

AN INVITATION to PARTICIPANTS



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

HR Professionals, Executives, Small Business Owners,
Trainers, and Business Leaders Interested in
Maximizing Human Capital and Personal Performance

The Voice of Human Resources for NYS,



www.nysshrm.org



WELCOME

2015 NYS SHRM CONFERENCE & SOLUTION CENTER

September 20 – 22, 2015

NY HR State of Mind is the theme of the Annual NYS Society for Human Resources Management (SHRM) Conference and Solution Center at the Turning Stone Resort in Verona, NY, just minutes away from Syracuse, NY. Our programs are designed to provide a lineup of speakers and concurrent session presenters who will provide suggestions and solutions to equip you to return to your companies understanding the laws in New York State and the latest innovations and best practices in Human Resources!

Our kickoff Keynote Speaker David Hart is a renowned presenter who will energize and challenge you to take a leap both personally and professionally. We are honored to have Susan Post, Divisional Director East for SHRM serve as our Master of Ceremonies keeping us on track and on time. Monday morning Mike Aiken, SHRM's Vice President of Government Affairs will join us after breakfast to provide a public policy update of the latest things happening in our country's capital. During lunch we will be joined by Jackie Frieberg who will inspire us to "Do Something Now". Dr. Ruby Payne will continue our journey as she helps us understand how economic factors negatively impact our diverse applicant pool. Todd Hunt will finish up our conference as our closing keynote where he will move us to a better understanding of ourselves and our workplace through laughter. You will leave the conference motivated and energized, ready to use the tools learned at the conference.

We are opening the conference this year with EIGHT BONUS Sessions on Sunday to provide up to a possible 19 HRCI and SHRM-SCP and SHRM-CP credits for those who want to maximize their conference dollars. There will be limited seating available for these Bonus Sessions so make sure you register early!

Take a little time to enjoy all that the Turning Stone has to offer for our conference attendees from unique shops to great restaurants, local spas, golfing and perhaps a spin at one of the gaming tables. During registration you will have the chance to sign up for Meet to Eat at various Turning Stone restaurants with others attending the conference alone.

Sincere appreciation is extended to our partners and vendors for their continued support of our conference. Our vendors provide the latest and widest variety of services and products to support your HR organizations offering you solutions for your business needs. Please visit them often in the Solution Center.

We are pleased that you have decided to join us for this exciting opportunity for professional achievement.

NYS SHRM is looking forward to seeing you in Verona!!

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

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

HR Public Policy

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

Jackie Frieberg

2:00 – 3:15 pm

Concurrent Sessions M3

3:15 – 4:15 pm

Ice Cream 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

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

Imagination to Innovation

Todd Hunt

2:15 - 2:30 pm

Conference Close

& Prize Drawings

Must be present to win

Recertification Credits – New York HR State of Mind sessions have been submitted to SHRM and the HRCI Certification Institute for review of recertification credits toward PHR, SPHR, GPHR, SHRM-SCP and SHRM-CP.

Top 10 Reasons to Attend 2015 NYS SHRM CONFERENCE in Verona!

Reason #1: Speakers

We have FIVE amazing keynote presentations, EIGHT awesome BONUS sessions to choose from and a variety of authors, consultants, business leaders, attorneys and HR practitioners in the mix of our presenters. With over 50 proposals from various speakers, the committee made certain you were hearing from a diverse group of talented professionals.

Reason #2: Recertification Credits

NYS SHRM has requested 19 Professional Development credits from SHRM to support your SHRM Certifications. We have also requested 19 recertification credits from HRCI in the areas of PHR (Professional in Human Resources), SPHR (Senior Professional in Human Resources) and GPHR (Global Professional in Human Resources) certifications.

Reason #3: Location

Verona, NY is a beautiful place to spend a fall weekend in Upstate NY. Enjoy the scenic area as the temperatures of a sizzling summer begin to slightly fade into the warmer breezes and fall foliage. Verona is known for its quaint shops and closeness to Syracuse where you can find lots of food, shopping and sports. You will find that and so much more! Whether it is family fun, shopping, art, architecture, gambling or golfing....you will find something to satisfy everyone in Verona, NY.

Reason #4: The Hotel Conference Center Facility: Turning Stone Casino & Conference Center

The Turning Stone Casino and Conference Center sits close to Syracuse, NY where you will find everything. If you prefer to spend your visit relaxing and enjoying downtime after the conference you can spend your time golfing, relaxing at the full service spa or visiting the local Verona community. This is the perfect resort style location for those who prefer just to immerse themselves in full relaxation.

Reason #5: Network with your Peers

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, 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.

Reason #6: Meet with Vendors

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.

Top 10 Reasons to Attend

2015 NYS SHRM CONFERENCE in Verona!

Reason #7: Sports

If you are looking for activities to help you reduce stress or keep you fit and healthy then the Turning Stone is the place for you. They offer five outstanding golf courses, tennis and racquetball courts as well as walking paths. You can also treat yourself by being pampered in their renowned Ahsi Spa and Salon.

Reason #8: Game of Chance

For those that like to indulge in games of chance then the Turning Stone Casino is the place for you. The Turning Stone Casino offers a variety of games to meet the needs of all levels. From poker to bingo to slots to keno, they have it all.

Reason #9: Local Interests

Twenty-two miles long and five miles wide, Oneida Lake is the largest lake in New York State and home of the historic community of Sylvan Beach. There is the wonderful midway at the Sylvan Beach Amusement Park, with everything from bumper cars to the Galaxi roller coaster. Oneida Lake offers water sports and restaurants, picnics, sailing, fishing, nature hikes, or just relaxing in the sun. In the nearby town of Oneida, you can explore the Shako:wi Cultural Center, an Oneida Indian Nation museum with an impressive collection of artifacts and artwork, traditional crafts, and photographic images on display. The city of Sherrill has its own place in history. Known as the Turkey Street settlement in the mid-19th century, it was the home of the utopian Oneida Community until 1880 and the birthplace of the silverware giant Oneida Limited. Today you can tour this National Historic Landmark. See the Oneida Community Mansion House; enjoy the gardens, the museum, fine dining, and seasonal events. Just down the road is Rome, New York. Rome offers fine restaurants and recreation, famous sites, natural wonders, and world-class entertainment. Discover the roots of the Revolution at Fort Stanwix National Monument and the Oriskany Battlefield. Tour the authentic 19th century structures at Erie Canal Village. Take the kids to Fort Rickey Children's Discovery Zoo.

Reason #10: See You There

What else can we say about the NYS SHRM 2015 Conference and Solution Center other than see you there! With excellent programs, outstanding speakers, recertification credit hours, great vendors at the solution center and a chance to network with other HR professionals, this is where you want to be! A wonderful conference at a wonderful location. See you there.

Meet to Eat Sign up to have dinner Saturday or Monday night at one of the following restaurants and join others at the conference for an enjoyable meal:
TS Steakhouse, Peach Blossom and Wildflowers

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 learner's 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

Box Lunch Provided

1:00 – 3:00 pm Early Bird Opening of the Solution Center (Visit with our Exhibitors)

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

3:30 – 5:30 pm

Opening Reception – Solution Center –
Book Signing

5:30 – 6:45 pm

Dinner

6:45 – 8:00 pm

David Hart; Jump! Leaps in Organizational
Performance & Teamwork

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

8:00 – 9:00 am

Breakfast will be served

9:00 – 10:15 am

Mike Akins; HR Public Policy: The 114th Congress and the Obama Administration

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

11:30 – 12:30 pm Boxed Lunch in the Solution Center along with visiting the exhibitors and book signing by keynote speakers

12:30 – 1:45 pm Jackie Frieberg; Do Something Now

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

3:15 – 4:15 pm

Break with Solution Center visits

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.

Yvette Montero Salvatico

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

Dinner on your own

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.

Quida 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

8:00 – 9:00 am

Breakfast will be served

9:00 – 10:15 am

Dr. Ruby Payne; Understanding How Economic Diversity Impacts the Workplace

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. Yvette 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.

Yvette Montero Salvatico

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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| 11:45 – 12:30 pm | Lunch in Ballroom |
| 12:30 – 1:00 pm | Official Annual Meeting in Ballroom |
| 1:00 – 2:15 pm | Keynote Speaker: Todd Hunt; Communication Bleeps and Blunders in Business |
| 2:15 – 2:30 pm | Conference Close, Prize Drawing and Keynote Book Signing |

Solution Center

Turning Stone Convention Center

Sunday 1:00 pm – 3:00 pm
Sunday 3:30 pm – 5:30 pm
Monday 11:30 am – 12:30 pm
Monday 3:15 pm – 4:15 pm
Monday 5:30 pm – 7:00 pm

Solution Center – Marketplace, Book Signings, Fun, Food and More!

Explore NYS SHRM’s Solution Center to discover new products and services to enhance your organization and enable you to make a difference. Spend some time visiting with the Solution Center vendors to network with experts and colleagues.

The following are some of the areas that will be represented:

Recruitment	HR Information Systems
Legal Services	Employment Services
Benefit Services	Consulting
Media and Publication Services	

The Solution Center is also the place for most coffee and snack breaks. Be sure to experience the culinary delights of The Turning Stone at the Opening Social Reception.

Solution Center – Event Schedule

The Solution Center is open on Sunday at 1:00 pm to 5:30 pm and Monday from 11:30 a.m. to 7:00 p.m. Books for the book signings noted below can be obtained at the SHRM Foundation booth for a donation of \$25.00 or more, (cash and checks made out to the SHRM Foundation only-thanks!) FYI the SHRM Foundation forms allow for you to complete using a credit card.

Prizes Galore!

NYS SHRM will give away a free registration to the NYS SHRM 2016 Conference at each session of the solution center noted above, \$1,000 in cash, as well as other prizes and surprises. (MUST BE PRESENT TO WIN)

Conference Online

We are using Crowd Compass as this year’s APP. You will be able to down load all of the information about the conference to your smart phone, laptop or tablet including the schedule, presentation materials and maps of the convention center. Also available will be a listing of participants and exhibitors as well as information about the NYS Society for Human Resource Management, the 15 Chapters in New York State and upcoming State Council Events.

2015 Conference Participant Registration Information

Conference Fees SHRM
(National) Or Local Affiliate
Chapter Members:
\$480; Early Bird \$425

Conference Fees
Non-Members:
\$545; Early Bird - \$500

Early Bird discount ends – August 1, 2015

Register online at www.cvent.com/d/rrq84m

Sunday, Sept 20 through Tuesday, Sept 22, 2015

Conference fees include BONUS Session, keynotes, concurrent sessions, all meals, cocktail receptions, conference tote bag, list of all exhibitors and participants, and access to conference app.

Hotel Accommodations: Turning Resort Casino and Conference Center
5218 Patrick Road, Verona, NY 13478

Hotel Reservations: Make your reservations today by calling 1-800-771-7711 and mentioning NYS SHRM for your discounted room rate of \$145 per night.

Cancellation Policy: Conference cancellations received in writing before August 14, 2015 will receive a full refund less a \$75 administrative fee. After August 14, 2015, no refund is provided.

Additional Hotels: Will be added if needed

Tax Deductibility: Conference expenses may be tax deductible; consult your tax advisor.

Conference Payment: Payments can be made online using Visa, MasterCard and American Express at www.cvent.com/d/rrq84m

Checks and Money Orders should be made out to: NYS SHRM Conference and mailed to:

Jon Helmin
47 Euclid Avenue
Kenmore, NY 14217

Questions on Registration: cdepeters@computersosinc.com

Suggested Dress Code: Business casual – and don't forget plenty of business cards!