PM

Presented by: Leiza Dolghih

- Define what AI really is and is not
- Understand how various AI solutions and programs are used by HR professionals globally
- Discuss emerging risk and legal challenges that come along with using AI in the workplace

(HR General)

Let's Make Work Better: Evidence Based Work Hacks to Boost Well-being

LPD

10/28/2019

4:25:00 PM - 4:45:00 PM

Presented by: Theresa Glomb

- Leverage work hacks or micro-interventions to improve work
- Utilize micro mindful practices
- Share ideas to foster greater connection at work

Knowledge Hub

Hiring the Disabled Isn't Just About Affirmative Action

TAW

10/29/2019

7:00:00 AM - 8:00:00 AM

Presented by: Gracen Johnsen

- Understand how disabled persons are represented in the workplace and implement practices that encourage and advance persons with disabilities
- Identify accessible tools, technologies and other accommodations you need to provide disabled employees.
- Learn about mentoring and coaching, skilling and re-skilling programs to ensure that persons with disabilities continue to grow and succeed

(HR General)



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HR Metrics That Matter

BAS

10/29/2019

7:00:00 AM - 8:00:00 AM

Presented by: Penny Miller

- Know what metrics are and how to use them to drive decision making
- Understand why many metrics are not valuable
- Develop and display metrics that matter to the C-suite

(Business)

More Data, Greater Responsibility: Protecting Your Employees' Information

RSK

10/29/2019

7:00:00 AM - 8:00:00 AM

Presented by: Sheryl Simmons

- Learn to collaborate with IT and compliance to select technology that assists all three in compliance efforts
- Communicate the urgency of compliance to your organization
- Leverage PHI data collected to create personalized health, benefits and wellness programs tailored to employees' individual health and financial needs

(HR General)

The Meeting Your Employees Crave: Using Individual Development Plans

HRD

10/29/2019

8:10:00 AM - 8:30:00 AM

Presented by: Leanne Lagasse

- Understand current research on the preferences and expectations of employees with respect to performance management and ongoing training and development
- Build an individual development plan to replace or complement the annual performance review
- Learn to facilitate coaching conversations with employees during an individual development plan meeting

Knowledge Hub

Is That Even Legal for HR To Do?

ELL

10/29/2019

7:00:00 AM - 8:00:00 AM

Presented by: John Hagan

- Clarify legal misconceptions many HR professionals have
- Think critically when analyzing HR issues
- Maximize time by already knowing the answers to difficult legal questions

(HR General)

Strategies for Surviving Year End Reporting

RSK

10/29/2019

7:00:00 AM - 8:00:00 AM

Presented by: Pete Isberg

- Obtain critical insights on what's new and what's coming next from Washington DC and the states that affect employer responsibilities
- Understand the latest trends in year-end reporting and how your company can use these trends to benefit your business's bottom line
- Learn to manage various disparate data and help form a cohesive, streamlined year-end reporting process

(HR General)

Be Brilliant in the Basics: Networking to Maximize Career Growth

LPD

10/29/2019

8:45:00 AM - 9:05:00 AM

Presented by: Kelvin Goss

- Recognize the three basic types of networks
- Learn how to build a network
- Maximize your network for your career growth and positive business outcomes

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Keeping Your Culture Through Massive Change

BAS | HRD

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Karen King

- Understand the importance of your culture and and articulate this in due diligence
- Learn to ask effective questions during the integration phase instead of blindly integrating
- Identify important items to consider to keep the people you have

(Business)

Confronting Lovable Underperformers and Landmine Employees

HRD

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Randy Anderson

- Eliminate the emotion and create an objective environment where candor is the norm
- Diagnose the problem(s), and identify the contributors
- Create an outcome-based improvement plan that ties personal objectives for growth to organizational objectives

(HR General)

Creating a Reliable and Structured Behavioral Interviewing Process

TAW

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Bob Lewis

- Define structural behavioral interviewing, selection and talent interviewing concepts
- Learn how to listen to your top talent to create questions and predictive response
- Write reliable and valid questions for predicting candidate behavior

(HR General)

Compensation: Legal Developments, Recent Risks Areas and Proactive Measures

ELL | RSK

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Melodie Craft & Dustin Jones

- Understand the recent legal developments and trends in compensation
- Discuss the special challenges in compensation law that currently face employers
- Strategically partner with management and operations to set up practical, proactive policies and processes to assist employers before or during litigation

(HR General)

Core Values: Promise or Propaganda?

BAS

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Shawn Storer

- Begin the process to create core values
- Obtain buy-in and support at all levels in the organization
- Deploy and then reinforce the desired behaviors

(Business)

Foolproof Methods to Achieve a Centralized Global Recruitment Strategy

GLO

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Angie Brooks

- Understand the challenges and opportunities in centralizing your global recruitment advertising
- Learn best practices and key considerations for starting this process
- Learn tangible next steps to hit the ground running with this approach to global recruitment marketing

(Global-Business)



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All in the Family: HR in a Family-Owned Business

HRD | BAS

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Jimmy Taylor

- Understand the unique policies that can be important in a family owned business
- Learn how to help owners "wear the right hand" as they function as shareholders, family members and employees
- Look at how to develop leadership in family businesses, especially as they prepare for a future ownership transfer

(Business)

Sexual Harassment: Addressing and Preventing it in the Workplace

ELL | RSK

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Teresa Schiller

- Define what unlawful sexual harassment is, and what it isn't
- Understand procedures for investigating a complaint
- Train employees and help prevent sexual harassment

(HR General)

Elementary My Dear Watson: A Step-by-Step Guide to Workplace Investigations

ELL | RSK

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Dustin Paschal

- Learn the steps to conduct a workplace investigation procedurally from beginning to end
- Understand what documentation should and should not be created and maintained during an investigation
- Learn how to properly close an investigation and distribute findings

(HR General)

Reduce the Human and Financial Cost of Job-Related Injury

RSK

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Pat Crawford

- Understand and address the factors driving high injury costs
- Develop an improved understanding of workers' compensation
- Learn what employers can and should be doing to manage costs

(HR General)

What if I Make a Mistake: Surviving Your New HR Career

LPD

10/29/2019

8:45:00 AM - 9:45:00 AM

Presented by: Danyelle Ackall

- Learn eight rules for managing risk in HR
- Understand straight forward tactics for following HR best practices
- Articulate the basics of employee management to non-HR managers and supervisors

(HR General)

How Come my Managers Don't Listen to Me?

LPD

10/29/2019

9:10:00 AM - 9:30:00 AM

Presented by: Beth Davis

- Establish credibility with managers
- Make an impact on your manager group
- Learn to recognize leaders within your organization

Knowledge Hub



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The Evolution of Worker Pay and Talent Management TAW

10/29/2019
10:00:00 AM - 10:20:00 AM
Presented by: George Mavrantzas

- Understand how alternative pay methods can impact recruitment, retention and employee wellness
- Learn why security, speed, and flexibility are the key elements of pay
- Anticipate and address the pay needs of 1099 and gig economy workers

Knowledge Hub

Becoming a Catalyst for Building Trust Within Your Organization HRD

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Randy Anderson

- Recognize and leverage the three ways trust is built and the five motivators that will multiply employee engagement
- Understand five crucial “misses” that can cause trust to be damaged or lost, and how you can begin to rebuild it
- Discover strategies to lessen the effects of a loss of trust and shorten the time it takes to repair damaged trust

(HR General)

The Five Keys to Genuine Employee Engagement HRD

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Tom Topping

- Demonstrate and justify why improving employee engagement is critical in their organization based on the latest national employee engagement data, as well as their own data
- Analyze key employee engagement performance indicators while benefiting from new partnerships across business units
- Implement and measure the effectiveness of the 5 Keys to Genuine Employee Engagement throughout their organization

(Business)

Simplifying Wellbeing and Resilience at Work: Lessons from New Zealand RSK | LPD

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Kathryn Jackson

- Recognize the four foundations for building effective wellbeing and resilience at work
- Learn to deliberately design wellbeing and resilience into your workplace from the bottom up as well as the top down
- Understand how to help your employees more confidently navigate change and uncertainty so they are better able to handle it in business and in life every day

(HR General)

Background Screening: There's More? RSK

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Debra Keller

- Learn how to avoid common compliance problems and hot areas for litigation
- Understand why you need to be aware of ban-the-box laws and what they actually mean
- Learn why and how to perform individualized assessments

(HR General)

Set Goals and Be Your Own Super Hero LPD

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Julie Burch

- Become the author of your own destiny
- Understand how growth and destiny can help take back your life and be willing to take action for your own growth and development
- See your own value and be your own Super Hero!

(HR General)



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Price of Admission For a Seat at the Table
BAS

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Bob Cartwright

- Understand the price of admission to acquire a seat at the leadership table
- Develop a working knowledge of the key leadership and business tenants that makes an effective leader and business strategist
- Learn why it is important to ask good business questions in order to identify key issues and concerns organization, and to know how this knowledge can lead to key business initiatives that drive an organization to excel

(Business)

Five Reasons Your Employee Onboarding Process Falls Flat
TAW

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Leanne Lagasse

- Understand current research about new employee preferences and expectations for the onboarding process
- Evaluate your onboarding process in light of best practices and evidence-based recommendations
- Incorporate proven strategies for increasing employee perceptions of belonging

(HR General)

California Employment Law: What Makes Us So Unique
ELL

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: James McDonald

- Learn to apply California's overtime, meal and rest break requirements
- Understand how employees and managers must be trained regarding harassment
- Understand and be able to apply California's leave laws

(California)

Implementing an Inclusive Succession Plan
HRD

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Jeanetta Darno

- Understand critical roles and leverage the competencies identification worksheet
- Learn how to use a comprehensive successor talent profile
- Complete a successor planning worksheet

(HR General)

Engagement and Motivation: The Byproducts of Organizational Culture
BAS

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Julie Chance

- Explore the relationship between engagement, motivation and culture
- Understand the three drivers of culture and how leaders impact those drivers
- Learn the six-step process for effecting culture change

(Business)

You Are What You Write! The Law of Social Media
ELL

10/29/2019
10:00:00 AM - 11:15:00 AM
Presented by: Aaron Holt

- Describe the legal framework for common human resources issues involving social media and its potential for costly litigation
- Analyze recent trends in Texas court and administrative law rulings regarding social media posts, content and policies
- Explore pro-active strategies to minimize the possibility of litigation arising from adverse employment actions or policies relating to social media

(HR General)



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Improving Engagement Starts with Recruiting

TAW

10/29/2019

10:25:00 AM - 10:45:00 AM

Presented by: Jimmy Taylor

- Improve the likelihood a new employee will attach well to our organization
- Coach managers on two conversations they should have with new employees to help set a foundation for strong engagement
- Understand best practices of companies with great onboarding processes

Knowledge Hub

Wellness 2020 and Beyond

REW

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Jeff Skelton

- Incorporate new ideas into existing workplace health and well-being programs to improve employee engagement
- Identify strategies to integrate and consolidate existing programs to maximize value and reduce costs
- Learn how data analytics can be leveraged to support an integrated wellness strategy and drive engagement

(HR General)

Text Recruiting: Find Ur Next G8 Hire

TAW

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Angie Brooks

- Learn how text message recruiting campaigns can fit into an overall recruitment strategy
- Understand the unique advantages of text message recruiting campaigns
- Appreciate how real applications of text message recruiting campaigns solved common challenges in the recruiting space

(HR General)

Employees: The Catalysts of Social Purpose

BAS

10/29/2019

11:30:00 AM - 11:50:00 AM

Presented by: Carol Cone

- Describe how social-purpose driven efforts deepen employee engagement, strengthen recruitment and retention, generate bottom-line growth, increase brand loyalty, and amplify societal impact
- Implement outcome-driven tactics to increase impact in their roles and throughout the organization
- Understand how to communicate social impact authentically

Knowledge Hub

Surviving the Death of an Employee

RSK

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Patty Revis

- Understand the framework for building a response plan for a death of an employee
- Define the employer's responsibility to the employee's family
- Manage bereavement time even when there is no policy and outline ways to successfully transfer responsibility so the work still gets done

(HR General)

How to Create and Deploy Flexible Work Options

TAW

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Kelly Simants

- Understand flexible work options that your company could implement
- Learn how to pitch flexible work options as an innovative talent management strategy to your executive team
- Deploy a flexible work program in your workplace

(HR General)



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Fost(h)r Engagement

BAS

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Mike Shaw & Josh Ploch

- Clarify your organization's values
- Create a road map to culture recognition
- Improve your company culture

(Business)

Building a Conscious Culture

BAS | HRD

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Russ Elliot

- Define company culture and understand the key elements of culture that can be influenced
- Assess your company's culture and determine areas of improvement
- Ensure HR systems support the intended culture by rewarding and recognizing defined behaviors

(Business)

Be Cool Without Getting Burned: Staying Compliant in a Changing Workplace

ELL | RSK

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Paul Simon

- Stay legally compliant when providing enhancements to your company culture
- Learn which handbook policies should be updated or amended to reflect the changing workplace
- Understand misconceptions surrounding company culture and staying legally compliant

(HR General)

Arbitration: Be Careful What You Wish For

ELL | RSK

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Stephen Fox

- Describe the downsides of using arbitration agreements
- Understand how arbitration agreements could be used to wire-around sex harassment claims
- Articulate the pros and cons of requiring employees to sign arbitration agreements

(HR General)

A Common Sense Approach to Develop and Maintain a Cybersecurity Strategy

RSK

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Gary Tonniges

- Assess your company's risk and susceptibility to a catastrophic security breach
- Learn solutions to avoid common events such as ransomware, phishing, malware, and spoofing
- Understand the vulnerabilities of human resources as a security-breach entry point

(HR General)

Creating a Competitive Advantage on Purpose

LPD

10/29/2019

11:30:00 AM - 12:30:00 PM

Presented by: Tony Bridwell

- Define and demonstrate the character model
- Repair and grow trust using the three anchors of the character model
- Develop more meaningful connections through authentic-influence

(HR General)



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The New Competitive Advantage: Creating the Employee Experience
HRD

10/29/2019
11:30:00 AM - 12:30:00 PM
Presented by: Nolan Godfrey

- Identify what employee experience is, what it is not, and how it transcends employee engagement
- Understand examples of how leading organizations are designing and managing successful employee experiences
- Develop a plan for your organization to strengthen your employee experience to attract, develop, and retain the right talent

(HR General)

The 401(k) Companion Everyone Should be Talking About
REW

10/29/2019
2:00:00 PM - 2:20:00 PM
Presented by: Nicky Brown

- Describe why HSAs are an attractive retirement option
- Understand how HSAs complement 401(k)s
- Teach employees “and” not “or” strategies for planning for retirement

Knowledge Hub

The Secret Sauce: Tackling Difficult Leave and Accommodation Challenges
ELL |

10/29/2019
2:00:00 PM - 3:15:00 PM
Presented by: Katrin Schatz & Kristin Bauer

- Review the latest legislative developments and trends at the state and federal level
- Understand EEOC priorities and enforcement activity to better inform your current risk management practices with respect to ill and injured workers
- Assess your organization’s leave management score and operations considerations to better ensure your organization is positioned to manage the changing legal climate

(HR General)

Beyond Major Medical: HRAs and HSAs
ELL | REW

10/29/2019
11:55:00 AM - 12:15:00 PM
Presented by: Andrew Malahowski

- Learn about required compliance requirements of HRAs and HSAs
- Discover new HRA designs and potential changes to HSAs in the future
- Determine whether an HRA or HSA is right or wrong for your organization

Knowledge Hub

Keeping the Human in HR
RSK

10/29/2019
2:00:00 PM - 3:15:00 PM
Presented by: Ginny Magliolo & Kelly Simants

- Recognize the different risks that can impact a workplace and employees
- Utilize practical examples of best practices in difficult situations
- Manage the business needs after an event while still demonstrating heart

(HR General)

The Power Of Play: The Missing Ingredient in Your Company
HRD |

10/29/2019
2:00:00 PM - 3:15:00 PM
Presented by: Kai Dickens

- Discover the top myths holding you back from connecting with millennials
- Understand why passion, purpose and play are needed to create a culture that your entire team thrives in
- Discover three different ways to use play to improve profits, morale, leadership and productivity

(HR General)



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The Intersection Between Diversity and Affirmative Action: An Eye Opener

ELL | TAW

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Laura Mitchell

- Learn if your AAP statistics can be leveraged in your diversity and inclusion program
- Understand how you use your AAP statistics to support your diversity program
- Identify the concerns with using your AAP statistics to support your diversity program

(HR General)

Maximizing Productivity Across the Employee Life Cycle

TAW

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Melanie Shaffer

- Increase the quality of candidates in your talent acquisition process
- Understand what motivates your employees and how to foster that within your leadership and culture
- Learn proven methods for retaining team members

(Business)

How HR can Turn Freelancers Into Assets

TAW

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Craig Lewis

- Explain why compensation is key to recruiting and retaining world class contractors
- Understand how culture and communication drive exponential productivity
- Develop a focused contractor strategy that will drive compliance and help avoid misclassification issues

(HR General)

The #1 Reason Why the Best Employees Leave

TAW | HRD

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Jill Hickman

- Identify the behaviors and practices of disrespect in the workplace
- Learn the impact of disrespectful behaviors and practices in the workplace
- Determine best practices for creating respectful workplace environments

(HR General)

How to Become an Effective Negotiator

BAS | LPD

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Randy Anderson

- Discover seven truths about negotiating that most people underestimate or don't know
- Learn two critical negotiation mistakes many people make
- Implement three key ingredients in negotiating a Win/Win outcome

(Business)

Employees Get Time Off for That? Leave Laws in California

ELL

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Cepideh Roufougar

- Understand the most common California leave laws
- Describe how California law is different from federal law
- Ensure your organization's policies are California law compliant

(California)



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Becoming a Strategic HR Partner

BAS

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Danyelle Ackall

- Become more strategic in your current role
- Define and illustrate “Strategic Partner”
- Create your own definition of human resource management as you explore relationship connections, organizational change management and embracing risk

(Business)

The Customization of Work: A DIY Approach

HRD

10/29/2019

2:25:00 PM - 2:45:00 PM

Presented by: Camesha Reece

- Explore creative ways to drive employee engagement and retention
- Recognize how (and why) to manage individuals not titles
- Develop skills to foster a result oriented work environment

Knowledge Hub

Trust Busters and Trust Builders in HR

HRD

10/29/2019

3:20:00 PM - 3:40:00 PM

Presented by: Deborah Avrin & Julie Chance

- Learn how to establish trust
- Understand HR’s role in building trust in the workplace
- Demonstrate ways trust can be broken in your organization

Knowledge Hub

Strategy, Execution, and the Art of Saying No

BAS | LPD

10/29/2019

2:00:00 PM - 3:15:00 PM

Presented by: Mike Coffey

- Understand how an organization can successfully change before a crisis
- Communicate the importance of shared vision and setting the right goals
- Leverage tools to organize your company vision, values, and goals

(HR General)

Features of a Strong Coaching Culture

HRD | LPD

10/29/2019

2:50:00 PM - 3:10:00 PM

Presented by: Tenice Wehmeyer

- Identify three key coaching modalities
- Communicate the benefits of a coaching culture
- Implement a coaching culture at your organization

Knowledge Hub

Driving Strategic HR Impact With Data Analytics

BAS

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Brian Wilkerson

- Understand how organizations may leverage HR data
- Establish an HR analytics capability in your organization
- Communicate trends in HR analytics

(Business)



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Understanding HR's Role in Risk Management

RSK

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Lucy Dominguez & Catherine Benavidez

- Define risk management
- Understand HR's role in managing risk
- Learn how to positively impact your company through managing risks

(HR General)

A New Era of OFCCP Audits: The Focused Review

ELL

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Laura Mitchell

- Understand the obligations for an OFCCP Focused Review
- Identify what your organization needs to do to prepare for an OFCCP focused review
- Learn how will you know your organization has been selected for on OFCCP focused review

(HR General)

Effective Drafting of Employee Handbooks

ELL

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Raquel Perez

- Understand the steps for updating an employee handbook
- Learn how to draft important handbook policies
- Communicate the legal importance of including selected policies in the handbook

(HR General)

Coaching Leaders to Handle Sensitive Employee Relations Situations

ELL

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Michael Mirarchi

- Educate your leadership team in effective employee relations practices that minimize employer and personal liability
- Coach leadership to use scripted responses during sensitive employee relations situations
- Understand how to avoid a legal claim

(HR General)

Data is the Difference (In Your 401(k) and Benefits)

REW

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Aaron Pottichen

- Leverage data to build better benefit programs
- Use gamification to drive healthier employees
- Integrate health and retirement as part of the future benefits package

(Business)

Engaging Men in the Advancement of Women

HRD

10/29/2019

3:45:00 PM - 5:00:00 PM

Presented by: Rebecca Cooke

- Define inclusion and gender balancing leadership
- Support the advancement of new leadership by making change safe
- Leverage tools for engaging men in the advancement of women leaders

(HR General)



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HR Hacks That Win Loyalty HRD

10/29/2019
3:45:00 PM - 5:00:00 PM
Presented by: Glenna Hecht

- Understand when, what and who should hack to achieve results
- Create a WOW onboarding experience with ambassadors and mentors
- Discover the Importance of quick feedback and easy training to engage employees

(HR General)

Untangle the Web of FMLA, ADA, GINA and Workers' Compensation ELL

10/30/2019
7:00:00 AM - 8:00:00 AM
Presented by: Adam Dougherty & Sean Urich

- Communicate an overview of the laws
- Address common problems occurring under these laws
- Navigate these legal issues successfully to support your organization and reduce your legal risk

(HR General)

Putting Money Where Your Mouth Is: Speaking to Inefficient Discrimination HRD

10/30/2019
7:00:00 AM - 8:00:00 AM
Presented by: Frederick Gooding Jr.

- Gain contextual understanding of historical racial tensions within the workplace
- Acquire a new rubric for categorizing and critically analyzing specific patterns of workplace discrimination
- Learn specific and new vocabulary terms to better diagnose discrimination within the workplace

(HR General)

Project Management Fundamentals for Strategic Planning BAS

10/29/2019
3:45:00 PM - 5:00:00 PM
Presented by: Amanda Kassler

- Learn the phases of project management and the activities that occur at each stage
- Understand the roles and responsibilities of the different project team members
- Comprehend the steps to organize the initial project plan meeting and practice completing a project plan outline

(Business)

The Role of HR in Successful M&A Integrations BAS

10/30/2019
7:00:00 AM - 8:00:00 AM
Presented by: Marla Storm

- Understand the role of HR in M&A
- Develop the business acumen required to influence M&A
- Communicate the importance of successful change and culture management in M&A

(Business)

Managing Up: Developing Productive Relationships at Work LPD

10/30/2019
7:00:00 AM - 8:00:00 AM
Presented by: Margaret Johnson

- Evaluate myths and clarify the importance of the boss/subordinate relationship
- Demonstrate to organization managers the importance of understanding your own and other's strengths and weaknesses
- Assess, examine and clarify work styles, expectations and personal assets to enhance the boss/subordinate relationship throughout your organization

(HR General)



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Compliance Considerations for Tomorrow's Benefits

REW | ELL

10/30/2019

7:00:00 AM - 8:00:00 AM

Presented by: William Ferguson

- Understand key regulatory and legislative actions from the past year that affect compliance for cafeteria plans and group health plans
- Recognize inherent risks of noncompliance for employee benefit programs based on agency enforcement activities from the past year
- Serve as a trusted advisor to the company in the event an IRS penalty is proposed for alleged noncompliance with the employer mandate provisions applicable to large employers

(HR General)

Leading by Numbers: Telling Compelling Stories Using Boring Business Data

LPD

10/30/2019

8:15:00 AM - 9:30:00 AM

Presented by: Jeffrey Hiller

- Develop an intriguing narrative from typical business data
- Understand how to simplify complex data and enhance with strong graphics
- Learn to make points memorable, relatable and highly motivating

(Business)

From 8 Track to Emoji: Engaging the Millennial Culture

HRD

10/30/2019

8:15:00 AM - 9:30:00 AM

Presented by: Jerrod Murr

- Understand five best practices in bridging generational gaps
- Name three questions every organization should be asking
- Identify key cultural competencies integral for success with the millennial generation

(HR General)

How Tests and Other Employment Practices can be Illegal

ELL | RSK

10/30/2019

7:00:00 AM - 8:00:00 AM

Presented by: Richard Fischer & Lisa Kaiser

- Understand basic legal defensibility at the lay level to be proactive to mitigate potential employment practice liability
- Debunk EEO compliance myths through examination of case examples and learn what not to do to mitigate liability
- Become aware that the federal government doesn't always know what they're supposed to be enforcing

(HR General)

Want Unlimited PTO? Things to Consider Before Implementing

REW

10/30/2019

8:15:00 AM - 9:30:00 AM

Presented by: Marina Galatro

- Rethink paid time off strategies
- Define the pros and cons of having an unlimited PTO program
- Understand how other organizations are implementing unlimited PTO programs

(HR General)

Wicked Opportunities: Innovation as a Business Strategy

BAS

10/30/2019

8:15:00 AM - 9:30:00 AM

Presented by: Nicole Baker Rosa

- Learn about emerging trends in society, technology, economics, the environment and politics, and understand how to leverage the complexity presented by these trends
- Develop organizational solutions to long-standing problems and grand challenges by viewing problems as opportunities
- Discover how transformative innovation can form the basis of robust HR strategy

(Business)



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Building Buy-in: People and Culture Work Drives Better Business Outcomes

BAS

10/30/2019

8:15:00 AM - 9:30:00 AM

Presented by: LaurieGrace Bouldin

- Discover key business metrics that can be improved by strategic people and culture initiatives
- Calculate (with a formula) the business cost of employee disengagement
- Gain support and buy-in for building stronger business results through research-proven people and culture work

(Business)

Developing a Strategic Leadership Program: Executives Leave Too

HRD

10/30/2019

9:45:00 AM - 10:45:00 AM

Presented by: Kyle Killingsworth

- Understand the critical gap that results when a leader leaves the organization
- Recognize leadership competencies that align with the organization's strategy and core values
- Learn how to cultivate a robust leadership pipeline

(Business)

Stormy Seas Ahead: How to Navigate Benefits Compliance

RSK | REW

10/30/2019

9:45:00 AM - 10:45:00 AM

Presented by: Rich Glass

- Gain insight into the major group health plan legal issues facing employers today
- Understand the enforcement agencies and the significant penalties organizations face for non-compliance
- Implement innovative strategies and best practices to navigate the increasingly complex regulatory changes to benefits compliance

(HR General)

The Future of Employer Sponsored Healthcare

REW | RSK

10/30/2019

8:15:00 AM - 9:30:00 AM

Presented by: Wally Gomaa & Ryan Murry

- Describe the current landscape of healthcare
- Recognize the keys to driving down healthcare costs within your organization
- Understand alternative healthcare plans in the market and how they can significantly improve your employees healthcare experience

(HR General)

Starting the Dialogue: Depression in the Workplace

REW

10/30/2019

9:45:00 AM - 10:45:00 AM

Presented by: Carol Kivler

- Learn to identify the signs and symptoms of depression in the workplace
- Understand the difference human resource professionals can make in altering the impact of depression
- Establish the need for employee self-awareness and educational programs as part of a company-wide strategy

(HR General)

The Hidden Brain: The Power of Unconscious Bias in the Workplace

HRD | LPD

10/30/2019

9:45:00 AM - 10:45:00 AM

Presented by: James Wright

- Understand the neurocognitive science behind bias
- Interpret your own patterns of beliefs and perceptions so you are better able to support inclusion for others at your organization
- Learn the ways bias can impact critical business decisions and results, and ways to mitigate that impact

(HR General)



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What HR Should Know and Do About Organization Design
BAS

10/30/2019
9:45:00 AM - 10:45:00 AM
Presented by: Jim Kochanski

- Learn what organization design is and how it can succeed or fail
- Understand why HR should be involved in the organization design
- Recognize what HR can do to make organization design more effective

(Business)

Working Without Pants: Managing a Mobile Workforce
TAW

10/30/2019
9:45:00 AM - 10:45:00 AM
Presented by: Jonathan Reynolds

- Understand the benefits and best practices for a successful mobile workforce
- Identify how to hire for performance and alignment rather than just a “culture fit”
- Learn to build and leverage trust to lead a mobile workforce

(HR General)