

CREATING BETTER WORKPLACES

**Gain the tools you need
to make work better —**

Act early and **SAVE BIG!**
Rates increase after April 26.



SHRM19
ANNUAL CONFERENCE & EXPOSITION
JUNE 23-26 LAS VEGAS

Register today at
annual.shrm.org/sessions

A desert landscape featuring a paved road that recedes into the distance towards a range of rugged mountains. The sky is filled with large, dramatic clouds, some illuminated from below, suggesting a sunset or sunrise. A semi-transparent grid of dark circles is overlaid on the left side of the image. The overall mood is one of journey and exploration.

From **bold new ideas** that are transforming how we think about work to **pragmatic tools** for solving everyday HR challenges, SHRM19 will empower you on your journey to **create a better workplace.**



SHRM

creating
better

WORKPLACES

2019

KEYNOTE SPEAKERS

Better Workplaces. Better World.

The intersection of people, culture and business is where positive workplaces thrive. HR sits at the nexus of all three, with the capacity to empower people, foster positive environments and shape the future of work.

As stewards of workplaces around the world, it is our job to change lives, to transform organizations and to leave an indelible mark on society.

Our world is designed around work. It is the engine that runs global economies. Almost every working age adult needs or wants a job, and all experience their own hurdles and triumphs to attain one. Through work, people gain dignity, self-worth, passion and financial security—and their work experience is crafted by HR.

Imagine the impact of HR on a mom recently released from prison looking to reunite with and support her family. Imagine the impact of HR on a veteran who wants to translate a military resume to the corporate world. Imagine the impact of HR when it provides the kind of training that can create a path for a part-time employee without a college degree to succeed as a business leader.

In his opening remarks at SHRM19, President and CEO Johnny C. Taylor, Jr., SHRM-SCP, will welcome attendees to Las Vegas and showcase the impact of HR's influence in creating better workplaces for a better world.

This session will set the tone of the transformational thought leadership and applied learnings you will get at the four-day conference. Join Johnny by finding your inner changemaker and get ready to lead with passion, push boundaries and cultivate dynamic workplaces that allow people to thrive, businesses to grow, and societies to advance.

PRESENTER:

Johnny C. Taylor, Jr., SHRM-SCP,
President & Chief Executive
Officer, SHRM

**Competencies: Leadership
& Navigation, Global and
Cultural Effectiveness,
Relationship Management**



“It is up to our profession to invent and lead transformative solutions that enable businesses and people to thrive in a competitive global economy. This is how we make a monumental impact on our communities, our families, and our society. When we create better workplaces, we become a force for positive change at work and in the world.”

– Johnny C. Taylor, Jr., SHRM-SCP



PRESENTER:

Martha Stewart, Emmy Award-Winning Television Show Host, Entrepreneur, Bestselling Author

Competencies: Leadership & Navigation, Global & Cultural Effectiveness

A Conversation with Martha Stewart

Martha Stewart is an Emmy Award-winning television show host, entrepreneur, best-selling author, and America's most trusted lifestyle expert. As founder of Martha Stewart Living Omnimedia, she has found wild success in a variety of business ventures. She is a branding powerhouse who reaches approximately 100 million consumers every month across all media platforms.

In this conversation, learn how Stewart has become one of the most recognized and celebrated entrepreneurs in the world—with a media empire and line of products that have enriched so many lives. She has demonstrated resilience in her decades-long career, overcoming odds and rising again and again in the face of personal and professional challenges. But she came back stronger than ever...reinventing herself and her brand. She is the perfect example of second chance and stunning comebacks. Stewart has been steadfast in supporting diversity and inclusion within Martha Stewart Living. *Martha Stewart Weddings* famously introduced same-sex couples into its pages in 2009—long before the landmark 2015 Supreme Court ruling in favor of same-sex marriage. Last year she was named one of *Forbes* "100 Greatest Living Business Minds." During this session, you will hear about her journey and learn:

- The strategies she used to **transition careers** and how to rebrand yourself.
- How **diversity and inclusion** strengthen company cultures and the bottom line.
- How **creativity and entrepreneurship** are the keys to business success.
- How to **embrace change** and inclusiveness.

Employees First, Customers Second – Unconventional Approach to Organization Transformation

In this candid and personal account, Nayar will recount how he defied the conventional wisdom that companies must put customers first. He believes that since employees are the closest interface with the customer they are the new value zone for companies: the place where value is truly created for customers and therefore organizational accountability should lie first with the employees, and not the other way around. In this keynote Nayar will share the exciting journey of how he and his team implemented the Employee First philosophy by:

- Creating a **sense of urgency** by enabling employees to see the truth of the company's current state as well as feel the "romance" of its possible future.
- Creating a **culture of trust** by pushing the envelope of transparency in communication and information sharing. Inverting the organizational hierarchy by making the management and the enabling functions accountable to the employees. Unlocking the potential of the employees by fostering an entrepreneurial mindset, decentralizing decision-making and transferring the ownership of 'change' to the employees.
- Refreshingly **honest and practical**, this session will offer valuable insights for organizations in need of transformation and managers seeking to realize their aspirations to grow faster and become self-propelled engines of change.



PRESENTER:

Brené Brown, Author and
Researcher, University
of Houston

Competencies: **Global and
Cultural Effectiveness,
Leadership & Navigation**

PRESENTER:

Vineet Nayar, Founder
Chairman of Sampark
Foundation

Competencies:
**HR Expertise, Leadership
& Navigation**



Dare to Lead

Leaders in organizations ranging from small entrepreneurial startups and family-owned businesses to nonprofits, civic organizations, and Fortune 50 companies, are asking the same question:

“How do you cultivate braver, more daring leaders, and how do you embed the value of courage in your culture?”

Based on 20 years of research, including the past seven studying leadership, Brené Brown found the answer: Daring leadership is a collection of four skill sets that are 100% teachable, observable, and measurable. It's learning and unlearning that requires brave work, tough conversations,

and showing up with your whole heart. In this program, Brown uses research, stories, and examples to explore:

- The ten **cultural barriers** to courageous leadership.
- The four **skill sets** that underpin courage:
 - 1) Rumbling with Vulnerability, 2) Braving Trust, 3) Living into Our Values, 4) Learning to Rise
- The difference between **armored leadership** and daring leadership.
- Why curiosity and grounded confidence are at the heart of **brave work** and tough conversations.



PRESENTER:

Blake Mycoskie, Founder and Chief Shoe Giver, TOMS

Competencies: Leadership & Navigation, Relationship Management

The Power of Giving: Conscious Capitalism and the Future of Business

At TOMS — a self-sustaining, for-profit company — the act of giving is the cornerstone of its business model, integral to its financial success. In a behind-the-scenes look at how it all works, Blake Mycoskie will share counter-intuitive ideas (“In tough times, give more”) that you can apply to your own business. His bold, winning strategies are proven, and have been talked about by hundreds of thousands of Customers who have joined the TOMS Movement by buying a pair of shoes. Inspired, inspiring and most of all practical, Mycoskie presents a new direction for business. After hearing him speak, you will know why giving just makes sense. In this visionary talk, Blake Mycoskie will show how to succeed in a new era of relentless competition and heightened social awareness and will answer the following questions:

- Why is **philanthropy** your best competitive advantage?
- How do you **make money and do good** simultaneously?
- How are the two acts **intertwined**?

This session will arm you with innovative ideas on how you can transform philanthropy into your best competitive advantage. Creating better workplaces means smart business, but also doing good. This fascinating case study will leave you inspired and help you connect the dots between better workplaces and a better world.

OUR COMPREHENSIVE PROGRAM

Designed to give you a full range HR education, from the basics that every HR professional needs to the innovative ideas that are changing how you work. No matter where you are in your career, there is something for you.

How Do You Learn Best?

Whether you favor condensed, 18-minute rapid-fire sessions in the Smart Stage, or you can't wait to hear from thought leaders who present the Change-Maker sessions — we want to help you **find your match!**

Mega Sessions & Concurrent Sessions

Mega sessions and concurrent sessions are the educational backbone of the conference and provide a **classroom-style learning experience, with sessions organized into 9 tracks.**

The difference between a mega session and a concurrent session is just the size of the room — you can expect a larger room and crowd for mega sessions. These sessions allow you the most personal customization — you can select from a wide variety of topics during each time slot to help you focus on the issues/areas that are most relevant to your needs.

General Sessions Featuring Keynote Speakers

Our keynote speakers are leaders in their industries. Their stories will inspire you to **think outside the box** and widen your perspectives. You'll leave general sessions feeling energized and motivated — they set the tone for the SHRM conference experience — transformative, innovative and practical.

Smart Stage

If you prefer shorter sessions, check out the Smart Stage! These presentations provide relevant, topical information in **concise, 18-minute segments.**

NEW Change-Makers

These sessions feature business leaders who are **shaping the future** from brands you know and love. Attend for an in-depth view into the inner workings of HR strategies from companies like Airbnb and Zappos. You'll leave with insights you can apply to your daily work, and the inspiration to step outside your comfort zone and embrace innovative new ideas that are changing the workplace.

NEW New and Improved: Nine Tracks

- Workplace Strategy
- Technology
- Business Acumen & Metrics
- Compliance
- Global HR
- Leadership
- Communication
- Talent
- Compensation & Benefits

**EARN 17+ PDCs
TOWARD YOUR
SHRM-CP OR
SHRM-SCP
RECERTIFICATION.**

CONCURRENT SESSIONS BY TRACK



Business Acumen & Metrics

Companies are using data to drive business decisions. In your role, it's important that you can demonstrate the value of your initiatives in quantifiable terms. Attend these sessions for tools on how to communicate your business case, develop your financial acumen, measure results and more.



Unless otherwise noted, each session earns you 1 PDC toward your SHRM-CP or SHRM-SCP recertification.

Use Big Data to Reimagine Your Talent Support Strategy

Competencies: HR Expertise, Business Acumen

Intended Audience: Mid-Level

Learn how to apply advanced people analytics to provide personalized learning and support experiences for every employee.

PRESENTER: J.D. Dillon, principal, LearnGeek

HR Metrics That Matter, and Making Metrics Matter

Competencies: Communication, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Review an outline of the process for developing, tracking, communicating, and presenting HR business goals and objectives.

PRESENTER: Shane Yount, author, principal, Competitive Solutions, Inc.

You Want Me to Do What?!: Introducing Analytics When You're an HR Department of One

Competencies: Communication, Critical Evaluation, Consultation

Intended Audience: Mid-Level

Implement an initial plan for HR data visualization and analytics within your organization.

PRESENTERS: Rich Huebner, director, Data Architecture & Data Science, Houghton Mifflin Harcourt; and Carla Patalano, SHRM-SCP, program chair, New England College of Business

Visit annual.shrm.org/sessions

Find dates and times, and start building your personalized conference schedule!

Design and Develop Business-Centric KPIs in Performance Management: Singapore's Experience

Competencies: Communication, HR Expertise, Business Acumen

Intended Audience: Mid-Level

Learn how to design and develop meaningful, evaluative key performance indicators (KPIs) that contribute to business goals and organizational needs.

PRESENTERS: Henrich H. Tan, SHRM-SCP, director, Academy of Competency Enhancement Pte Ltd., Singapore; and Martin Lee, SHRM-SCP, HR manager, Baker Hughes, a GE company/SHRI, Singapore

Results-Based KPIs: Demonstrating Your Impact for Bottom-Line Results

Competencies: Business Acumen, Critical Evaluation

Intended Audience: Senior-Level

Develop results-based key performance indicators (KPIs) for your teams, department and organization.

PRESENTER: Zahid Ali Mubarik, SHRM-SCP, CEO, HR Metrics, Islamabad, Pakistan

A Journey Through the Future of Health Care: First Step — HR and Analytics

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Senior-Level

Leverage data insights to create a more engaged and healthier workforce and realize significant cost savings for your organization.

PE PRESENTER: Sheryl Simmons, CHRO, Maestro Health

Translating HR to Net Profit: Showing the C-Suite the Real Bottom-Line Impact of HR at Your Firm

Competencies: Business Acumen, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

Learn how to clearly demonstrate the return on investment (ROI) of HR-related functions, using practical tools to make a strong case for HR.

PRESENTER: David Lewis, president and CEO, Operations, Inc.

HR Leadership of Tomorrow: How to Dramatically Improve the Success Rates of Your Business Initiatives

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Recommend and use seven key disciplines that drive strategic changes in organizational capabilities.

PE PRESENTER: Dale J. Albrecht, senior vice president of People and Performance, Alonos®

People Analytics for Beginners

Competencies: Communication, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Everything you need to get started on people analytics and deliver an initial set of analytical insights.

PRESENTER: Giovanni Everduin, senior advisor, Boston Global, Dubai, United Arab Emirates

Seeing the Big Picture: Business Acumen to Build Your Credibility, Career, and Company

Competencies: Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

By building your business acumen, you'll improve the ways in which HR partners with the organization's core business functions, driving corporate strategy and financial results.

PRESENTER: Kevin Cope, president and CEO, Acumen Learning

Shyft: How to Create an HR Analytics Strategy

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Senior-Level

Learn the practical steps required to create an HR analytics strategy for your organization.

PE PRESENTER: Wellington O'Neil Hepburn, senior manager of Organizational Development, Training and Development, Commonwealth Bank, Nassau, New Providence, The Bahamas

MEGA SESSION

The Future of HR: Four Strategies to Meet Business Challenges and Deliver Maximum Impact on Results

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation

Intended Audience: Senior-Level

Understand the evolution of the competencies required for effective HR leadership, and where today's leaders can deliver maximum business impact.

PRESENTER: Jennifer McClure, CEO, Unbridled Talent LLC and DisruptHR LLC





Communication

The ability to effectively exchange information with stakeholders is a key competency for every HR professional. From sound communication strategy to conflict management, these sessions will help you ensure that your message is concise and informative, as well as positive and respectful.



Network Like an Introvert: Valuable Tips for All Personality Styles

Competencies: Communication, Relationship Management

Intended Audience: Mid-Level

Network more effectively as an introvert and connect more genuinely with introverts in the workplace.

PRESENTER: Erich K. Kurschat, founder, Harmony Insights

Building Management Teams in International Businesses: The Need for Cross-Cultural Emotional Cohesion

Competencies: Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Senior-Level

Better understand management team dynamics in global organizations and how to handle them effectively.

PRESENTER: Jonathan Smilansky, professor, Tel Aviv University Business School, Tel Aviv, Israel

The Good, Bad, and Ugly: Creating a Culture of Feedback

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Senior-Level

Learn how to lay the foundation for honest communication and trust among managers, staff and colleagues.

PRESENTER: Brad Karsh, CEO, JB Training Solutions

MEGA SESSION

Defining and Communicating Your Personal Brand to Increase Your Visibility, Credibility and Career Opportunities

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

You will learn how to effectively package and position yourself to create opportunities for professional growth within your organization, your industry and in your career.

PRESENTER: S. Renee Smith, author, CEO and founder, SRS Productions, Inc.

HR as Global Change Agent: Managing Workplace English Across Multiple Cultures Simultaneously

Competencies: Communication, Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Mid-Level

Become aware of the issues, challenges and performance consequences caused by the use of English in the multicultural workplace, and learn how to address them.

PRESENTER: Lorelei Carobolante, president and CEO, G2nd Systems

MEGA SESSION

Parlay: Connecting with People in a New Way

Competencies: Relationship Management, Leadership & Navigation, Communication

Intended Audience: Mid-Level

Make meaningful connections with peers and leverage those connections for mutual gain.

PRESENTER: Jerrod Murr, co-founder, Paradigm Shift

Communicate Your Way to the Top!: Communication Strategies for Female Leaders Who Want to Stand Out

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Learn effective communication strategies to be assertive and authentic, so you can speak up, stand up, and stand out.

PRESENTER: Carol Leonie Maria Schulte, facilitator, Living BIG, Toronto, Ontario, Canada

MEGA SESSION Candid Conversations That Drive Results

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Effectively engage in open, meaningful dialogue to more fully understand one another and achieve enhanced, more productive, positive relationships.

PRESENTER: Tracy Butz, CSP, owner, Think Impact Solutions

MEGA SESSION The Art of Executive Presence: A Professional Woman's Guide to Commanding the Room

Competencies: Communication, Business Acumen, Consultation

Intended Audience: Senior-Level

Gain the skills to exude confidence, professionalism and strong executive presence in any situation.

PRESENTER: Jennifer Lee, director of Learning and Development, JB Training Solutions

MEGA SESSION “That Wasn’t My Intention!”: A Coaching Framework to Close the Gap Between Intention and Impact

Competencies: Communication, Relationship Management, Consultation

Intended Audience: Mid-Level

Apply a transformative coaching framework to help your team members increase their self-awareness, explore possibilities and take action.

PE PRESENTER: Sarah Noll Wilson, chief edge officer, Sarah Noll Wilson, Inc.

How to Harness the Power of Intentional Communication as an HR DOO

Competencies: Communication, Relationship Management, Consultation

Intended Audience: Mid-Level

Information and guidance that enable you to intentionally control the power of your communication with all stakeholders.

PE PRESENTER: Jennifer Currence, SHRM-SCP, president, OnCore Management Solutions, LLC

You Can’t Handle the Truth: Resolving Conflict

Competencies: Communication, Relationship Management

Intended Audience: Mid-Level

Guidance for resolving issues respectfully with colleagues, managers, business partners and executives.

PRESENTER: Jennifer Lee, director of Learning and Development, JB Training Solutions

MEGA SESSION Hit Your Bullseye: Communication Techniques to Collaborate, Execute and Succeed

Competency: Communication

Intended Audience: Mid-Level

Increase your ability to effectively exchange information with stakeholders by influencing behavior to achieve desired outcomes.

PRESENTER: G. Riley Mills, co-founder and COO, Pinnacle Performance Company

MEGA SESSION Reflective Listening: The New Way to Solve Problems and Get Cooperation

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Reduce conflict and increase cooperation, even in the most difficult situations, by understanding what people really mean by what they say.

PRESENTER: Paul Endress, founder and CEO, Maximum Advantage

MEGA SESSION Emotional Intelligence: Control Emotions to Positively Influence Actions and Performance

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Control emotions to more positively influence actions and performance, and achieve higher levels of success for yourself and your organization.

PRESENTER: Tracy Butz, CSP, owner, Think Impact Solutions



Compensation & Benefits

As the demands of the modern workforce evolve, compensation and benefits packages must keep pace. With topics such as health care, pay equity, sustainable wellness programs, mindfulness training and more, you'll gain the tools you need to retain your organization's most valuable resource, its employees.

Financial Wellness Benefits Your Employees Want and Need

Sponsored By



Competencies: Communication, Business Acumen, HR Expertise
Intended Audience: Mid-Level

Learn about the financial benefits employees want organizations to offer and how to make the case to offer them to your workforce.

PRESENTER: Ashesh Sarkar, co-founder and CEO, Salary Finance

MEGA SESSION Banish Stress and Cultivate Extreme Resilience: A Proven Methodology

Competencies: Business Acumen, Leadership & Navigation
Intended Audience: Mid-Level

Learn how to greatly reduce the stress in your life and recover rapidly from reversals in your professional or personal life.

PRESENTER: Srikumar S. Rao, CEO and founder, The RAO Institute

The Future of Health Insurance Is About Health, Not Insurance

Competencies: HR Expertise, Critical Evaluation
Intended Audience: Senior-Level

The changing health insurance landscape and what to keep in mind when building your own health insurance plans.

PRESENTER: Mike Serbinis, founder and CEO, League Inc.

The Top 10 Signs Your 401(k) Plan Is Aging

Competencies: HR Expertise, Critical Evaluation, Leadership & Navigation
Intended Audience: Senior-Level

Determine whether your 401(k) plan needs an at-a-glance review.

PRESENTER: Jeanne J. Fisher, senior advisor, retirement plan specialist, ARGI Investment Services

Emerging Trends in Performance Management and Compensation

Competencies: HR Expertise, Business Acumen, Consultation
Intended Audience: Senior-Level

Explore three case studies of companies that changed their annual performance review processes and compensation administration.

PRESENTER: Jeremy Spake, principal consultant, Cornerstone onDemand

Health Savings Accounts: A New Kind of Retirement Plan

Competencies: Critical Evaluation, Consultation
Intended Audience: Mid-Level

Understand how and why health savings accounts (HSAs) can be utilized by employees as a long-term retirement savings vehicle.

PRESENTER: David Lindgren, senior manager, Compliance & Public Affairs, Flexible Benefit Service Corporation (Flex)

ACA and ERISA Compliance: 11 Steps to Avoid (or Survive) a DOL Audit

Competencies: Consultation, Communication, Critical Evaluation
Intended Audience: Mid-Level

Review these items to ensure you have the processes and documentation you'll need for a Department of Labor (DOL) audit of your health and welfare plans.

PRESENTER: Gary B. Kushner, CBP, president and CEO, Kushner & Company

What Next?: Communicating Complex HR Subjects to Employees with Short Attention Spans

Competencies: Communication, Business Acumen, Consultation
Intended Audience: Mid-Level

Fix underlying communication problems to solve engagement and motivation problems in the workplace, especially when communicating information about compensation and benefits.

PRESENTER: Karl Ahlrichs, consultant, Gregory & Appel

Workplace Loneliness Is Killing Us

Competencies: Communication, Relationship Management, Global & Cultural Effectiveness
Intended Audience: Mid-Level

Cure workplace loneliness by creating a productive culture of connection—enabling your diverse talent to thrive and your business to flourish.

PRESENTER: Stuart Chittenden, founder and principal, Squishtalks

How to Ensure the Success of Your Variable Pay Program

Competencies: Communication, Relationship Management, HR Expertise
Intended Audience: Mid-Level

Learn a pragmatic, structured, step-by-step process for successfully designing, implementing and communicating variable pay programs.

PRESENTER: John A. Rubino, president, Rubino Consulting Services

Mental Health in the Workplace: HR's Role in Promoting Environments of Acceptance and Productivity

Competencies: Relationship Management, HR Expertise, Consultation
Intended Audience: Mid-Level

Create mental health-friendly work environments conducive to employee productivity and where stigma is diminished.

PRESENTER: Joni N. Dolce, assistant professor, Rutgers, The State University of New Jersey

A Journey Through the Future of Health Care: First Stop — HR and Analytics

Competencies: HR Expertise, Business Acumen, Critical Evaluation
Intended Audience: Senior-Level

Leverage data insights to create a more engaged and healthier workforce and realize significant cost savings for your organization.

PE PRESENTER: Sheryl Simmons, CHRO, Maestro Health

Land O'Lakes' Lessons Learned: Its Journey to a Holistic Health and Wellness Program

Competencies: Communication, Relationship Management, Consultation
Intended Audience: Senior-Level

A holistic well-being approach to employee health, which includes patient satisfaction as a component, realizes value on investment (VOI).

PE PRESENTER: Emily Maher, director of Benefits, Land O'Lakes

Benefits in the Workplace: An Update, and Competitive Practices for Impact in 2019

Competencies: Consultation, HR Expertise
Intended Audience: Mid-Level

Explore common trends in the use of competitive practices and behavioral science to design and evaluate your benefits program, to ensure that it is meeting the strategic objectives of your organization.

MODERATOR: Liz Supinski, director, Research Products, Research & Innovation, SHRM

Commute as a Benefit: Lessons from Delta Dental of Washington

Competencies: Business Acumen, Critical Evaluation
Intended Audience: Senior-Level

Learn how commute benefits help attract and retain top talent while serving both your bottom line and your business' mission.

PE PRESENTER: Karen Aliabadi, chief human resource strategist, Delta Dental of Washington

How Student Loan Debt Affects Employees Across Generations: Strategies to Help Employees at All Levels

Competencies: Communication, Global & Cultural Effectiveness, Leadership & Navigation
Intended Audience: Senior-Level

Learn practical tips, techniques and ideas to support all generations of employees with the complexities of repaying student loans and saving for college.

PRESENTER: Kevin Fudge, director of Consumer Advocacy, American Student Assistance

Setting Base Pay: Top Strategies for Collaborating with Compensation to Achieve Pay Equity from the Start

Competencies: HR Expertise, Consultation, Relationship Management

Intended Audience: Mid-Level

Use the right tools and terminology to have educated, thought-provoking, collaborative discussions with the people in your organization who are responsible for setting starting pay.

PRESENTER: Michele Hester, SHRM-SCP, senior manager, Client Services, Berkshire Associates

Do You Need to Raise Your Wages?: A Step-By-Step Guide to Evaluating Your Wage Practices

Competencies: Communication, Critical Evaluation, Consultation

Intended Audience: Senior-Level

How to evaluate wage rates to determine whether there is a business case for increasing them.

PE PRESENTER: Marylla Ward, SHRM-SCP, owner, Horizon Point Consulting, Inc.

The Big, Bad Retirement Plan RFP

Competencies: Ethical Practice, Critical Evaluation, Leadership & Navigation

Intended Audience: Senior-Level

The do's and don'ts of running a retirement plan request-for-proposals (RFP).

PRESENTER: Jeanne J. Fisher, senior advisor, retirement plan specialist, ARGI Investment Services

The Tech Effect: Creating “Smart Shoppers” Through Your Benefits Enrollment Platform

Competencies: HR Expertise, Business Acumen, Consultation

Intended Audience: Senior-Level

Technology platforms that create “smart shoppers” in a diverse workforce result in cost savings and engaged employees.

PRESENTERS: Alan Silver, senior director and benefits delivery leader, Willis Towers Watson; and Tricia Collins-Schmidt, senior director, National Brokerage & Advisory Growth leader, and Midwest Region leader, Health & Benefits, Willis Towers Watson

Crowdsourced Compensation Data: Do We Trust It?

Competencies: HR Expertise, Critical Evaluation, Consultation

Intended Audience: Senior-Level

Arm yourself with critical methods for identifying and understanding issues of data integrity and pay transparency.

PRESENTER: Jeremy Spake, principal consultant, Cornerstone onDemand

Benefits Policy Crystal Ball: A Conversation with Washington Insiders

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Senior-Level

From the perspective of current issues, gain insights into the future of benefits-related policy issues at the federal level.

PRESENTERS: Tracy Watts, senior partner, national leader for Healthcare Reform, Mercer; and Chatrane Birbal, director, Congressional Affairs Health and Employee Benefits Policy, Government Affairs, SHRM

The PNC Approach to Creating a Culture of Well-Being

Competencies: Communication, Consultation

Intended Audience: Mid-Level

See how best practices in program promotion and engagement can support employee mental health and well-being.

PE PRESENTERS: Dale Grenolds, executive vice president, ComPsych; and Liz Harrington, vice president, manager of Health and Wellness Strategy, PNC Financial Services

Strategic and Nontraditional Steps to Bend Your Company’s Health Care Curve

Competencies: HR Expertise, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Learn what steps to take to build a comprehensive, effective, wellness-driven health benefits program that engages employees and cuts costs.

PE PRESENTER: Wade Larson, CHRO, Wagstaff, Inc.

Why a Comprehensive Well-Being Strategy Is a Business Imperative, and How to Make It So

Competencies: HR Expertise, Business Acumen, Consultation

Intended Audience: Senior-Level

Integrate well-being into your people strategy in a way that is based in science and that leverages advanced technologies.

PRESENTER: Autumn Krauss, principal scientist, SAP SuccessFactors

Outsourced Fiduciary Soup: 3(16), 3(21), 3(38) and Me

Competencies: Ethical Practice, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Help employers understand their fiduciary responsibilities under the Employee Retirement Income Security Act (ERISA) and the opportunities and risks of hiring an outsourced fiduciary.

PRESENTERS: Kevin Mahoney, senior vice president, senior institutional consultant; and Kristen Koluch, CFA, Investment Portfolio associate, The Mahoney Group of Raymond James

Alcoholism, Substance Abuse and Mental Health Issues in the Workplace

Competencies: Relationship Management, HR Expertise, Consultation

Intended Audience: Mid-Level

Explore ways to address the complicated and sensitive issues raised by employees with addiction and mental health concerns.

PRESENTER: Lara de Leon, shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, PC



Compliance

Help protect your company from liability and avoid legal risk before it arises by staying current with the latest changes in workplace laws and legislation. From federal legislative compliance, to investigation documentation, to updates on harassment legislative and legal issues specific to California, these sessions help you stay on top of the most important legislative priorities.

MEGA SESSION

Please Sue Me: 2019

Competencies: HR Expertise, Business Acumen, Consultation

Intended Audience: Mid-Level

Compliance alone may not be the answer; strategic HR is about the practical application of employment law principles to better, more effective business decision-making.

PRESENTER: Hunter Lott, owner, HunterLott.com

Implementing Strategies to Avoid Workplace Retaliation Claims

Competencies: Relationship Management, HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

Learn what constitutes retaliation and enhance your ability to create policies and procedures to minimize problems, claims and lawsuits.

PRESENTER: Christine Howard, managing partner, Fisher Phillips

How to Create a Bully-Proof Organization

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Senior-Level

To address bullying, identify the characteristics of high-performing teams, apply the competencies of emotional intelligence, and access solutions.

PRESENTER: Shawn Kent Hayashi, CEO, founder and executive coach, High-Performing Teams, and consultant, The Professional Development Group

Brexit and Other Mobility Issues in the United Kingdom and European Union

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Hear about the impact Brexit will have on individuals working in the UK and the EU.

PRESENTER: Julia Onslow-Cole, partner, Fragomen, London, England

California Employment Law for Non-Californians

Competencies: HR Expertise, Consultation

Intended Audience: Mid-Level

Unique aspects of California employment law applicable to California-based employees of employers that are based elsewhere.

PRESENTER: James J. McDonald, managing partner, Fisher & Phillips LLP

Sexual Harassment Case Studies

Competencies: Leadership & Navigation, HR Expertise

Intended Audience: Mid-Level

Guidance for how HR can contribute to the creation of a safe, respectful and inclusive culture, in terms of what is done—and not done—by those at the level of supervisor and above.

PRESENTER: Jonathan Segal, partner, Duane Morris LLP

Trouble in the Suez: An Employer's Duty of Care to Employees Based Overseas

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Understand the risks in sending an employee overseas or placing an employee in an overseas position, and the company's legal duty of care to that employee.

PRESENTER: Kelly Dobbs Bunting, shareholder, Greenberg Traurig, LLP

MEGA SESSION Seven Steps to Creating Bulletproof Documentation

Competencies: Communication, Relationship Management, Critical Evaluation

Intended Audience: Mid-Level

Learn the seven steps to creating documentation that will withstand the scrutiny of a judge or jury.

PRESENTER: Allison West, Esq., SHRM-SCP, SPHR, principal, Employment Practices Specialists

Help! I Need to Terminate My California Employee: Now What?

Competencies: Ethical Practice, HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

Comply with the legal rules related to terminating a California employee, to reduce your organization's legal risk.

PRESENTER: Brenda S. Kasper, partner, Kasper & Frank LLP

MEGA SESSION Changing the Culture, Not Checking the Box: Management Training in Today's Workplace

Competencies: Communication, HR Expertise, Consultation

Intended Audience: Mid-Level

Implement effective training techniques that will help keep trainees interested—and out of the courtroom.

PRESENTER: Joseph L. Beachboard, shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, PC

Wage and Hour Compliance: A DOL Update, and Ways to Avoid Overtime Liability Landmines

Competencies: HR Expertise, Critical Evaluation, Consultation

Intended Audience: Mid-Level

A highlight on the trends employers need to understand to better bring their payroll practices into compliance with the Fair Labor Standards Act (FLSA).

PRESENTER: Robert A. Boonin, member, Dykema

MEGA SESSION My Employees Can Miss *How Much Work?!: Managing the Challenges of Leave Under the FMLA and ADA*

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

Master the leave-of-absence issues that challenge even the most sophisticated companies.

PRESENTER: Eric B. Meyer, attorney, FisherBroyles, LLP

Opioids in the Workplace: Legal and Psychological Perspectives

Competencies: Relationship Management, HR Expertise, Consultation

Intended Audience: Senior-Level

Recognize and address the numerous workplace issues that result from opioid usage.

PRESENTERS: Michael Peter Elkon, partner, Fisher Phillips LLP; and Andrea Gail Levy Elkon, clinical psychologist, Alliance Spine and Pain Centers

Why Harassment Is No Longer Just a Compliance Issue, But a Brand Issue

Competencies: Ethical Practice, HR Expertise

Intended Audience: Senior-Level

Now is the time to uncover and address past instances of harassment, and to implement strong policies and processes to ensure that harassment does not happen again.

PRESENTER: Michael Cajner Mason, SHRM-SCP, shareholder, Greenberg Traurig, LLP

Setting Base Pay: Top Strategies for Collaborating with Compensation to Achieve Pay Equity from the Start

Competencies: HR Expertise, Consultation, Relationship Management

Intended Audience: Mid-Level

Use the right tools and terminology to have educated, thought-provoking, collaborative discussions with the people in your organization who are responsible for setting starting pay.

PRESENTER: Michele Hester, SHRM-SCP, senior manager, Client Services, Berkshire Associates

Paying a Personal Price: The Risk of Individual Legal Liability for “Going Along” With Wrongdoing

Competencies: Ethical Practice, Critical Evaluation, Consultation

Intended Audience: Senior-Level

Learn to recognize situations in which an HR professional’s complicity in illegal acts by management may expose the HR professional to individual legal liability.

PRESENTER: R. Scott Oswald, managing principal, The Employment Law Group, PC

Compliance Conundrum: Top 10 Issues That a Department of One Must Address

Competencies: HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

Ensure that you stay on top of trending compliance obligations and understand their impact on initiatives in the small HR department.

PE PRESENTER: Lori Kleiman, SHRM-SCP, managing director, HR Topics

Avoid the California Earthquakes: What Strategic HR Professionals Must Know for California

Competencies: HR Expertise, Critical Evaluation, Consultation

Intended Audience: Senior-Level

For the California workplace, determine which strategic issues to address and avoid in 2019 and beyond.

PRESENTER: Jonathan Siegel, lawyer, Jackson Lewis PC

Do the Right Thing: A Workplace Harassment Prevention Simulation

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Senior-Level

Provide employees with the knowledge and tools to identify sexual harassment and foster a safe work environment.

PRESENTER: Brad Karsh, CEO, JB Training Solutions

The New Dynamics for Immigration: Trump Administration and Congressional Priorities

Competencies: Relationship Management, Business Acumen, Consultation

Intended Audience: Mid-Level

Identify and understand the immigration options for existing and prospective employees, and how to advise employers of each option’s advantages and risks.

PRESENTERS: Andrew Greenfield, partner, Fragomen; and Rebecca Peters, director, Policy Engagement, SHRM

International Trade Secrets: A Strategic Overview

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation

Intended Audience: Senior-Level

Advanced HR professionals with experience managing and enforcing trade secret protections can discover new strategies for protecting business interests at an international level.

PRESENTER: William David Wright, partner, Fisher & Phillips LLP

MEGA SESSION

99 Problems and Lawsuits Ain’t One: Top 10 HR Strategies That Will Keep You Out of the Courtroom

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Respond and react to behaviors and conduct in the workplace in an effective manner that will reduce legal exposure.

PRESENTERS: Shayna Helene Balch, partner; and Pavneet Singh Uppal, regional managing partner, Fisher & Phillips LLP

He Said, She Said—Now What Do I Do?: Tips for Effectively Assessing Credibility

Competencies: Communication, Relationship Management, Critical Evaluation

Intended Audience: Mid-Level

Use a variety of factors to effectively assess the credibility of witnesses and evidence, and make sound findings.

PRESENTER: Allison West, Esq., SHRM-SCP, SPHR, principal, Employment Practices Specialists

When Smoke Gets in Your Eyes: Legal Issues and Hiring Strategies in the Era of Legalized Marijuana

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

How to adjust employee handbooks, policies, procedures and operations manuals in light of legalized marijuana use.

PRESENTER: James P. Reidy, attorney/ shareholder, Sheehan Phinney Bass & Green PA

Top 10 Things Employers Do to Get Sued by Their Employees in California

Competencies: HR Expertise, Critical Evaluation, Consultation

Intended Audience: Mid-Level

How to identify the mistakes that your organization may be making, and the practical steps for implementing change.

PRESENTER: Lauraine Bifulco, president, Vantaggio HR

Benefits Policy Crystal Ball: A Conversation with Washington Insiders

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Senior-Level

From the perspective of current issues, gain insights into the future of benefits-related policy issues at the federal level.

PRESENTERS: Tracy Watts, senior partner, national leader for Healthcare Reform, Mercer; and Chatrane Birbal, director, Congressional Affairs Health and Employee Benefits Policy, Government Affairs, SHRM

MEGA SESSION FLSA “Jeopardy” 2019

Competencies: Ethical Practice, HR Expertise

Intended Audience: Mid-Level

Get the latest information and case law involving the Fair Labor Standards Act (FLSA)—and find out what you should do next.

PRESENTER: Louis Lessig, SHRM-SCP, partner, Brown & Connery, LLP

When Looks Deceive: Detecting and Accommodating Invisible Disabilities

Competencies: Relationship Management, HR Expertise, Consultation

Intended Audience: Mid-Level

Address the complicated issues raised by employees with mental health and other latent medical conditions in the workplace.

PRESENTER: Lara de Leon, shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, PC

What a Difference Two Years Makes: The Trump Effect on the NLRB and Employee Relations

Competencies: Communication, Relationship Management

Intended Audience: Mid-Level

Learn all there is to know about the new rules and key strategies of the National Labor Relations Board (NLRB) for effective labor/employee relations in 2019.

PRESENTER: Timothy A. Davis, managing partner, Constangy, Brooks & Smith

Employer’s Guide to Workplace Flexibility, Compliance with State Leave Laws, and Avoiding Related Claims

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

Learn the legal requirements and common-sense benefits of workplace flexibility policies and practices.

PRESENTER: James P. Reidy, attorney/ shareholder, Sheehan Phinney Bass & Green PA

The “Superstar” Harasser: Managing Sexual Harassment Claims, Post-#MeToo Movement

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

How to limit your organization’s potential legal exposure by properly investigating allegations of harassment and taking remedial action.

PRESENTERS: Shayna Helene Balch, partner; and Pavneet Singh Uppal, regional managing partner, Fisher & Phillips LLP

Advanced Internal Investigations: Tips, Tools and Cautionary Tales

Competencies: HR Expertise, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

Learn to apply a simple framework to internal investigations and understand the importance of effective, timely investigations in employment-related cases.

PRESENTER: Michael Cajer Mason, SHRM-SCP, shareholder, Greenberg Traurig, LLP

Beyond the Illusion of Inclusion: Leveraging the Talents of Employees with Disabilities

Competencies: Relationship Management, Ethical Practice, HR Expertise

Intended Audience: Mid-Level

Expand your appreciation of employees with disabilities and their multiple diversity dimensions, to support inclusive workplaces.

PRESENTERS: Judy Young, assistant director, Training and Development, Cornell University; and Susan W. Brecher, director, Human Capital Development, Legal Programs, Cornell University, ILR School

Managing Risk for Global Teams in the Era of Data Privacy

Competencies: Global & Cultural Effectiveness, Ethical Practice, Relationship Management

Intended Audience: Senior-Level

Find out how to successfully navigate complex data privacy laws around the world.

PRESENTER: Nancy Cremins, chief administrative officer/general counsel, Globalization Partners

Help, the Auditors are Coming!: Audit Your Independent Contractors Before the Government Does

Competencies: HR Expertise, Critical Evaluation, Consultation

Intended Audience: Mid-Level

Learn how to correctly classify contractors and perform internal audits to protect your organization from costly government fines.

PRESENTER: Lauraine Bifulco, president, Vantaggio HR

Hindsight Is Insight: Real Observations of OFCCP Enforcement Under the Latest Directives

Competencies: HR Expertise, Consultation, Relationship Management

Intended Audience: Mid-Level

Learn how to better manage compliance under the most recent Office of Federal Contractor Compliance Programs (OFCCP) guidelines, and how to leverage the OFCCP's transparency and collaboration mission to successfully meet compliance obligations.

PRESENTER: Beth Ronnenburg, SHRM-SCP, president, Berkshire Associates

Coming Soon to a Community Near You: Worker Centers

Competencies: HR Expertise, Critical Evaluation, Consultation

Intended Audience: Senior-Level

Gain a thorough understanding of worker centers and how to respond to their approach in unionizing the workplace.

PRESENTER: David Rittof, president, Modern Management, Inc.

What Is HR's Role in Data Protection and Privacy?

Competencies: Ethical Practice, HR Expertise, Business Acumen

Intended Audience: Mid-Level

Learn why HR needs to take a leadership role when it comes to data protection and privacy.

PRESENTER: Kim Lessley, director, Solution Management, SAP SuccessFactors

Enforcing Attendance Rules But Offering Reasonable Accommodation

Competencies: Relationship Management, Ethical Practice, HR Expertise

Intended Audience: Mid-Level

Review HR best practices for ensuring productivity within the complex and intertwined demands of the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), and employee relations.

PE PRESENTER: Greg Hare, employment attorney, Ogletree Deakins Law Firm



Global HR

Understanding how your organization operates in a global context is essential for a successful HR strategy. From managing diverse, virtual teams to communicating across the world, to recruiting and cultivating talent, you need to understand how to leverage the strengths and overcome the challenges of an international workforce. These sessions provide a comprehensive look at the current and emerging global business trends that all HR practitioners need to know.

Brexit and Other Mobility Issues in the United Kingdom and European Union

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Hear about the impact Brexit will have on individuals working in the UK and the EU.

PRESENTER: Julia Onslow-Cole, partner, Fragomen, London, England

Managing Short-Term Global Assignments

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Learn how to manage both global and domestic assignments, national and international transfers and hot immigration issues.

PRESENTER: Paul Cotton, senior partner, Eversheds Sutherland (International) LLP, Leeds, United Kingdom

HR Transformation Led by Employee Experience

Competencies: Business Acumen, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Hear about cultural transformation and employee experience and the connection to a global Brazilian company.

PE PRESENTERS: Marcelo Godinho, HR transformation designer and partner; and Oliver Kamakura, HR transformation designer and partner, Ernst & Young, São Paulo-SP, Brazil

World Café: Global HR Trends

Competencies: Global & Cultural Effectiveness, Leadership & Navigation, HR Expertise

Intended Audience: Mid-Level

Identify and discover the main global HR trends impacting the workplace.

PRESENTERS: Alfredo Castro, president MOT, Training and Development Inc., Sao Paolo, Brazil; and Iñigo Sanchez-Cabezudo, director, Global Markets, SHRM

How TELUS International Became the Feel-Good Company — The Laws of Talent Retention and Attraction

Competencies: Global & Cultural Effectiveness, HR Expertise

Intended Audience: Mid-Level

Learn how focusing efforts in creating a caring culture and how your team members support and create this culture, allows for high-impact results.

PE PRESENTER: Deborah Rosales, HR director, TELUS International El Salvador, Santa Tecla, La Libertad, El Salvador

Global, Complex and Focused on the Cause: HR and Business Challenges in International Nonprofits

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Understand how a global nonprofit manages complex HR and business challenges, particularly in lower-resourced nations of Africa, Latin America and the Caribbean, and Southeast Asia.

PE PRESENTER: Howard Wallack, SHRM-SCP, deputy chief HR and administrative officer, Jhpiego

Building Management Teams in International Businesses: The Need for Cross-Cultural Emotional Cohesion

Competencies: Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Senior-Level

Better understand management team dynamics in global organizations and how to handle them effectively.

PRESENTER: Jonathan Smilansky, professor, Tel Aviv University Business School, Tel Aviv, Israel

Trouble in the Suez: An Employer's Duty of Care to Employees Based Overseas

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Understand the risks in sending an employee overseas or placing an employee in an overseas position, and the company's legal duty of care to that employee.

PRESENTER: Kelly Dobbs Bunting, shareholder, Greenberg Traurig, LLP

I-9 and E-Verification Compliance: What's New and How You Can Protect Your Business

Competencies: HR Expertise, Global & Cultural Effectiveness, Consultation

Intended Audience: Mid-Level

Obtain a high-level understanding of the I-9 and E-Verify processes used when hiring foreign nationals, plus tips to protect your corporation.

PRESENTER: Becki Young, founding partner, Hammond Young Immigration Law

HR as Global Change Agent: Managing Workplace English Across Multiple Cultures Simultaneously

Competencies: Communication, Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Mid-Level

Become aware of the issues, challenges and performance consequences caused by the use of English in the multicultural workplace, and learn how to address them.

PRESENTER: Lorelei Carobolante, president and CEO, G2nd Systems

Design and Develop Business-Centric KPIs in Performance Management: Singapore's Experience

Competencies: Communication, HR Expertise, Business Acumen
Intended Audience: Mid-Level

Learn how to design and develop meaningful, evaluative key performance indicators (KPIs) that contribute to business goals and organizational needs.

PE PRESENTERS: Henric H. Tan, SHRM-SCP, director, Academy of Competency Enhancement Pte Ltd., Singapore; and Martin Lee, SHRM-SCP, HR manager, Baker Hughes, a GE company/SHRI, Singapore

Bringing Consistency, Meaning and Governance to a Global Recognition Program

Competencies: HR Expertise, Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Senior-Level

Find out how a globally dispersed organization can implement a cohesive recognition program that improves retention and performance and drives cultural change.

PE PRESENTERS: Sandra Garcia, global compensation co-lead for South America, General Motors; and Natalie Baumgartner, chief Workforce Scientist, Achievers

HR's Already Gone Global: How to Use Social Media to Navigate Your Career

Competencies: Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Mid-Level

Get out of your comfort zone and learn how to use LinkedIn, Twitter, Facebook and other tools to help your career.

PE PRESENTER: Renee Robson, learning and organizational development manager, YMCA Victoria, Box Hill, Australia

The New Dynamics for Immigration: Trump Administration and Congressional Priorities

Competencies: Relationship Management, Business Acumen, Consultation

Intended Audience: Mid-Level

Identify and understand the immigration options for existing and prospective employees, and how to advise employers of each option's advantages and risks.

PRESENTERS: Andrew Greenfield, partner, Fragomen; and Rebecca Peters, director, Policy Engagement, SHRM

Doing Business Globally with Multicultural Teams: Strategies to Manage Integration

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Use cultural intelligence to increase your organization's capabilities for designing and managing high-performance multicultural teams.

PRESENTER: Sol Adriana Echeverria, partner, BDS Factor Humano, San Jose, Costa Rica

International Trade Secrets: A Strategic Overview

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation

Intended Audience: Senior-Level

Advanced HR professionals with experience managing and enforcing trade secret protections can discover new strategies for protecting business interests at an international level.

PRESENTER: William David Wright, partner, Fisher & Phillips LLP

Managing a Global and Virtual Leadership Development Program

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Discover the elements of a successful global leadership development

initiative that strengthens employees' managerial and interpersonal skills.

PE PRESENTER: Howard Wallack, SHRM-SCP, deputy chief HR and administrative officer, Jhpiego

10 Things Your HR Team Must Know Before Greenlighting Global Expansion

Competencies: Global & Cultural Effectiveness, HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

How to successfully take your business global in the most compliant and efficient manner.

PRESENTER: Debbie Millin, COO, Globalization Partners

Building Competencies Through Designations: A Global Trend or the Answer to Real-Time Career Management?

Competencies: Business Acumen, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

Explore the value of professional designations and related issues in the global competitive environment.

PRESENTER: Constantine Vasilios Kiritsis, SHRM-SCP, founder and CEO, StudySmart, Attika, Greece

Managing Risk for Global Teams in the Era of Data Privacy

Competencies: Global & Cultural Effectiveness, Ethical Practice, Relationship Management

Intended Audience: Senior-Level

Find out how to successfully navigate complex data privacy laws around the world.

PRESENTER: Nancy Cremins, chief administrative officer/general counsel, Globalization Partners

Effective Talent Management Strategies in Southeast Asia

Competencies: HR Expertise, Global & Cultural Effectiveness, Consultation

Intended Audience: Mid-Level

Help your organization adapt best practices in talent management in Southeast Asia.

PE PRESENTERS: Martin Lee, SHRM-SCP, HR manager, Baker Hughes, a GE company/SHRI, Singapore; Chien Ping (C.P.) Tham, SHRM-SCP, head of People partner, Go-Jek, Singapore; and Henric H. Tan, SHRM-SCP, director, Academy of Competency Enhancement Pte Ltd., Singapore

The Global Assignment: An Overview of the Components of a Successful and Compliant Expatriate Assignment

Competencies: Relationship Management, Critical Evaluation, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Learn to implement the major best practices principles applicable to a globally mobile workforce.

PRESENTER: William David Wright, partner, Fisher & Phillips LLP



Leadership

Whether you're ready for the next step up in your career or looking for tips on how to motivate your team, these sessions will help you develop as an HR leader. You'll learn from the experts on what it takes to be a great leader, how to lead by example and more.

MEGA SESSION

Leap! The Net Will Appear: How to Crash Through Comfort Zones and Overcome Fear

Competencies: Relationship Management, HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

Are you an optimist or a pessimist? Optimists tend to be hired, promoted and recognized in the workplace over pessimists.

PRESENTER: Bruce D. Christopher, psychologist, speaker, and humorist, Bruce Christopher Seminars

The New Language of Leadership: Get Ready for 2020

Competencies: Relationship Management, Ethical Practice, Leadership & Navigation

Intended Audience: Senior-Level

Enhance leadership behavior in an age of disruption by harnessing new principles, processes and practices based on five years of research and the insights of 50 CEO interviews.

PRESENTER: Jill Birch, CEO, Birch-Grove Inc., Toronto, Ontario, Canada

MEGA SESSION

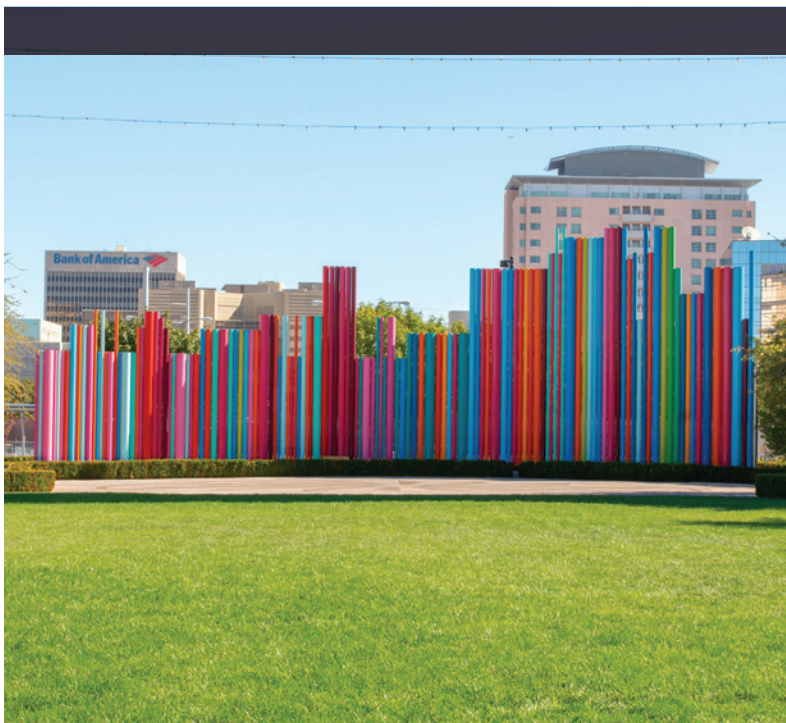
Things Would Be Different If I Were in Charge: Learning to Lead at Any Level

Competencies: Relationship Management, Leadership & Navigation, Consultation

Intended Audience: Mid-Level

Learn practical ways to influence anyone regardless of your seat in the organization.

PRESENTER: Kimberly A. Nash, SHRM-SCP, owner, THRiv



It's Not About the Coffee: Leadership and Culture Lessons from the Ups and Downs at Starbucks

Competencies: Relationship Management, Ethical Practice, Leadership & Navigation

Intended Audience: Senior-Level

Learn how to proactively develop leaders and culture in times of rapid change.

PRESENTERS: Jason Barger, founder, Step Back Leadership Consulting, and author, Thermostat Cultures; and Howard Behar, former president, Starbucks Coffee

MEGA SESSION The Nine Faces of HR

Competencies: Relationship Management, HR Expertise, Business Acumen

Intended Audience: Mid-Level

Gain a deeper understanding of how one's behavioral profile contributes to or limits success in the world of HR.

PE PRESENTER: Kris Dunn, chief people officer, Kinetix

Earning Your SHRM-CP or SHRM-SCP: Tips for Testing

Competencies: HR Expertise, Communication

Intended Audience: All levels

Learn about SHRM certification and get helpful tips for taking the exam.

PRESENTER: Alexander Alonso, Ph.D., SHRM-SCP, chief knowledge officer, Knowledge Development & Certification, SHRM

MEGA SESSION Disrupt HR: It's Time to Disrupt HR and Approach It in a Whole New Way

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Discover new ideas and ways of thinking to help companies change the way they approach people and talent, and achieve a competitive advantage.

PRESENTER: Jennifer McClure, CEO, Unbridled Talent LLC and DisruptHR LLC

MEGA SESSION Elevate Your Game: Moving from Tactical Thinker to Strategic Leader

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Find out what it takes to be a strategic leader in today's hyper-competitive landscape, and what you need to do to step up your game.

PE PRESENTER: Valerie M. Grubb, president, Val Grubb & Associates, Ltd.

The Trust Edge: How Top Leaders and Organizations Drive Business Results Through Trust

Competencies: Relationship Management, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Get a fresh perspective on trust, and tools for solving organizational challenges.

PRESENTER: David Horsager, CSP, CPAE, business strategist, author, CEO, Trust Edge Leadership Institute

MEGA SESSION HR Rising!: From Ownership to Leadership

Competencies: Leadership & Navigation, Communication

Intended Audience: Mid-Level

Evolve your leadership style to continue demonstrating the value that you and HR bring to your organization.

PE PRESENTER: Steve Browne, SHRM-SCP, vice president, Human Resources

The Critical Skills an HR Leader Needs in the Artificial Intelligence Era

Competencies: Communication, Relationship Management, Consultation

Intended Audience: Mid-Level

To maintain credibility as business leaders, HR leaders need to understand which high-priority skills will be necessary to succeed in an AI-driven workplace.

PE PRESENTER: Ben Eubanks, SHRM-SCP, principal analyst, Lighthouse Research

HR Leadership of Tomorrow: How to Dramatically Improve the Success Rates of Your Business Initiatives

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Learn to drive strategic changes in organizational capabilities with seven disciplines.

PE PRESENTER: Dale J. Albrecht, senior vice president of People and Performance, Alonos®

MEGA SESSION

Elevate Your Leadership Game: Four Steps to Build Leadership Strength, Flexibility and Endurance

Competency: Leadership & Navigation
Intended Audience: Mid-Level

Become “leadership fit” with low-cost, high-impact development tools, strategies and practices.

PE PRESENTER: Timothy J. Tobin, SHRM-SCP, dean, Choice University, Choice Hotels International

CHANGE-MAKERS SERIES:

Leading Ahead of What’s Next: The New Rules of Business

Competencies: Leadership & Navigation, Business Acumen
Intended Audience: Senior-Level

Understand the new rules of business and how to apply them in your organization.

PRESENTER: Geoff Colvin, author and senior editor-at-large, FORTUNE magazine

MEGA SESSION

Ditch the Drama: Innovation and Collaboration Are Your Natural State When the Drama’s Gone

Competencies: Leadership & Navigation, Relationship Management
Intended Audience: Mid-Level

Find out about the high cost of drama in the workplace, and learn proven strategies to reveal our natural state of innovation.

PRESENTER: Cy Wakeman, president, Cy Wakeman, Inc.

MEGA SESSION

Making a Difference™: A Matter of Purpose, Passion and Pride

Competencies: Relationship Management, Leadership & Navigation
Intended Audience: Mid-Level

Learn the three essentials necessary to create a culture that differentiates you and your organization.

PRESENTER: Steve Gilliland, CSP, CPAE, speaker/author, Steve Gilliland, Inc.

MEGA SESSION

Leading By Influence: How to Get Enthusiastic Buy-In and Cooperation Even If You Don’t Have Authority

Competencies: Communication, Relationship Management, Leadership & Navigation
Intended Audience: Mid-Level

Ask questions instead of using persuasion or logic to motivate and get buy-in from HR staff and other stakeholders in support of HR’s vision and goals.

PRESENTER: Paul Endress, founder and CEO, Maximum Advantage

MEGA SESSION

Competencies and Strategies for Leading When You’re Not Sure What’s Coming Next

Competencies: Communication, Business Acumen, Leadership & Navigation
Intended Audience: Senior-Level

Develop futuristic thinking skills, understand current disruptive trends, and learn methods for overcoming resistance to change.

PRESENTER: Shawn Kent Hayashi, CEO and founder, executive coach, and High-Performing Teams consultant, The Professional Development Group

Nine Minutes on Monday: The Quick and Easy Way to Go from Manager to Leader

Competencies: Relationship Management, Leadership & Navigation
Intended Audience: Mid-Level

Follow a quick and simple blueprint for increasing the engagement, motivation and productivity of your staff.

PRESENTER: James Robbins, president, The James Robbins Company LLC

Building Competencies Through Designations: A Global Trend or the Answer to Real-Time Career Management?

Competencies: Business Acumen, Leadership & Navigation, Consultation
Intended Audience: Senior-Level

Explore the value of professional designations and related issues in the global competitive environment.

PRESENTER: Constantine Vasilios Kiritsis, SHRM-SCP, founder and CEO, StudySmart, Attika, Greece

MEGA SESSION

You Can Be Perfect... Or You Can Be Happy™

Competencies: Relationship Management, Communication
Intended Audience: Mid-Level

Laugh while learning to accept our perfectly imperfect lives.

PRESENTER: Karith Foster, humorist, speaker

Maintaining Your SHRM-CP or SHRM-SCP: Tips for Recertifying with Purpose

Competencies: HR Expertise, Communication

Intended Audience: All levels

Learn about the SHRM recertification process and make the most of the many recertification resources available.

PRESENTER: Alicia Crittendon, manager, Community Relations, Certification, SHRM

If They Do Not Know What You Believe In, How Do You Expect Them to Follow You?

Competencies: Communication, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Insights, examples, excitement, and action items that enable you to infuse your company's beliefs into your employees.

PE PRESENTER: Kirk Ginn, vice president, HR, Atlas Sand

MEGA SESSION

How to Identify “Strategy Blind Spots” During Strategic Planning

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation

Intended Audience: Senior-Level

Improve strategic execution by learning how to use effective vetting techniques and tools to expose the blind spots in your strategies.

PRESENTER: Sherrin Ross Ingram, CEO, International Center for Strategic Planning



Talent

The competition for talent is as fierce as ever. With an aging population, a growing skills gap and a competitive job market, finding and keeping the right talent is critical. These sessions will cover HR practices that create and maintain an engaged, satisfied, inclusive workforce and a positive organizational culture.

MEGA SESSION

Spreading Contagious Enthusiasm™: Creating a Culture of Kindness

Competencies: Relationship Management, HR Expertise

Intended Audience: Mid-Level

Build a culture that embraces and instills kindness and has a positive impact on employee engagement.

PRESENTER: Barbara A. Glanz, CSP, Hall of Fame speaker, author, Barbara Glanz Communications, Inc.

HR Transformation Led by Employee Experience

Competencies: Business Acumen, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Hear about cultural transformation and employee experience and the connection to a global Brazilian company.

PE PRESENTERS: Marcelo Godinho, HR transformation designer and partner; and Oliver Kamakura, HR transformation designer and partner, Ernst & Young, São Paulo-SP, Brazil

Managing Short-Term Global Assignments

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Learn how to manage both global and domestic assignments, national and international transfers and hot immigration issues.

PRESENTER: Paul Cotton, senior partner, Eversheds Sutherland (International) LLP, Leeds, United Kingdom

How TELUS International Became the Feel-Good Company — The Laws of Talent Retention and Attraction

Competencies: HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Learn how focusing efforts in creating a caring culture and how your team members support and create this culture, allows for high-impact results.

PE PRESENTER: Deborah Rosales, HR director, TELUS International El Salvador, Santa Tecla, La Libertad, El Salvador

The Age of Engage: How to Create Engagement

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Discover tangible tools that will inspire you to be more productive, creative and successful in your work.

PRESENTER: Roger Haskett, owner, artistic director, Engagement Unlimited, Vancouver, Canada

CHANGE-MAKERS SERIES: Delivering Happiness

Competencies: Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Experience the story of two companies, Zappos and Delivering Happiness, as told by their co-creator.

PRESENTER: Jenn Lim, CEO and chief happiness officer, Delivering Happiness

Drive Business Success with Workplace Flexibility

Competencies: Communication, Business Acumen, Leadership & Navigation

Intended Audience: Mid-Level

Build the business case for workplace flexibility, customize a workflex program, and get tips on implementation.

PRESENTER: Cassidy Solis, senior advisor, Member Advocacy, SHRM

It's Not About the Coffee: Leadership and Culture Lessons from the Ups and Downs at Starbucks

Competencies: Relationship Management, Ethical Practice, Leadership & Navigation

Intended Audience: Senior-Level

Learn how to proactively develop leaders and culture in times of rapid change.

PRESENTERS: Jason Barger, founder, Step Back Leadership Consulting, and author, Thermostat Cultures; and Howard Behar, former president, Starbucks Coffee

LGBTQ+ Knowledge for the HR Professional: Awareness, Etiquette and Best Practices

Competencies: Communication, Relationship Management, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Learn proactive and responsive strategies for workplace scenarios involving LGBTQ+ (lesbian, gay, bisexual, transgender, questioning, queer, other) employees.

PRESENTER: Tara B. Taylor, education and outreach director, Maryland Commission on Civil Rights

Work Inspired: How to Build an Organization Where Everyone Loves to Work

Competencies: Relationship Management, Ethical Practice, Leadership & Navigation

Intended Audience: Senior-Level

HR, leadership and people managers at all levels are challenged to evaluate their company culture to determine whether and how they treat employees as their organizations' greatest asset.

PRESENTER: Christopher Mullen, Ph.D., SHRM-SCP, director, Strategic Advisory, Kronos Incorporated

Employee Offboarding Matters: Three Reasons Why HR Should Give Exiting Employees the Red-Carpet Treatment

Competencies: Communication, Business Acumen, Consultation

Intended Audience: Senior-Level

Great offboarding practices have a dramatic impact on talent acquisition strategy and the employee experience, yielding a direct return on investment.

PRESENTER: Raymond Lee, CEO, CareerMinds Group Inc.

Use Big Data to Reimagine Your Talent Support Strategy

Competencies: HR Expertise, Business Acumen

Intended Audience: Mid-Level

Learn how to apply advanced people analytics to provide personalized learning and support experiences for every employee.

PRESENTER: J.D. Dillon, principal, LearnGeek

CHANGE-MAKERS SERIES: Wisdom@Work: The Making of a Modern Elder

Competencies: HR Expertise, Leadership & Navigation, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Ignite an urgent conversation about ageism in the workplace: treat age as another type of diversity, but also repurpose and value the wisdom that comes with age.

PRESENTER: Chip Conley, strategic advisor, Hospitality and Leadership, former global head, Hospitality, Airbnb

Emerging Trends in Performance Management and Compensation

Competencies: HR Expertise, Business Acumen, Consultation
Intended Audience: Senior-Level

Explore three case studies of companies that changed their annual performance review processes and compensation administration.

PRESENTER: Jeremy Spake, principal consultant, Cornerstone onDemand

Sexual Harassment Case Studies

Competencies: Leadership & Navigation, HR Expertise
Intended Audience: Mid-Level

Guidance for how HR can contribute to the creation of a safe, respectful and inclusive culture, in terms of what is done—and not done—by those at the level of supervisor and above.

PRESENTER: Jonathan Segal, partner, Duane Morris LLP

Building Management Teams in International Businesses: The Need for Cross-Cultural Emotional Cohesion

Competencies: Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Senior-Level

Better understand management team dynamics in global organizations and how to handle them effectively.

PRESENTER: Jonathan Smilansky, professor, Tel Aviv University Business School, Tel Aviv, Israel

The Good, Bad and Ugly: Creating a Culture of Feedback

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Senior-Level

Learn how to lay the foundation for honest communication and trust among managers, staff and colleagues.

PRESENTER: Brad Karsh, CEO, JB Training Solutions

Become a Best Employer: Master the Six-Step Process to Build Your Unique Employment Brand

Competencies: HR Expertise, Leadership & Navigation, Consultation
Intended Audience: Mid-Level

Build an “employer value brand” to create and maintain an engaged and productive workforce.

PRESENTER: Bob Kelleher, author, keynote speaker, The Employee Engagement Group

Employee Trauma: What Happened in Vegas Didn't Stay in Vegas

Competencies: Relationship Management, HR Expertise, Business Acumen

Intended Audience: Mid-Level

Be able to articulate to all levels of the organization why compassion is the best strategy for business.

PE PRESENTER: Lisa D. Murfield, SHRM-SCP, HR manager, Hill Ward Henderson

Workplace Loneliness Is Killing Us

Competencies: Communication, Relationship Management, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Cure workplace loneliness by creating a productive culture of connection—enabling your diverse talent to thrive and your business to flourish.

PRESENTER: Stuart Chittenden, founder and principal, Squishtalks

Design and Develop Business-Centric KPIs in Performance Management: Singapore's Experience

Competencies: Communication, HR Expertise, Business Acumen
Intended Audience: Mid-Level

Learn how to design and develop meaningful, evaluative key performance indicators (KPIs) that contribute to business goals and organizational needs.

PE PRESENTERS: Henric H. Tan, SHRM-SCP, director, Academy of

Competency Enhancement Pte Ltd., Singapore; and Martin Lee, SHRM-SCP, HR manager, Baker Hughes, a GE company/SHRI, Singapore

MEGA SESSION

Detecting Lies and Deception: Practical Skills for HR Professionals

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

Gain skills for spotting signs of deception and truthfulness when interviewing applicants and investigating misconduct.

PRESENTER: Michael Wade Johnson, J.D., CEO, Clear Law Institute, LLC

Shaping Hearts, Minds and Corporate Cultures: Effective Prevention Training in the #MeToo Era

Competencies: Communication, HR Expertise, Leadership & Navigation

Intended Audience: Senior-Level

Learn to move from check-the-box compliance toward a more results-oriented training program that features fresh content and new instructional methods.

PRESENTER: Glen E. Kraemer, co-managing partner, Hirschfeld Kraemer LLP

MEGA SESSION

Developing a High-Performance Culture That Enables Your Company to Grow and Thrive

Competencies: HR Expertise, Business Acumen, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Review case studies and return to the office with proven tools and processes for developing a strong culture that helps your business grow and thrive.

PE PRESENTER: Amy Cappellanti-Wolf, CHRO, Symantec

The Death of New Employee Orientation: Start Your Employees Right to Achieve Their Potential Faster

Competencies: Relationship Management, HR Expertise, Leadership & Navigation

Intended Audience: Senior-Level

Learn the steps to build an effective onboarding program using engagement, enhanced communications, aligned human capital management tools, spaced learning—and fun.

PE PRESENTER: Wade Larson, CHRO, Wagstaff, Inc.

How to Assess a Candidate's Attitude Using Motivation-Based Interviewing

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

This powerful interviewing technique will enable you to improve your organization's quality-of-hire.

PRESENTER: Carol Quinn, CEO, Hire Authority

MEGA SESSION

Disrupt HR: It's Time to Disrupt HR and Approach It in a Whole New Way

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Discover new ideas and ways of thinking to help companies change the way they approach people and talent, and achieve a competitive advantage.

PRESENTER: Jennifer McClure, CEO, Unbridled Talent LLC and DisruptHR LLC

The Integration Journey from the Public Sector to the Private Sector: The People Story

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Senior-Level

A story of best practices in people management strategies for business transformation in an African context.

PE PRESENTER: Irene Stella Agyenim-Boateng, CEO, Professional HR Consult, Accra, Ghana

Bringing Consistency, Meaning and Governance to a Global Recognition Program

Competencies: HR Expertise, Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Senior-Level

Find out how a globally dispersed organization can implement a cohesive recognition program that improves retention and performance and drives cultural change.

PE PRESENTERS: Sandra Garcia, global compensation co-lead for South America, General Motors; and Natalie Baumgartner, chief workforce scientist, Achievers

MEGA SESSION

It's Not Magic: You Too Can Create a Culture of Futures Thinkers

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Transform your department or organization into “futures thinkers” equipped to handle a new operating environment.

PE PRESENTER: Richard Ramsey, head of organizational transformation, Kedge, and former vice president, HR, Walt Disney International, The Walt Disney Company

Conscious Hiring®

Competencies: HR Expertise, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Make an impact on your company's organizational effectiveness by ensuring that the people you bring on board are ideal for the job and for your company.

PRESENTER: Magi Graziano, CEO, KeenAlignment

Fair-Chance Hiring: Shifting from Background-Check Compliance to Talent Strategy

Competencies: HR Expertise, Ethical Practice, Business Acumen

Intended Audience: Mid-Level

Understand how to update your hiring process so that all applicants, including those with criminal records, have a fair chance to put their skills to work for you—while protecting your organization.

PRESENTERS: Elizabeth Speck, principal, MindOpen Learning Strategies LLC; and Toney Earl, executive director, M.A.D.E. Transitional Services

Mental Health in the Workplace: HR's Role in Promoting Environments of Acceptance and Productivity

Competencies: Relationship Management, HR Expertise, Consultation

Intended Audience: Mid-Level

Create mental health-friendly work environments conducive to employee productivity and where stigma is diminished.

PRESENTER: Joni N. Dolce, assistant professor, Rutgers, The State University of New Jersey

Building an Army in an HR Department of One

Competencies: Relationship Management, HR Expertise, Business Acumen

Intended Audience: Senior-Level

Learn to recruit, pay and leverage 1099 employees to meet HR objectives as a Department of One (DOO).

PE PRESENTERS: Colleen D. Pfaller, founder/talent partner, A Slice of HR; and Melanie D. Booher, chief people officer, MB Consulting

MEGA SESSION

Changing the Culture, Not Checking the Box: Management Training in Today's Workplace

Competencies: Communication, HR Expertise, Consultation

Intended Audience: Mid-Level

Implement effective training techniques that will help keep trainees interested—and out of the courtroom.

PRESENTER: Joseph L. Beachboard, shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, PC

MEGA SESSION

Cultural Transformation at Microsoft

Competencies: Ethical Practice, HR Expertise, Leadership & Navigation

Intended Audience: Senior-Level

Share what Microsoft has learned throughout its ongoing cultural transformation.

PE PRESENTER: Joe Whittinghill, corporate vice president of talent, learning and insights, Microsoft

Making Work Agile: HR's Role in Empowering Success

Competencies: Business Acumen, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

See how HR can take a leadership role to support an agile environment and create a holistic experience for work, workers and workplace in new ways.

PE PRESENTERS: Tracy Brower, principal, Applied Research + Consulting; and Laurent Bernard, vice president, Global Talent Management, Steelcase

Employee Engagement: The Art of Valuing Employees

Competencies: Communication, Relationship Management

Intended Audience: Senior-Level

Increased productivity speaks directly to your bottom line, so boost profits by incorporating care, fun and value with your teams.

PE PRESENTER: Caron Greaves, SHRM-SCP, managing director, Choice HR Limited, Port of Spain, Trinidad and Tobago

Why Harassment Is No Longer Just a Compliance Issue, But a Brand Issue

Competencies: Ethical Practice, HR Expertise

Intended Audience: Senior-Level

Now is the time to uncover and address past instances of harassment, and to implement strong policies and processes to ensure that harassment does not happen again.

PRESENTER: Michael Cajer Mason, SHRM-SCP, shareholder, Greenberg Traurig, LLP

MEGA SESSION

Play the "How to Stop New-Hire Turnover" Multiple-Choice Contest

Competencies: Relationship Management, Business Acumen, Leadership & Navigation

Intended Audience: Mid-Level

Learn the importance of stopping new-hire turnover, and, more importantly, how to improve retention.

PRESENTER: Richard Finnegan, CEO, C-Suite Analytics

How to Design and Implement a Successful Strategic Management Development Initiative

Competencies: Business Acumen, Leadership & Navigation, Consultation

Intended Audience: Mid-Level

Effective managers can make your life as an HR professional a whole lot easier, so take the lead in developing those managers.

PRESENTER: Mack Munro, founder and CEO, Boss Builders

The Emotional Connection Between Your Brand and Employees

Competencies: Communication, HR Expertise

Intended Audience: Senior-Level

Learn how to bring together and inspire functional leaders with your company's brand vision, and pull the brand through the organization.

PRESENTER: Dave Edelman, chief marketing officer, Aetna

“Old School” Won’t Cut It: Retaining Talent with a New Employer/Employee Relationship

Competencies: HR Expertise, Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Senior-Level

Only organizations that evolve with the changing workforce will survive—so HR leaders must shift their management mindset.

PRESENTER: Cara Silletto, president and chief retention officer, Crescendo Strategies

Choice as the New Competitor: Use the Employee Experience to Recruit and Retain Top Talent

Competencies: HR Expertise, Business Acumen, Consultation

Intended Audience: Senior-Level

Learn why employee choice is every organization’s biggest competitor, and how to target the right lifecycle milestones for a great employee experience.

PE PRESENTER: Stacey Kervin, SHRM-CP, manager, HR Practice Group, Kronos

MEGA SESSION “That Wasn’t My Intention!”: A Coaching Framework to Close the Gap Between Intention and Impact

Competencies: Communication, Relationship Management, Consultation

Intended Audience: Mid-Level

Apply a transformative coaching framework to help your team members increase their self-awareness, explore possibilities and take action.

PE PRESENTER: Sarah Noll Wilson, chief edge officer, Sarah Noll Wilson, Inc.

Doing Business Globally with Multicultural Teams: Strategies to Manage Integration

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Use cultural intelligence to increase your organization’s capabilities for designing and managing high-performance multicultural teams.

PRESENTER: Sol Adriana Echeverria, partner, BDS Factor Humano, San Jose, Costa Rica

MEGA SESSION Making a Difference™: A Matter of Purpose, Passion and Pride

Competencies: Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Learn the three essentials necessary to create a culture that differentiates you and your organization.

PRESENTER: Steve Gilliland, CSP, CPAE, speaker/author, Steve Gilliland, Inc.

MEGA SESSION The First 90 Days Will Make or Break Your New Hire

Competencies: Communication, Relationship Management

Intended Audience: Mid-Level

Gain new insights and practical guidelines for onboarding new employees to increase the engagement, retention and performance of your top talent.

PRESENTER: Amy Hirsh Robinson, principal, Interchange Group

Moving Beyond Unconscious Bias in the Workplace

Competencies: Global & Cultural Effectiveness, Relationship Management

Intended Audience: Senior-Level

Understand the impact of unconscious bias on company culture, morale and employee perceptions, and the importance of addressing it.

PE PRESENTER: Steve Pemberton, CHRO, Globoforce

Talent Strategies for Employing Contractors and External Workers

Competencies: Consultation, HR Expertise, Business Acumen

Intended Audience: Mid-Level

Gain insights from an extensive investigation of practices for accessing, recruiting and managing the growing segment of external labor in the workforce.

PRESENTERS: Trent Burner, SHRM-SCP, vice president, Research, SHRM; Liz Supinski, director, Research Projects, SHRM; Steve Hunt, senior vice president, Human Capital Management Research, SAP SuccessFactors; and Autumn Krauss, principal scientist, SAP SuccessFactors

Redesigning HR for the Digital Age: Driving an Organization Through Significant Change

Competencies: Communication, Ethical Practice, Leadership & Navigation

Intended Audience: Senior-Level

Reimagine HR to stay competitive in the digital landscape and navigate through constant change.

PE PRESENTER: Angela Santone, executive vice president and global CHRO, Turner Broadcasting System

When Smoke Gets in Your Eyes: Legal Issues and Hiring Strategies in the Era of Legalized Marijuana

Competencies: HR Expertise, Critical Evaluation

Intended Audience: Mid-Level

How to adjust employee handbooks, policies, procedures and operations manuals in light of legalized marijuana use.

PRESENTER: James P. Reidy, attorney/shareholder, Sheehan Phinney Bass & Green PA

He Said, She Said — Now What Do I Do?: Tips for Effectively Assessing Credibility

Competencies: Communication, Relationship Management, Critical Evaluation

Intended Audience: Mid-Level

Use a variety of factors to effectively assess the credibility of witnesses and evidence, and make sound findings.

PRESENTER: Allison West, Esq., SHRM-SCP, SPHR, principal, Employment Practices Specialists

Managing a Global and Virtual Leadership Development Program

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Discover the elements of a successful global leadership development initiative that strengthens employees' managerial and interpersonal skills.

PE PRESENTER: Howard Wallack, SHRM-SCP, deputy chief HR and administrative officer, Jhpiego

Learn Why Empathy Is the Single Biggest Engagement Driver

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Managers obtain practical tools to coach employees on personal engagement—an investment in both the individual and the organization.

PRESENTER: Bob Kelleher, author, keynote speaker, The Employee Engagement Group

Active Shooter: Educating the Public to Be Prepared

Competencies: Relationship Management, HR Expertise, Critical Evaluation

Intended Audience: Senior-Level

Review the basic principles and procedures of ALICE (Alert, Lockdown, Inform, Counter and Evacuate), which are used by law enforcement officers in safety and security situations.

PRESENTER: Michael Peterson, COO, The Orsus Group

MEGA SESSION How to Build Curiosity to Improve Innovation, Engagement and Productivity

Competencies: Relationship Management, Business Acumen

Intended Audience: Mid-Level

Unleash and reward employees' curiosity to improve engagement, innovation and productivity.

PRESENTER: Diane Hamilton, author, speaker, nationally syndicated radio show host, Dr. Diane Hamilton LLC

MEGA SESSION Simple Truths of Appreciation and Recognition: Low-Cost or No-Cost Ideas to Keep Employees Engaged

Competencies: Relationship Management, Communication

Intended Audience: Mid-Level

How to engage your employees for little or no cost.

PRESENTER: Barbara A. Glanz, CSP, author, Barbara Glanz Communications, Inc.

MEGA SESSION

Zen Your Work: Creating a More Mindful Work Experience

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Explore ways to integrate mindfulness into the work experience—reducing stress, enhancing productivity, and building better relationships.

PRESENTER: Karlyn Borysenko, principal, Zen Workplace

Diversity for Hire: Attract a Talent-Rich Workforce That Improves Your Organization's Results

Competencies: HR Expertise, Global & Cultural Effectiveness, Leadership & Navigation

Intended Audience: Mid-Level

Learn a process for efficiently filling jobs from an inclusive talent pool, and understand how to create a more diverse workplace.

PRESENTER: Scott Wintrip, president, Wintrip Consulting Group

Beyond the Illusion of Inclusion: Leveraging the Talents of Employees with Disabilities

Competencies: Relationship Management, Ethical Practice, HR Expertise

Intended Audience: Mid-Level

Expand your appreciation of employees with disabilities and their multiple diversity dimensions, to support inclusive workplaces.

PRESENTERS: Judy Young, assistant director, Training and Development, Cornell University; and Susan W. Brecher, director, Human Capital Development, Legal Programs, Cornell University, ILR School

Effective Talent Management Strategies in Southeast Asia

Competencies: HR Expertise, Global & Cultural Effectiveness, Consultation
Intended Audience: Mid-Level

Help your organization adapt best practices in talent management in Southeast Asia.

PE PRESENTERS: Martin Lee, SHRM-SCP, HR manager, Baker Hughes, a GE company/SHRI, Singapore; Chien Ping (C.P.) Tham, SHRM-SCP, head of people partner, Go-Jek, Singapore; and Henric H. Tan, SHRM-SCP, director, Academy of Competency Enhancement Pte Ltd., Singapore

Violence in the Workplace: A Personal Experience

Competencies: Communication, Relationship Management, Consultation

Intended Audience: Mid-Level

Learn how to implement a program to deal with violence in the workplace, including policy, prevention, training and worksite audit components.

PE PRESENTER: Kathleen H. McComber, SHRM-SCP, president, The HEART Group

Cultural Competence: The Intersection of Culture and Engagement

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Acquire a toolkit of ideas on how to create and maintain a positive organizational culture in your organization.

PE PRESENTER: Cynthia Schuler, SHRM-CP, CHRO, Sterne, Kessler, Goldstein & Fox PLLC

Intergenerational Collaborations: Leading the 21st Century Workforce

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Strategies you can use to attract and retain Millennials.

PE PRESENTER: Brian K. Dickens, SHRM-SCP, certified executive coach and consultant, vice president, HR, Ithaca College

The Global Assignment: An Overview of the Components of a Successful and Compliant Expatriate Assignment

Competencies: Relationship Management, Critical Evaluation, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Learn to implement the major best practices principles applicable to a globally mobile workforce.

PRESENTER: William David Wright, partner, Fisher & Phillips LLP

The Skills Quotient: How to Determine the Skills of Your Organization

Competencies: HR Expertise, Critical Evaluation, Leadership & Navigation

Intended Audience: Mid-Level

Discover the skills that your employees have now and what they need for the future using the Skills Quotient.

PRESENTER: Kelly Palmer, chief learning officer, Degreed

The PNC Approach to Creating a Culture of Well-Being

Competencies: Communication, Consultation

Intended Audience: Mid-Level

See how best practices in program promotion and engagement can support employee mental health and well-being.

PE PRESENTERS: Dale Grenolds, executive vice president, ComPsych; and Elizabeth Harrington, vice president, manager of Health and Wellness Strategy, PNC





Technology

In your role, you help businesses anticipate and manage organizational change. Today, technology is at the core of many of these shifts and transformations. These sessions will demonstrate how new technologies are impacting business, what role artificial intelligence will play in HR processes, the impact of globalization, remote and mobile job opportunities and more.

Keeping the Human in HR: How AI and Technology Change Everything

Competencies: Ethical Practice, HR Expertise, Leadership & Navigation
Intended Audience: Senior-Level

Don't underestimate the scope and pace of exponential change in automation and artificial intelligence (AI); know the benefits and risks, and how HR can make change work.

PRESENTER: Ira S. Wolfe, president, Success Performance Solutions

The Future of HR Technology: How It Will Impact You and Your Organization

Competencies: Business Acumen, Critical Evaluation, Consultation
Intended Audience: Mid-Level

Break down the confusing world of HR technology and find out where it's headed.

PRESENTER: Tim Sackett, SHRM-SCP, president, HRU Technical Resources

How to Transform Your HR Department Through Technology, Even If Your HR Department Is Just You

Competencies: Communication, Relationship Management, Business Acumen
Intended Audience: Mid-Level

What you can do to make technology work for your HR department, even with very little money.

PE PRESENTER: Tracie Sponenberg, SHRM-SCP, senior vice president, HR, The Granite Group

Why Employers Need to Think of Artificial Intelligence as an Employee

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation
Intended Audience: Senior-Level

Lay the foundation for an agile workforce model that leverages artificial intelligence (AI), project-based, and full-time employees.

PE PRESENTER: Jim Link, CHRO, Randstad North America

HR's Already Gone Global: How to Use Social Media to Navigate Your Career

Competencies: Global & Cultural Effectiveness, Leadership & Navigation
Intended Audience: Mid-Level

Get out of your comfort zone and learn how to use LinkedIn, Twitter, Facebook and other tools to help your career.

PE PRESENTER: Renee Robson, Learning and Organizational Development manager, YMCA Victoria, Box Hill, Australia

The Critical Skills an HR Leader Needs in the Artificial Intelligence Era

Competencies: Communication, Relationship Management, Consultation
Intended Audience: Mid-Level

To maintain credibility as business leaders, HR leaders need to understand which high-priority skills will be necessary to succeed in an AI-driven workplace.

PE PRESENTER: Ben Eubanks, SHRM-SCP, principal analyst, Lighthouse Research

The Tech Effect: Creating "Smart Shoppers" Through Your Benefits Enrollment Platform

Competencies: HR Expertise, Business Acumen, Consultation
Intended Audience: Senior-Level

Technology platforms that create "smart shoppers" in a diverse workforce result in cost savings and engaged employees.

PRESENTERS: Alan Silver, senior director and benefits delivery leader, Willis Towers Watson; and Tricia Collins-Schmidt, senior director, National Brokerage & Advisory Growth leader, and Midwest Region leader, Health & Benefits, Willis Towers Watson

Rethink Learning in the Digital Age

Competencies: Global & Cultural Effectiveness, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

Get clear, actionable steps to adjust the learning practices of your organization in this fast-paced digital age.

PRESENTER: David Rock, director, NeuroLeadership Institute

Using Artificial Intelligence to Enhance the Employee Experience

Competencies: HR Expertise, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Learn about the fundamentals of artificial intelligence (AI) and how it is being deployed in HR to source, screen, develop and engage employees.

PRESENTER: Jeanne Meister, partner, Future Workplace

Technology Meets HR: Selecting and Justifying the Right Solution

Competencies: Communication, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Learn to write an effective business case to justify a technology investment to decision-makers.

PRESENTER: Joe Rotella, SHRM-SCP, chief marketing officer, Delphia Consulting, LLC



Workplace Strategy

Organizations rely on HR to play a key role in creating sound strategies to achieve their objectives. These sessions will help you understand your organization's business as a whole, and recognize the unique role HR can play in strategic direction and change management initiatives.

World Café: Global HR Trends

Competencies: Global & Cultural Effectiveness, Leadership & Navigation, HR Expertise

Intended Audience: Mid-Level

Identify and discover the main global HR trends impacting the workplace.

PRESENTERS: Alfredo Castro, president MOT, Training and Development Inc., Sao Paulo, Brazil and Iñigo Sanchez-Cabezudo, director, Global Markets, SHRM

The Top Five Priorities for an HR Department of One

Competencies: Communication, HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

Discover the top five priorities for HR in small businesses and practical, inexpensive solutions for addressing them.

PRESENTER: Jennifer Currence, SHRM-SCP, president, OnCore Management Solutions, LLC

HR 4.0: HR as the Architect of Exponential Organizations

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Rethink, discuss and problematize the roles and functions of HR in this era of exposure.

PRESENTER: Arthur Chagas Diniz, CEO, Crescimentum, Sao Paulo, Brazil

MEGA SESSION

Six Great Mind Hacks for Helping Your Organization Navigate Change

Competencies: Relationship Management, Consultation, Leadership & Navigation

Intended Audience: Mid-Level

Learn strategies to lessen the negative effect of unconscious biases, both cognitive and implicit, on decision-making and interactions with professional peers.

PRESENTER: Paul Meshanko, CEO, Legacy Business Cultures

Small But Mighty: HR for Small Business Success

Competencies: Business Acumen, Leadership & Navigation, Consultation

Intended Audience: Mid-Level

How to provide big HR services on a small HR budget.

PRESENTER: Beth Kelly, president, HR Collaborative

Drive Business Success with Workplace Flexibility

Competencies: Communication, Business Acumen, Leadership & Navigation

Intended Audience: Mid-Level

Build the business case for workplace flexibility, customize a workflex program, and get tips on implementation.

PRESENTER: Cassidy Solis, senior advisor, Member Advocacy, SHRM

CHANGE-MAKERS SERIES:

Wisdom@Work: The Making of a Modern Elder

Competencies: HR Expertise, Leadership & Navigation, Global & Cultural Effectiveness

Intended Audience: Senior-Level

Ignite an urgent conversation about ageism in the workplace: treat age as another type of diversity, but also repurpose and value the wisdom that comes with age.

PRESENTER: Chip Conley, strategic advisor, Hospitality and Leadership, former global head, Hospitality, Airbnb

Global, Complex and Focused on the Cause: HR and Business Challenges in International Nonprofits

Competencies: Relationship Management, HR Expertise, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Understand how a global nonprofit manages complex HR and business challenges, particularly in lower-resourced nations of Africa, Latin America and the Caribbean, and Southeast Asia.

PE PRESENTER: Howard Wallack, SHRM-SCP, deputy chief HR and administrative officer, Jhpiego

MEGA SESSION

Business Readiness: Ensuring Our Teams Are Ready for What's Next

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Mid-Level

Simple tools and practical strategies for the modern leader to ensure that teams and talent are able to quickly align, adapt and deliver.

PRESENTER: Cy Wakeman, president, Cy Wakeman, Inc.

The Strategic HR Department of One: Act Like a CHRO to Improve Your Organization

Competencies: HR Expertise, Leadership & Navigation, Consultation

Intended Audience: Mid-Level

Focus on the same things that CHROs focus on in larger organizations, to demonstrate value of HR in your organization as a Department of One (DOO).

PE PRESENTER: Amanda Haddaway, SHRM-SCP, managing director, HR Answerbox

How to Design an Effective Ethics Training Program

Competency: Ethical Practice

Intended Audience: Mid-Level

Design an ethics training program that impacts the organization in a positive way.

PRESENTER: Chuck Gallagher, speaker, author, Chuck Gallagher, LLC – Ethics Resource Group

MEGA SESSION

Disrupt HR: It's Time to Disrupt HR and Approach It in a Whole New Way

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Discover new ideas and ways of thinking to help companies change the way they approach people and talent, and achieve a competitive advantage.

PRESENTER: Jennifer McClure, CEO, Unbridled Talent LLC and DisruptHR LLC

You Want Me to Do What?!: Introducing Analytics When You're an HR Department of One

Competencies: Communication, Critical Evaluation, Consultation

Intended Audience: Mid-Level

Implement an initial plan for HR data visualization and analytics within your organization.

PRESENTERS: Rich Huebner, director, Data Architecture & Data Science, Houghton Mifflin Harcourt; and Carla Patalano, SHRM-SCP, M.B.A. and M.H.R.M. program chair, New England College of Business

MEGA SESSION

Strategic Execution: Driving Breakthrough Performance

Competencies: Business Acumen, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

Apply the key elements of strategic execution into an actionable plan for capability development and breakthrough performance.

PE PRESENTERS: Kenneth J. Carrig, former corporate executive vice president and CHRO, SunTrust Banks, Inc.; and Scott A. Snell, E. Thayer Bigelow research chair in Business Administration and former senior associate dean, Executive Education, Darden School of Business, University of Virginia

MEGA SESSION

Developing a High-Performance Culture That Enables Your Company to Grow and Thrive

Competencies: HR Expertise, Business Acumen, Global & Cultural Effectiveness

Intended Audience: Mid-Level

Review case studies and return to the office with proven tools and processes for developing a strong culture that helps your business grow and thrive.

PE PRESENTER: Amy Cappellanti-Wolf, CHRO, Symantec

MEGA SESSION

Disrupt HR: It's Time to Disrupt HR and Approach It in a Whole New Way

Competencies: HR Expertise, Business Acumen, Critical Evaluation

Intended Audience: Mid-Level

Discover new ideas and ways of thinking to help companies change the way they approach people and talent, and achieve a competitive advantage.

PRESENTER: Jennifer McClure, CEO, Unbridled Talent LLC and DisruptHR LLC

MEGA SESSION

Elevate Your Game: Moving from Tactical Thinker to Strategic Leader

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Find out what it takes to be a strategic leader in today's hyper-competitive landscape, and what you need to do to step up your game.

PE PRESENTER: Valerie M. Grubb, president, Val Grubb & Associates, Ltd.

MEGA SESSION

Become a Growth Mindset Organization

Competencies: Global & Cultural Effectiveness, Leadership & Navigation, Consultation

Intended Audience: Senior-Level

Take the steps toward creating a growth mindset culture in the workplace and realize organizational benefits.

PRESENTER: David Rock, director, NeuroLeadership Institute

The Trust Edge: How Top Leaders and Organizations Drive Business Results Through Trust

Competencies: Relationship Management, Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Get a fresh perspective on trust, and tools for solving organizational challenges.

PRESENTER: David Horsager, CSP, CPAE, business strategist, author, CEO, Trust Edge Leadership Institute

The Integration Journey from the Public Sector to the Private Sector: The People Story

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Senior-Level

A story of best practices in people management strategies for business transformation in an African context.

PE PRESENTER: Irene Stella Agyenim-Boateng, CEO, Professional HR Consult, Accra, Ghana

MEGA SESSION

It's Not Magic: You Too Can Create a Culture of Futures Thinkers

Competencies: Business Acumen, Leadership & Navigation

Intended Audience: Senior-Level

Transform your department or organization into "futures thinkers" equipped to handle a new operating environment.

PE PRESENTER: Richard Ramsey, head of Organizational Transformation, Kedge, and former vice president, HR, Walt Disney International, The Walt Disney Company

MEGA SESSION

How to Be a Better Business Partner

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation

Become a better business partner so that you can help drive HR's agenda forward while creating alignment with the organization's strategic plan.

PRESENTER: Joe Rotella, SHRM-SCP, chief marketing officer, Delphia Consulting, LLC

Building an Army in an HR Department of One

Competencies: Relationship Management, HR Expertise, Business Acumen

Intended Audience: Senior-Level

Learn to recruit, pay and leverage 1099 employees to meet HR objectives as a Department of One (DOO).

PE PRESENTERS: Colleen D. Pfaller, founder/talent partner, A Slice of HR; and Melanie D. Booher, chief people officer, MB Consulting

Brace for Impact: Action Planning for When Disaster Strikes

Competencies: HR Expertise, Critical Evaluation, Leadership & Navigation
Intended Audience: Senior-Level

Learn crisis readiness and action-plan steps to protect your workforce during critical incidents, natural disasters and workplace violence.
PRESENTER: Timothy Mutrie, senior vice president, Marketing/IT, ACI Specialty Benefits

Translating HR to Net Profit: Showing the C-Suite the Real Bottom-Line Impact of HR at Your Firm

Competencies: Business Acumen, Leadership & Navigation, Consultation
Intended Audience: Senior-Level

Learn how to clearly demonstrate the return on investment (ROI) of HR-related functions, using practical tools to make a strong case for HR.
PRESENTER: David Lewis, president and CEO, Operations, Inc.

Making Work Agile: HR's Role in Empowering Success

Competencies: Business Acumen, Leadership & Navigation, Consultation
Intended Audience: Senior-Level

See how HR can take a leadership role to support an agile environment and create a holistic experience for work, workers and workplace in new ways.
PE PRESENTERS: Tracy Brower, principal, Applied Research + Consulting; and Laurent Bernard, vice president, Global Talent Management, Steelcase

How to Manage and Exceed Diversity Return on Expectations (DROEX)[®]

Competencies: Business Acumen, Global & Cultural Effectiveness
Intended Audience: Mid-Level

Learn to design effective diversity and inclusion (D&I) initiatives that make an impact and meet or exceed stakeholder expectations.
PRESENTER: Edward Hubbard, Ph.D., president and CEO, Hubbard & Hubbard, Inc.

CHANGE-MAKERS SERIES: Leading Ahead of What's Next: The New Rules of Business

Competencies: Leadership & Navigation, Business Acumen
Intended Audience: Senior-Level

Understand the new rules of business and how to apply them in your organization.
PRESENTER: Geoff Colvin, author and senior editor-at-large, *FORTUNE* magazine

MEGA SESSION Ditch the Drama: Innovation and Collaboration Are Your Natural State When the Drama's Gone

Competencies: Leadership & Navigation, Relationship Management
Intended Audience: Mid-Level

Find out about the high cost of drama in the workplace, and learn proven strategies to reveal our natural state of innovation.
PRESENTER: Cy Wakeman, president, Cy Wakeman, Inc.

Redesigning HR for the Digital Age: Driving an Organization Through Significant Change

Competencies: Communication, Ethical Practice, Leadership & Navigation
Intended Audience: Senior-Level

Reimagine HR to stay competitive in the digital landscape and navigate through constant change.
PE PRESENTER: Angela Santone, executive vice president and global CHRO, Turner Broadcasting System

MEGA SESSION Optimizing HR Strategy for Organizational Effectiveness

Competencies: Business Acumen, Leadership & Navigation
Intended Audience: Mid-Level

Learn how to determine your human capital needs and the strategy that will help you get the most out of your people.
PRESENTER: Gary B. Kushner, CBP, president and CEO, Kushner & Company

MEGA SESSION Competencies and Strategies for Leading When You're Not Sure What's Coming Next

Competencies: Communication, Business Acumen, Leadership & Navigation
Intended Audience: Senior-Level

Develop futuristic thinking skills, understand current disruptive trends, and learn methods for overcoming resistance to change.
PRESENTER: Shawn Kent Hayashi, CEO, founder and executive coach, High-Performing Teams, and consultant, The Professional Development Group

MEGA SESSION The Top 10 Workplace Trends for 2019

Competencies: HR Expertise, Business Acumen, Leadership & Navigation
Intended Audience: Senior-Level

Learn about the biggest workplace trends for 2019 that will have an impact on HR departments, as informed by research, insights and case studies.
PRESENTER: Dan Schawbel, research director, Future Workplace

MEGA SESSION Transforming HR with Design Thinking

Competencies: HR Expertise, Business Acumen, Leadership & Navigation
Intended Audience: Mid-Level

Revolutionize your approach to innovation and the employee experience by leveraging the principles of design thinking.
PRESENTER: Stuart Chittenden, founder and principal, Squisstalks

10 Things Your HR Team Must Know Before Greenlighting Global Expansion

Competencies: Global & Cultural Effectiveness, HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

How to successfully take your business global in the most compliant and efficient manner.

PRESENTER: Debbie Millin, COO, Globalization Partners

MEGA SESSION

The Future of Work: Why Having a Culture of High Trust Is Not Only Important, It's Essential

Competencies: Relationship Management, Ethical Practice, Leadership & Navigation

Intended Audience: Mid-Level

Obtain practical ideas, tools and resources on how give, get and grow trust.

PRESENTER: Richard Fagerlin, president, Peak Solutions Inc.

Unleashing Creativity and Innovation

Competencies: Leadership & Navigation

Intended Audience: Mid-Level

Build a skill set to unleash creativity and spark innovation in the workplace.

PRESENTER: Serely Geraldine Alcaraz, country head — ITD World Philippines, Paranaque City, Philippines

MEGA SESSION

The Cost of Distrust and How to Avoid It

Competencies: Communication, Relationship Management, Leadership & Navigation

Intended Audience: Mid-Level

Discover the biology of trust and distrust, and gain new perspectives for minimizing distrust.

PE PRESENTER: Sarah Noll Wilson, chief edge officer, Sarah Noll Wilson, Inc.

MEGA SESSION

The Future of HR: Four Strategies to Meet Business Challenges and Deliver Maximum Impact on Results

Competencies: Business Acumen, Critical Evaluation, Leadership & Navigation

Intended Audience: Senior-Level

Understand the evolution of the competencies required for effective HR leadership, and where today's leaders can deliver maximum business impact.

PRESENTER: Jennifer McClure, CEO, Unbridled Talent LLC and DisruptHR LLC

Demystify HR for the Department of One

Competencies: HR Expertise, Leadership & Navigation

Intended Audience: Mid-Level

An HR Department of One (DOO) is often looking for guidance to handle everything—but with a plan of attack, it's the best job around.

PE PRESENTER: Lori Kleiman, SHRM-SCP, managing director, HR Topics

MEGA SESSION

The Neuroscience of Change

Competencies: HR Expertise, Consultation

Intended Audience: Mid-Level

Become better able to design and facilitate change strategies that take neuroscience into consideration — the human side of change.

PRESENTER: Richard Solomon, managing director and principal consultant, Development Consulting Center Ltd., Cunupia, Chaguanas, Trinidad and Tobago

What Is HR's Role in Data Protection and Privacy?

Competencies: Ethical Practice, HR Expertise, Business Acumen

Intended Audience: Mid-Level

Learn why HR needs to take a leadership role when it comes to data protection and privacy.

PRESENTER: Kim Lessley, director, Solution Management, SAP SuccessFactors

ADD-ONS & PRECONFERENCE OFFERINGS

Workshops

Saturday, June 22
1:00 P.M. – 5:00 P.M.

SESSION #701:
**Succession Planning for the 21st Century:
Future Trends and Practical Guidelines for
Building Your Talent Pipeline**

PRESENTER: Amy Hirsh Robinson, principal, Interchange Group

SESSION #702:
**Leadership Skills for the Senior HR Professional:
Mastering the Art of Negotiation**

PE PRESENTER: Valerie M. Grubb, president, Val Grubb & Associates, Ltd.

SESSION #703:
**Developing HR as a Strategic Business Partner:
HR Transformation 3.0**

PE PRESENTERS: Magi Graziano, CEO, KeenAlignment; and Tiffany Tremmel, chief talent strategist, Clow Valve

SESSION #704:
**The Realities of Employee Engagement and the
Employee Experience**

PRESENTER: David S. Cohen, founder and contrarian consultant, DS Cohen & Associates

SESSION #705:
Future Skills: Critical Thinking for HR

PRESENTER: Karl Ahlrichs, consultant, Gregory & Appel

SESSION #706:
**Managing Up: How to Succeed with Any Type
of Boss**

PRESENTER: Mary Elizabeth Abbajay, president, Careerstone Group LLC

SESSION #707:
**Business Acumen: A Workshop for HR
Departments of One**

PE PRESENTER: Jennifer Currence, SHRM-SCP, president, OnCore Management Solutions, LLC

Sunday, June 23
8:00 A.M. – NOON

SESSION #801:
**Creating a Leadership Development Program in
Your Company**

PRESENTER: Joe Urbanski, COO, Total Solutions Group

SESSION #802:
**The Power of Stay Interviews for Engagement
and Retention**

PRESENTER: Richard Finnegan, CEO, C-Suite Analytics

SESSION #803:
**The Benefit Builder Workshop: Understanding
Design and Implementation of Responsive Total
Rewards**

PRESENTERS: Jason Sheffield, senior technical advisor and managing attorney, Willis Towers Watson; and Rachael K. McCann, senior director, Willis Towers Watson

SESSION #804:
**Preparing to Lead: Critical Project Management
Skills for the HR Professional**

PE PRESENTER: Valerie M. Grubb, president, Val Grubb & Associates, Ltd.

SESSION #805:
**Your Communication IQ: Developing Skills and
Strategies to Improve Your Communication
Culture**

PRESENTER: Magi Graziano, CEO, KeenAlignment



SESSION #806:

Investigating Harassment Claims

PRESENTER: Jonathan Segal, partner, Duane Morris, LLP

SESSION #807:

Redirect and De-Escalate Conflict to Get to Dialogue

PRESENTERS: Robert Bogue, president, Thor Projects; and Terri Bogue, chief operations officer, Thor Projects

SESSION #808:

California HR Bootcamp

PRESENTER: Lauraine Bifulco, president, Vantaggio HR

SESSION #809:

Rewarding Performance in a Globalized Gig Economy

PRESENTER: Robert James Greene, SHRM-SCP, CEO, Reward Systems, Inc.

SESSION #810:

Sherlock Holmes... or Inspector Clouseau? How to Conduct Effective Internal Investigations

PRESENTER: Glen E. Kraemer, co-managing partner, Hirschfeld Kraemer, LLP

SESSION #811:

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

PRESENTER: Amy Hirsh Robinson, principal, Interchange Group

SESSION #812:

Mentoring Maximized: Creating a Formal Mentoring Program that Actually Works and Pays For Itself

PRESENTER: Bryan J. Deptula, CEO, BKD Leaders

SESSION #813:

Work Wonders: A Crash Course in How to Be an Amazing Coach

PRESENTER: Karlyn Borysenko, principal, Zen Workplace

SESSION #814:

Managing Within the Law: Basic Highlights of What Every Manager Should Know About Employment Laws

PRESENTER: Greg Hare, employment attorney, Ogletree Deakins Law Firm

SESSION #815:

Everything You Need to Know About Corporate Universities: Launching, Managing and Evaluating

PRESENTER: Mark Allen, professor, Pepperdine University

Educational Programs

Formerly “Seminars”

ONE DAY:

Sunday, June 23

8:30 A.M. – 1:30 P.M.

HR Department of One: Strategies for Success*

+ Virtual Session Post Conference

Recertification: 7.5 PDCs

Intended Audience: Mid-Level

TWO DAYS:

Saturday, June 22

8:30 A.M. – 5:00 P.M.

Sunday, June 23

8:30 A.M. – 1:30 P.M.

California HR: Applying CA Law to Employment Practices*

+ Virtual Session Post Conference

Recertification: 15 PDCs

Intended Audience: Mid-Level

Change Management: Leading Successful Transformations

Recertification: 12.5 PDCs

Intended Audience: Mid-Level

Global Hiring: Complying with U.S. Visa Requirements*

+ Virtual Session Post Conference

Recertification: 15 PDCs

Intended Audience: Mid-Level

Mastering Your HR Generalist Role

Recertification: 12.5 PDCs

Intended Audience: Mid-Level

People Analytics: Taking Data-Driven Action*

+ Virtual Session Post Conference

Recertification: 15 PDCs

Intended Audience: Mid-Level

SHRM Essentials of Human Resources

Recertification: 12.5 PDCs

Intended Audience: Early Career

SHRM-CP/SHRM-SCP Certification Preparation

+ Virtual Sessions Post Conference

Recertification: 36 PDCs

Intended Audience: All Levels

Talent Acquisition: Creating your Organization's Strategy*

+ Virtual Session Post Conference

Recertification: 15 PDCs

Intended Audience: Mid-Level

THREE DAYS:

Saturday, June 22

8:30 A.M. – 5:00 P.M.

Sunday, June 23

8:30 A.M. – 1:30 P.M.

Monday, June 24

10:00 A.M. – 1:30 P.M.

Investing in People With Data-Driven Solutions

Recertification: 15 PDCs

Intended Audience: Senior-Level

* This program is associated with a SHRM Specialty Credential and will fulfill the Educational Program component.

Senior Leadership Programs

THREE DAYS:

Saturday, June 22
8:30 A.M. – 5:00 P.M.

Sunday, June 23
8:30 A.M. – 1:30 P.M.

Monday, June 24
10:00 A.M. – 1:30 P.M.

SHRM HR Innovation Experience in Las Vegas

Recertification: 15 PDCs

Intended Audience: Senior-Level

SHRM's HR Innovation Experience provides the unique opportunity for HR leaders to share cutting-edge best practices that will shape the future of our profession and the business world. Join SHRM to learn about the forward-thinking HR and business practices that have made the world's premier Las Vegas-based organizations among the most innovative and successful companies of today.

This program includes transportation to two visits to Las Vegas headquarters offices and is included in your registration fee.

Powerful Leaders: Transform Your Personal Brand and Executive Presence

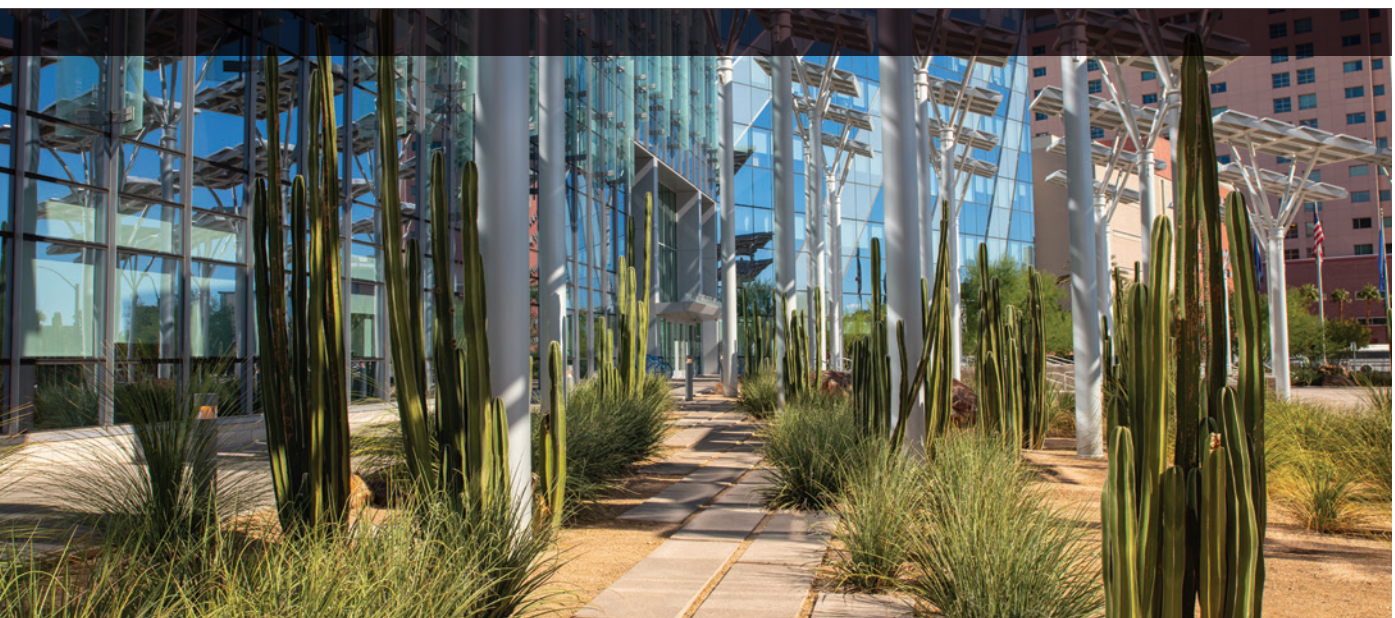
Recertification: 15 PDCs

Intended Audience: Senior-Level

How you package, position and promote yourself is critical to your success. This senior leadership program is built for the sole purpose of taking you step-by-step through a proven process to transform your brand and elevate your career.

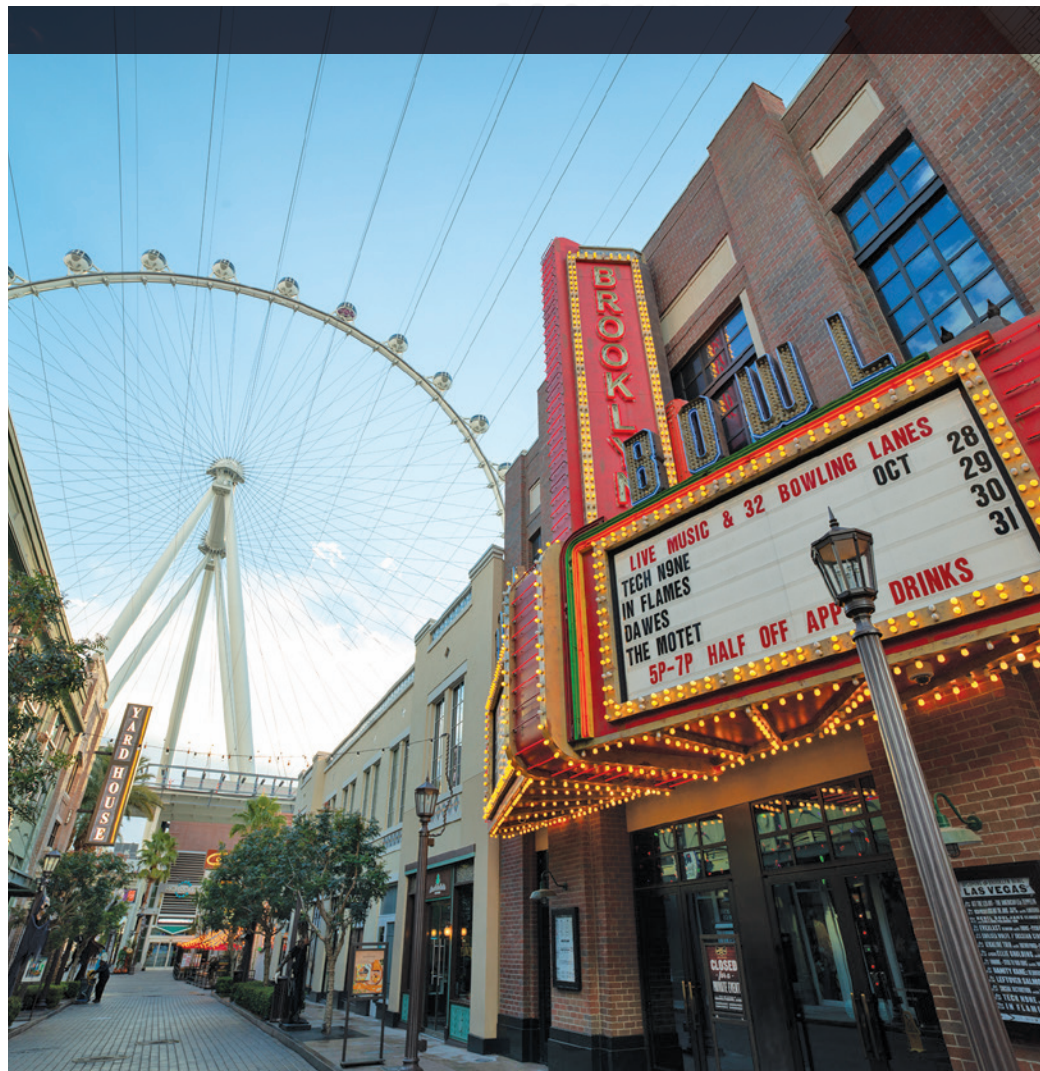
PRESENTER: S. Renee Smith, CPC, president of S Renee Smith (SRS) Productions, Inc.

Your registration fee includes copies of two of S. Renee Smith's books, 5 Steps to Assertiveness and The Bridge To Your Brand.



| DYNAMIC LOCATION

One of our most popular conference destinations, Las Vegas will host the 2019 Annual Conference & Exposition where HR and business leaders from around the world will meet, think and exchange ideas. With world-class shopping, dining, entertainment and even recreational opportunities (really!), we promise that your experience in Vegas will be unforgettable!



“This was my first time attending. I had a great experience and met a few new contacts that will be helpful to me in my career.”

Getting to Vegas

Vegas is served by McCarran International Airport, just two miles from the world-famous Las Vegas Strip and 15 miles from downtown and is easily accessed via I-215, Tropicana Avenue, or Russell Road. And you'll have plenty of options to get there: more than 30 airlines provide scheduled service to and from Las Vegas from more than 145 destinations around the world!

Getting from the airport to your hotel is easy and convenient! You can either grab a taxi or Uber, use one of the economical group shuttles, or even catch a ride with one of the walk-up limousine services (it's Vegas, after all).

Staying in Vegas

When we plan meetings in our host cities, we are always careful to ensure that our attendees will be able to select from a variety of options to serve their needs—and their budgets. You'll be able to choose from hotels throughout the city that will enhance your conference experience!

As always, and for your safety and peace of mind, we urge you to book your housing through our official housing vendor, MCI (formerly Wyndham Jade). SHRM personally inspects and vets each conference hotel, and hotel rates are guaranteed.

Having Fun in Vegas

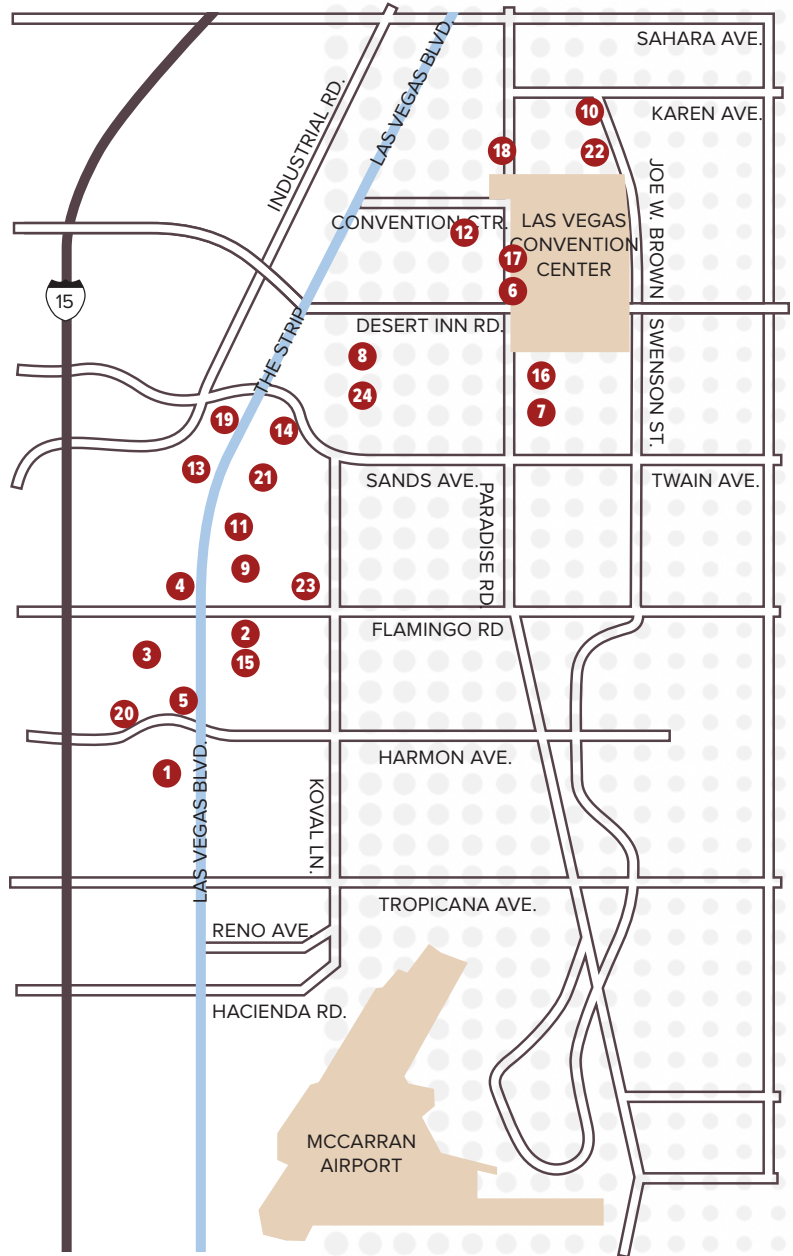
In Vegas there is quite literally something for everyone! Hoping to use your downtime to go shopping? Vegas has some of the best shopping in the world—from upmarket designers to budget friendly outlets, we're sure you'll go home with a suitcase full of amazing new finds! Want to take in a show? You can check out Cirque du Soleil, Britney Spears, Jersey Boys, comedy clubs—and everything in between.

Want to spend some time outside? Yes, it'll probably be warm, but there are pools aplenty in Las Vegas, and some of the best golfing in the world! If you prefer the air conditioning (and we understand), there's the awesome Fremont Zip Line, the largest Ferris wheel in the world (the High Roller), and one of our personal favorites, an amazing selection of spas where you can be pampered and spoiled after your days of learning and networking!



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Onsite	6.23.19-6.26.19	\$1,950	\$2,370

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Please note: You cannot select a program add-on unless you are registered for the full conference. For add-on titles and numbers, visit annual.shrm.org.

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ADD-ONS

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No. of additional tickets _____ x \$125 = \$ _____

GUEST PROGRAM: Our Guest Program registration includes the Sunday Opening General Session, Opening Reception and SHRM Exposition (Sunday only), a ticket to the Tuesday Night Show, and the Closing General Session on Wednesday. It does not include networking events or access to the concurrent sessions.

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A cancellation must be in writing using our online form or can be faxed to +1-703-535-6490. Confirmed registrants may cancel and receive a full refund minus a \$250 administrative fee until December 31, 2018. Fifty percent (50%) of the registration fee will be refunded for cancellations received from January 1 through April 26, 2019. Cancellations received after April 26, 2019, are nonrefundable. An additional cancellation fee of \$75 will be charged for each conference add-on included in your registration. For cancellations due to Visa Denials, please e-mail globalteam@shrm.org. If a SHRM member transfers his or her registration to a nonmember, the nonmember must do one of two things: Pay the difference of the SHRM member and nonmember price at the time of the transfer or become a SHRM member at the time of the transfer.

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