

CONFERENCE PROGRAM



Turning Stone Resort and Conference Center
September 20 – 22, 2015

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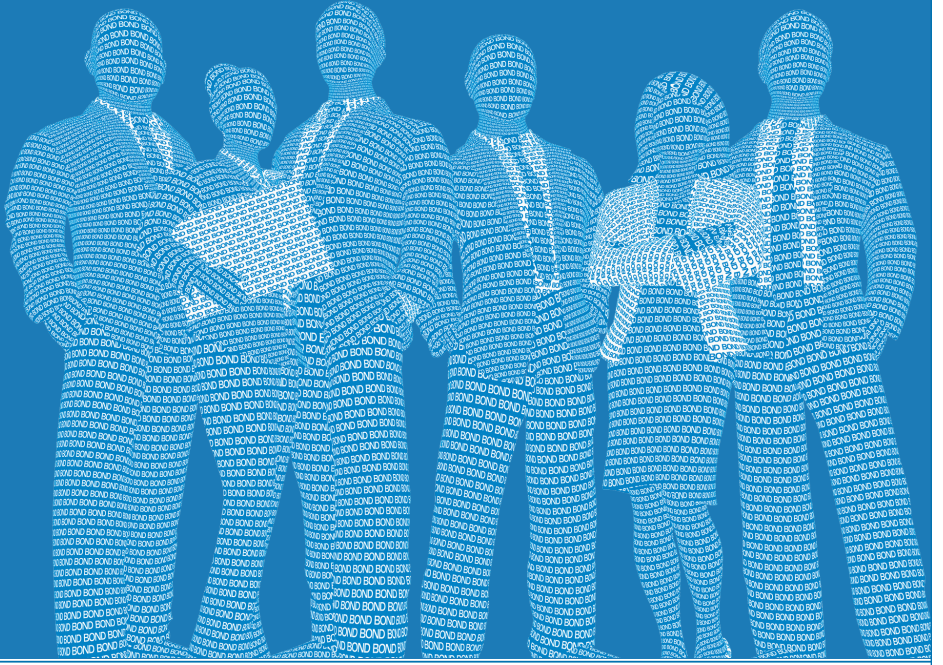
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WELCOME

2015 NYS SHRM CONFERENCE & SOLUTION CENTER

September 20 – 22, 2015

I would like to welcome you to the 2015 NYS SHRM Conference, “New York HR State of Mind”. No matter how long you’ve been in HR or what position you hold at your company, this is one conference you depend on for professional development. With **FIVE** amazing keynote presentations, **EIGHT** awesome **BONUS** sessions and a variety of authors, consultants, business leaders, attorneys and HR practitioners in the mix of our presenters to choose from, there is something for everyone. We have four program tracks for you to select from, Diversity, Legal, Senior HR and General HR.

This conference has been pre-approved by the Society for Human Resource Management for 19 Professional Development Credits (PDCs) towards the SHRM-SCP or SHRM-CP. We have also been approved for 19 general recertification credits from HRCI and up to 10.75 Strategic Credits with one session approved for Global credit in the areas of PHR (Professional in Human Resources), SPHR (Senior Professional in Human Resources) and GPHR (Global Professional in Human Resources) certifications.

Within one location at one time you will be surrounded by hundreds of HR professional such as yourself.

Networking with your peers will allow you the opportunity to hear new ideas, and to share common issues and strategies from a different perspective. Connecting with other HR practitioners will broaden your network of contacts and help further your own career.

We want to thank our partners/vendors for their continued support of our conference. The vendors in the Solution Center are industry experts within the field of Human Resources there to demonstrate how their products can assist you in meeting the heavy demands placed upon you every day. In order to stay competitive with our competition we must continue to discover new products and services. Spending time in the Solution Center will help you achieve this. Whether you visit one of your current vendors or meet with a new vendor, the time you spend in the Solution Center will be a wise investment.

It is our intention to provide you with an outstanding conference. Have a great time and thank you for being here with us.

Sincerely,

Ned Hirt, Conference Chairperson

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Conference Emcee and Keynote Speakers

Susan Post, SHRM-SCP, CAE

Conference Emcee

Susan Post is Divisional Director East for the Society for Human Resource Management, with accountability for the membership and relationship management strategies for seventeen states in SHRM's Northeast and Southeast Regions. She is also Field Services Director for New York State, serving SHRM members, affiliates and volunteers from her home office in upstate NY. Prior to joining SHRM in 1999, Susan had 15 years of progressively responsible HR experience with such organizations as Eastman Kodak and Cornell University. She holds a bachelor's degree in Industrial and Labor Relations from Le Moyne College, is certified as a SHRM-Senior Certified Professional (SHRM-SCP) and also holds the Certified Association Executive (CAE) credential from the American Society of Association Executives (ASAE).



Susan's affiliation with the Society dates back to the early 1980's, when she served two terms as President of the Le Moyne College student chapter in Syracuse, NY. Throughout her professional career, Susan has held a variety of SHRM volunteer leadership roles, including two terms as President of her local chapter and District Director on the New York State Council. Outside of SHRM, Susan has held a variety of volunteer leader positions for a number of organizations, and is currently in her third term as Board President for The Arc of Chemung, a non-profit human service agency supporting individuals with developmental and other disabilities in Elmira, NY.

David Hart – Sunday, 6:45 – 8:00 PM

Jump! Leaps in Organizational Performance & Teamwork

This session focuses on executing strategic business plans, driving workforce engagement and achieving organizational alignment around a shared vision, with common goals and mutual accountability. At the core David shares his wealth of experience as a veteran business professional, former US Army Ranger and professional skydiver. The audience is enlightened, engaged and inspired to achieve organizational teamwork using powerful real life parachuting stories and metaphors. Learning Objectives:- Discover tools for finding common ground and team member buy in for an objective. Dynamic and high energy video's show amazing large group collaborative efforts that set a high bar of attainment. Explore how high performing business units and elite military units communicate and implement a strategic initiative across a diverse team environment dominated by a shared vision, common goals and mutual accountability. Learn how workforce beliefs drive behavior, which drives results. David shows how Elite US Army Rangers have established a core value system through the Ranger Creed that drives a "Can Do" team culture of never quit, mission first. David will demonstrate a model for continuous improvement through effective team communication that is rooted in the organizational core values and goals. Interactive group exercises drive home the points and create light moments.



David Hart is a Skydiver, Author and former US Army Ranger. He served 3 years in an Elite US Army Ranger unit and an additional five in a Pathfinder unit. David has accumulated thousands of parachute jumps from large cargo airplanes, out of helicopters, hot air balloons and even off bridges. He has competed at the US Nationals of Skydiving and has facilitated over a thousand first jump experiences. David is a founding member of the most active commercial skydiving team in the world. Founded in 2002, Team Fastrax Professional Skydiving Team performs over 200 shows a year and takes celebrities and wounded warrior skydiving. He has jumped over Lower Manhattan on the anniversary of 9/11, into NASCAR races, fireworks shows at night, professional sport stadiums, airshows and even symphony performances. A Graduate of the University of Cincinnati. His experience spans from small startups to large fortune 100 companies. David is active in the defense industry and works as a Director for Segue Technologies. David is the author of "Jump! Leaps in Organizational Performance and Teamwork."

Mike Aitkens – Monday, 9:00 – 10:15 AM

The Washington Outlook: The Impact of the 114th Congress and The Obama Administration on HR's Public Policy Agenda

The 114th Congress and the Obama Administration have propelled important HR public policy issues to the forefront of activity in Washington. Many issues of importance to the HR profession are at the forefront of consideration of Congress and by the federal agencies. Key issues include updates to the Affordable Care Act, changes to the collective bargaining process, new workplace flexibility options, and proposed changes to the Fair Labor Standards Act overtime regulations. This presentation will focus on the HR legislative issues expected to be considered, as well as provide an up-to-date discussion on current federal regulatory activity.



Mike Aitken joined the Society for Human Resource Management (SHRM) in 2003 and since then he has been responsible for all SHRM governmental affairs endeavors. Mike currently serves as SHRM's Vice President of Government Affairs and he is a strategic advisor to the Society's overall external relations activities. As a member of SHRM's senior management team, Mike plays a key role in helping to set the strategic direction of the organization, offering important counsel on SHRM's educational programs and professional development opportunities. With over 20 years of experience working on workplace and workforce issues, Mike is a leading authority on issues important to the human resource profession. As one of SHRM's primary spokespeople, Mike is regularly interviewed by the media and sought out as a speaker for business audiences. Prior to joining SHRM in 2003, Mike spent 14 years with the College and University Professional Association for Human Resources (CUPA-HR), which represents the human resource professionals at 1,900 higher education institutions. Mike currently serves as a board member for the Association of Government Relations Professionals and OpenWork. He is also a member of the National Selection Board of the Secretary of Defense Employer Support Freedom Award and the U.S. Chamber of Commerce Labor Relations Committee. He holds a Bachelor of Arts degree from the University of San Diego.

Keynote Speakers

Jackie Freiberg – Monday, 12:30 – 1:45 PM

Do Something Now!

Three simple words that could change your organization—change your life. The scarcest resource in organizations right now is not money or talent or ideas or power; it's people who DO, people who add value and get things done. This book will inspire Dreamers to become Doers. Everyone wants to add value and this book shows you how.

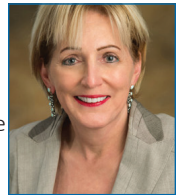


For more than 27 years, Jackie has been helping people build great leadership brands and helping companies become BEST places to work – places where the BEST people can do their BEST work. Jackie follows, writes, and talks about leaders who Notice, Lead and Disrupt to make their world better. Jackie is a business owner and bestselling author. She speaks and writes on Leadership, Innovation, Engagement and The SheEconomy. These are the titles of the books she has authored: NUTS! The international bestseller describing Southwest Airlines' leadership, culture and profitability; GUTS! Secrets to success from many of the most admired companies in the world; BOOM! Seven choices for building leadership and accountability; NANOVATION! A "how to" on Innovation; and DO SOMETHING NOW! Three simple words that could change your organization – change your life.

Dr. Ruby Payne – Tuesday, 9:00 – 10:15 AM

Understanding How Economic Diversity Impacts the Workplace

As an employer, do you find you have employees who miss work, don't call in or cause conflicts with their co-workers on frequent basis? Have you tried everything you can think of to address these issues, only to find little, if any, improvement? Frustrated because you just can't figure out what exactly is going on? Well, you do not want to miss this session! Come hear about the culture of Generational Poverty. Generational Poverty is a term coined by Dr. Ruby Payne in her groundbreaking book, Bridges Out of Poverty, and defines it as groups of people having been in poverty for two to four generations. They share unspoken cues and habits of an undefined culture; these cues exist between racial, ethnic, and economic groups. Middle Class and Poverty Class each have their own culture and hidden rules that are not known by the other class. Both classes are looking at the world through two very different sets of lenses. Dr. Ruby Payne will provide insight and tools on what you as an HR professional or business owner can do to reduce the disruption of misunderstandings between the classes. This session will leave you thinking about the ethical behaviors within your organization and changes that might be needed to ensure the appropriate core values. Although you may be in line with the law are you meeting the ethical and professional standards of non-biased activities. This session will also serve to better understand additional concepts of diversity and their impact on your workforce.



Ruby K. Payne, Ph.D. is the founder of aha! Process and an author, speaker, publisher, and career educator. Recognized internationally for A Framework for Understanding Poverty, her foundational book and workshop, Dr. Ruby Payne has helped students and adults of all economic backgrounds achieve academic, professional, and personal success. As an expert on the mindsets of economic classes and overcoming the hurdles of poverty, she has trained hundreds of thousands of professionals, from educators and school administrators to community, church, and business leaders. Payne founded aha! Process in 1996 to offer a broad range of training solutions – workshops, consulting, books, and trainings for K–12, higher education, and communities—with a focus on creating sustainable success for everyone. Dr. Payne has written and coauthored more than a dozen books besides the bestselling A Framework for Understanding Poverty and Bridges Out of Poverty. The 5th edition of A Framework for Understanding Poverty: A Cognitive Approach (2013) was given top honors for professional development with the REVERE Golden Lamp Award from Association of American Publishers in 2014. Dr. Payne received a bachelor's degree from Goshen College in Goshen, Indiana; a master's degree in English literature from Western Michigan University in Kalamazoo, Michigan; and doctorate in educational leadership and policy from Loyola University in Chicago, Illinois.

Todd Hunt Tuesday 1:00 – 2:15 PM

Communication Bleeps and Blunders in Business

You said one thing; your customer, candidate or coworker heard something else. Nobody was wrong, but now everybody's confused...and you have to fix it. Laugh and learn as Todd Hunt shares examples from business, revealing how to communicate—not just so clearly that we're understood, but so precisely that we cannot possibly be MISunderstood. We'll laugh at ourselves too, with Todd leading the way. This session will help you tune in to where your listener is "coming from" and tailor your communication style to leverage people and process in pursuit of profitability. Discover the eight problem words that could cost you customers or members and re-think your voice mail greeting to eliminate confusion and save valuable time.



Todd Hunt speaks to organizations that want to add fun to their events and send members back to work smiling – with tips to improve communication and success. As an executive at Ogilvy & Mather, one of the world's largest advertising agencies, he learned the inner workings of communication. Additional positions with an insurance administrator, direct marketing company and ad department of a major retailer confirmed what he had suspected all along – people miscommunicate every day! Now a professional speaker, he inspires thousands of people each year to improve communication and success. Todd is the author of two books: "Communication Bleeps and Blunders in Business" and "Pardon Me, But That's a Really Stupid Sign!" He has been profiled in the Chicago Tribune, WGN Radio and CLTV. His newspaper column appears in the US and Canada.

BONUS Sessions

Sunday, Sept 20 • 9:45 – 11:45 am

A1 – Jckrbbt – 5 Principles for Creating a Happy and Fulfilling Life (General HR)

Danny Bader is an author and speaker who believes it's our philosophy of life and our principles that allow us to create happy and fulfilling lives. Danny uses his exceptional interpersonal skills and enthusiasm to help people really understand themselves and create a powerful vision to turn into reality. His passion and energy for this is rooted in his own journey of development. At 28, a tragic accident left his friend dead, and Danny having spent some time in 'another place'. Since then, Danny has distilled his philosophy of living a happy and fulfilling life into five principles, which he calls jckrbbt. Danny uses these five principles as the basis of his thought-provoking, humorous and inspirational talks. Participants will: • Learn to develop and execute on a clear, realistic and inspiring vision • Tap into the power of using stillness to renew energy and focus • Identify talent and skills that need to be leveraged—and in some cases strengthened to support one's vision • Identify and overcome the negative thinking and beliefs that hold us back from our vision • Understand the importance of seeking support—and being supported • Learn the vital nature of a learners mindset—and to practice the principle of evolve—that is to undergo continuous and gradual change. Danny's first book is titled, Back from Heaven's Front Porch. This session will slow you down & allow you to examine the personal principles that you apply in your life and use to create your reality and identify new ones to with which to experiment.



Danny Bader

A2 – Mastering the Art Team Leadership: How Turning Repetitive Conflict into Engaging Conversations Can Save You Money, Time and Help You Live Longer (Senior HR)

Conflict in the workplace drives people to quit, hide their creative abilities, and lose sleep. The cost in lost productivity and replacing employees is expensive for the company. During this workshop, you will learn what really causes conflict and how to prevent turnover of gold star employees. This is designed for the newly appointed supervisor all the way up to the senior HR manager. This session will help you reduce conflict in your office by identifying three key factors in all high performing teams.



Ariana Blossom

A3 – Revolutionizing HR Work: The New Trend of Cultural Competence (Diversity)

More and more organizations are utilizing Cultural Competence as a foundation for their work. This significant shift has been the most exciting and promising development in decades. Learn the framework used by hundreds of organizations to transform their approach to D&I to become more effective and successful and how practitioners are using it to create greater buy-in and involvement from leaders. This engaging session will provide theoretical and practical tools, real-life examples and case studies. Participants will better understand Cultural Competence, how it is influencing D&I work and how to utilize it to ensure greater effectiveness.



Sara Taylor

A4 – Charting the Way: Understanding the Ever-Evolving Employee Compensation Rules (Legal)

This is a time of significant change in wage and hour law. The United States Department of Labor is poised to issue the first revisions to its overtime exemption regulations in over a decade, and those changes may render many employees currently exempt from overtime pay eligible for overtime. Also, following an early setback, the Department of Labor is defending its revisions to the home care regulations before the D.C. Circuit Court of Appeals. As a backdrop to these developments, class action litigation and wage and hour audits continue unabated at record levels, requiring employers' vigilance. This program will discuss some of the latest developments in wage and hour law at the federal and state level as well as proactive steps employers can take to ensure compliance with wage and hour practices. This session will assist you complying with new and existing federal and state labor laws.



John Godwin and Emina Poricanin

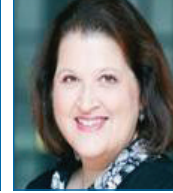
BONUS Sessions

Sunday, Sept 20 • Noon – 2:00 pm

B1 – Becoming Social – the ABC’s and 1,2,3’s of Social Media (General HR)

Join the NY State SHRM Social Media Team for an interactive session on becoming and staying Social. Explore WHO should use Social Media, WHAT tools are best for you, WHERE to find them, WHY you should use them, and most importantly, HOW to utilize social media effectively. Whether you consider yourself a newbie or an expert on social media, this session promises to have something for everyone of all levels of social media expertise. NOTE: This will be a working session. Attendees are encouraged to bring their smart phones, iPads, laptops, and tablets for use during the session.

Joel Peterson, Janet Hoffmann, and Jennifer Payne



B2 – Re-Thinking Traditional Recognition and Rewards Programs (Senior HR)

With the impending entrance into the work place of Generation Z along with continued pressure to show a ‘return on investment’ in HR program development, many in HR are re-thinking the effectiveness of traditional recognition and reward programs and developing a new ‘strategic’ view point of such programs. This presentation will focus on eight (8) issues facing the HR professional today as they attempt to incorporate new, strategically-based recognition and rewards programs while meeting the pressures of demonstrating a ROI to the organization’s bottom line. This session will allow participants to walk away with new, strategically based recognition and reward program design ideas along with the tools to demonstrate program ROI to the organization’s leadership.

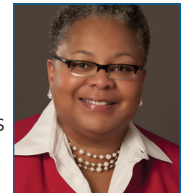
Michael Maciekowich



B3 – At the Intersection of: Diversity - Collaboration - Inclusion and Leadership is INNOVATION (Diversity)

Diversity is a business strategy. True Strategy produces change. Change requires leadership. And Leadership ought to direct your organization to Innovation: the differentiator in the market place. In this session we will explore Diversity as a business strategy, how to build a culture of Collaboration and Inclusion, the type of leadership required to unearth true Innovation and how Innovation will increase your organization’s revenue: top and bottom lines.

Grace Odums



B4 – ACA Eligibility Management & IRS Mandatory Reporting (Legal)

“You hoped it would never arrive, but 2015 and the Employer Mandate is in full force. Managing employee eligibility under the new Affordable Care Act Employer Mandate is loaded with potential pitfalls that will involve costly fines. Lisa will provide the necessary ‘How-to’s’ for the new IRS Code Section 6055 and 6056. Lisa has created several ACA eligibility scenarios she can cover to help you avoid potential traps for the unwary.

Lisa Allen



Sunday Sessions

Sunday, Sept 20 • 2:15 – 3:30 pm

S1-A – Stop Wandering: Recruit with a Map and a Plan (General HR)

Both candidates and companies are having trouble finding the right matches because they go at the process in a haphazard manner. Unless and until we stop wandering and recruit with a map and plan the mismatch will continue costing companies and candidates time, effort, and money. This requires a strategic solution. HR can take a strategic lead to create a recruitment plan that lands the right candidate for the job. You can't wing the process of finding the right candidate; you need a plan starting with real analysis of what is needed.

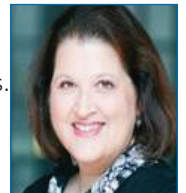
Katherine Burik



S1-B – Developing Leadership Superpowers to Drive Organizational Success (Senior HR)

Business leaders continue to place a high priority on developing talent. Identifying the skills and abilities leaders will need to be most effective are Superpowers unique to your organization and aligned with achieving key business results. They set a specific expectation of performance, provide a common language for development, create a road map for advancement and a consistent measure of performance and accountability. Your Leadership Superpowers drive your organization's success. Participants will learn a model for identifying their leadership superpowers unique to their organization and how to use them to align their people practices of recruiting, training and development, performance management and succession planning with positive business results.

Janet Hoffmann



S1-C – Diversity 3.0: A Focus on Transformation (Diversity)

Transformational Diversity takes our D&I work and our organization as a whole to the next level. While Diversity 1.0 focuses on representation, Diversity 2.0 on Inclusion, Diversity 3.0 actually requires us to operate differently. Advanced mindsets and skill sets allow us to transform the situations we're in and the organizations we lead because we're actually able to see and respond to greater complexity. Learn the framework of Transformational Diversity and how to drive it in organizations.

Sara Taylor



S1-D – Will I have a Drunk, Drugged and Stoned Workforce? Handling the Legal Issues surrounding Medical Marijuana, Prescription Drug Use and Drug and Alcohol Testing in the Workplace (Legal)

"Medical marijuana is now legal in New York. The Centers for Disease Control reports a 300% increase in the use of prescription pain killers, and that more than 12 million people report using prescription pain killers for a non-medical use (i.e. to get high). The National Council on Alcoholism and Drug Dependence reports that workers with an alcohol problem are 2.7 times more likely to suffer a workplace injury than employees with no alcohol problem. A complicated array of laws governs drug and alcohol in the workplace. These include New York's new medical marijuana statute and its prohibition on punishing employees for lawful off-duty activities, and federal laws such as the Omnibus Transportation Act and the Drug Free Workplace Act. Most recently, the Equal Employment Opportunity has begun suing employers who ask their employees about prescription drug use under the Americans with Disabilities Act. What should an employer do? This seminar will focus on the best practices and pitfalls for drug and alcohol testing in the workplace, and look at the limitations on what employers can do. It will cover the new New York medical marijuana statute and its likely impact on employers, explore employees' use of recreational marijuana and how that might affect employers in non-marijuana states, and explain the recent EEOC lawsuits under the ADA over prescription drug use. It will also give practical tips on crafting drug and alcohol testing policies that comply with these and other statutes, and recommend best practices for reasonable accommodations, FMLA leave, and related thorny issues.

Dawn Lanouette





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Monday Sessions

Monday, Sept 21 • 7:15 – 8:30 am

M1-A – Battling Bullies in the Workplace (General HR)

We know that people have differences at work but this becomes volatile when someone feels they are being bullied. The cliché that knowledge is power, has value the more we understand about bullying, why it happens, what to do prepared for battle against it, then the more powerful we are. Bullying is a “silent epidemic,” effecting over 53 million people in America and costing over \$18 million dollars in expenses. This session will help you reduce conflict in your office by identifying three key factors in all high performing teams.

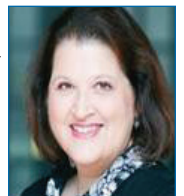
Cynthia Krosky



M1-B – HR State of Change (Senior HR)

Some HR folks want to get away and take a holiday from all that CHANGE-- hop a flight to Miami Beach or Hollywood-- but their taking a non-stop bus on the Obamacare line. They're stuck in an HR state of CHANGE! From new company initiatives to on-going ACA updates, HR professionals lead in a constant state of change. Your ability to help people get on board and move your organization through successful change is critical to your own success. In this session, participants will learn winning strategies and techniques to personally handle change and design a successful organization strategy that engages employees in accepting-- and adapting-- to change.

Janet Hoffmann



M1-C – Can You Motivate a Multicultural Workforce (Diversity)

With an increasingly diverse workforce, leaders must recognize the many different cultural backgrounds represented by their employees. The expanding global market has forced leaders to recognize the value in a multicultural workforce. Culturally intelligent steps need to be taken, at every level of management to tap into the talent of a multicultural workforce. Once successfully understanding the nuances of a multicultural topography, leaders will successful increase revenues, efficiency, quality, job satisfaction and ultimately retention. Understand the value of a multicultural workforce and steps to maximize their talent and productivity.

Sujata Chaudhry



M1-D – How to Tackle the 10 Most Common Leave and Reasonable Accommodation Challenges (Legal)

The ADA and FMLA have been in effect for over two decades, yet compliance remains a consistent challenge for HR. In this fast-paced presentation, John will discuss and provide practical tips on how to address the most common leave and reasonable accommodation challenges, including leaves that are continually extended, medical conditions that impact job performance, and employees who fail to provide medical documentation. This session will provide you with practical guidance on how to address the most common leave and reasonable accommodation concerns.

John Bagyi



Monday Sessions

Monday, Sept 21 • 10:15 – 11:30 am

M2-A – Regulations, Rules, Survival HR Guide to Clarity, Focus & Success (General HR)

This powerful customized keynote will motivate, inspire and strengthen your resolve both professionally and personally. Imagine the takeaways, work/life lessons and methods keeping it together' that will be shared by the man who successfully devised a plan to do what most feared could not be do. Locating and reuniting with his two small children who were kidnapped to the Middle East! Powerful takeaways are weaved throughout the presentation. This highly requested keynote will strengthen your resolve professionally and personally by offering powerful ways of reducing work stress and increasing employee retention.



Scott Lesnick

M2-B – Bureau of Labor Statistics to the Rescue (Senior HR)

For any state of mind or state in the union, take advantage of no-cost statistics to satisfy your everyday data needs. Join Lisa Boily, senior economist with the U.S. Bureau of Labor statistics, as she presents 4 micro sessions highlighting just a few of the myriad uses of BLS data: •Discover growing jobs and what they pay in your area •Follow regional changes in retirement and healthcare costs for use in controlling your own •Save valuable resources by using BLS indexes for aging wage data and for contract escalation • Learn to use BLS safety and health data for managing your injury prevention program Enjoy peace of mind with timely, relevant, and accurate data from the BLS! In this session, participants will learn to access and interpret Bureau of Labor Statistics data for use in managing their compensation, benefit, and worker safety programs.



Lisa Boily

M2-C – PTSD in 21st Century Workplace-Managing the Effects on Organizational Culture, Brand and Talent (Diversity)

One in 13 Americans will develop PTSD. Avert the potential negative impact on your culture, brand and talent by learning how to dispel the PTSD myths through integrated diversity training and communications. Engage real life solutions to PTSD/candidate bias while reinforcing organizational core values and ethics. Discover coaching models that address performance management. Gain insight on the impact to compliance goals so you can define and align with talent sources to meet operational objectives. Explore case studies to create, implement and evaluate strategies that proactively address and manage the impact of PTS on individuals, teams and organizations.



Sherrill Curtis

M2-D – Managers & Supervisors: HR's First Line of Defense (Legal)

HR needs the support of supervisors – or at minimum, need supervisors to not create additional liability by their actions or inaction. This presentation will address how HR should prepare and nurture supervisors to advance organizational goals without creating liability, what HR should insure supervisors know about legal issues, how to go about conveying this information, and the proper role of supervisors in addressing common concerns, including FMLA issues, accommodation requests and harassment complaints. This session will provide you with a road map that will assist you in insuring your supervisors are aware of the most pressing legal concerns.



John Bagyi

Monday Sessions

Monday, Sept 21 • 2:00 – 3:15 pm

M3-A – Doubling Your Productivity through Neurobiology: The Top Ten Time Management Tools to Increase Your Effectiveness and (finally) Clear off Your Desk! (General HR)

As a Human Resource professional, your day is filled with a huge variety of tasks, from Succession planning to benefits packages. For most, it is a superhuman task to get through those tasks efficiently and with a smile on your face at the end. But it can be easier! Neurobiology tells us how the brain is actually operating when we work in certain ways and we can use this knowledge to make our work more effective and take less time-- if we work with the brain and not against it. This talk will focus on ten concrete tips you can use tomorrow to organize your work and be both more productive and more effective.

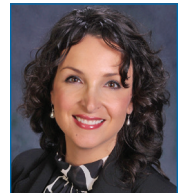
Maren Perry



M3-B – Human Capital Management: Developing Strategic Partners at All Levels (Senior HR)

What is the key to a company's success? Ultimately it comes down to its most important resource, people. Employees who demonstrate strong leadership qualities, regardless of their positions, are able to make or break a company's culture and can influence fellow employees to achieve higher levels of performance. But how can company leaders identify these internal leaders? Perhaps even more importantly, how can a company identify when a manager is not a leader? There's a saying that employees don't leave companies, they leave managers. Yet many company leaders are ill-equipped to identify how and why a manager is not effective. Human Capital Management: Developing Strategic Partners at All Levels will give you the ability to recognize influential leaders in your organization and give you strategies on how you and your managers can effectively tap into the power of influential leadership. In addition, you will learn how to develop and align your people initiatives with your strategic business objectives so that employee satisfaction and performance are maximized.

Adrienne Schleigh



M3-C – Holy Cow! How Not to Offend a Hindu and Other Lessons for a Global Workplace (Diversity)

Avoiding a cultural collision in today's global economy requires innovation, drive, knowledge, and a plan – a Cultural Mind Shift called Cultural Intelligence. Intercultural awareness prepares you to do business across a variety of multicultural terrains. Employees and leadership will learn the importance of integrating global and local forces to adjust communications styles and differences. Regardless of your industry, an increasingly diverse global marketplace requires you to build trust in order to respectfully earn business. Sujata's entertaining presentation provides an understanding of the fundamentals in cultural topography leading to self-awareness and knowledge of basic cultural systems.

Sujata Chaudhry



M3-D – Can My Employee Really Say That On-Line? Practical Advice on Handling Social Media in the Workplace (Legal)

On average, 6,000 tweets are sent every second. Facebook now has over a billion users, of whom, 800 million log on each day. And Instagram is now the fastest growing social media site. When is all of this posting occurring? The highest posting time is between 1 and 3 p.m. during the weekday. That means most employees are posting while at work. And even those tweets on the weekends can spell big trouble in the workplace. From hiring to discipline to creating best practices and drafting policies, social media has entered every aspect of employment life, and the government is taking notice. Employers who make mistakes in their use of social media in hiring, or run afoul of the National Labor Relation Board's policies protecting employee postings risk expensive litigation and negative publicity. The seminar will cover best practices for using social media in hiring; tips for creating legally compliant social media policies; and the latest information on legally disciplining employees for their on-line activities. Materials will include actual social media policies with commentary on issues raised by the NLRB.

Dawn Lanouette



Monday Sessions

Monday, Sept 21 • 4:15 – 5:30 pm

M4-A – HR Competencies and SHRM Certification (General HR)

If you or your organization wants to understand the critical technical and behavioral competencies needed for individual success and growth at all levels of an HR career, come to this session. You will learn about the HR Professional Competency Model, which SHRM developed to allow HR professionals to systematically analyze their competency needs and to help organizations develop performance appraisal tools and other HR systems. In addition, you will learn how several SHRM competency self-development tools can accelerate your professional growth and how SHRM's new competency-based certifications can increase your ability to contribute to the success of your organization.

Martha Ramirez



M4-B – Breakthrough HR: How Disney Launched the Workforce of the Future (Senior HR)

Facing the need to understand our increasingly complex environment and to plan for a changing workforce of the future, Walt Disney International (WDI) established a foresight competency across its global regions. Spearheaded by HR leadership, a global futures team was created through an extensive training program, equipping WDI with tools to create the culture necessary for lasting change. Learn how HR leveraged this effort to become the strategic partner of choice. This session will explore how a leading organization positioned HR to serve as the strategic partner of choice through creating a global foresight practice.

Nicole Baker



M4-C – Bridging the Generation Gap – Engaging and Aligning the Three Generations in the Workplace (Diversity)

There will be a significant number of older workers leaving in the next few years. How organizations engage the younger workers and develop succession plans will determine the future success of the organization. This interactive session will focus on: *Defining the key generations *Methods to combat "brain drain" *How multi-generational issues can impact employee turnover *Keeping ALL generations engaged on the job, in a meeting, during training *A specific plan of action. You will learn about how each generation likes to be managed as well as what motivates each generation to create a more productive workforce.

Grant Schneider



M4-D – The U.S. Supreme Court – How Their Opinions Impact Your Job (Legal)

How much do you know about the U.S. Supreme Court, the Justices, or the opinions that impact our lives? For most people the answer is, "not much." With each relevant ruling the Court reshapes employment law principles, and consequently how HR works. This presentation will review important employment law decisions, focusing on the facts, the Court's rationale, the long-term implications, and the impact on employers, as well as what to expect in the next term. This presentation will provide HR professionals with a thorough understanding of several important labor and employment-related Supreme Court decisions, and what they need to do to protect themselves and their employers from potential liabilities.

Frank Cania



Welcome to the 2015 NYS SHRM Conference and Solution Center Conference At-A-Glance

Sunday, Sept 20

9:45 – 11:45 am

Bonus Session A

Noon – 2:00 pm

Bonus Session B

Box Lunch Provided

1:00 – 3:00 pm

Vendors Available to Visit

2:15 – 3:30 pm

Concurrent Session S1

3:30 – 5:30 pm

Opening Social Reception
and Solution Center Visit

5:30 – 6:45 pm

Dinner

6:45 – 8:00 pm

Jump! Leaps in Organizational
Performance & Teamwork
David Hart

Monday, Sept 21

7:15 – 8:30 am

Early Bird Concurrent M1
Coffee, Tea & Snacks

8:00 – 9:00 am

Buffet Breakfast

9:00 – 10:15 am

The Washington Outlook: The
Impact of the 114th Congress
and The Obama Administration
on HR's Public Policy Agenda
Mike Aiken

10:15 – 11:30 am

Concurrent Sessions M2

11:30 - 12:30

Boxed Lunch & Solution Center
Visit, Book signings

12:30 – 1:45 pm

Do Something Now!
Dr. Jackie Freiberg

2:00 – 3:15 pm

Concurrent Sessions M3

3:15 – 4:15 pm

Snack Break
& Solution Center Visit

4:15 – 5:30 pm

Concurrent Sessions M4

5:30 – 7:00 pm

Social Reception
& Solution Center

Dinner on your own

Tuesday, Sept 22

7:15 – 8:30 am

Early Bird Concurrent T1
Coffee, Tea & Snacks

8:00 – 9:00 am

Breakfast

9:00 – 10:15 am

Understanding How Economic
Diversity Impacts the Workplace
Dr. Ruby Payne

10:30 - 11:45 am

Concurrent Sessions T2

11:45 - 12:30 pm

Lunch

12:30 – 1:00 pm

Annual Meeting
Deb Shigley

1:00 - 2:15 pm

Communication Bleeps and
Blunders in Business
Todd Hunt

2:15 - 2:30 pm

Conference Close
& Prize Drawings

Must be present to win

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Tuesday Sessions

Tuesday, Sept 22 • 7:15 – 8:30 am

T1-A – 5 Steps to Transform Workplace Drama to Employee Initiative & Ownership (General HR)

This highly interactive, engaging and entertaining session explores the causes of workplace drama and employee defensiveness then provides a 5-step process for breaking through the barriers to employee initiative and ownership of job responsibilities. Participants will also leave with a specific, simple employee engagement strategic and tactic that can virtually eliminate employee drama when implemented and applied consistently within the work environment, creating a culture that consistently ‘clears the A.I.R.’ This session provides specific strategies that will allow HR professionals implement tactics that can end the toleration of employee workplace drama to create a workforce that happily takes initiative and ownership of the roles for which they were hired.

Skip Weissman



T1-B Engaging the Disengaged: Five Questions Every Leader Must Ask (Senior HR)

This session introduces a proven process called The Framework for Leadership™, consisting of 5 questions, which, when asked in a specific order, enable leaders to engage their employee in finding and implementing effective solutions to improve performance. The net effect is that: •Conflicts are resolved and group dynamics are redirected in a positive way. •Ideas and solutions are successfully implemented. Within the workshop, participants experience the versatility of the Framework as they complete exercises where the 5 questions are modified to suit specific situations or challenges. Learn an effective, practical strategy for engaging the disengaged employee.

Ouida Vendryes



T1-C – Orion International – Military Talent Program Training for HR Professionals (Diversity)

Orion’s HRCI accredited Training Program provides HR professionals with the knowledge and resources needed to effectively recruit and retain Military talent. The curriculum focuses on bridging the gap between a Veteran’s Military experience and a company’s hiring needs. Key topics include: Military demographics, Veteran profiles, career paths, identifying a corporate equivalent to Military job titles, as well as tips for interviewing Veterans. This curriculum has been utilized by leading employers across all industries. This session will provide you with a fundamental understanding of Military talent and the value Military candidates can bring to an organization.

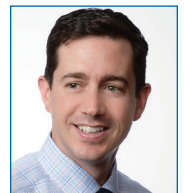
David Coe



T1-D – Do Not Be Out of Touch with the Rhythm and Blues of New York Employment Laws: What New York Practitioners Need to Know About Leaves of Absences, Wage-Payment, Retaliation and More (Legal)

It is not easy “living day by day” as an HR professional in New York. The session is a crash course for the New York State human resources professional. In this session, we will cover both the nuts and bolts of the New York Labor Law as well as the more advanced areas of litigation avoidance. The program will address hot topics such as meal breaks, leave entitlements, wage theft and medical marijuana. Avoiding lawsuits from disgruntled employees is just as important as knowing the basics. This session will walk participants through the anatomy of discrimination, harassment and retaliation claims and address emerging claims in New York. Participants can expect to “come down to reality” and leave the session with knowledge of the often overlooked New York workplace laws and will be equipped with the tools necessary for when they find themselves facing an employee in a litigious state of mind.

Christopher Valentino



Tuesday Sessions

Tuesday, Sept 22 • 10:30 – 11:45 am

T2-A – The 10 Costly Performance Feedback Mistakes Managers Make (General HR)

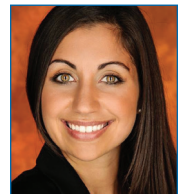
Not a PowerPoint presentation, this session will use interaction and communication instead. Participants will learn a skill they can immediately apply on the job: how to give feedback the way employees want to be given it so they're much more likely to cooperate and improve their performance. Participants will also learn what the 10 costly feedback mistakes are in order to avoid them; improve individual employee performance; and develop more productive manager-employee work relationships. Participants will learn a skill to give employees performance feedback the way they want to be given it so they're much more likely to cooperate and improve their performance.



Ross Blake

T2-B – The Map to Wicked Talent (Senior HR)

Are you ready for the “wicked” talent landscape of the 21st century? We live in an age where accelerating complexity and exponential change is the norm – an unpredictable world that requires a completely different approach to business, economics, technology, and social development. The growing fluidity of the global economy, the dramatic disruptions of the digital revolution, and the radical empowerment of individuals through mobile computing and micro-manufacturing have combined to create a “wicked” future landscape. In the 21st century, we have to reframe complexity as the natural order of growth, an empowering tool to be embraced for greater opportunity. Our “wicked” landscape will only intensify moving forward. Thriving in it requires a new breed of thinker. Nicole chronicles the stories of five individuals who embody the characteristics of talent of the future. She also identifies three “wicked” rules to demonstrate how everyone can become “wicked talent.” This session will allow you to identify the new environment of accelerating complexity and change and the opportunities it presents for the future of talent.



Nicole Baker

T2-C – Reinventing Recruitment Strategies: Attracting Veterans and the Long-Term Unemployed (Diversity)

Knowing where and how to access critical talent for today's workforce gives companies a competitive edge on recruitment. How can you target the now-large candidate pool of veterans and the long-term unemployed? What are the pitfalls to avoid? How does this impact your affirmative action plan? This program will discuss best practices for leveraging social media and highlight key strategies for effectively recruiting talent in today's workforce. In addition, this program will also review the affirmative action requirements of federal contractors in relation to the Vietnam Era Veterans' Readjustment Assistance Act (VEVRAA). Topics of coverage will include an explanation as to how coverage is determined, required components of the affirmative action plan, and the recent regulatory revisions, as they relate to the recruitment of protected veterans. This session will help you recognize the importance of adjusting your recruitment strategies to not only give your company a competitive edge on recruitment, but to maximize the potential talent that exists in the now-large candidate pool of veterans and the long-term unemployed.



Adrienne Schleigh and Andrea Muller

T2-D – My Candidate Has a Criminal Record. Now What? (Legal)

Not a month went by last year without a multi-million dollar lawsuit filed against an employer over its background screening. While a criminal record should not automatically disqualify a candidate, employers do need to protect their companies' interests by properly screening candidates. Many companies may be putting themselves at risk if they are not following appropriate state and federal screening laws. Jason Morris presents four steps to compliance when a candidate has a criminal record. This presentation will help attendees understand how to successfully comply with the appropriate federal and state screening laws in order to protect their company, brand reputation, and candidate experience.



Nick Fishman

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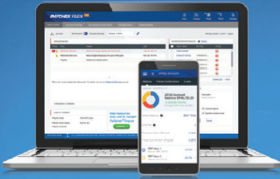
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