

AN INVITATION to PARTICIPANTS



September 18 -20, 2016
The Conference Center at Lake Placid

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

2016 NYS SHRM CONFERENCE & SOLUTION CENTER September 18 -20, 2016

It was 1932 when the Winter Olympics came to Lake Placid and 48 years later in 1980 it returned once again. Now 36 years after the 1980 Winter Games the Olympics return with NYS SHRM **HR, Going for the Gold**. Welcome to Lake Placid and to the 2016 NYS SHRM Conference, "HR, Going for the Gold". No matter how long you've been in HR or what position you hold at your company, this is the 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, Innovation, 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

Welcome to the 2016 NYS SHRM Conference and Solution Center Conference At-A-Glance

Sunday, Sept 18

9:45 – 11:45 am

Bonus Session A1

Noon – 2:00 pm

Bonus Session A2

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,

Solution Center Visit and

Book Signing

5:30 – 6:45 pm

Dinner

6:45 - 8:00 pm

Opening Keynote

Meagan Johnson

Monday, Sept 19

7:15 – 8:30 am

Early Bird Concurrent M1

Coffee, Tea & Snacks

8:00 – 9:00 am

Buffet Breakfast

9:00 – 10:15 am

You Did What?! Unfortunate

Mistakes and How to Avoid Them

John M. Bagyi

10:15 – 11:30 am

Concurrent Sessions M2

11:30 - 12:30

Lunch, Solution Center Visit

and Book Signings

12:30 – 1:45 pm

The Power and Magic

of Teamwork

Devon Harris

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 Visit

Dinner on your own

Tuesday, Sept 20

7:15 – 8:30 am

Early Bird Concurrent T1

Coffee, Tea and Snacks

8:00 – 9:00 am

Breakfast

9:00 – 10:15 am

Title TBD

Grace Odums

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

Build An Epic Organization

Steve Donahue

2:15 - 2:30 pm

Conference Close, Prize Drawings

and Keynote Book Signing

Must be present to win

Recertification Credits: HR – Going for the Gold 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

2016 NYS SHRM CONFERENCE in Lake Placid!

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 received 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

Lake Placid, 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 is breathtaking. Lake Placid is known for its quaint shops in the village and hosted 2 Olympic events. Whether it is family fun, shopping, art, golfing....you will find something to satisfy everyone in Lake Placid, NY.

Reason #4: The Hotel Conference Center Facility

The Conference Center in Lake Placid is nestled in the heart of the village. It offers over 90,000 square feet of flexible meeting space with 12 breakout rooms. Excellent accommodations available at one of the conference hotels: Crowne Plaza, The Hotel North Wood, High Peaks Resort.

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.

Top 10 Reasons to Attend 2016 NYS SHRM CONFERENCE in Lake Placid!

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.

Reason #7: Sports

If you are looking for activities to help you reduce stress or keep you fit and healthy then Lake Placid is the place for you. They offer outstanding golf courses, boating, hiking the Adirondacks as a walking path around the Lake.

Reason #8: Learn new skills and upgrade current ones.

No matter how long you've been in HR or what position you hold at your company this is the conference you do not want to miss. With the many changes taking place within the HR industry there is still something we all can learn. Learn new strategies and innovations or stay up-to-date on current initiatives.

Reason #9: Have Fun

The HR profession can be challenging and stressful. Our days in the office are extremely busy. Attending this conference will give you a break from the office, hear from industry experts and provide many fun activities to help you unwind.

Reason #10: See You There

What else can we say about the NYS SHRM 2016 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.

BONUS Sessions

Sunday, Sept 18 • 9:45 – 11:45 am

A1 – HR and Finance a Pivotal Relationship (SR)

The relationship between HR and Finance is pivotal to achieving organizational success. The new world of big data, predictive analytics and ROI require a strong relationship between Finance and HR. One that is not so easy to achieve. Hear first hand insights into how to forge relationships and create a long lasting win-win outcomes with your finance team. This session will show you how to:

- Use data as your common language with finance.
- Build trust when none exists.
- Change your interactions and methods of partnering with the finance group.

Mark Fogel



Mark Fogel



Michelle Phillips

A2 – “He/She/They/Hir/Ze” Navigating Gender Identity, Misgendering and Transitioning in the Workplace (Legal)

In this presentation, Michelle Phillips, who is Jackson Lewis’ subject matter expert on Lesbian, Gay, Bisexual and Transgender (“LGBT”) issues, will:

- Review of sexual orientation and transgender terminology.
- Provide an overview of gender discrimination laws, as well as sexual stereotyping and transgender cases.
- Discuss of how these laws and cases impact workplace policy.
- Provide recommendations for employers on preparing for employees’ on-the-job transitions and enhancing an inclusive, respectful culture.

Michelle Phillips



Ariana Blossom



Jennifer Payne



Joel Peterson



Miriam Peterson

A3 – Why Repeating Yourself is a Losing Game: Resolving Conflict with Your Direct Reports (General)

A high level look for HR managers at why most conflicts repeat year after year. Unresolved conflict sucks up time, productivity and focus. It also encourages turnover. If you’re looking for a new path through an old problem, attend this talk. There will be time for questions.

Ariana Blossom

A4 – Becoming Social: Building a Roadmap to Recruiting via Social Media (Innovation)

The search for talent is intense. Traditional methods for finding candidates are not as effective as they used to be. With limited time and resources available to you, how and where do you look for the talent you need? Finding talent is all about the roadmap you build to help them find you. This presentation will explore new and creative approaches to recruiting using Social Media.

Jennifer Payne, Joel Peterson and Miriam Peterson

BONUS Sessions

Sunday, Sept 18 • Noon – 2:00 pm

B1 – Assessing and Developing Executives’ Business Acumen (SR)

Traditional competency assessments do not specifically focus on innate financial competencies and business acumen. This presentation discusses these and the nine financial signatures of executives. It shows how each of these impacts financial performance and valuation outcomes of organizations. Based on Dr. Prince’s book “The Three Financial Styles of Very Successful Leaders” (McGraw Hill, 2005) the presentation discusses how to identify and measure financial impact and business acumen using formal assessment instruments and how to use these findings to improve company financial performance and valuation.

Ted Prince



Ted Prince

B2 – That’s Not My Employee--Or Is It? The evolving rules for independent contractors and joint employers (Legal)

Businesses often seek to use independent contractors or temporary employees to reduce costs. But recent guidance from state and federal agencies makes these practices more risky. The penalties for misclassifying workers can be severe. The session will lay out the legal rules and agency guidance on independent contractors, discuss best practices, and explore difficult scenarios including joint employer holdings.

Dawn Lanouette



Dawn Lanouette



Cara Silletto



Jacqueline Polito

B3 – They Drive Me Crazy! The Millennial Story You HAVEN’T Heard (General)

Cara Silletto serves as a Millennial mediator and voice of the new workforce sharing her first-hand stories about the issues on the T.A.B.L.E. (technology, authority, balance, loyalty and entitlement). Her program fuels an eye-opening discussion about which traditional business principles may need a revamp to be effective in today’s changing workplace. This session is a must-see for those who need to retain the talent they can’t afford to lose.

Cara Silletto

B4 – Using Data Analytics in Onboarding and Employee Performance Measurement (Innovation)

Join us for a unique examination of the future impact of data analytics on workplace decision-making. What may seem to be futuristic is, in fact, coming to your workplace sooner than you may realize. For example, data can be used to predict which applicants are likely to become successful employees or to predict which employees are likely to voluntarily quit in the next six months. The data sources used to render these predictions come from public sources and information provided by applicants and employees, as well as from internal company records. While companies are investing heavily in artificial intelligence and data-science approaches to decision-making, employers continue to operate with little legal guidance that translates seamlessly into the world of Big Data.

Jacqueline Polito

Sunday Sessions

Sunday, Sept 18 • 2:15 – 3:30 pm

S1A – Five Trends Shaping the Future of Work (SR)

Five trends will dominate the competitive success of every organization. Leading authority and best-selling author (1501 Ways to Reward Employees), Dr. Bob Nelson will share his research and insights about these evolving workforce trends:

1. The Pending Shortage of Skilled Workers, 2. The Rise of the Millennials,
3. The Expansion of Contingent Workers,
4. The Evolving Role of Virtual Employees and
5. The Globalization of the Labor Market and ways your organization can best prepare.

Bob Nelson



Bob Nelson

S1B – Understanding the Ever-Evolving Employee Compensation Rules (Legal)

This session will review and discuss the latest statutory and regulatory developments in wage and hour laws at the federal and State levels. Speakers will discuss the proposed (and potentially new) regulations impacting overtime exempt employees, increases to the minimum wage, worker misclassification, joint employment issues, frequent Department of Labor audit issues and how to preemptively address them, and other frequently litigated wage and hour traps.

Emina Poricanin



Emina Poricanin



Carol Kivler



Phillip Mazza

S1C – Starting the Dialogue: Depression in the Workplace (General)

One in four adults in the United States suffer from a diagnosable mental health disorder. Depression is a major business issue that causes decreased productivity, increased errors, absenteeism, short and long term disability and staggering financial losses to corporate America. Carol will provide strategies to create an atmosphere that respects and responds to a workforce affected by depression. Further, she addresses the pervasive stigma that prevents employees from admitting they are suffering from a mental illness.

Carol Kivler

S1D – Getting That Seat at the Table by Someone Who is There (Innovation)

In this session, you will focus on the making the move from a tactical manager to being part of a strategic team, impacting the strategic planning of an organization and linking HR initiatives to the strategic objectives of the organization. Everyone talks about getting a seat at the table- in this session you will learn what it takes from someone who is actually there, at the table. At the end of this session participants will be able to:

1. Differentiate between the tactical and strategic areas of responsibility in their role.
2. Understand how senior leaders think and what is important to them.
3. Design elements of a system for HR to demonstrate its value to an organization, it must measure its performance against targets.

Phillip Mazza

Sunday Opening Keynote

Sunday, Sept 18 • 6:45 – 8:00 pm

ZAP THE GAP! Actions HR needs to take to keep the New Millennium and multiple generations interested, on board and engaged.

“Finding and keeping qualified people is the biggest challenge facing the Human Resource industry.” HR Director. The workplace is not what it used to be. People are staying past their prime; the corporate ladder has crumbled; college grads have job titles that sound like something out of a science fiction flick; and nobody talks on the phone anymore. The global marketplace has become a myriad of different generations. What the multiple generations want from an employer, their expectations of corporate culture and their motivation to do what is best for organizations differs from generation to generation. Your challenge is NOT figuring out how to work together but how to interface with the varied generations to achieve financial success, personal growth and enriched company moral. Meagan tackles the generational challenges, myths and misunderstanding head on. Unwilling to accept standard by-the-book Generational Generalizations Meagan demonstrates to audiences, through her own in depth research and program customization, that all generations have differences and strengths that go beyond mere age and appearance. Move beyond complaining about the generations and revisiting old generational information. Learn from Meagan Johnson what you can do right now to make the most of all the generations.

Meagan Johnson

Expert, Speaker and Author, Meagan Johnson was born 1970. She’s a bright, funny delightfully obnoxious Generational Humorist! What exactly is a Generational Expert? It’s somebody who understands the differences between Baby Boomers (born 1945-1964), Generation Xers (born 1965-1980) and Gen Yers also called Millennials (born 1981-2000) and how they can live, and most importantly, work together successfully without name-calling or bloodshed.

Think you’ve already heard everything about the multiple generations? Think again! Our generations and the gaps that separate them are in constant flux, what worked last year probably won’t work today. Anybody still using their VCR? What seemed like a perfect solution yesterday is the source of tomorrow’s problem. You really need to get all those home movies put on disc! ... Wait! I mean Digital Storage. Oh No! I mean The Cloud!

The potential for collision, conflict and confusion between the generations has never been greater and the chasm is growing wider every day we ignore the problem.

Unwilling to accept standard, by-the-book generalizations, Meagan tackles the generational challenges, myths and misunderstandings head on. Meagan demonstrates to audiences, through her own experience, in depth research and program customization, that all generations have differences and strengths that go beyond mere age and appearance.



Monday Sessions

Monday, Sept 19 • 7:15 – 8:30 am

M1A – We Leadership Is About Purpose, Not Position™ (SR)

Achieving THE breakthroughs for our organization is based on three critical factors.

1. Align our infrastructure for how our people need to succeed with the business model for how we best create value and generate results.
2. How we improve the processes we have to run and drive our organization.
3. How we truly evaluate and improve our people throughout the year not just for year-end reviews.

Jack Gottlieb

M1B – Legal Implications of Culture Shock in the Workplace (Legal)

The modern workplace presents legal challenges for even the most seasoned HR professional. From tattoos and piercings that violate standard dress codes to legal recreational marijuana use that challenges drug testing policies to employees who demand new forms of flexibility and paid leave, HR professionals increasingly face a delicate balance of meeting legal obligations while retaining talented workers. This session will be an interactive discussion of real world scenarios caused by changing workplace culture. Participants will learn to identify the legal issues to be wary of and will discuss possible out of the box solutions for difficult situations.

Dawn Lanouette



Jack Gottlieb



Dawn Lanouette



Lisa Bolly



Darren Clark

M1C – The Aging of the American Labor Force: Working into the Golden Years (General)

By 2024, one in four workers is projected to be at least 55 years old. The U.S. Bureau of Labor Statistics is here for you as your go-to source for analytics on the aging of the American labor force! Gain access to data on earnings, levels of injuries, and uncover the industries and occupations where older workers are most commonly employed. Take this golden opportunity to prepare for the future of America at work!

Lisa Bolly

M1D – Organizational Design using Six Sigma Methodology (Innovation)

Design for Six Sigma (DFSS) is a business-process management “methodology” related to traditional Six Sigma. It often finds direct application in the design and development of new products or manufacturing processes but it can also be used to generate significant value in the design of new organizational structures. In this presentation, the application and value of DFSS will be highlighted in the design and implementation of a Global Supply Chain Organization at Momentive.

Darren Clark

Monday Keynote

Monday, Sept 19 • 9:00 – 10:15 am

You Did What?! Unfortunate Mistakes and How to Avoid Them

Eleanor Roosevelt said- “Learn from the mistakes of others. You can’t live long enough to make them all yourself”. In this presentation, John will share actual employee situations that could not have been imagined, let alone anticipated, and show how well-meaning employers sometimes misstep and create legal liability in the process. Screening and interviewing nightmares, romantic relationships in the workplace, harassment scenarios, accommodation requests, and problematic terminations will all be addressed – along with the lessons learned.

John Bagyi

One of 200 attorneys nationwide to be recognized by *Human Resource Executive* magazine as the Nation’s Most Powerful Employment Attorneys, John counsels and represents employers on labor and employment issues helping them achieve and maintain legal compliance, while improving employee engagement and workplace productivity. John has served as a guest lecturer at Albany Law School, the University at Albany, and the School of Business at RPI and is a frequent speaker at national, regional and state conferences, including the National SHRM Conference. He also serves as the General Counsel to the New York State Society of Human Resource Management. John is AV Preeminent Rated by *Martindale-Hubbell*, listed in *New York Super Lawyers* and has been listed in *The Best Lawyers in America* for labor and employment law since 2007, when he was the youngest attorney in New York State to be recognized. In 2015, *The Best Lawyers in America* named John the Albany Litigation – Labor and Employment “Lawyer of the Year.”



Monday Sessions

Monday, Sept 19 • 10:15 – 11:30 am

M2A – Is your organization’s talent ready for the future? Succession planning for future success. (SR)

Talent management continues to become increasingly critical to an organization’s bottom line and future success. Tightened budgets force companies to do more with less. And with multiple generations with divergent needs and career aspirations talent management’s importance continues to be raised. Strong talent management can produce the right supply of quality talent and future leadership. It can improve productivity, increase reduction, manage corporate risk and speed the trajectory of your company’s strategic direction. Ensuring you have aligned succession planning that is evolving is a critical step in the talent management process. In this session you will learn about why succession planning fails, how it has been evolving, what the critical success factors are and how to avoid common derailers.

Annette Matthies

M2B – Hurdling Through the H.R. Decathlon to Victory! (Legal)

Have you trained enough to triumph over the most significant legal obstacles facing human resources today? Are you prepared for the challenge of avoiding claims and ready to “bring home the gold” to your business? During this session, we will identify the top ten most common legal claims brought by employees in New York State; we will further discuss how to avoid them. Session topics will include:

- Review of most filed claims against employers in New York State, including wage and hour issues, discrimination and retaliation.
- Provide an overview of the legal framework surrounding these popular claims.
- Discuss proactive steps employers can take to prevent employee complaints and claims before they happen.
- Provide recommendations and strategies for employers to implement after a claim already has been made.

12 **Christopher Valentino**



Annette Matthies



Christopher Valentino



Emina Poricanin



Michelle Phillips

M2C – Understanding the Ever-Evolving Employee Compensation Rules (General)

This session will review and discuss the latest statutory and regulatory developments in wage and hour laws at the federal and State levels. Speakers will discuss the proposed (and potentially new) regulations impacting overtime exempt employees, increases to the minimum wage, worker misclassification, joint employment issues, frequent Department of Labor audit issues and how to preemptively address them, and other frequently litigated wage and hour traps.

Emina Poricanin

M2D – “He/She/They/Hir/Ze” Navigating Gender Identity, Misgendering and Transitioning in the Workplace (Innovation)

In this presentation, Michelle Phillips, who is Jackson Lewis’ subject matter expert on Lesbian, Gay, Bisexual and Transgender (“LGBT”) issues, will:

- Review of sexual orientation and transgender terminology.
- Provide an overview of gender discrimination laws, as well as sexual stereotyping and transgender cases.
- Discuss of how these laws and cases impact workplace policy.
- Provide recommendations for employers on preparing for employees’ on-the-job transitions and enhancing an inclusive, respectful culture.

Michelle Phillips

Monday Keynote

Monday, Sept 19 • 12:30 – 1:45 pm

The Power and Magic of Teamwork

In this inspiring message, Devon draws on his personal experiences as the Captain of the Jamaican Bobsled Team and a former Sandhurst-trained Captain in the Jamaica Defense Force, to show how working collaboratively facilitates success personally and professionally as well as collectively as a group. The key ingredients from Devon’s perspective are: defining and owning a clear vision, empowering leadership, a process of self-evaluation and persistence. Using humor, engaging stories and powerful insights. Devon easily translates the challenges and triumphs of being in the military and competing in the Olympics into easily applicable lessons and insights that will inspire your team to perform at peak levels.

Devon Harris

As an original member of the 1988 Jamaican bobsled team and captain of the 1992 and 1998 teams; 3-time Olympian, Devon Harris achieved his grand dream. His current dream is to inspire others to achieve theirs. His real life story of perseverance and persistence combined with his powerful presence and persuasive ideas have positively impacted thousands at Fortune 100 companies, non-profits, governmental organizations, schools and universities. At the heart of his message are the lessons he has learned of the power of persistence over all sorts of obstacles in order to live one’s best life. Whether he is speaking to a large audience, or just interacting one on one, his mission is the same—to bring this message of how everyone can “keep on pushing” and working for their dreams everyday of their professional as well as personal lives. Encouraged by his commanding officer, Devon tried out for and was selected to the first Jamaican bobsled team which competed in the 1988 Olympic Games in Calgary, Canada. Their exploits inspired the Disney blockbuster movie *Cool Runnings*. As an ex-serviceman, Devon understands the commitment, sense of duty and sacrifices made by those who volunteer to serve. As a private citizen he is cognizant of the fact that the freedoms he enjoys are paid for by the courage and sacrifice of these men and women. As a result he has also devoted time to visit the troops serving in the Persian Gulf and around the county. He is the author of the motivational children’s book, *Yes, I Can!* and the semi-autobiographical motivational book, *Keep On Pushing: Hot Lesson From Cool Runnings*.



Monday Sessions

Monday, Sept 19 • 2:00 – 3:15 pm

M3A – Assessing and Developing Executives’ Business Acumen (SR)

Traditional competency assessments do not specifically focus on innate financial competencies and business acumen. This presentation discusses these and the nine financial signatures of executives. It shows how each of these impacts financial performance and valuation outcomes of organizations. Based on Dr. Prince’s book “The Three Financial Styles of Very Successful Leaders” (McGraw Hill, 2005) the presentation discusses how to identify and measure financial impact and business acumen using formal assessment instruments and how to use these findings to improve company financial performance and valuation.

Ted Prince



Ted Prince



Jonathon Segal

M3B – Systemic Approach to Stamp Out Harassment (Legal)

The EEOC’s strategic plan includes an emphasis on eradicating harassment. Just as the EEOC and private plaintiffs are looking at harassment systemically so will Jonathan’s presentation. The session will include a discussion of, and common traps with regard to no-harassment policies, complaint procedures, supervisory training, employee education, no-dating rules, social media, social inclusion, mentoring, retaliation and more. The session will address not only sexual but also racial, ethnic and other forms of unlawful harassment, as well as specific danger zones for HR! Jonathan was named by the EEOC to its Select Task Force on Harassment. However, Jonathan does not speak for the EEOC or its Task Force.

Jonathon Segal



Adriane Schleigh



Bob Nelson

M3C – Beyond Policies: The New Normal for Violence in the Workplace (General)

In the shadow of increased incidents of public violence, Human Resources professionals are ill-prepared to address the “new normal” of workplace violence. Boiler plate handbook policies are no longer sufficient to protect the workforce. HR professionals have a responsibility to develop effective employee training programs that include violence recognition, de-escalation techniques, and emergency responses to workplace violence. This presentation provides Human Resource professionals with tools to develop comprehensive programs that prepare employees for the “new normal” of workplace violence.

Adriane Schleigh

M3D – Five Trends Shaping the Future of Work (Innovation)

Five trends will dominate the competitive success of every organization. Leading authority and best-selling author (1501 Ways to Reward Employees), Dr. Bob Nelson will share his research and insights about these evolving workforce trends:

1. The Pending Shortage of Skilled Workers,
2. The Rise of the Millennials,
3. The Expansion of Contingent Workers,
4. The Evolving Role of Virtual Employees and
5. The Globalization of the Labor Market and ways your organization can best prepare.

Bob Nelson

Monday Sessions

Monday, Sept 19 • 4:15 – 5:30 pm

M4A – HR at the Crossroads - Key Essentials to Become an Effective HR Leader & Business Strategist (SR)

This strategic presentation will examine the key elements that define an effective HR leader, explore key principles of leadership, discuss the critical elements of how HR leaders can develop a high performance leadership team and provide a strategic roadmap of how HR leadership can lead the way to develop and execute strategic initiatives and business strategy for their organization.

Bob Cartwright



Bob Cartwright

M4B – Surviving Your DOL Audit(Legal)

In October of 2015 The NYS Attorney General and US Department of Labor announced that they would be working together to uncover violations under ERISA and New York State laws applicable to employer health benefit plans! Here come the audits!! When you receive your audit letter from the Department of Labor today would you be prepared? Penalties for non-compliance can be up to \$1,100 per day! This session covers what is likely to be covered in an audit of health and welfare plans and what you can do to prepare so that you are ready before the letter arrives. Lisa Allen has 25 years of experience in guiding clients through dreaded Department of Labor Audits without a scratch.

Lisa Allen



Lisa Allen



Kris Evans



Beth Zoller

M4C – Identity Theft in the Workplace and its Impact on HR (General)

Identity Theft is currently the fastest growing white collar crime in the country and the risk has never been greater. From employees to customers, there is a major need to educate on all levels and protect sensitive data. In this presentation, participants will learn about the major types of identity theft, as well as how to be more prepared to protect non-public information (NPI).

Kris Evans

M4D – Keys to Developing a More Inclusive Workplace: Diversity Trends and Strategies for Accommodations (Innovation)

This session explores diversity trends and offers insights to help organizations benchmark diversity efforts and results. It will highlight the benefits of diversity and provide guidance on accommodations and policies to make workplaces more inclusive. Legal requirements, risks and challenges as well as best practices to manage diversity challenges will be discussed. Findings from XpertHR's 2015 diversity, inclusion and workplace protection survey will be presented.

Beth Zoller

Tuesday Sessions

Tuesday, Sept 20 • 7:15 – 8:30 am

T1A – The Neuroscience of Leadership (SR)

Recent findings in neuroscience offer spectacular insight to the amazing brain, and confirms what we have long projected to be accurate about leadership. This hands-on, interactive session will leave the audience wanting more and offer guidance and insight in creating dynamic teams for their workplace. The capacity to lead in a competitive and complex global environment takes skill in many areas. This workshop will address the many ways in which leaders can access the brain to make the most for their business.

Scott Vinciguerra



Scott Vinciguerra

T1B – Systemic Approach to Stamp Out Harassment (Legal)

The EEOC's strategic plan includes an emphasis on eradicating harassment. Just as the EEOC and private plaintiffs are looking at harassment systemically so will Jonathan's presentation. The session will include a discussion of, and common traps with regard to no-harassment policies, complaint procedures, supervisory training, employee education, no-dating rules, social media, social inclusion, mentoring, retaliation and more. The session will address not only sexual but also racial, ethnic and other forms of unlawful harassment, as well as specific danger zones for HR! Jonathan was named by the EEOC to its Select Task Force on Harassment. However, Jonathan does not speak for the EEOC or its Task Force.

Jonathon Segal



Jonathon Segal



Adriane Schleigh



Blair Jennings

T1C – Beyond Policies: The New Normal for Violence in the Workplace (General)

In the shadow of increased incidents of public violence, Human Resources professionals are ill-prepared to address the "new normal" of workplace violence. Boiler plate handbook policies are no longer sufficient to protect the workforce. HR professionals have a responsibility to develop effective employee training programs that include violence recognition, de-escalation techniques, and emergency responses to workplace violence. This presentation provides Human Resource professionals with tools to develop comprehensive programs that prepare employees for the "new normal" of workplace violence.

Adriane Schleigh

T1D – The Montessori Method - Planes of Human Development & Their Impact on Employee Engagement (Innovation)

Today's HR profession might rightly be viewed as a highly skilled balancing act. Coordinating business investments & expectations of employees alongside their unique, individual requirements challenges the consistent return on the human capital investment. This session offers the HR professional a perspective and set of tools based on the simple, proven and highly effective observations and contributions of Dr. Maria Montessori, a champion of self-direction and intrinsic motivation in early childhood education. By facilitating consistent, creative interaction between the employee and the various organizational points of contact, HR professionals can help create a workplace rich with opportunities for seeking and dynamics that foster innovation... naturally.

Blair Jennings

Tuesday Keynote

Tuesday, Sept 20 • 9:00 – 10:15 am

The HR Gold Standard

You've seen the headlines. You've read the articles: "*It's Time to Blow Up HR*", (*Harvard Business Review*), and "*Why We Hate HR*", (*Fast Company Magazine*). Even television and Hollywood has gotten in on the HR censuring. "*Up in the Air*", the 2009 movie starring George Clooney, showcases Mr. Clooney as an HR professional in a unfavorable light. How does HR address this challenging portrayal of who we are and what we do? How do we ensure our contribution is valued like gold? Keynote: *The HR Gold Standard*, outlines the seven practices HR can, (and should) employ, with consistency, to demonstrate how to 'go for the gold', everyday!

This keynote guarantees to have you laughing, learning, and re-energized. You will leave favorably positioned to lead your HR team to the gold medal platform: with your executive team proudly presenting the medal!

Grace Odums

Grace Odums, an independent Leadership and Strategy consultant, has a growing consultancy spanning over twenty years. Her impressive client list boasts Fortune 500 and Fortune Global 1000 companies including: Disney ABC Media NetWorks, Waste Management, Fairmount Southampton Resorts, Chevron-Phillips, Siemens Medical Solutions, Wells Fargo Bank and more. Grace is regularly called upon to share her insights, experiences and masterful command in the areas of leadership development, executive coaching and Diversity and Inclusion. She has been featured on CN8 – Comcast Newsmakers, sharing proven strategies for creating and sustaining a highly engaged workforce. Her insights addressing "*Avoiding Stereotypes*" countered the Don Imus debacle and may be viewed on SHRM's national website – Multimedia Store.

Grace is the founder and author of the *Young Leader Summer Intensive Program*. Ten talented young leaders are hand selected to complete a practicum of College Essays, Entrepreneurship, Orator Mastery, Stock Market Simulation and more. Grace has held several positions of influence, including Manager of Training & Development – Frankford Hospitals, Senior Manager Training & Staff Development – Wells Fargo Home Mortgage, and Assistant Vice President, Affordable Housing Program Manager- GMAC Mortgage. She has previously served as a keynote speaker at the National Diversity and Inclusion Conference for SHRM.



Tuesday Sessions

Tuesday, Sept 20 • 10:30 – 11:45 am

T2A – From Gray Hair to Flip Flops: Is your Total Rewards Strategy Generational Friendly? (SR)

Daniel Margolis

The presence of five generations in the workforce brings with it a host of positives and challenges. The preferences that each generation has towards certain reward elements differ and therefore, nullify a homogenous total rewards strategy. In order to win the war for talent, wise organizations must create a total rewards strategy that allows them to ‘get the most bang for the buck’ while understanding they cannot be everything to everyone. Workplace application: This session reviews generational traits and preferences as well as how to go about assessing and revising your total rewards strategy to consider various life stages. Learning Objectives: For years consumers have had the ability to customize their houses, cars and food among other parts of their daily living. When it comes to work, that is quite different as most employers have limited options within their total rewards offering. Typically, if an employee wants a different “deal” at work — perhaps more time with their families and less responsibility and compensation — they have two options: try to negotiate a special arrangement or look for a different employer.

T2B – Pitfalls Employers Struggle with the ACA (Legal)

A review of the ACA • What are the requirements • What is the IRS authority to audit / penalize o Likelihood that penalties will begin this year (CBO estimates \$7 billion in employer paid penalties this year) • What changes for 2016? o Higher compliance standards vs. last year • What is yet to be implemented? o Cadillac Tax What are the common challenges faced by schools? • Collective Bargaining Agreements o Planning for the Cadillac Tax o Waiting periods o Extending benefits to retirees • Self-Insurance • Complex benefit eligibility and offerings • Incomplete/ Inaccurate data Issues we have seen employers struggle with: • Identifying ACA full-time employees • Data access and integrity • Time keeping • Misclassifications • Temporary Staffing • Seasonal workforces • Lack of flexibility to meet compliance requirements

Joshua Steele



Daniel Margolis



Joshua Steele



Frank Cania



Janet Hoffmann

T2C – HR Danger Zone: Workplace Investigations (General)

The concept of workplace investigations is nothing new to most HR professionals. However, what may be unfamiliar are the complexities of conducting a competent workplace investigation, and the sources of significant individual and company liability. The most recent statistics show approximately 90,000 discrimination complaints filed with the EEOC annually, with even more expected going forward. Further, many of the complaints contain multiple charges, including harassment and retaliation. Now ask yourself, if my employer received a complaint, would the ensuing workplace investigation stand up under intense scrutiny from the EEOC, a plaintiff’s attorney, or the courts?

Frank Cania

T2D – The Value of Collaboration (Innovation)

As we become more connected around the globe, collaboration becomes more important to individual and organizational success. Collaboration encourages innovation, promotes learning, increases employee engagement and creates accountability. In fact collaboration is the number one trait CEOs are seeking in their employees with 75% saying it is critical.

Janet Hoffmann

Tuesday Closing Keynote

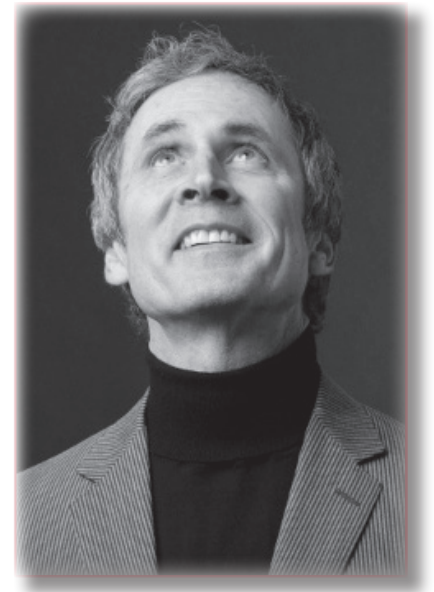
Tuesday, Sept 20 • 1:00 – 2:15 pm

Build An Epic Organization

Going for the gold is an epic journey whether you are an elite athlete or HR leader. We can trace the origins of the Olympics to ancient Greece along with words such as “hero” and “epic”. Like the protagonists of ancient poems, epic organizations need to be on a quest. Leaders must thrive in constant change and everyone must be completely engaged on their journey. Most importantly, epic organizations need to cultivate a compelling narrative that staff, stakeholders and customers want to play a role in and be the heroes of. In this inspiring presentation Steve Donahue will share his own epic story to illustrate the cutting edge concepts of Narrative Intelligence. You will learn how to embed values within stories to guide your career or company during times of groundbreaking change.

Steve Donahue

Steve Donahue has an epic story and he can help you get one too. As a young man he crossed the Sahara Desert overland. Steve recently completed a 72,000 mile global odyssey to find a new story and a reason to tell it. These incredible journeys inspire his work to create legendary leadership in epic organizations through the cutting edge concepts of Narrative Intelligence. He is a bestselling author and international expert in story based success systems. Steve’s first book, *Shifting Sands: A Guidebook for Crossing the Deserts of Change*, has sold over 125,000 copies in half a dozen countries. He has worked with more than 500 of the world’s best organizations to revolutionize change leadership and ignite employee engagement. A spellbinding storyteller and motivational speaker, Steve grabs your attention and never lets go. His highly interactive and deeply researched presentations touch the heart and soul of corporate purpose and individual motivation.



2016 Conference Participant Registration Information

Conference Fees:

SHRM (National) or
Local Affiliate Chapter
Members: \$525;
Early Bird: \$475

Non-Members: \$575;
Early Bird: \$525

Early Bird discount ends –June 30, 2016

Register online at www.cvent.com/d/7fqjc6/4W

Sunday, Sept 18 through Tuesday, Sept 20, 2016

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: Crowne Plaza, Hotel North Woods, High Peaks Resort

Hotel Reservations: Make your reservations today by calling Kristin Strack, Reservations Manager, at 518-523-2445 X109 and mentioning NYS SHRM. You can also register online at <https://reservations.meetingslakeplacid.com/?i=36>

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/7fqjc6/4W

Checks and Money Orders should be made out to: NYS SHRM Conference and mailed to:
Kathleen Pascucci, 140 Norwood Drive, West Seneca, NY 14224

Questions on Registration: cdepeters@computersosinc.com

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