Concurrent Sessions “NEWS” for 2019

- Feedback from 2018 attendees suggested that some late afternoon options could be added for anyone who had conflicts that prevented their attending the Early Bird Sessions—So there are 5 popular sessions added from 5:00-6:00p on Thursday. That added another hour of possible credit if you wanted to attend both early and late!

- Pushed Thursday Early Bird Sessions from 7:00 to 7:30

- 37 Sessions offer Strategic (Business) credit for SPHR’s

- 3 Sessions are approved for either Strategic (Business) or International credit

HR Tune-Up
7:30-8:30a / REPEATS Wed 8:45a ROOM 600
Using music and humor, this session will provide information about recent developments in the law and best practices for communicating about those developments with management, keeping your company in compliance and minimizing the risk of employee claims. - Laurence Stuart, Esq., Managing Principal, Stuart PC TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

BE THE CHANGE YOU WANT TO SEE: Eradicating Harassment & Discrimination
7:30-8:30a ROOM 601
Thank goodness workplace ailments like sexual harassment, discrimination and unconscious bias are finally coming to light. Overt or unspoken, intended or not, legitimate concerns are far too common. Prevention programs exist, but they’re back-burnered until a major misstep. Instead of dry statistics and legalese, learn a collaborative approach that sensitizes people and empowers them to step up in difficult situations for themselves and others. - Jeffrey Hiller, President, HILERTIME ATX TRACK: Leadership & Professional Development; SHRM Competency: Critical Evaluation; HRCI: General

Hiring Metrics & Analytics: Aligning Hiring with Company Goals and Priorities
7:30-8:30a / REPEATS Wed 2:30p ROOM 602
As an HR Professional, you’re required to add value to the overall objectives of your organization by ensuring that your department’s goals align with your company’s business strategy. For this to occur, HR must understand what key metrics consist of and how they impact the success of an organization. This session will cover key metrics to follow and how to connect them to the business strategy. - Ryan Kohler, Founder & CEO, ApplicantPro TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen; HRCI: Business

An EEOC Update, What’s New and What the HR Community Needs to Know
7:30-8:30a / REPEATS Thu 8:45a ROOM 603
Preventing employment discrimination from occurring in the first place is preferable to remedying the consequences of discrimination. The EEOC is committed to providing training and technical assistance, outreach and education programs to assist employers, employees and stakeholder groups understand and prevent discrimination. We believe that discrimination can be averted if companies, and individuals know their legal rights and responsibilities. - Joe Bontke M.Ed., Outreach & Education Coordinator, EEOC AND Rayford Irvin, District Director, EEOC TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Top Wage & Hour Mistakes Employers Still Make
7:30-8:30a ROOM 604
In this interactive session that will include anonymous audience polling, we will discuss the top ten wage and hour mistakes employers still make that result in litigation. Using fun, real world case examples, the speaker will walk the audience through some of the recurring wage and hour land mines such as work prizes, off-the-clock work and travel time, to name a few. - Charles Wilson, Shareholder, Littler Mendelson, PC TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

The ABCs of Active Shooter Response
7:30-8:30a / REPEATS Wed 3:45p ROOM 605
With Active Shooter Events on the rise, this presentation was developed to give the people at point of impact the complimentary civilian response to the most used Law Enforcement Response in the nation. We can no longer say "it won't happen here" or "this won't happen
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to us.” Instead, we must train our organizations and employees how to respond; thus, mitigating dangers in the workplace. - Ryan Searles, VP of Risk Management, The Texas Group

TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Consulting for Impact – Driving Results When You’re Not in Charge
7:30-8:30a/ REPEATS Thu 5:00p  ROOM 606

Frequently, HR management and development professionals, internal or external, must drive performance by influencing others who have authority. Your effectiveness depends on your relationships with your stakeholders and your ability to deliver results meaningful to those stakeholders. Using insightful models, interactive discussions, and humorous anecdotes from 20+ years of global experience, Jay helps you establish and sustain an effective consulting function in the HR space. - Jay Clancy, MS, President, Strategic Ascent

TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation, Relationship Management; HRCI: Business

Developing a Social Media Policy for Your Business
7:30-8:30a  ROOM 607

What employees do while online can impact the workplace and working relationships and can be a potential liability for the organization. Organizations that train employees about proper social media use and their associated policy see an increase in compliance-minded behavior. This course will educate attendees about developing a social media policy, high-risk online behaviors, and employee responsibilities related to social media use. - Stacey Burke Esq., Attorney, Stacey E. Burke, PC

TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

The Neuroscience of Gratitude - Positive Impact on Rewards & Recognition Programs
7:30-8:30a  ROOM 608

This program will present the latest research and discoveries on how gratitude can positively impact organizations’ rewards and recognition programs. By leveraging this new neural knowledge, leaders can inspire a more productive, positive and healthy work environment, leading to increased engagement and more meaningful work relationships. - Linda Roszak Burton ACC, BBC, BS, President, DRW, Inc

TRACK: Total Rewards; SHRM Competency: Relationship Management; HRCI: General

The Science and Benefits of Mindfulness
7:30-8:30a  ROOM 609

Mindfulness is the psychological process of bringing one’s attention to experiences occurring in the present moment, which one can develop through the practice of meditation. Research studies have consistently shown a positive relationship between mindfulness and psychological health. This session will discuss the science behind mindfulness, methods and benefits. - John (Matt) Williams PCC, SHRM-CP, Managing Partner, Epiphany Professional Development

TRACK: Leadership & Professional Development; SHRM Competency: Consultation; HRCI: General

Accelerate the Development of Emerging Leaders!
7:30-8:30a  ROOM 610

There is an urgent need for effective leadership in our world today. Emerging leaders are all around us, but they need help developing into effective leaders. This session will explain what it means to be a leader, illuminate the numerous variations of emerging leaders and outline the process needed to build leadership in oneself and in others, through appropriate development techniques. - Eddie Turner, The Leadership Xcelerator™, Eddie Turner LLC

TRACK: Leadership & Professional Development; SHRM Competency: Leadership & Navigation, Relationship Management; HRCI: General

AUTHOR: 140 Simple Messages to Guide Emerging Leaders: 140 Actionable Leadership Messages for Emerging Leaders and Leaders in Transition

Are Your Incentives Working For or Against You?
7:30-8:30a  ROOM 501

As companies seek to be innovative and distinctive in how they incentivize employees, it is easy to make bad decisions for good reasons, resulting in a compensation program that sounds compelling but encourages the wrong behaviors. This session looks at ways to anchor compensation program design to the intended customer experience, inspiring and rewarding the desired employee behaviors. - Mike Cox, President, Cox Innovations

TRACK: Total Rewards; SHRM Competency: Critical Evaluation; HRCI: General

Performance Crushed by Cultural Dysfunction—How the Global Talent Leader Can Develop a Positive Culture!
7:30-8:30a  ROOM 502

Globalization brings about significant international competitive advantages. As the Global Leader, do you see—A merger on the horizon of two different cultures accompanied by the message “make us successful!” Know that if the leaders don’t change, the culture won’t.
Know that if you can measure it, you can manage it! We will explore the Barrett Values Cultural Transformation and the Business Needs Scorecard. - Tina Breslin, General Manager for North America, Primeast AND Beth Williams, Owner, Forward Focus

TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness, Leadership & Navigation; HRCI: Global

10 Ways to Build Morale
7:30-8:30a
UNIQUE ZONE
UNIQUE SESSION: You’ve likely read plenty of research about the productivity levels of strong teams. Do you know concrete ways to build a better culture? Are you taking steps that will aid in recruitment and make a significant impact on retention? Join us for this fast-paced, upbeat program where you’ll EXPERIENCE researched and proved methods for building morale. - Brian Brandt, MAGL, CEO, Core Insights
TRACK: Leadership & Professional Development; SHRM Competency: Relationship Management; HRCI: General

HR Tune-Up
8:45-9:45a/ REPEAT OF Wed 7:30a ROOM 600
Using music and humor, this session will provide information about recent developments in the law and best practices for communicating about those developments with management, keeping your company in compliance and minimizing the risk of employee claims. - Laurence Stuart, Esq., Managing Principal, Stuart PC
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Where are All of the Excellent Teams?
8:45-9:45a ROOM 601
In a poll of over 550 HR executives, 75% of respondents rely highly or very highly on teaming to achieve business outcomes. However, only 16% rate their teams as excellent, with 33% rating their teams as average or worse! What gives? Teams are critical to combatting today’s disruptive forces of business. We will explore the root causes of these results and identify potential solutions. - Austin Tenette, MBA, Certified Business Coach, Principal, FocalPoint Coaching and Training
TRACK: Talent Management; SHRM Competency: Relationship Management; HRCI: General

#METOO - HR in a New World
8:45-9:45a ROOM 602
We live in the era of #MeToo. But, what does that mean for Human Resource practitioners? This presentation will explore the current state of the problem facing workplaces, and the difficult challenges faced by HR. Expect to be asked uncomfortable questions, that do not have clear answers. We will explore some promising approaches to reducing workplace harassment, and some that do not appear to work. - Robert Rice, Attorney, Rice & Associates, PC
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Human Resources and Data
8:45-9:45a ROOM 603
This session will focus on how collecting and using human resources information can improve internal practices, time efficiency, and employee retention. Learn how using data to make decisions can lead to better and more predictable outcomes. Takeaways will include the 3 steps for successfully using data and a discussion of the risks associated with data. - Dave Cates, PhD, Data Analyst, Cates Risk Consulting
TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen; HRCI: Business

Leading Diversity – Making it Work Generationally!
8:45-9:45a ROOM 604
Leading in today’s world means understanding diversity. Organizations and teams must constantly work to ensure everyone is heard and included to maximize productivity, potential and success. Diversity of thought, communication and decisions are all integral to these attributes. Attendees will experience activities that impart successful strategies for leading diversity across generations. The result will be positively actionable for both teams and organizations. - Bonnie Moore, MMA, PCC, CEO, Moore Lead & Learn, LLC AND Joni Goodman, CPLP, Principal, Joni D. Goodman, LLC
TRACK: Leadership & Professional Development; SHRM Competency: Leadership & Navigation, Relationship Management; HRCI: General

When the Pace of Change Adds Complexity that Doesn’t Respond to Traditional Methods
8:45-9:45a ROOM 605
In most cases, we aren’t proficient yet before change comes again, whether from the market or internally driven forces. The time it takes to gather around problems makes strategic planning, collaboration and communication obsolete before we begin. This session discusses complex problem solving that increases engagement, innovation, satisfaction and efficiency, but dramatically reinvents the way we think about problem solving and innovation. - Lisa Rueth, CEO, Sr. Partner, Cultivate Leadership
TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation, Relationship Management; HRCI: Business
Managing Up! Developing Relationships at All Levels (Bossing the Boss)
8:45-9:45a      ROOM 606
In this session, we bust the myths surrounding boss/subordinate relationships. You will gain tips and create a plan to manage these relationships to obtain the best results for you, your higher ups, and the organization. By understanding each other’s strengths, weaknesses, working styles, and expectations you will create effective productive working relationships. Lessons learned from great and not so great bosses will also be examined. - Margaret Johnson, PE, PCC, President, Ideal Training, Inc
TRACK: Business Mgmt & Strategy; SHRM Competency: Relationship Management; HRCI: Business
AUTHOR: From SOS to WOW!: Your Personal Coaching Adventure (Volume 1)

Six Dimensions of a High Performance Culture
8:45-9:45a      ROOM 607
Culture silently drives individual and organizational performance. Leaders can either create a culture that supports high levels of performance or leave it to chance. Drawing from three decades of work in high-risk industries, such as aviation and nuclear power, this presentation provides a roadmap for developing the six interrelated dimensions of a High Performance Culture: Engaged, Just, Communicating, Informed, Agile and Continuously Improving. - Phillip Ragain, MA, Director of Human Performance Improvement, The RAD Group
TRACK: Leadership & Professional Development; SHRM Competency: Critical Evaluation, Leadership & Navigation; HRCI: General

Career Reboot: A Map for Maximizing Career Satisfaction
8:45-9:45a      ROOM 608
At times each of us wonders, “Is this all there is?” when considering work. Learn a career development model, Career Map, to identify where you or your leaders are in 4 cyclical career stages. Use partner exercises to determine the strengths you gain in each stage and insights for navigating the career cycles. Apply this session for yourself and for assisting your team and employees. - Wyn Bumgardner, MA, SPHR, MCS, Principal, Career-Locator
TRACK: Talent Management; SHRM Competency: Relationship Management; HRCI: General

President Trump’s Immigration Policies Explained - 2019 Update
8:45-9:45a      ROOM 609
Donald Trump’s campaign for the presidency began with constant rhetoric promising to be tough on immigration. Since entering the White House, he has mostly kept his word. The Administration has significantly changed internal policies making it harder for HR professionals to timely determine if a foreign national can work for the employer relatively quick. - Angelica Grado-Wright, Esq., Of Counsel AND Andrea Penedo, Esq., Associate, Fragomen
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

8:45-9:45a      ROOM 610
In relation to 401(k) plans, this session will discuss who is considered a "fiduciary"; what strategic practices are diligent for plan health; when fees should be evaluated; why a repeatable process is important to control costs to employers and participant retirement outcomes...and how to easily do it all! - Britton Noble, Financial Advisor, The Noble Group
TRACK: Total Rewards; SHRM Competency: Consultation; HRCI: General

2019 Global Immigration Update
8:45-9:45a      ROOM 501
The effect of global mobility in attracting and retaining talented employees is clear, but the challenges that arise when dealing with cross jurisdictional immigration matters can be quite complex. This session will provide brief details on key changes to immigration rules in global jurisdictions and the impact it may have on your organization's employment strategy. - Matthew Myers, Attorney, Foster LLP
TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness; HRCI: Global

V is for Vendor: Managing Privacy and Security Risks of Vendor Relationships
8:45-9:45a      ROOM 502
Recent cyber attacks have highlighted the need to more effectively manage third parties with access to an organization’s data, including Business Associates and other vendors who assist employers in fulfilling their important function of providing benefits to employees and their families. This session focuses on how to establish a vendor management program to better safeguard employee benefits data. - Petula Workman, JD, CEBS, Past President, Houston Chapter of ISCEBS
TRACK: Business Mgmt & Strategy; SHRM Competency: Consultation; HRCI: Business
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The Business of HR
8:45-9:45a  UNIQUE ZONE
UNIQUE SESSION: In this working session we will discuss and create examples of how HR should use the competency of business acumen to grow the HR function and strategy aligning with the overall organizational strategy. HR should be treated as a business function and understand the requirements needed to move to the next level. - Diana Rose-Schilling, SHRM-SCP, SPHR, HCS, Managing Partner, ProvishR
TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen; HRCI: Business

Three Future HR Trends You Can’t Ignore
10:00-11:00a/ REPEATS Thu 7:30a  ROOM 600
Three pivotal forces will transform HR's role in the near-term future of work. Preparing people for the changes ahead is paramount; creating the new connected collaborative enterprise is a must; and a concentrated focus on well-being at work is critical. It's HR's time. Are you ready? - Jarik Conrad, EdD, SPHR, SHRM-SCP, Sr. Director HCM Innovation, Ultimate Software
TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation; HRCI: Business
AUTHOR: The Fragile Mind: How It Has Produced and Unwittingly Perpetuates America's Tragic Disparities

EXECUTIVE PRESENCE: Stand Out, Speak Up and Take Your Seat
10:00-11:00a  ROOM 601
Certain business leaders and other departments within an organization just seem to have it. They don’t wait to be offered a seat or asked their opinion, they join right in. It is executive presence, a quality studies prove is critical to success. It's not just what you know. Learn how HR can project a sense of gravitas, confidence, decisiveness, partnership across functions, and poise under pressure, expressed in a way that says HR's influence and contributions matter. - Jeffrey Hiller, President, Hillertime ATX
TRACK: Business Mgmt & Strategy; SHRM Competency: Communication, Relationship Management; HRCI: Business

Getting Gig-gy With It: Dealing with Employment Issues in the Gig Economy
10:00-11:00a  ROOM 602
This session will explore how the gig economy affects the traditional employer-employee arrangement, with a focus on independent contractor issues, unemployment benefits, workers' compensation, safety and health, quality control and other issues. - Stephen Roppolo, Esq., Regional Managing Partner, Fisher Phillips
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Broken Teams: New Thinking for an Old Problem
10:00-11:00a  ROOM 603
Many of us go to work every day with good intentions to do great work, what stops us? One of the primary causes is being a member of a team that has lost its way. We will explore specific challenges currently facing teams that are not being addressed and solutions that will enable teams to increase performance, productivity, engagement and innovation. - Michael Brainard, MA, MS, PhD, CEO, Brainard Strategy
TRACK: Leadership & Professional Development; SHRM Competency: Relationship Management; HRCI: General

Developing Cross-Cultural Awareness: Strategies for Working Virtually Cross-Border
10:00-11:00a  ROOM 604
This interactive session will provide HR personnel who work in the global marketplace with an understanding of how cross-cultural values and communication differences impact business effectiveness and relationship building with international colleagues, partners and stakeholders. How does one's own personal cultural work style differ with those of other key regions around the world, such as: the Middle East, Latin America, Western Europe and Asia. - Mercedes Naficy D’Angelo, MBA, Director, Global Business Solutions, Cultural Awareness International, Inc
TRACK: Business Mgmt & Strategy / International HR; SHRM Competency: Global & Cultural Effectiveness, Relationship Management; HRCI: Business OR Global

The Workplace Civility Initiative: How ‘Please’ and ‘Thank you’ Can Help Prevent #metoo
10:00-11:00a  ROOM 605
The EEOC's Task Force on Harassment released the results of an 18-month study and concluded that companies that had Civility Training programs had lower rates of harassment. This session defines civility and incivility, why respectful (civil) workplaces are so important and includes examples of ways to improve workplace civility. The session also includes a sample self-assessment for each participant. - Erica DyReyes, JD, Owner, Employee Relations Consulting
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General
The Real HR Professionals of the Gulf Coast
10:00-11:00a
ROOM 606
In the session, The Real HR Professionals of the Gulf Coast (a play off of the hit Bravo network series "The Real Housewives"), the presentation will begin with an introduction to the cast of characters. Such cast will include fictitious HR professionals for fictitious organizations. Each cast member will be presented with (and we will solve) employee benefits compliance problems encountered by HR professionals. - Michael Baker, Esq, Area Assistant Vice President, Compliance Counsel, Gallagher Benefit Services
TRACK: Total Rewards; SHRM Competency: Consultation; HRCI: General

To Check or Not to Check? Update on Background Checks and "Ban the Box" Legislation
10:00-11:00a
ROOM 607
Employers use various methods to obtain information to vet prospective employees, including gathering information from employment applications, reviewing social media websites and using third party background check companies. This presentation will discuss the current status of the law impacting the utilization of each of these resources, including the growing "ban the box" movement. - Joseph (Chip) Galagaza, Esq, Principal, Jackson Lewis PC
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Live Bully Free In The Workplace™
10:00-11:00a
ROOM 608
It’s HR’s role to develop programs and policies that identify, prevent, and discipline bullying within the workplace. With that said, HR can now provide employees this training to manage their conflict so they can work with negative coworkers or customers to achieve company results and still enjoy their job just as HR provides employees technical, managerial, and teamwork training so they can be more productive. - Steve Zaudtke, Live Conflict Free Speaker, Live Conflict Free LLC
TRACK: Leadership & Professional Development; SHRM Competency: Relationship Management; HRCI: General

Operate Globally, Comply Locally: The Trend of Municipal Employment Regulation
10:00-11:00a
ROOM 609
Companies operating globally, nationally or even regionally face a litany of federal and state employment laws that already pose significant costs and burdens of compliance. Add to that municipal laws addressing hiring practices, wages and leave, and the burdens on these companies are only compounded. Attendees will learn about the trend of municipal regulation, response at the state level, and tips for efficient compliance. - Charles Jeremiah, Esq, Partner AND Michelle Haws Esq., Associate, Holland & Knight, LLP
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

International Business Travel Has Changed
10:00-11:00a
ROOM 610
There are some things to think about to ensure successful international business travel, especially when your trip is sponsored by one of your company’s esteemed clients. With countries trying to facilitate business travel in 2019, we find that privacy concerns and political changes have increased responsibility on companies to ensure immigration and labor compliant and responsible business travel. - Diego Archer Esq., Senior Manager, Fragomen
TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness; HRCI: General

New Hire & Employee Relocation Programs
10:00-11:00a
ROOM 501
This session will discuss how to develop and plan a relocation policy for new hires and current employees. We will discuss what benefits are common to provide; how the costs vary; what to and not to include in the policies; how to reflect the culture of the company within your policy; how to be competitive in hiring; and how to take advantage of tax benefits. - Matthew Grubbs, SCRP, SGMS, President, ME Relocation Group
TRACK: Talent Management; SHRM Competency: Consultation; HRCI: General

Why You Should Care
10:00-11:00a
ROOM 502
As people are living longer and staying stronger, how we think about working is changing. But what do these changes mean for Boomers, Millennials, and everyone in between? What do companies need to start planning for now to recruit and retain talent? Join AARP Houston for a presentation about a changing workforce and why caring and caregiving are the solutions. - Isabel Longoria, MPA, Associate State Director of Outreach and Advocacy AND Barbara Lewis, Employer Caregiving Lead Volunteer Coordinator, AARP Houston
TRACK: Total Rewards; SHRM Competency: Critical Evaluation; HRCI: General
Ruthie Presenting meeting, 10:00 then TRACK: 2:30 & TRACK: tomorrow.

Are relationships, TRACK: 2:30

Do your department ever encounter problems in delivering your services? Do you think your ability to solve problems could make a positive impact and raise HR’s influence in the organization? Then, you won’t want to miss this important keynote from master magician Vinh Giang! He will guide you through a process to solve a problem that is specifically designed to never be solved—MAGIC! By developing insight into how to solve magic tricks, imagine the clarity you will take into the other problems in your organization. Magicians are great problem solvers. It’s a skill they inherit as the result of learning such a secretive art. Come be entertained as you learn this unique skill. - Vinh Giang, International Keynote Speaker – Influential, Inspirational, Insightful

Are Bad Bosses Killing Your People?

Do you have bad bosses? Do they know that they are bad bosses? Just like most people in Houston think they are great drivers, most bosses think they are amazing leaders. Bad leadership drives good people out of your organization. How do you identify bad bosses…and then get them some help? Leadership is hard work…and it’s really hard without tools. - Amy Leslie, CEO, Perspective Consulting

The Future of Total Rewards: 2020 Vision

In this engaging session, Brent Longnecker will address some of the most dynamic workplace issues that are redefining total rewards of tomorrow. From an aging population to greater workplace diversity to rising healthcare costs to income disparity to gender pay gap, there are many competing demands on today’s HR team that are forging a new evolution in total rewards. - Brent Longnecker, Chairman & CEO, Longnecker & Associates

Hiring Metrics & Analytics: Aligning Hiring with Company Goals and Priorities

As an HR Professional, you’re required to add value to the overall objectives of your organization by ensuring that your department’s goals align with your company’s business strategy. For this to occur, HR must understand what key metrics consist of and how they impact the success of an organization. This session will cover key metrics to follow and how to connect them to the business strategy. - Ryan Kohler, Founder & CEO, ApplicantPro

Navigating the Ever-changing Leave Landscape

The FMLA provides up to 12 weeks of job-protected leave each year for the serious health condition of an eligible employee or family member. State laws, however, may provide more generous family leave and may also make sick leave available for workers with less serious medical conditions. This session will address ways in which multi-state employers ensure compliance with state paid leave laws. - Ruthie White, Esq, Principal, Jackson Lewis PC

Building Trust in a Low Trust Economy

Trust is more than a nice-to-have, soft, social virtue. It is a MUST-HAVE in companies to have real employee engagement and long term success in their organizations. Trust is the currency of the new, global economy. High trust increases speed and reduces cost in all relationships, interactions, and transactions. HR can play a critical part in increasing Trust in organizations. - Jill Koob, SHRM-SCP, SPHR, Owner, Energize HR
The Morning After: Your Investigation is Done. Now What?
2:30-3:30p  ROOM 605
Completing an investigation of an employee complaint is only the first step in a much larger process. This presentation will address what employers should do next, including best practices for drawing a conclusion and drafting the right report, managing due process and discipline, appropriate communication to the parties, effective follow up, avoiding retaliation, and maintaining confidentiality—even when the matter has gone viral. - Marla Moore, Employment Law Consultant, DeDe Church & Associates LLC
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Leveraging Social Media in a Compliant World
2:30-3:30p  ROOM 606
Social media is a tool that is not going away. It actually feels like it is gaining greater momentum. How can your organization take control of telling their story? How can you share your company culture and recognize those employees that make up your organization? How can you personally use it to increase your reputation in the industry? - Sherman On, Sales Director, Mutual of Omaha
TRACK: Business Mgmt & Strategy; SHRM Competency: Communication, Leadership & Navigation; HRCI: Business

Using Employee Experience Mapping to Drive Wellbeing & Engagement
2:30-3:30p  ROOM 607
We’ve all heard that it’s important to get the right resources to the right people at the right time. In this session, we’ll walk through the key employee experience journey points to create a roadmap to facilitate targeted wellbeing and engagement efforts. - Jenna Sneed, MPH, Wellbeing & Engagement Consultant, Gallagher
TRACK: Talent Management; SHRM Competency: Critical Evaluation; HRCI: General

Labor & Employment Laws Under the Trump Administration: Changes & Priorities
2:30-3:30p  ROOM 608
This session will examine the laws that have changed during the Trump Administration and the laws that may change over the next 18-months. This session will also discuss what enforcement priorities to expect at the Department of Labor, Equal Employment Opportunity Commission (EEOC), and the National Labor Relations Board (NLRB), including pay equity, sexual orientation and gender identity, sexual harassment, and reasonable accommodations for disabilities. - Joanne Bush, Esq, Partner AND Lindsay Hedrick Esq, Partner, Jones Day
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Myth Busting the Consumer-directed Healthcare Market
2:30-3:30p  ROOM 609
Although designed to empower individuals and their families, consumer-directed healthcare (CDH) is too often cluttered with damaging myths and misconceptions that deter employees from taking full advantage of CDH benefits. Hear from Jody Dietel as she debunks the top three myths surrounding the CDH market and learn how to empower employees to take charge of their healthcare. - Jody Dietel, Chief Compliance Officer, WageWorks
TRACK: Total Rewards; SHRM Competency: Consultation; HRCI: General

Technology to Drive Efficiencies in Immigration
2:30-3:30p  ROOM 610
The immigration landscape is constantly changing. More often than not businesses are looking to reduce the cost of mobility in addition to making the employee experience better. The way in which people work is also changing in the gig economy and the need to move and monitor employees is more important than ever. Technology is essential to reduce time and money and optimize mobility programs. - Ben Willis, Director of Client Services, SimpleCitizen AND Justin Parsons, Managing Director, Erickson Immigration Group
TRACK: International HR; SHRM Competency: Consultation; HRCI: Global

Financial Wellness: The Impact on Workplace Productivity and Performance
2:30-3:30p  ROOM 501
Gain the essential knowledge necessary to expand and tailor your employee wellness program to include financial health benefits. Help offset costs related to employee health-related issues and gain hiring advantage over industry competition through cutting-edge benefit offerings. This program will provide you an overview of the latest studies and what they reveal about financial stress in the workplace and its effect on employee productivity. - Jennifer Bell CFEI, SCMS, Business Development Manager, Advancial
TRACK: Total Rewards; SHRM Competency: Consultation; HRCI: General

Getting to the Finish Line: Why Your 401(k) May Not be Helping Your Employees (and how you can fix it)
2:30-3:30p  ROOM 502
This session is for Human Resources and C-Suite members who recognize the importance of the retirement plan as an employee attraction, savings and retention too, but struggle to get employees engaged to participate. - Robert Massa, ChFC, CEBS, AIF, CPFA, CBC, Managing Director, Qualified Plan Advisors
TRACK: Total Rewards; SHRM Competency: Consultation; HRCI: General
Navigating HR's Methods

Two generations of participants will leave with practice, facilitation tools and templates. - Lisa Rueth, CEO, Sr. Partner, Cultivate Leadership

TRACK: Leadership & Professional Development; SHRM Competency: Communication; HRCI: General

Powering Your Team through the Peloton of Change Management Techniques

Organizations standing the test of time must constantly evolve. Navigating the change management techniques to drive change while maintaining high engagement at all levels requires commitment, coordination, and communication. This program provides participants illustrative examples, tools, and techniques designed to promote a healthy Change CADENCE to unleash individual potential and maximize team performance while protecting momentum. - Scott Cooksey, Speaker, Cooksey Connects

TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation; HRCI: Business

Leader as Coach: The Way Organizations Build Agility in a Disruptive World

Two-thirds of today’s workforce are either unengaged or actively working against their company. Mix in the complexities of four generations in the workforce; each with their own expectations of how things should work and you have lots of potential for conflict. These challenges create high turnover, low product quality, expensive safety incidents, and damage to company reputation. The solution? Leadership must transform from directive Manager to Leader-Coach. - Jill Knocke, PCC, Managing Partner, Culture Innovations

TRACK: Leadership & Professional Development; SHRM Competency: Relationship Management; HRCI: General

HR's Role in Strategic Alignment

Having a well-aligned organization can be a tremendous strategic advantage, but what does alignment look like? We call the concept Organizational Health, and it’s highly dependent on the CEO and HR working tightly together. Chris will share 3 keys to being viewed as a strategic partner and HR’s role in the four disciplines of organizational health. - Jeff James, CEO, CXOS Partners, LLC

TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Leadership & Navigation; HRCI: Business

Navigating the Ever-changing Leave Landscape

The FMLA provides up to 12 weeks of job-protected leave each year for the serious health condition of an eligible employee or family member. State laws, however, may provide more generous family leave and may also make sick leave available for workers with less serious medical conditions. This session will address ways in which multi-state employers ensure compliance with state paid leave laws. - Ruthie White, Esq, Principal, Jackson Lewis PC

TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

The Core Competencies of an Influential Recruiter

This session is tailored for Recruiters, HR Business Partners, and Diversity Professionals who have a vested interest in the success of the Talent Acquisition process. Attendees will learn the core competencies that are necessary to influence four key stakeholders: candidates, hiring managers, HR leadership, and executive leadership. Ultimately, these core competencies will assist in the development of a successful HR career. - Darrell James, Principal, J&J Search Solutions

TRACK: Leadership & Professional Development; SHRM Competency: Consultation; HRCI: General

27 Things Plaintiff's Counsel is Begging You to Do

"Sneaking through the bushes." That's what we called interviewing employees as potential clients—at least back in my old days as plaintiff's counsel. Now, I'm reformed and a 100% company man. Want to hear what the plaintiff's lawyers say around the campfire? I'll gladly spill the beans on the common mistakes that plaintiff's counsel desperately wants you to make, then point out a better way. - Alan Bush, Managing Director/Attorney, Bush Law Firm, PC

TRACK: Employee & Labor Relations; SHRM Competency: Critical Evaluation; HRCI: General

Mindfulness: 5 Techniques to Embrace Presence and Acceptance, Increasing Your Performance

Mindfulness, the concept of presence has arrived to the corporate world, with the result of increasing performance dramatically. Mindfulness not only contributes to life balance and happier employees who perform better, it also establishes techniques that employees can use to increase brain power, focus, attention, attitudes and communication. By combining emotional intelligence, coaching techniques, eastern psychology and neuroscience, this presentation will equip you to embrace mindfulness for your organization. - Guillermo Mendoza, Executive Coach & ICC Trainer, Impact Coaching Solutions

TRACK: Leadership & Professional Development; SHRM Competency: Relationship Management; HRCI: General
Critical Unemployment Management Tips, Including When a Natural Disaster Strikes
3:45-4:45p       ROOM 607
Join us as we break down effective methods that can produce favorable outcomes within the unemployment claim process. You'll learn the various separation categories and critical documentation protocols that ultimately play an important role in tax management. You'll also learn the best UI practices that an organization can take when a natural disaster strikes. - Matt Kaufer, Vice President, Employment Tax Services, Equifax
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

Managing and Nurturing Employee Expectations Across the Generations
3:45-4:45p       ROOM 608
For the first time, a span of five generations are working side by side, each with a unique set of skills and expectations. Effectively managing a diverse workforce requires organizations to align the technology and process into one strategy that promotes a positive experience for employees across all generations from their first day to their last. Come learn how this can be accomplished. - Chris Kiklas, Director, Product Management, Kronos
TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation; HRCI: Business

The ABCs of Active Shooter Response
3:45-4:45p/ REPEAT OF Wed 7:30a     ROOM 609
With Active Shooter Events on the rise, this presentation was developed to give the people at point of impact the complimentary civilian response to the most used Law Enforcement Response in the nation. We can no longer say "it won't happen here" or "this won't happen to us." Instead we must train our organizations and employees how to respond thus mitigating dangers in the workplace. - Ryan Searles, VP of Risk Management, The Texas Group
TRACK: Employee & Labor Relations; SHRM Competency: Consultation; HRCI: General

5 Actions to Enhance Leadership Diversity
3:45-4:45p       ROOM 610
The stats are clear--increasing female leadership drives long-term business results. Learn from leadership development expert Marcia Mueller the 5 best practices for developing and advancing female talent as a key step to achieving higher levels of inclusion. Marcia will share how organizations are advancing exceptional female talent resulting in a robust and diverse succession pipeline. - Marcia Mueller, MA, BCC, Vice President, Global Leadership Development, IMPACT Group
TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation; HRCI: Business

International Assignment Insights – Unique Solutions for Mid-sized Programs
3:45-4:45p       ROOM 501
If you have a small or medium sized international assignee population, what are the best practice models to support assignees while maintaining high service quality, cost reduction, control and ultimate transfer efficiency to assist you and your assignees through the mobility process? This session will review areas such as structure, compliance, talent management considerations, outsourcing v. co-sourcing v. in-house and more. - Brad Shepard, CRP, Vice President Business Development, K2 Corporate Mobility
TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness; HRCI: Global

Making Marketing Strategies Work for Your Wellness Program
3:45-4:45p       ROOM 502
To successfully assist participants in making positive wellbeing changes, wellness programs must get employees' attention, and inform them about the benefits of the program. However, an explosion in digital content has increased the level of difficulty in both capturing and retaining the peoples' attention. To address these difficulties, HealthCheck360 crafted multiple marketing experiments to analyze the effectiveness of different behavioral economic and marketing theories. Come learn about their findings. - Jennifer Koenig, MBA, Director of Product and Marketing, HealthCheck360
TRACK: Total Rewards; SHRM Competency: Communication; HRCI: General

Eliminating Negative Conflict to Boost Team Productivity & Morale
3:45-4:45p       UNIQUE ZONE
UNIQUE SESSION: Organizations can eliminate conflict and stress by assessing their team members and having them understand themselves before trying to understand others. It's no secret that online assessments can reduce negative tendencies and increase morale, communication, job satisfaction, and overall productivity; however, far too many organizations don't take advantage of the assessment's power. The entire audience will participate in a fun interactive learning activity. - Paul Grau, Jr. MBA, MAR, Head Coach, Current Leadership Coaching, LLC.
TRACK: Leadership & Professional Development; SHRM Competency: Relationship Management; HRCI: General