Wisconsin SHRM State Conference
October 10-12, 2018

Kalahari Resort & Convention Center, Wisconsin Dells, WI

Thursday, October 11, 2018 – Cy Wakeman, M.S., CSP
8:00 a.m. – 9:15 a.m.
No Ego: How leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results

Room: Suites A-H
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

Thursday's Keynote Sponsored by HealthPartners

Most leadership philosophies are grounded in two completely faulty assumptions — "change is hard" and "engagement drives results." Those beliefs have inspired expensive attempts to keep change from being disruptive to employees. What these engagement programs actually do is create and reinforce feelings of victimhood and leave employees unprepared to adapt to real changes that are necessary for the health and profitability of their enterprises. Rather than driving performance and creating efficiencies these programs fuel the Emotional Waste, Entitlement, and Drama that drags down organizations. This is backwards. And expensive.

Reality-Based Leadership, in partnership with the Futures Company, conducted proprietary research in our client organizations such as Cisco, Medtronic, New York Presbyterian, The Nebraska Medical Center and Bayer. The findings affirm what we've observed in our 20+ years of experience doing Reality-Based work in hundreds of organizations: when employees indulge in distracting drama, learned helplessness, low accountability, lack of self-awareness, and ego-driven behavior it comes at a significant cost to their organizations. We now know it can easily consume up to three months per year of each employee's time — potentially billions of dollars annually in the U.S. alone. That's the Drama Quotient.

At Reality-Based Leadership, we propose a radically different approach to leadership. Changing the ways leaders think and the strategies they use in their work is a serious and critical economic issue. A leader's role shouldn't be — cannot be — to motivate employees. That is a choice employees make. Instead, a leader helps others develop the great mental processes they need to eliminate self-imposed suffering and choose to be accountable for driving results.

It is time to redefine leadership with science and research, to teach leaders strategies and tools that will actually work in their modern workplace. Leaders and organizations deserve to have a new understanding of what greatness looks like and how it can be fueled. ***No Ego*** delivers that call to greatness for all. It provides the roadmap to thinking differently about leadership and employee roles and actually delivering results, not in perfect circumstances but in today's world.

Cy Wakeman is a drama researcher, global thought-leader, and *New York Times* best-selling author who is recognized for cultivating a counter-intuitive, reality-based approach to leadership. Backed by 20 years of unparalleled experience, Wakeman's philosophy offers a new lens through which employees and executives alike, can shift their attention inward, sharpen their focus on personal accountability, and uncover their natural state of innovation simply by ditching the drama.

Cy Wakeman as been featured on the *TODAY Show*, the AskGaryVee Show with Gary Vaynerchuk, *Business Insider*, *The Huffington Post,* and many more. In 2018, she was voted both Top 100 Leadership Expert to follow on Twitter and #10 on the Global Guru's list of Top 30 Leadership Professionals.

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Friday, October 12, 2018 – Pete Smith
8:30 a.m. – 9:45 a.m.
Dare to Matter: The HR Professional's Rise to Significance

Room: Suites A-H
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

Friday's Keynote Sponsored by Workday

For too long, the Human Resources professional has been considered an important administrative asset within an organization but not necessarily a valued business leader. It's time to change that.

The overall effectiveness of today's HR professional won't be based entirely on knowledge, however, but on how well one is able to implement that knowledge. To do this effectively, it requires that HR professionals think strategically about organizational and individual goals, learn to lead effectively, and understand how company culture influences the achievement, or lack thereof, of organizational goals.

Understanding internal resistance and hesitation related to strategy and delivery can help the HR professional navigate potentially tumultuous waters. Being able to make sense of opposites or contradictions and drifting deeper into "cause and effect" scenarios, the HR professional positions him/herself as being a trusted leader of influence, one who possesses the ability to drive individual behavior toward the objective of meeting organizational goals.

Finally, developing a "get it done" culture is an important element of organizational success. Effectively identifying and addressing limited accountability, responsibility, and a deflection of ownership is critical. By fostering a positive, focused, and rewarded culture of high-performing employees, HR professionals can expect more than simply a "seat at the table;" They will become a trusted advisor and legendary leader.

Takeaways include:

- Identifying specific leadership competencies integrated with organizational strategy and the acquisition, identification and development of key talent
- Apply information related to the organization's operations from internal sources, including finance, accounting, business development, marketing, sales, operations, and information technology, in order to contribute to the development of the organization's strategic plan
- Determine if an organization's workforce displays characteristics that support execution of strategy
- Distinguish root causes of detrimental behavior that minimize the achievement of company objectives
- Ensure operational processes work together to achieve goals by helping align various internal business units and avoid the creation of isolation and silos

Pete Smith is an international speaker and trainer in the fields of leadership, management, personal growth and development. His energetic, witty, and conversational style is complimented by his ability to provide practical takeaways that actually work, all while having a little fun in the process.

He is the author of *Dare to Matter*, the #2 Best Seller in the Business Motivation and Self-Improvement category in January 2017.

Taking his experiences as a successful leader and manager, Pete is routinely asked to work with leaders, managers and employees, to develop people at the individual level and increase performance at the team level.

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Friday, October 12, 2018 – Steve Browne
11:45 p.m. – 1:00 p.m.
HR on Purpose!! - 5 Ways to Own, Lead and Integrate HR throughout your Organization

Room: Suites A-H
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

Friday's Keynote Sponsored by Anthem Blue Cross and Blue Shield

HR is a critical function in organizations and is a fantastic profession!! Too often we sell ourselves short versus leveraging the value and strength we bring each day. This session shows practitioners tangible ways to own their role in their company, effective ways to integrate across departments, and how to build and sustain the human factor in the workplace.

Attendees will learn how to develop tangible, strategic value and lead HR in their roles and their organization.

Takeaways include:

- Owning HR - HR is at a crossroads where we need to own who we are and what we bring to organizations. We are not a support function. We are a leadership/development arm of the company.
- The Human Factor - HR has the ability to personalize and practice HR at the individual level. Done well this leads to building the whole into an organization filled with people who truly perform in their roles. This is much more than putting the "H" in HR. It's allowing people to bring their best to their role every day.
- The Power of Context - Giving employees context around why we have parameters and processes is a shift from the traditional organization. HR can affect the company from a behavioral perspective which is sustainable on a long-term basis.
- Development not Measurement - HR must develop employees from the C-Suite to Management to Front-line Supervision. This takes a complete break from how companies currently approach employees. There is an intentional method that breaks through and leverages the strengths of our people.
- Approach is Key - HR has the responsibility to model the behavior it wants to see in others. It's not good enough to design programs, performance must be visible and consistent. HR sets the standard and direction of culture strategically across the organization.

Steve Browne is the Executive Director of Human Resources for LaRosa's, Inc. - a regional Pizzeria restaurant chain in Southwest Ohio with 14 locations and over 1,100 Team Members.

Steve has been an HR professional for 30 years and has worked in the Hospitality, Manufacturing, Consumer Products, and Professional Services industries in various HR roles. He is currently a member of the Society for Human Resource Management (SHRM) Board of Directors and has been a member of the Membership Advisory Council (MAC) representative for the North Central Region of SHRM and Past Ohio State Council Director. He facilitates a monthly HR Roundtable as well as an HR internet forum called the HR Net which reaches over 9,400 people globally each week.

Steve is an accomplished speaker who has been featured at local, regional and national Conferences, Chambers of Commerce, HR chapters and businesses. He's very active in Social Media and has a nationally recognized HR blog – ***Everyday People***. (http://sbrownehr.com) He also has authored a new book called *"HR on Purpose !!"* which looks at Human Resources from a fresh, positive and intentional perspective.

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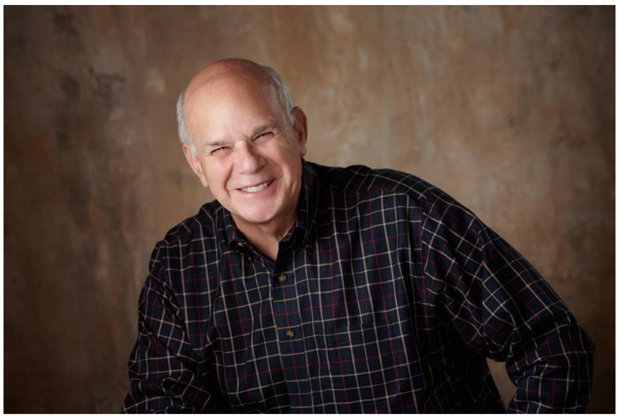
Breaking Boundaries for Operating Excellence ... A Strategy for World Class Performance

Vince Bovino
Wednesday, October 10, 2018
1:00 – 4:30 pm
Room: Wisteria/Portia
Track: Business Acumen and HR Strategy
Level: Senior Level
Competency: Human Resource Expertise, Business Acumen



The presentation will inspire audience members to take action in their organizations to achieve new levels of Operating Excellence. Members will be introduced to the following four powerful systems: A Performance Measurement System … An Incentive Pay System …A Performance Communication System … and A Performance Improvement Team System. The critical importance of linking and merging the four systems into a single initiative will be highlighted.

Real-world examples will be used to help explain specific concepts and put them in a light that HR leaders will understand and be able to apply in their companies.

1) Learn why strategic improvement initiatives fail and how to keep that from happening.
2) Learn how to merge a performance measurement system, an incentive pay system, a performance communication system and a performance improvement system into a single powerful initiative.
3) Learn the fundamentals of how to design and implement a performance measurement system, an incentive pay system, a performance communication system and a performance improvement team system.

Vince is a management consultant and founder of Bovino Consulting Group. He is a facilitator for Productivity & Quality Improvement, a catalyst for organization change, a dynamic seminar leader and public speaker.

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It's Not You, It's Me - Personal Development is the Best Leadership Development

Pam Ross
Wednesday, October 10, 2018
1:00 – 4:30 pm
Room: Tamarind/Guava
Track: Personal and Leadership Development
Level: Senior Level
Competency: Leadership and Navigation

Wonder why your management training isn't developing great leaders? It may be because you're focused on teaching leaders to manage others. The best leaders are masters at managing themselves. In this workshop, we'll discuss why personal development matters more today and we'll experience activities that help leaders at all levels take ownership of their own potential. We'll explore research into neuroscience and mindfulness, and we'll identify our personal Values and their impact on how we lead. Participants will gain insight into their own leadership development and activities they can take back to their organizations to develop more compassionate, courageous leaders.

1) Learn why courage and compassion are needed I leaders more today than ever before.
2) Discover simple emotional intelligence and mindfulness precatives that can help develop leaders at all levels.
3) Identify your own personal valves and how they drive your leadership behavior and engagement at work.

Pam Ross is on a mission to improve people's lives by making work awesome. As a speaker, Pam inspires audiences to practice courage and compassion, to question the status quo and to develop trust and authenticity. People are inspired to try something new and make a positive impact on others.

Hiring 4 Performance

Jonathan Reynolds
Wednesday, October 10, 2018
1:00 – 4:30 pm
Room: Mangrove/Aralia
Track: Talent Acquisition and Retention
Level: Senior Level
Competency: Business Acumen, Critical Evaluation, Human Resource Expertise

Attracting and hiring top performers isn't for the faint of heart. Let's face it, at times it can be a bit overwhelming! This presentation helps to simplify the recruiting process while helping to guarantee better results and more quality hires for your recruiting team. I'll take you through a revolutionary 4-step process and show you not only WHY it's different but HOW to incorporate this into your hiring process today.

Takeaways:
1) Strategic Recruiting Techniques – We will teach you our four-step process that will take you internal recruiting team to the next level. Our proven methods will lay out best practices in finding candidates that are guaranteed to be top performers.
2) Proven Methodologies – After completion of this training, you will walk away equipped to create a more impactful job description, measure quality of hire, and interview more accurately/objectively.
3) Living Core Values – Let us help you craft your messaging to revolve around what is most important to your organization.

Jonathan is a visionary, entrepreneur and game-changer. He has 20 years recruiting experience and started Titus Talent after experiencing how broken the traditional recruiting process was. He is a creative problem solver, consulting with companies on how to approach their talent strategies.

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The Annual Legal Overview: Keeping Up with the Times

Bob Gregg, JD, Jennifer Mirus, JD; and Brian Goodman, JD
Wednesday, October 10, 2018
1:00 – 4:30 pm
Room: Marula/Aloeswood
Track: Employment Law and Legislation
Level: All levels
Competency: Business Acumen, Resource Expertise

HR professionals are constantly challenged to keep up with the ever-changing workplace, employment laws, and technology. This program will bring you up to speed on key recent developments in areas of importance for Wisconsin employers and provide the opportunity for questions and answers. The program will highlight three areas:

Legal Update and Lessons from the Past Year

This session will address key developments of the past year, trends and issues for the future, including:

- Recent laws and new regulations affecting your business.
- A review of the most important Supreme Court and Wisconsin employment-related cases.
- Other significant employment law cases, including the "most unusual cases of the year."
- Coming attractions and trends you should be ready for.
- Best practices and practical guidance.
- How the Supreme Court may change the nature of employment litigation

Pitfalls in Onboarding and Offboarding Employees

While HR legal issues can crop up at all points of the employment process, the beginning and end of the employment relationship pose heightened legal risks. This session will highlight some of the key trouble spots in the hiring and onboarding process and the termination and offboarding process. Examples and case studies will be used to demonstrate how proactive steps, accurate communication and better documentation will help you successfully onboard and offboard employees effectively and with minimal legal risk.

You will learn:

- Why handbooks, offer letters, and other documents can cause problems down the road
- Background check errors you want to avoid
- Questions you should ask before any termination occurs
- What to and to not say during and after a termination
- The impact of emails in your onboarding and offboarding process

Taking a Closer Look at Harassment Policies and Procedures in the Wake of #MeToo

Harassment, particularly sexual harassment, has become a leading topic of discussion and debate on social media, in office break rooms, and everywhere in between. This heightened attention has increased employees' expectations when they file workplace harassment complaints, including expectations of fast response times and strong consequences for offenders. Employers should be aware of the key role that their own harassment policies play in facilitating the effective reporting and proper resolution of complaints. You will also learn how some policies can backfire and result in suits by the "accused." Know what not to do. This program will use recent case studies and news reports to help you responsibly manage employee expectations while properly investigating and responding to complaints.

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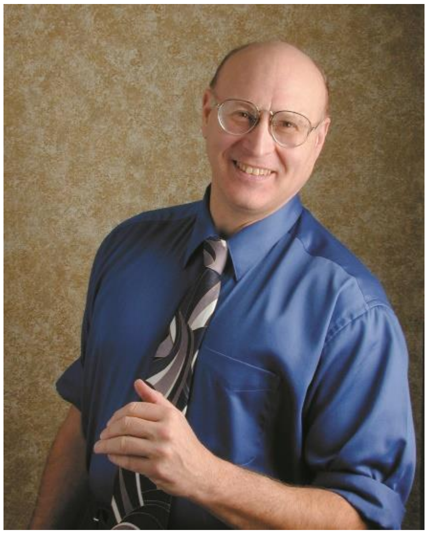

Bob Gregg, Co-Chair of the Labor and Employment Law Practice Group at the Boardman & Clark Law Firm in Madison, Wisconsin, has been representing employers for over 30 years in a wide variety of litigation, including discrimination claims, wage and hour suits, FMLA, ADA, equal pay, employment contract and Unemployment Compensation cases. He has designed the employment handbooks and effective workplace policies and procedures for numerous private and public employers. Bob's career has included canoe guide, carpenter, laborer, Army Sergeant, beer taster, social worker, educator, business owner, Equal Employment Opportunity officer, and employment relations attorney. Bob has conducted over 3,000 supervisory training programs throughout the United States. He is a member of the National Speakers Association, SHRM, and a national faculty member of the American Association for Access, Equity and Diversity, and serves on the Board of Directors of the Department of Defense Equal Opportunity Management Institute Foundation. Bob is an honors graduate of West Virginia University Law School.

Jennifer S. Mirus is a partner and Co-Chair of the Labor and Employment Law Practice Group at Boardman & Clark LLP in Madison, Wisconsin. Jennifer represents employers in all aspects of employment relations, including hiring, discipline and terminations, wage and hour issues, discrimination, ADA, FMLA, and harassment. Jennifer also has extensive experience negotiating and drafting employment contracts, non-compete agreements, and employee handbooks. Jennifer's experience also includes conducting workplace investigations and human resources and management trainings for clients of all sizes. Jennifer is an honors graduate of the University of Wisconsin Law School.

Brian P. Goodman, is an attorney and a member of the labor and employment and school law practice groups of Boardman & Clark LLP. Prior to attending law school, Mr. Goodman was a music teacher in Illinois and received his Master's degree in educational administration from Northern Illinois University. He uses his experience as an educator to assist employers and school districts on a wide range of legal issues and is a frequent presenter and writer on employment and education law matters. He graduated from the University of Wisconsin Law School, magna cum laude and was elected to the Order of the Coif. Mr. Goodman currently serves on the board of directors for the Greater Madison Area Society for Human Resource Management as the Director of Professional Development Summits.

What Next: Are You Doing All You Can to Prevent Workplace Harassment?

Rebecca Kellner, JD, SPHR, SHRM-SCP and Janice Pintar, JD
Thursday, October 11, 2018
6:15 AM to 7:15 AM
Room: Wisteria/Portia
Track: Global HR
Level: All Levels
Competency: Human Resource Expertise

This train-the-trainer program will focus on emerging trends in what works best to prevent harassment in the workplace. Traditional anti-harassment training has limitations. In this presentation, attendees will learn new strategies that can be used to prevent harassment and increase respect and civility in your workplace including:

- How to evaluate and improve current training
- Training employees to be empowered bystanders
- The power of coaching to correct problem behaviors
- Creating a culture of respect and inclusiveness

Attendees will leave this session with new ideas and strategies to take back to their organization and implement meaningful change in harassment training programs.

Takeaways include:

- Understand how to evaluate and improve current training
- Know the value of focusing on what employees should do and say, not what they shouldn't
- Identify the importance of a culture of respect and inclusiveness

Rebecca advises employers on leave policies, accommodations, discrimination and early intervention with claims. She is a regular speaker on a variety of HR and leadership topics. While in private practice, she focused on defending workers' compensation claims and handling Medicare-related issues arising from those claims. Previously, she interned with the Equal Employment Opportunity Commission. Rebecca received her Bachelor of Business Administration degree from the University of Wisconsin-Eau Claire, where she majored in Human Resource Management. She graduated from Marquette University Law School. She holds SPHR and SHRM-SCP designations, as well as an Associate in Risk Management (ARM) designation.

Janice Pintar litigated employment law cases for nearly thirteen years joining Associated Benefits and Risk Consulting as a consultant. Janice advises Human Resources professionals on a broad range of employment issues including respectful workplace practices, unlawful harassment avoidance, as well as federal and state discrimination and anti-retaliation issues.

9 COMP Essentials Every HR Adventurer Needs

Rena Somersan
Thursday, October 11, 2018
6:15 AM to 7:15 AM
Room: Tamarind/Guava
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Human Resource Expertise

As our workforces grow and change, HR Leaders and Practitioners guide some of the heaviest financial decisions within the organization -- employee pay. Pay, to an individual, has meaning beyond the paycheck because it can be perceived as a measure of worth and one's value to the organization. This workshop will provide an overview of the steps HR Leaders can take to set up and manage a solid compensation program from start to finish.

Takeaways include:

- Where to start? Compensation at your organization
- Guiding informed pay decisions
- Defining compensation philosophy and pay competitiveness

Rena Somersan is a Managing Principal with Newport Group's Compensation Consulting Services. She has over twenty years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Her focus has been in the areas of workforce and executive compensation, performance management, leadership development, talent motivation and retention.

Dude, Where's My Employee? Employee Microchipping, GPS, Wearables, and Surveillance

Keith Kopplin, JD
Thursday, October 11, 2018
6:15 AM to 7:15 AM
Room: Mangrove/Aralia
Track: HR Technology
Level: Mid-Level
Competency: Human Resource Expertise

The future is now! This session will review the practical and legal considerations presented by the use of microchipping, GPS, wearables, and surveillance in the workplace.

Takeaways include:

- Attendees will understand how the state and federal anti-discrimination laws are implicated by use of employee monitoring technology.
- Attendees will get an overview of state and federal laws being introduced and enacted in response to new and emerging employment trends regarding employee monitoring technologies.
- Attendees will learn how surveillance can assist in the administration of workplace policies and the defense of employment claims.

Keith assists clients in defending employment discrimination claims, responding to government audits, and improving workplace policies and procedures. He also provides day-to-day counseling to employers regarding a wide range of human resource matters including discipline and discharge decisions, family and medical leave, wage and hour practices, and workplace accommodations.

How to Improve Retention, Engagement, and Culture through an Employee Stock Ownership Plan!

Jason Wellman
Thursday, October 11, 2018
6:15 AM to 7:15 AM
Room: Marula/Aloeswood
Track: Talent Acquisition and Retention
Level: Senior Level
Competency: Business Acumen

An Employee Stock Ownership Plan (ESOP) has improved retention, engagement, company culture as a unique benefit to employees and gives business owners a unique way to liquidate their equity in the business.

Takeaways include:

- Define what an employee stock ownership plan is and does for employees and the business owner.
- Provide case studies of how an ESOP has impacted companies in Wisconsin.
- Highlight the benefits associated with this unique non-traditional benefit and how it can drive retention, engagement, and company culture.

Jason Wellman is a Senior ESOP Relationship Consultant with ESOP Partners. Jason helps ESOP companies by developing a comprehensive Ownership Culture through proactive educational resources for all participants to improve their understanding of ESOPs' unique benefits. He has over 20 years of experience in sales and sales management, specializing in internal and external training and education. Prior to working with ESOP Partners, Jason served as a Regional Sales Specialist for Ariens, a leading manufacturer of outdoor power equipment, and a Regional Sales Director for GNC, a nutritional supplement company that is the largest of its kind worldwide.
He is a member of the ESOP Association Advisory Committee on Ownership Culture and Communications and of the Minnesota & Dakotas ESOP Chapter Membership Committee. Jason is also a contributing author for the ESOP Association's ESOP Report on Ownership Advantage topics to improve ESOP culture and communications for the Association's members. In his free time, Jason is a devoted Green Bay Packers fan and attends games frequently with his wife, Anne. He enjoys spending time playing sports with their three children, Brady, Tyler, and Leah. He is also actively involved in his local church, serving as a Sunday School teacher and Awana Captain.

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Hardwiring Accountability into Your Workforce and Coaching for Great Performance

Cy Wakeman
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Wisteria/Portia
Track: Personal and Leadership Development
Level: All Levels
Competency: Relationship Management, Communication, Leadership and Navigation

Everyone is talking about accountability, but few organizations are actually successful in ensuring that personal accountability is hardwired into their talent and everyday business operations. Accountability has been illusive for many organizations, as they have not yet come to understand how to calculate the true value of an employee, how to drive it through great leadership, and how to measure the results.

The true value of an employee is no longer determined just by their technical skills, expertise or current performance. The value proposition in our organizations today is far more complex in our new realities and must take into account one's accountability level, one's willingness to change and to align with the organization. Total value is determined by one's current performance PLUS their future relevance MINUS their emotional expensiveness to the institution! In this session, participants will learn key strategies for getting the most out of this new value equation.

In order to ensure that all talent will remain relevant and accountable far into the future and that plenty of bench strength exists in the organization, leaders must renew their focus on the coaching and development of their people. True development is the result of an individual being called to greatness, given challenging experiences and provided with coaching, support and feedback throughout. In this session, participants will learn the key elements of development and coaching along with many strategies for fast-tracking the development of future leaders.

Join the Reality-Based Revolution as we break down the core competency of personal accountability and give you no nonsense, workable strategies to hire for, coach for, and develop for accountability in your workforce!

Takeaways include:

- Gain a true understanding of the four elements of the competency of personal accountability and learn to use a variety of performance management techniques such as one on one sessions and hosting tough conversations.
- Adopt interviewing and hiring techniques through understanding the relationship between accountability and engagement and become fluent in a new employee value metric that measures accountability.
- Understand the importance of coaching and mentoring in the development process and learn to practice a simple model for feedback including an introduction to a new developmental tool "Feedforward".

Workforce Planning: Key Element of Talent Management

Robert Greene, SHRM-SCP, SPHR, GPHR
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Tamarind/Guava
Track: Talent Acquisition and Retention
Level: All Levels
Competency: Business Acumen

Effective workforce planning can significantly increase an organization's ability to attract and retain the required talent and to sustain the viability of the workforce. Tools such as environmental scanning, scenario-based planning and workforce analytics can enable the organization to anticipate talent needs and to select strategies for meeting them. A model for planning will be presented that defines how staffing, development, performance management and rewards management strategies can attract the knowledge and skills required, develop people to their full potential and anticipate changes in talent needs with sufficient lead time for responding. A guide will be provided for making decisions about allocating work to employees or outsiders in the optimal manner. will be discussed and strategies for effectively

Takeaways include:

- Understand how workforce planning can be used to understand the environment and to guide workforce management strategy development.
- Be able to formulate workforce planning strategies that fit the organizational context and that will be effective.
- Know about tools such as environmental scanning, scenario-based planning and workforce analytics and how they can be used to guide workforce planning.

Robert is CEO of Reward Systems, Inc. and faculty for DePaul U in MSHR and MBA programs. Over 40 years of HR experience, author of three books and over 100 articles/book chapters and first recipient of the Keystone Award for attaining the highest level of excellence in the field. Principal designer of SPHR/PHR, CCP and GRP certification programs.

Leveraging the Five Stages of Your HR Leadership

Liz Weber, CMC, CSP
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Mangrove/Aralia
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

Through client examples, exercises, and assessments, Liz Weber will share her model: The Five Stages of Focused Leadership Development. This model will help WI SHRM members quickly identify why their teams or other managers under-perform, depend upon them to solve problems, and cause them to work the long hours they do. In addition, all attendees will be able to take a free leadership assessment right before Liz starts. They'll learn which of the 5 stages of HR Leadership they're modeling and what specific changes to make to enhance their own but their team's performance!

Takeaways include:

- Use The Five Focused Stages of Leadership Development model to quickly identify why they're teams are under-performing.
- Create a process for developing leadership skills in others throughout the organization.
- Change specific leadership behaviors to enhance their entire HR team's - or the management team's performance.

Liz Weber is one of fewer than 100 people in the U.S. to hold the Certified Speaking Professional (CSP) and Certified Management Consultant (CMC) designations; the highest earned designations in two different professions. Liz and her team provide strategic and succession planning, executive coaching, and comprehensive leadership development programs.

A Deep Dive into Employee Benefits Benchmarking

Nicole Pfeiffer, SPHR, SHRM-SCP, CEBS
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Marula/Aloeswood
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise, Critical Evaluation, Business Acumen

Recruiting difficulty has continued to increase over the last five years and competition for talent is high. To attract and retain top talent, organizations must leverage their benefits package. Annually, the Society of Human Resource Management (SHRM) conducts is survey of U.S. employers to gather information on employee benefit programs. The findings report, which we will cover in this session, examines the prevalence of benefits over the past five years to track trends. Join us to learn more about what other employers are implementing within their benefits strategy to remain competitive in the current talent marketplace.

Takeaways include;

- Explore benefits benchmarking data for health, leave, retirement, work-life, financial, career, travel and relocation benefits.
- Gain insight into which benefits are trending up and which benefits are trending down.
- Compare your benefits strategy with benchmark data in order to understand how you compare to your peers.

Nicole Pfeiffer is a Vice President of Employee Benefits for Cottingham & Butler. Nicole has been with C&B since April 2004. She offers consultative advice to business decision-makers regarding their employee benefit plans. Prior to Nicole s role in Employee Benefits, she worked as the Vice President of Human Resources.

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#TimesUp for Compensation - Transparency, Equity, and Equality

Matt Shefchik
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Tambodi
Track: Total Rewards
Level: Senior Level
Competency: Communication, Critical Evaluation, Human Resource Expertise

The social movements of #TimesUp and #MeToo are not just affecting Hollywood and Washington, but hitting Wall Street and Main Street, as organizations grapple with decisions on pay transparency, communications, and equitable practices.

Learn how trends today are impacting conversations at the water cooler on pay. Identify approaches to levels of transparency of pay, communication methods to get the most out of your program, and ways to analyze inequitable pay practices should they exist and how to change them.

Takeaways include:

- Recognize trends in the workplace regarding conversations on pay and rewards, and how they may affect your organization.
- Identify strategies to communicate compensation approaches, methodology, and transparency in compensation systems.
- Understand how to analyze pay practices and assess, budget, and adjust compensation inequities.

Matt is the Chief Operating Officer of QTI Consulting. Matt has been involved in compensation and human resources management engagements for over 15 years. His experience in consulting includes technology, health care, manufacturing, not-for-profit, and banking industries. He is an expert witness related to compensation matters.

The New World of Work

Andrea Walsh
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Cypress
Track: Talent Acquisition and Retention
Level: Mid-level
Competency: Business Acumen, Critical Evaluation

Willis Towers Watson will explore the emerging trend away from traditional employment, a massive shift with profound implications for businesses.

Takeaways include:

- We will look at how work is changing, implications for people and Total Rewards strategies and how leaders must adapt to survive.
- We will share examples of work we are doing for employers and the future implications for their businesses.
- Businesses must look to review and reallocate job responsibilities to improve productivity and attract talent for the right jobs. Considering how to approach work redesign to meet business strategies will lead one of the biggest transformations in this century.

Andrea is a Director at WTW Chicago with 18 years of HR consulting experience leading clients regarding attraction, retention, and engagement of the global workforce. Andrea is a Fellow of the Society of Actuaries with a Bachelor's degree in mathematics from Allegheny College. She has published articles in multiple publications.

Handling Off-Duty Employee Misconduct

Jonathan Levine
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Banyan
Track: Employment Law and Legislation
Level: All Levels
Competency: Communication, Critical Evaluation, Human Resource Expertise

What employees do with their "spare time" continues to create headaches for employers. News stories about employees engaging in off-duty misconduct (including social media posts containing racist or derogatory remarks) are now commonplace. And the public backlash against employers, including demands the employee be fired, can be intense. This presentation will discuss the impact of state and federal laws, impact and what practical steps employers can take to best handle these situations.

Takeaways include:

- Understand latest trends in off-duty employee misconduct.
- Discuss practical responses to off-duty misconduct that balance legal requirements with business and workplace imperatives.
- Review developments in state and federal law that impact employer responses.

Jonathan Levine is the founding member and office managing shareholder of Littler's Milwaukee office. Jon has a national practice representing employers in all areas of labor-management relations, including litigation before the National Labor Relations Board and in state and federal courts.

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Achieving Results at the Speed of Engagement: A Leader's Responsibility

Lisa Horn, CEPA, RN and Thomas Schultz, PHR, SHRM-CP
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Ironwood
Track: Talent Acquisition and Retention
Level: Mid-level
Competency: Human Resource Expertise, Leadership and Navigation

Organizations face labor shortages, growing customer expectations and increasing demands for efficiency. What are leaders to do? Most high-performing companies have a solid handle on continuous improvement practices. Yet, at the heart of these initiatives is the people and that's a piece that's often overlooked. Done wrong, employees feel let down and customers leave. Done right and prosperity hits. Sound like magic? This session will explain how successful leaders balance process and people. Learn how the two forces are dependent on one another and create a highly engaged workforce that fully supports your organization s goals.

Takeaways include:

- Understand the impact of disengaged employees.
- Learn tactics that support meaningful conversations with employees and improve engagement.
- Learn to apply a model that balances people and process.

Lisa Horn has nearly 20 years of experience leading continuous improvement initiatives. She advises senior leaders on strategy and aligns their vision, mission and goals to execute plans that drive organizational success. Her focus on implementing process efficiencies has resulted in significant positive impact on both employees and the bottom line.

Thomas has more than 20 years of experience as a Human Resources professional. He brings a broad blend of skills in areas such as leadership coaching, employee relations, benefits, training and development, change leadership and employment law. Thomas is adept at leading talent development strategies that tie to tangible business needs.

A Sensory Approach from Strengths Theory to Strengths Applied

Regina Kramer
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Crown Palm
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

The literature is full of information on the value of working from a place of strength and the impact it can have on our quality of life, level of engagement and productivity. But what does it really take to go from the concept of strengths to the application of strengths? How do we go beyond knowing our strengths to purposefully using them in our work and life?

Using a sensory approach to learning, this presentation will explore how to retrain our brain to apply our strengths by tapping into 4 of our 5 senses: sight, sound, feel and smell. We will utilize what we know about the brain "how it stores memories, how it learns, how it interprets data" to break through the barriers that prevent us from being the best version of ourselves and reaping the benefits that come when we leverage our strengths.

As a result of this presentation participants will understand what it takes to:

1. Intentionally leverage dominant strengths in our work and personal life.
2. Address potential negative perceptions associates with our dominant strengths.
3. Manage, "not develop" our weaknesses.

Regina holds an MLIR in HR from Michigan State University and a BS from Aquinas College in Grand Rapids, Michigan. She is a member of, and a PCC accredited coach, with the International Coaching Federation (ICF). Regina's "all is possible" mantra coupled with her charismatic personality is contagious, inspiring her audiences to reach for their not so impossible dreams.

Six Steps to Successful Succession Planning

John Zorbini
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Bamboo
Track: Business Acumen and HR Strategy
Level: Senior Level
Competency: Business Acumen, Consultation, Critical Evaluation, Human Resource Expertise, Leadership and Navigation

Succession Planning is a deliberate and systematic effort by an organization to ensure leadership continuity in key critical positions. It is a proactive management practice that identifies, develops, and retains a pipeline of leaders to drive operational success and enhances the organization's opportunity to retain and develop intellectual and knowledge capital for the future. So why do only one-third of organizations take this strategy seriously? Take the mystery out of succession planning in this dynamic session focused on what succession planning is and isn't, while learning the six critical elements to successful succession planning and learning from a real-life case study.

Takeaways include:

- Understand the business case for succession planning with a thorough understanding of what it is and what it is not.
- Discuss the risks and rewards with a real-life example along with sharing of current trends and best practices.
- Learn a framework consisting of six steps to successful succession planning.

John Zorbini has spent his career making leaders better and organizations stronger. John's experiences as a certified leadership coach, retired senior executive (25+ years as a CHRO for two of Wisconsin's largest employers), and a professional speaker, make him ideal to consult, coach and facilitate all levels of leadership.

The Best Culture Wins

Sean Abbas
Thursday, October 11, 2018
10:15 AM to 11:30 AM
Room: Acacia
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

The Best Culture Wins is a case study on how HR and management worked together to build the best culture in a competitive industry. Not only did their culture produce financial results in the top 1% for comparable companies, but they transformed the job description of what it means to be an HR professional. Attendees will take away the tools they need to define, build, measure and sustain their best culture.

Takeaways include:

- Learn how to define, graph and measure your culture.
- Identify the specific people who are damaging your culture and develop a new way of communicating with them.
- Identify and better communicate with the people who are the catalysts of your culture.

Sean Abbas is President of Threads, Inc. (www.threadsculture.com), a software company he co-founded to help organizations review employees on culture. He has over 25 years of real world experience managing people and leading companies. Sean is passionate about authentic communication and challenging the status quo. He enjoys using stories from his management experience to help leaders understand and improve culture in their own organizations.

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Why an Organization's DNA Propels HR's Adventure

Kelly Renz, SHRM-SCP
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Wisteria/Portia
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Consultation, Human Resource Expertise, Leadership and Navigation

You can't change what you don t understand. Therefore, mapping the blueprint of your organization's DNA - (pre-existing/innate organic characteristics, style, culture and competencies) - lays the groundwork for your HR strategy road-map. Without understanding organizational DNA, initiatives and programs have a difficult time relating the people, and ultimately don t stick. This session will focus on how to assess and determine the existing organizational DNA, share simple steps to set the course of your "HR Adventure" (aka: strategic direction), and examine which methods and tools can be utilized to capitalize on your DNA. Once you understand what already exists, you then can set about building your strategy; thus, making HR initiatives more successful.

Takeaways include:

- How to assess, understand and channel your organization s natural occurring DNA.
- Methods to weave that DNA into HR s strategic objectives to make them stick.
- Understand organizational DNA s impact on culture and appetite for change.

Kelly has never been one to conform to conventional business practices. Her innate desire to challenge the status quo and a relentless drive for better results influences how she approaches all thing HR. She believes there is an art and science to running a successful HR initiatives.

Evidenced-Based Workforce Management

Robert Green SHRM-SCP, SPHR, GPHR
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Tamarind/Guava
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Human Resource Expertise

Evidence-based management consists of supporting recommendations with sound and relevant evidence. Professional experience and intuition have guided decision-making traditionally. The increased use of workforce analytics and technology using artificial intelligence and machine learning have made it possible to provide more rigorous support for recommendations relating to workforce management strategy. HR is following Finance and Marketing in the utilization of these tools and has extended its potential influence when supported by evidence. Practitioners must ensure they are capable of utilizing this technology and of contributing to key decisions related to workforce management strategy.

Takeaways include:

- Understand the principles of sound decision-making in workforce management.
- Be able to find, evaluate, analyze and apply evidence that is relevant to the issues being addressed and the decisions being made.
- Know about how technology and research can be utilized in formulating recommendations to executive management.

Robert is CEO of Reward Systems and faculty for DePaul in their MSHR and MBA programs. Over 40 years of HR, author of 3 books and over 100 articles. First recipient of Keystone Award for achieving highest level of excellence in the field.

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"Spy" Tactics 2 for Human Resources Professionals - Advanced Elicitation and Interviewing Skills

Sofija Anderson, JD and Matthew W Kurlinski
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Mangrove/Aralia
Track: Employment Law and Legislation
Level: Mid-level
Competency: Human Resource Expertise

For Human Resources professionals, conducting interviews is a frequent part of the job. Whether such interviews are necessitated by a disciplinary investigation, hiring a new candidate, or some other workplace exigency, quickly obtaining complete and accurate information during interviews is an essential skill. Eliciting such information from reluctant witnesses and/or self-interested candidates, however, can be difficult. Fortunately, there are techniques that can make the job easier; proven tips and tricks borrowed from another profession - the professional intelligence officer.

Throughout history, countries have relied on spies and espionage to collect important information from human sources. While there are ethical, legal, and practical considerations that prevent employers from developing their own spy networks in the workplace (or subjecting their employees to "enhanced interrogation"), there is no reason why employers cannot borrow, and learn from, some of the other tools that spy handlers around the world have used to elicit factual information from sources. This presentation does just that - outlining tips and tactics that can help interviewers elicit information in the employment context and beyond. While this presentation supplements our related presentation, Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness, there is no prerequisite for attending Advanced Elicitation and Interviewing Skills.

Takeaways include:

- Communicate the fundamentals of interviewing human sources, including advanced elicitation techniques for quickly obtaining complete and accurate information during interviews.
- Obtain familiarity with advanced assessment strategies to tailor questions to the individual personalities of both the interviewer and the subject of the interview.
- Develop practical skills for eliciting information during employee interviews or in other fact-gathering settings.

Sofija Anderson represents employers in litigation of labor and employment-related disputes in state and federal courts and before administrative agencies, as well as in the arbitral forum. Experienced in both single plaintiff matters and class actions, her practice includes defending claims of: Employment discrimination; Unlawful harassment; Retaliation/whistleblowing; Wrongful discharge/violation of public policy; Breach of contract; Interference with prospective economic/business advantage; Unfair business practices; Wage and hour violations; Fraud; Defamation; and Privacy violations.

Aside from litigation, Sofija assists employers of all sizes with customizing and implementing state-of-the-art employment policies and procedures. She also offers compliance counseling and advises employers on a variety of employment and labor-related issues, ranging from employee on-boarding, performance management/discipline, accommodation, contract negotiations and plant closures. She also offers training seminars on a variety of topics.

Matthew W. Kurlinski represents clients in state and federal courts, as well as before federal, state, and municipal administrative agencies, including the Equal Employment Opportunity Commission, the Wisconsin Equal Rights Division, and the Madison Equal Opportunities Commission. He defends employers in labor arbitrations and has handled appeals to the Wisconsin Labor and Industry Review Commission, Wisconsin Courts, and the United States Court of Appeals for the Seventh Circuit. Prior to joining Littler, Matt was an attorney in the labor and employment relations practice group at a large regional law firm.

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Top Complaints Employees Want to Say to Their Boss (But Never Do!)

John Graci
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Marula/Aloeswood
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

Business is about people! If a leader does not show up to work, how much of the work gets done? If employees do not show up to work, how much of the work gets done? Employees are an organization s most valuable resource. Hang onto your hat! This program is not about warm fuzzies, no academic theories, just practical wisdom from the trenches helping employees on all levels understand how to work with a leader who shows signs of practicing management without a license. You want the truth? Well, can you handle the truth? Unless these conflicts are bridged, you put the productivity and effectiveness of the entire organization at risk in the form of poor morale and lower productivity.

Takeaways include:

- Deliver crystal clear communication and get workers tuned in and turned on
- Handle conflict and crises, and recognize the most basic employee workplace needs
- How to manage up the ladder --tips for communicating with your boss

John Graci is an author, consultant, and leadership adviser with more than 20 years of management experience in production, office, union and non-union environments. Graci's folksy and tell-it-like-it-is approach comes across as refreshing and riveting, and will have leaders on all levels of business grimacing in guilt knowing they might be practicing management without a license.

How I Achieved 0% Health Insurance Increases, and It's Not What You Think

Conni Huber
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Tambodi
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

Cedar Rapids is a municipality with multiple unions and 1,250 eligible employees.

The City was concerned regarding rising cost of healthcare, employee safety and workers compensation costs, employee morale. The culture and environment wasn't focused on supporting the health and wellness of employees.

What we did - we used predictive analytics to determine future risk, drive action & measure program impact; specific & targeted coaching interventions that generated real outcomes; introduced robust programs that enhanced employee benefits and improved employee morale. Bottom line - we achieved EIGHT YEARS of zero healthcare cost increases without changing deductibles or out of pocket maximums.

Takeaways include:

- How to measure the health cost of your employees and spouses.
- How to measure results and show ROI.
- How to reduce healthcare and workers comp costs without slicing deductibles and out of pocket maximums.

Connie is an experienced Human Resources Director with a demonstrated history of working in the government administration industry. Skilled in Customer Service, Coaching, Employee Benefits Design, Employee Engagement, and Organizational Development. Strong human resources professional with a Doctor of Education (EdD) focused in Adult and Continuing Education and Teaching from National-Louis University.

Constructive Feedback that Cultivates Relationships

Tracy Butz, CSP
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Cypress
Track: Personal and Leadership Development
Level: All Levels
Competency: Relationship Management

According to the Gallup Organization, the number one leadership behavior that affects morale and productivity the most is "not enough feedback". This program targets this very need. Discover an eight-step method for sharing negative or positive feedback with someone, in a way that is open, honest, objective, and provided often. Whether these discussions are performance-related or otherwise, these short and frequent conversations can truly not only enhance relationships, but demonstrate care and appreciation. Cultivate relationships by communicating the right message to influence positive behavior to continue, or negative behavior to change.

Takeaways include:

- Decrease defensiveness by preventing negative emotional reactions from occurring.
- Influence positive behavior to continue, or negative behavior to change while transforming relationships.
- Enhance productivity and results by effectively applying eight steps for engaging in constructive feedback.

As a former Director of Learning & Development, TRACY BUTZ was accountable for talent management and employee development. She parlayed her career to become one of the most sought after speakers on the topic of workplace culture. Tracy knows how to design a workplace culture employees love and empower high performance. She delivers interactive, fun and results-focused workshops. Tracy holds the designation of Certified Speaking Professional™ (CSP), which is the highest honor in the speaking profession, held by only 12% of speakers worldwide. In addition to her brilliant speaking career, she is a prolific and accomplished author that is supported by her bestselling book HOLY COW! Her clients are a who's who list of organizations both large and small. Tracy Butz is a speaker who understands client needs, delivers on her promises, and is your solution to energize your workplace.

Aligning Talent Acquisition Technology to Your Candidate Pool: Can You Make a Love Connection?

Dana Meyer
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Banyan
Track: Talent Acquisition and Retention
Level: All Levels
Competency: Business Acumen, Communication, Consultation, Relationship Management

Channel your inner Chuck Woolery to make an effective and long-lasting connection between the many talent acquisition tools available and your candidate audience. Texting, social media, virtual job fairs, video interviews, chatbots, assessments, mobile apps, and beyond… the choices are endless! We understand the challenges in determining which tools candidates actually use, which are most effective with your target audience, and how leadership should invest their time and money into technology.

Takeaways include:

- Learn current trends in candidate adoption and use of talent acquisition technology. We'll review current global research regarding candidate technology preferences during the job search process as well as talent acquisition tools available and their actual adoption and usage by candidates.
- Understand practical use cases for effective talent acquisition technology. ManpowerGroup Solutions RPO has a cross-functional team of employees dedicated to researching and testing TA technology and tools, and will share many of the experiences and lessons "both the success and the bloopers" on their continued exploration of technology.
- Determine who your target audience is by creating candidate profiles or personas and what recruiting/hiring problem you are trying to solve, like staying ahead of or differentiating yourselves from the competition, resolving recurring feedback you receive from candidates, or attracting more quality candidates. Align the profile to the technology for a greater chance of success using the tool.

Dana Meyer leads the ManpowerGroup Solutions RPO recruitment marketing practice and consults, creates, and delivers solutions to attract and engage candidates. With a background in marketing and communications, her focus includes employment value proposition and branding, digital marketing, social media, email marketing, content marketing, mobile recruiting, and event coordination and promotion.

Reducing Drama in the Workplace

Jack Skeen, Ph.D.
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Ironwood
Track: Personal and Leadership Development
Level: All Levels
Competency: Relationship Management

This presentation tackles a huge and often complex issue affecting companies of all sizes and types – worker disengagement, distraction and drama. In today's hyper-competitive business climate, these can all manifest due to a range of different factors, but ultimately the result is always similar: lost productivity, low morale and workplace/career satisfaction; and in the worst situations, organizational discord, employee attrition and organizational failure.

The goal of the presentation is to help participants instantly recognize drama in the workplace, while teaching effective techniques to powerfully shift out of drama to create a more peaceful, harmonious and effective workplace.

Takeaways include:

- Understand the concept of the Drama Triangle and why drama in the workplace is such a huge distractor and threat to the organization.
- Learn effective skills and techniques to help powerfully shift out of drama to create a more peaceful, harmonious and effective workplace.
- Instantly recognize drama in the workplace the instant it occurs.

Dr. Jack Skeen has been leading personal and corporate growth throughout his professional life. For the past 20 years, he has coached hundreds of executives in major U.S. companies such as Verizon, ServiceMaster, Motorola, Kraft and RR Donnelley. He recently published his first book, "The Circle Blueprint" through Wiley Press.

Overcoming Barriers to a Successful Well-Being Program

Jason Shanda
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Crown Palm
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Human Resource Expertise

We can all agree that wellness programs are a good idea in theory, but when it comes to implementing them, certain populations may experience more challenging barriers than others. This presentation will show you how to drive real change in your population by teaching you how to select the type of program that is best aligned to your team s culture and the expected outcomes.

Takeaways include:

- Learn the difference between activity-centered and result-centered wellness programs.
- Identify 5 key steps in developing a wellness strategy.
- Explore some of the biggest barriers to engaging groups in a wellness program.

Jason Shanda is a Large Group Sales Executive in the Wisconsin market servicing clients from 100 to 1000 employees. Jason has been with Humana since 2004 and has been a Sales Executive since 2012. Before working on new business opportunities, Jason was an Account Executive and Account Advisor in Humana's Small Business and Large Group spaces. Jason started his career at Humana working in our service center located in De Pere, WI. Jason graduated in 2002 from Lawrence University in Appleton, WI with a degree in Economics. He was also a college baseball player and coach prior to moving into his role in sales.

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Using Workplace Investigations to Improve Culture and Drive Employee Engagement

Dana Barbato, SPHR, SHRM-SCP
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Bamboo
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Communication, Ethical Practice, Relationship Management

Workplace investigations can be time consuming, costly and intimidating since they are most often used for accusations of serious misconduct. But this course takes a different viewpoint. Imagine if an investigation was simply a business process used to determine the facts of a conflict, and employees understood this was a productive way to find resolution. This could revolutionize the investigation process by creating a willingness to bring open communication and suggestions forward. After all, resolution doesn't always have to be negative.

Let s examine together how changing investigations to a standard business process can increase employee engagement and improve company culture.

Takeaways include:

- Understanding the total impact of avoiding workplace investigations or using them only for the most critical situations.
- Knowledge of when and how an investigation can be used to improve engagement.
- Clarity of the investigation process as a standard and consistent business process.

Dana Barbato has spent over 25 years working to tame the chaos in the human side of human resources. With a strong belief in respectful employee relations, strong leadership and consistent practices, she has proven in her HR roles that accountability=trust=engagement.

Succession Strategies for a VUCA World

Bethany Champ
Thursday, October 11, 2018
12:45 PM to 2:00 PM
Room: Acacia
Track: Business Acumen and HR Strategy
Level: Executive Level
Competency: Business Acumen, Communication, Consultation, Leadership and Navigation

Today's business world is becoming more volatile, uncertain, complex and ambiguous (VUCA) and succession strategies must be agile to meet the needs of your business. In this session you will learn how to create a succession strategy that enables your business strategy in a VUCA world. The session will focus on how to create talent review sessions that are woven into the normal business rhythm. You will learn how to assess and develop leaders on a continuous basis in order to keep the information fresh and relevant for business executives. We will look at the key competencies leaders need to navigate in the VUCA world and best practices for developing those leaders.

Takeaways include:

- Understand how to align your succession strategy to your business strategy.
- Learn best practices for creating a virtuous cycle of leadership in a VUCA world.
- Gain insights on how to keep succession planning top of mind for your executive team.

Bethany Champ is the President of BChamp Consulting. Bethany has over 20 years of experience as a talent leader in global and dynamic organizations. As a partner to the CEO and executive team she has developed talent strategies that ensured business continuity and developed the next generation of company leadership.

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The Future Workforce is Here. Are You Ready?

Patty Dunning
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Wisteria/Portia
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Consultation

20 years ago, the workplace was vastly different. In fact, half of all workers wore formal attire to work. Only 11 percent of workers found their job online, and nearly 20 percent of workers say the job they held in 1997 no longer exists today.

But that is not all that changed. Workers' expectations, desires and beliefs about the workplace have been evolving over the past 20 years. And the pace of change is accelerating. Imagine what the workforce of 2037 may look like. What if you could learn from the past and anticipate the future?

Takeaways include:

- Understand why employee training, leadership development and succession planning must be a priority.
- Learn why the power of building a strong, positive employer brand is important especially for younger generations.
- Learn emergent practices that keep employers positioned to attract, engage and retain top-tier talent.

Patty is a Senior VP of Spherion Staffing Services, with 25 years of experience focused on operational excellence and business development. Provide support to Spherion franchise business owners in more than 50 U.S. offices.

Recharging Your Internal Investigations Post-#MeToo

Julia Arnold and Rachel Ablin
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Tamarind/Guava
Track: Employment Law and Legislation
Level: Mid-level
Competency: Consultation

The #MeToo movement has highlighted the importance of conducting prompt and thorough investigations of workplace misconduct. This program will work through the planning, execution, and concluding stages of an investigation, the challenges presented by each, and best practices for conducting lawful investigations.

Takeaways include:

- An understanding that planning an investigation is just as important as conducting it - investigation guidelines, protocols, or best practices can be effective tools for investigators.
- The ways in which to properly and effectively document various phases of an investigation, which is critical because investigation-related documents are frequently key exhibits during employment litigation.
- Techniques for conducting effective witness interviews.

Julia Arnold is an attorney in Littler's Milwaukee office. Julia advises and represents employers in a broad range of employment law matters arising under federal and state law. She defends management in administrative charges and employment litigation before the state and federal courts, the Equal Employment Opportunity Commission, the Wisconsin Equal Rights Division, and the Madison Equal Opportunities Commission. She has handled appeals to the U. S. Court of Appeals for the Seventh Circuit, Wisconsin Courts, and the Wisconsin Labor and Industry Review Commission. In addition, Julia provides human resources counseling on policies and procedures, performance management, hiring and investigations.

Rachel Ablin is the founder of Ablin Law, PC, a firm that specializes in providing employers with expert, professional and confidential workplace investigation solutions in the areas of harassment, discrimination, policy and employee code of conduct violations and other legal violations. She has extensive employment law experience working with both employers and employees. Prior to starting Ablin Law, she worked for over 19 years as in-house employment counsel for Walgreens. In her role at Walgreens, she provided expert legal counsel to clients on a broad spectrum of employment and labor law issues. This included advising clients on complex and high-risk employee relations issues, as well as conducting and directing internal investigations. Prior to joining Walgreens, she also conducted hundreds of investigations as a Senior Investigator for the U.S. Equal Employment Opportunity Commission (EEOC) offices in Chicago and Baltimore.

Active Shooter-It's Not a Matter of If, it's a Matter of When!

Jedd Bradley
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Mangrove/Aralia
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Communication, Consultation

Have you ever thought of what you would do if an active shooter appeared or a threat took place when you were at work, in church, at the grocery store, or watching a movie at the theater? In the United States of America, there is an active shooter incident every four days. Sadly, it's not a matter of IF. It's a matter of WHEN.

Takeaways include:

- Arming you and your employees with the knowledge and tactics to improve the likelihood of saving your life and, potentially, the lives of others.

Jedd Bradley has been in law enforcement for over 18 years and serves as an officer for the City of De Pere in Wisconsin. He is a 12-year veteran on the Brown County SWAT team and has taught hundreds of police officers tactics to respond to an active shooter incident. He was one of the instructors who trained over 450 officers from 11different agencies on the Multi-Assault-Counter Action Capabilities (MACTAC). Jedd is one of the lead firearms instructors for his agency and daily trains officers about how to respond to active threats to the public. In 2017, Jedd was sent to the National Tactical Officers hostage rescue training. In 2016, he was trained by FEMA in event security planning for public safety professionals, and he trained over 800 school employees from two different school districts in the ALICE active shooter drill. In 2014, the American Crime Prevention Institute in Louisville, Kentucky, certified Jedd as a crime prevention specialist. Jedd is passionate about educating the public regarding what they can do in the event of an active shooter incident.

HR Predictions - It's Not for Meteorologists and Bookies

Kendra Dodd, SPHR, MHRD, SHRM-SCP
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Marula/Aloeswood
Track: Personal and Leadership Development
Level: All Levels
Competency: Business Acumen, Communication, Consultation

Now is the time for bold, forward-thinking HR leaders! CEOs (and other business leaders) expect HR to have a point of view that understands the past, looks to optimize the present, and attempts to predict the future… all in the pursuit of business success. While artificial intelligence (AI) is revolutionizing the way business gets done, HR can revolutionize what gets done in the business.

Takeaways include:

- Discuss AI s impact on businesses and HR.
- Focus on what matters most while steering clear of "fake" analytics. Then take your HR data from analytics to prediction to action.
- Discover how talent predictions can transform hiring and retention in good (and bad) ways.

Kendra has over 20 years of experience in human resources management. She received her Master s in human resources development and a Bachelor s of Science degree from Clemson University. Kendra is the vice president of the board of directors for a nonprofit and is also an adjunct instructor for St. Mary s University.

Resilience: The Courage to Come Back

Tracy Butz, CSP
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Cypress
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

How do employees deal with difficult events that change their lives? Whether it is the death of a loved one, loss of a job, serious illness, or another traumatic event, these are all examples of very challenging life experiences. Many people react to such circumstances with a flood of strong emotions and a sense of uncertainty. By understanding factors that influence resilience and adopting helpful strategies, you can positively alter how you and your teams move through hardships.

Takeaways include:

- Adapt better to difficult situations or events by understanding what resilience is, why some people are more resilient than others, and factors that influence your ability.
- Courageously face adversity or significant sources of stress like relationship problems, serious health concerns or workplace and financial stressors.
- Focus on past experiences and sources of personal strength to build resilience in a way that works best for you.

As a former Director of Learning & Development, TRACY BUTZ was accountable for talent management and employee development. She parlayed her career to become one of the most sought after speakers on the topic of workplace culture. Tracy knows how to design a workplace culture employees love and empower high performance. She delivers interactive, fun and results-focused workshops. Tracy holds the designation of Certified Speaking Professional™ (CSP), which is the highest honor in the speaking profession, held by only 12% of speakers worldwide. In addition to her brilliant speaking career, she is a prolific and accomplished author that is supported by her bestselling book HOLY COW! Her clients are a who's who list of organizations both large and small. Tracy Butz is a speaker who understands client needs, delivers on her promises, and is your solution to energize your workplace.

$how me the Money- Seeing the Value of Employee Financial Health

Beth Steward, MS, RD and Jessica Raddemann
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Banyan
Track: Total Rewards
Level: All Levels
Competency: Relationship Management

Financial well-being is defined as having control over day to day finances, the ability to absorb an unexpected financial event, tracking to meet financial goals and to have the financial freedom to make choices while protecting oneself against financial risk. Other descriptions more simply defined as peace of mind, financial freedom or retirement preparedness. However one describes financial well-being, it is clear employees are struggling, worrying about finances at work and it is impacting your organization's productivity.

Takeaways include:

- A broad focus of financial well-being & the current state of your employee's well-being.
- What can employers do to support their employees in the workplace?
- Understanding how financial well-being impacts employee performance and effectiveness.

Beth joined Willis Towers Watson in 2010 as a Health Management Consultant. She provides well-being consulting to Willis Towers Watson clients. Prior to, Beth worked as a well-being consultant for an insurance company and health care provider. She has also worked as a clinical dietitian administering nutrition therapy to patients.

Jessica joined Willis Towers Watson in 2017 as the Health & Wellness Director. She provides well-being and health management consulting. Prior to, Jessica served as the Executive Director of Wellness Council of Wisconsin for a decade and as a benefit advisor and a health education consultant for a major insurer.

Conflict and Dealing with Difficult People and Employees Takes up Too Much Valuable Leadership Time

Bruce Miles
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Banyan
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

Conflict and dealing with difficult people and employees takes up too much valuable leadership time and resources. This session will demonstrate strategies and resources that are currently used to reduce organizational conflict and make working with difficult and resistant people easier. Participants will benefit from a greater understanding of current applied research, macro- and micro-techniques that are quick, effective and easy to use. Actual cases will be presented with an emphasis on the reduction of conflict with difficult and resistant employees. Examples of all research results, assessment tools and management strategies will be handed out to participants.

Takeaways include:

- Learn how to design, develop and administer diagnostic tools to manager and reduce conflict in organizations.
- Be able to design and deliver specific strategies to successfully confront difficult employees.
- Learn how to apply strategies and tools to proactively prevent, reduce or eliminate conflict in organizations.

Bruce is a trainer with Big River Group in St. Cloud, MN.

How to Review your Retirement Plan

John Friar, CFP®, AIF®
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Crown Palm
Track: Total Rewards
Level: All Levels
Competency: Consultation

With the increased scrutiny related to providing and administering company sponsored retirement plans, how does one ensure that your plan has been reviewed properly? The financial industry tells that we need to review our plan, but what does that actually mean. What types of things should be looking for, and who ultimately is responsible for this. In today's session you will learn not only why this is important, but also the best way to effectively manage this process.

Takeaways include:

- Breaking down who does what: Employer, Employee, Mutual Funds, Third Party Administration (TPA), Recordkeeper and Advisor.
- Types of Plan Fiduciaries - Which type should we hire?
- Plan Responsibilities - Understanding who and what needs to be done.

Since graduating from UW-Whitewater with a B.A. in Finance, John has spent over 9 years working in the financial services industry. John has recently achieved his CFP® designation. He lives in Madison and enjoys biking, running, golfing and playing tennis. John has 9 years of experience in the financial services industry, specializes in 401(k) Plan Consulting, Life and Health Insurance Licensed, and a Member of the Madison Benefits Council

Business Acumen for HR: A "Seat at the Table"

Thomas Schultz, PHR, SHRM-CP
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Bamboo
Track: Business Acumen and HR Strategy
Level: Mid-level
Competency: Business Acumen, Leadership and Navigation

As an HR professional, securing a "seat at the table" requires the ability to understand and articulate the business value HR brings to your organization. An essential success factor in building a reputation for delivering value is the ability to act as an effective business partner by linking the value of HR to key business outcomes.

Takeaways include:

- Identifying common measurements of business performance used by most businesses including gross profit, operating income, cash flow, return on assets and return on investment.
- Determining readily available information, data and opportunities for learning more about your own organization's business results and areas of business focus.
- Exploring HR's connections to business performance and outcomes.

Thomas has more than 20 years of experience as a human resources professional. He brings a broad blend of skills in areas such as leadership coaching, employee relations, benefits, training and development, change leadership and employment law. Thomas is adept at leading talent development strategies that tie to tangible business needs.

ERISA Compliance: Wrap Plan Documents, SPDs and Form 5500s

Sue Sieger, ACFCI, CAS
Thursday, October 11, 2018
2:30 PM to 3:45 PM
Room: Acacia
Track: Total Rewards
Level: All Levels
Competency: Business Acumen

In this session, we will discuss what a Wrap plan is, who needs one and why? Which plans are subject to ERISA and which plans should be included in a Wrap plan? What is the consequence for not having a plan document and summary plan description (SPD) for your ERISA plans? We will also discuss the Form 5500 filing requirements for health and welfare plans and the consequences of failing to file returns timely.

Takeaways include:

- Gain an understanding of the basics of ERISA.
- Gain an understanding of Form 5500 filing requirements for health and welfare plans/
- Gain an understanding of how Wrap plans can help satisfy the ERISA plan document and summary plan description (SPD) requirements.

Susan Sieger has over 25 years of experience in the employee benefits industry. As senior compliance consultant at Employee Benefits Corporation, she has worked with thousands of employers and has become a leading specialist in employee benefits. Ms. Sieger is a frequent speaker on employee benefits both locally and nationwide.

Breaking the Hierarchy: Building a Culture of Team & Collaboration

Stephen Utech and Dan Ritter
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Wisteria/Portia
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Global and Cultural Effectiveness

Flat organizations are all the rage, but are they truly effective? What is the 'right' way to structure your team?

In this session, we will present findings of a cutting-edge meta-analysis of hierarchy and team performance. We will incorporate this analysis into real-world, data-driven examples of organizations who have successfully built cultures built on a foundation of team and collaboration.

Takeaways include:

- Understand the benefits and pitfalls of hierarchy within a team.
- Identify leading indicators for high performing teams.
- Examine the three most common types of team that exist in organizations.

Dan is a people-loving data-geek, a rare creature indeed. His passion is finding the narrative within the data, and currently enjoys his fascinating role with illumyx measuring workplace culture.

Steve's background in the hard sciences and family dynamics inspired him to combine data and people as he entered the field of culture development 10 years ago. An entrepreneur at heart, he has spent the past 5 years developing illumyx, giving companies means to objectively measure and improve their culture.

Wisconsin SHRM State Conference
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Kalahari Resort & Convention Center, Wisconsin Dells, WI

Employee Non-Solicitation Agreements: What's Next After Lanning?

Scott LeBlanc, J.D. and Tom O'Day, J.D.
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Tamarind/Guava
Track: Employment Law and Legislation
Level: Executive Level
Competency: Consultation, Human Resource Expertise, Relationship Management

Employers in Wisconsin have a strong interest in preventing former employees from raiding their current employees.

For years, employers have included employee non-solicitation provisions ("anti-raiding" provisions) in employment agreements and restrictive covenant agreements.

In the wake of the Wisconsin Supreme Court's January decision in Manitowoc Co. v. Lanning, the Court has now made it more difficult for Wisconsin employers to protect against employee solicitation.

We will discuss the case and its relationship to other landmark non-compete cases in Wisconsin over the past decade so that your organization can make informed decisions regarding how to address employee raiding efforts going forward.

Takeaways include:

- We will explain how employee non-solicitation ("employee raiding") provisions work and why they are (and sometimes, are not) important to employers.
- We will provide employers with the necessary information to make informed decisions as to whether to update their restrictive covenant agreements and how to implement such changes.
- We will put the Wisconsin Supreme Court's recent decision in Manitowoc Co. v. Lanning in context given other landmark non-compete cases over the past decade.

Scott LeBlanc is an associate in Godfrey & Kahn s Labor & Employment and Health Care practice groups. Scott represents a wide range of employers, including many health care organizations, with respect to employment issues. Scott s practice routinely includes advising on, drafting and reviewing employment, severance, confidentiality, and non-competition agreements.

Tom O'Day is a member of Godfrey & Kahn's Labor & Employment and Health Care practice groups. Tom has been involved in litigation over non-compete agreements and often helps employers update their non-compete provisions to comply with the most recent applicable case law.

Fear Not! Technology is your Friend, Not your Replacement

Nick Reddin
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Mangrove/Aralia
Track: HR Technology
Level: Executive Level
Competency: Business Acumen

The world is changing, and technology is speeding up that change. In HR there is a lot of hesitancy with fear about the coming changes and what it means for HR. In this session you will learn about the major technological advancements transforming HR and what they can mean for you. We will discuss everything from Chatbots, A.I. and Machine Learning to the Cloud with their potential impact on the HR department. You will see that technology properly harnessed can create efficiencies doing a lot of the heavy lifting resulting in you and your department being a more effective HR partner.

Takeaways include:

- Have a solid understanding of the changes in technology for HR and their multiple areas of focus.
- The aspects and what it actually takes for technology to replace a human worker.
- How embracing technology can actually give you more time to focus on the more important aspects of your job.

Nick has been with V-Soft Consulting since 2016 and has over 25 years of experience in the employment services industry. The majority of his background is in working with Fortune 500 companies to achieve their workflow and technological goals. Nick specializes in sales, change management and driving operational efficiencies. He is an expert on the changing world of work and a consultant to many companies in helping them prepare for coming changes.

Optimizing Value Through Organizational Alignment & Structure

Daniel Stewart
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Marula/Aloeswood
Track: Personal and Leadership Development
Level: Executive Level
Competency: Leadership and Navigation

As organization's set new growth targets and strategies, acquire or merge with other companies, and optimize their processes and systems, there is a constant question: how should we be structured? Unfortunately, few leaders understand how to design an aligned organization to produce the right results. The ability to proactively identify design criteria, involve the right stakeholders, discuss organizational implications, and produce a clear structural recommendation is key to helping leaders accomplish their strategic goals. In this engaging presentation, you will learn a rapid design process that will give you tools to help lead an organizational design effort. Realigning organizational structures can be messy and politically charged, but having the right process, tools, and insights can optimize the value you, your leaders, and your organization can deliver!

Takeaways include:

- Understand what organizational design is all about and the benefits of great design.
- Discuss the challenges in leading an organizational design effort and learn from real-life examples.
- Learn the organizational design process, tools, and insights along with the dos and don'ts for each step that you can implement in your organization.

Daniel J. Stewart is a sought-after organizational consultant and coach with proven experience advising senior leaders, leading change, and designing leadership-rich organizations. He leads Stewart Leadership s extensive consulting practice, business development, and international partnerships. He is the co-author of the award-winning book, LEAD NOW! A Guide for Results-Driven Leaders.

Vendor Summits: Creating Partnerships with Your Benefit Vendors

Jesse Oberloh, GBA
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Tambodi
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

Enhance your employee's benefit experience and increase productivity while reducing waste and inefficiency in your programs by holding a vendor summit with the objective of turning your vendors into partners. Vendor Summits are a way to get all of your benefit vendor partners together to discuss and create specific strategic benefit goals for your organization. Every employer need a strategic benefit plan and vendor partners in place to support these goals. Vendor Summits make you as the employer the focal point and breaks down the silos of managing these vendor partners that ultimately leads to developing integrated health management strategies specific to your population and measurable goals that make your vendors accountable.

Takeaways include:

- Show how you can use the sustainable change cycle as the foundation of these vendor summits.
- Establish goals specific to your population and identify ways to measure these goals.
- How to identify & collect data specific to your employee population and how to best integrate that data.

Jesse capitalizes on his 15-year background in risk management to develop proactive and strategic benefit programs that improve the overall health and productivity of the workforce. He is an expert in alternative funding methods for insurance including self-funded, limited funded and captive plans.

What Employees REALLY Think About Well-Being Programs

Jessica Raddemann, CHES and Beth Stewart, MS, RD
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Cypress
Track: Total Rewards
Level: All Levels
Competency: Relationship Management

We have been taught from early on not worry about what people say or think. However, when it comes to well-being programs, we should care. Join us as we present Willis Towers Watson's 2017/2018 Global Benefits Attitudes Survey, a comprehensive global study highlighting employee's attitudes toward their health and well-being. The survey provides a window into how employees think and feel, and how this influences their actions. We will examine a core set of health themes and how they change over time, how they are shaped by organizational changes, and how they influence employee engagement and productivity.

Takeaways include:

- Are employers getting value on their well-being program investment?
- How emotional well-being is emerging as a top priority.
- How addressing technology, incentives, environment and workforce segmentation can help employers overcome engagement challenges.

Jessica joined Willis Towers Watson in 2017 as the Health & Wellness Director. She provides well-being and health management consulting. Prior to, Jessica served as the Executive Director of Wellness Council of Wisconsin for a decade and as a benefit advisor and a health education consultant for a major insurer.

Beth joined Willis Towers Watson in 2010 as a Health Management Consultant. She provides well-being consulting to Willis Towers Watson clients. Prior to, Beth worked as a well-being consultant for an insurance company and health care provider. She has also worked as a clinical dietitian administering nutrition therapy to patients.

Employee Engagement: The Choice is Easy. But How Do You Get There?

Andrea Cooper
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Banyan
Track: Talent Acquisition and Retention
Level: All Levels
Competency: Human Resource Expertise, Relationship Management

It is easy for HR professionals to highlight the benefits of strong employee engagement; better customer service, more productive employees, better bottom line. But how do you operationalize what can be the squishy, soft, happy-go-lucky idea of employee engagement. How can you create feedback, accountability, action, improvement, and habits to create hard outcomes in your engagement programs? Learn how to get results.

Takeaways include:

- Learn to break down barriers to feedback and input to understand perceptions in your workplace.
- Build action plans that align with corporate objectives, so managers and leaders can execute on goals aligned for corporate results.
- Create accountability from your management and a sense of ownership of employee engagement, outside of the HR function.

Andrea Cooper is a Human Resources executive with more than 20 years of retail experience, most recently serving as the head of HR for Shopbop (an Amazon subsidiary) and previously holding multiple HR leadership roles with Walmart Stores Inc. She is a strategic leader who influences organizational change and introduces people practices that align with business success.

How to Build Trust in Teams

Susan Thomson, NA
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Ironwood
Track: Personal and Leadership Development
Level: All Levels
Competency: Relationship Management

You can't have a strong team without strong relationships. And you can't have strong relationships without trust. Great team members trust their teammates, and their team members trust them. So how do we build - or rebuild - trust? Trust is based on behavior - what we do, or fail to do, in the moment, that either deepens trust in our relationships or blows them in a matter of minutes. We'll learn and put into practice a "Trust" approach so that you can build trust in your organization and take your team to new heights.

Takeaways include:

- Learn how trust -- or lack of it -- impacts engagement, performance and bottom line results.
- Learn how to recover and rebuild trust when trust is broken.
- Learn about a model for building trust in teams.

Susan Thomson is a former division president who candidly shares both the good and the ugly of running a company with business leaders, so they can get to where they want to go faster and more easily. She a spoken to over 12,000 business leaders over the last 10 years about how to make a ton of money, how to be an inspiring leader and how to leave a legacy.

Disrupting Talent - One Company's Journey

Tom Slaski
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Crown Plaza
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Communication, Consultation, Critical Evaluation, Human Resource Expertise, Leadership and Navigation, Relationship Management

Over the last three years, GMR Marketing, a global creative agency with almost 1500 corporate employees, has replaced many of the traditional performance management, review and compensation models with innovative, employee-centric, flexible initiatives. At a time when many companies are talking about getting rid of the annual performance review, GMR has over two years' experience in the new model. This presentation will share GMR's journey and the lessons learned to help other HR leaders considering similar HR disruptions.

Takeaways include:

- Ideas on how to manage large, culture-changing talent projects.
- Inspiration to step away from old school HR tradition and lead innovation.
- Best practices for a new age in performance and compensation management.

Tom is an innovative, strategic thought leader with over 20 years' experience in Human Resources. He currently leads global talent for GMR Marketing where he has revolutionized the HR function for the creative event marketing agency. These and other innovations have lead GMR to be the winner of the 2016 Milwaukee Business Journal HR Award.

#TimesUp #MeToo: A Legal and Public Relations Perspective

Margaret Kurlinski and Rebeca Lopez
Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Bamboo
Track: Employment Law and Legislation
Level: All Levels
Competency: Communication

In the era of #MeToo and #TimesUp, human resources professionals are presented with the daunting task of balancing the often-competing interests of legal compliance and public relations when addressing harassment allegations. This panel discussion among seasoned labor and employment attorneys and public relations specialists will focus on practical take-aways from the events that we have seen play out in the news and social media.

Takeaways include:

- Working understanding of the legal and PR basics for addressing harassment allegations.
- Develop a legal and PR action plan for when you receive a complaint.
- Learn from others' mistakes and success through evaluation of real-life scenarios that we have seen play out in the news and social media.

Meg Kurlinski is a shareholder in Godfrey & Kahn's Labor & Employment Practice Group. Meg assists clients with a variety of labor and employment matters, including the management of day-to-day employment matters, drafting and enforcing restrictive covenant agreements, administering family and medical leave laws, advising on federal and state discrimination claims, conducting unlawful harassment investigations and drafting affirmative action plans.

Rebeca is a member of the firm’s Labor, Employment & Immigration Law Practice Group in the Milwaukee office. Rebeca assists clients with a wide variety of day-to-day and complex employment matters, including addressing disability and leave accommodation requests, wage and hour complaints, employment discrimination allegations, enforcing (and challenging) former and current employee restrictive covenant obligations, and legal issues that arise when hiring and terminating employees. Rebeca also assists clients with drafting and enforcing employment policies and agreements.

Rebeca has represented employers in matters before federal and state courts, equal rights agencies and labor arbitrators. Rebeca has assisted employers and corporate boards in conducting internal investigations into employee complaints and allegations implicating the employment relationship.

Wisconsin SHRM State Conference
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Understanding & Appreciating Our Differences to Maximize Communication & Collaboration

Tina Hallis

Thursday, October 11, 2018
4:00 PM to 5:15 PM
Room: Acacia
Track: Personal and Leadership Development
Level: All Levels
Competency: Relationship Management

During the workday, people frequently interact with others who have different backgrounds and perspectives than them. This diversity can be helpful for discovering more options and solutions in our teams and organization. However, differences in ideas and priorities can also become challenging at times, hurting people's ability to communicate, collaborate, and connect. In this session, Tina combines Neuroscience, Positive Psychology, and DiSCÂ® personality theory to help us understand why perspectives differ and how we can help our employees to better appreciate the perspectives of others for greater teamwork and cooperation.

Takeaways include:

- Understand how people's perspectives influence the way they "see" the world and why they often become defensive and cautious when they interact with people with different perspectives.
- Discuss and experiment with two tools, "Life Experiences" and personality styles, as possibilities to help their people connect.
- Explore some of the factors that influence peoples' perspectives and consider what activities and tools could be used to address these factors.

Tina Hallis, Ph.D., speaker, trainer, and author, is certified in Positive Psychology through the WholeBeing Institute, an Authorized Partner for Everything DiSCÂ®, and a Professional Member of the National Speakers Association. Tina worked for 20 years in Biotechnology before starting her company in 2014.

Making Benefits a Benefit Again

Alissa Martin
Friday, October 12, 2018
6:30 AM to 7:30 AM
Room: Wisteria/Portia
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Consultation

When you hear words like insurance, employee benefits, or renewal what comes to mind? If you're cringing and just waiting to hear about the annual cost increase, there is a better way! Employee benefits are quickly climbing to the #1 most important factor for key employees selecting an employer. How can you offer the latest trending benefits, utilize and leverage technology to save time and money, and know who to trust as a subject matter expert to guide you through renewals and benefit changes? Throughout this presentation we will go through strategies and best practices to not only manage health care costs for your employees but thrive in our hostile healthcare landscape.

Takeaways include:

- Leveraging Benefits Technology to Increase Participation and Save HR More Time.
- Hot Benefit Trends for a Reason - Loan Replacement, Pet Insurance, Financial Security, TeleDoc.
- Purchasing Benefits Wisely and Efficient - Getting the Most Value for Employees and for HR.

Alissa joined Hausmann-Johnson Insurance in 2017 as a Benefits Consultant. She has a family history of insurance, which inspired her to pursue the industry. Throughout her career, Alissa has had the opportunity to work in many different capacities within the insurance industry. Alissa recognized that it's all about helping clients and ensuring they are getting the most out of their benefits.

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The Return of Management by Objectives to Replace Annual Reviews

Michael Maciekowich
Friday, October 12, 2018
6:30 AM to 7:30 AM
Room: Tamarind/Guava
Track: Total Rewards
Level: All Levels
Competency: Business Acumen

There has been growing interest in eliminating annual performance reviews, but alternatives have been less than satisfying. This program will explore the return of "Management by Objective" coupled with basic concepts first explored in the "One Minute Manager".

Takeaways include:

- Understanding why annual performance reviews are failing.
- Detailed review of current client alternatives that are working.
- Review of current experimentation in finding alternative to the annual review process.

Michael F. Maciekowich is a National Director for Astron Solutions. His areas of expertise include the development, design, and implementation of base pay, short and long-term incentive programs, sales incentive programs, career and succession planning programs and performance management systems for all employee levels in all industries. Michael has 35 plus years of consulting and industry compensation experience. Michael received a lifetime achievement award from WorldatWork.

7 Health Plan Benefits Every HR Professional Must Know

Matthew Chadwick, GBA
Friday, October 12, 2018
6:30 AM to 7:30 AM
Room: Mangrove/Aralia
Track: Business Acumen and HR Strategy
Level: Mid-level
Competency: Business Acumen, Critical Evaluation, Human Resource Expertise

Identify areas of your health plan that might be leading to drastic overspending. As an HR professional it is important to understand how the seven metrics can help you manage your company's health care costs wisely. Discover how to calculate these metrics with your own health plan data, compare to benchmarks and come away with strategies to reduce health plan overspending.

Takeaways include:

- Learn seven metrics that you should be monitoring to determine the financial well-being of your health plan.
- Gain strategies to improve the financial well-being of your company's employee benefit plans.
- Discover where your company's numbers rank within these 7-industry metrics.

Matthew is a sales executive for Cottingham & Butler's Employee Benefit Services. As a Sales Executive, Matt is responsible for maintaining the overall relationship with the client and provides oversight and assistance to the account manager with their daily plan operations.

Talent: The Search for the Holy Grail

Jim Morgan
Friday, October 12, 2018
6:30 AM to 7:30 AM
Room: Marula/Aloeswood
Track: Talent Acquisition and Retention
Level: All Levels
Competency: Communication, Global and Cultural Effectiveness, Relationship Management

You know the deck is stacked against you: aging population, lack of diversity, low fertility rates, net migration out. Combine that with generational needs that are turning wages and benefits upside-down, expansions and new employers coming to town, and the impact of a country politically divided, and you have more than enough reasons to rethink your career in human resources! Don t despair, we'll talk it out.

Takeaways include:

- A better understanding of how we got here.
- What you can do to be a preferred-employer.
- Answers to questions like - How do you deal with the rapid knowledge transfer of retirements? How do you meet the variety of benefits needs driven by the different generations? How do you better utilize schools, colleges and universities to sustain a talent supply chain? How do you attract a diverse workforce? When will this end?!?!?!

Jim has provided keynote presentations for groups from 50-1000. In addition, Jim is currently serving as the lead consultant on the New Skills for Youth which focuses on career pathways for students. Jim holds a master's degree in education and a bachelor s degree in education from the University of Wisconsin-Madison.

Get This Essential Tool for Your HR Adventure: Managing Difficult Conversations with Confidence

Rebecca Kellner, JD, SPHR, SHRM-SCP and Sarah Fowles, JD
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Wisteria/Portia
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Communication

Face it: as an HR professional, you're going to have conversations that involve conflict. The conversations may feel uncomfortable as emotions run hot. This interactive presentation will focus on the principles of conflict management and give you the tools to resolve conflict with confidence and without fear. You will recognize the signs when the stakes are getting high in a conversation. You will learn techniques for calming emotions and getting the message across. You will practice these techniques in the context of an engaging case study.

Takeaways include:

- Recognize the behaviors when stakes are high at work.
- Understand options and decision points in a difficult conversation.
- Learn how to calm emotions.

Rebecca advises employers on leave policies, accommodations, discrimination and early intervention with claims. She is a regular speaker on a variety of HR and leadership topics. While in private practice, she focused on defending workers compensation claims and handling Medicare-related issues arising from those claims. Previously, she interned with the Equal Employment Opportunity Commission. Rebecca received her Bachelor of Business Administration degree from the University of Wisconsin-Eau Claire, where she majored in Human Resource Management. She graduated from Marquette University Law School. She holds SPHR and SHRM-SCP designations, as well as an Associate in Risk Management (ARM) designation.

Sarah provides employer-focused guidance on human resource matters. With an emphasis on employee benefits and the Affordable Care Act, she distills the complexity of employment laws into understandable action items that meet a client s business goals. During previous private practice experience, Sarah handled numerous complex benefit matters, including the transition of benefit plans in large corporate acquisitions, de-risking solutions in pension plans, contested health plan claims, DOL and IRS audits and the implementation of ACA-compliant health plan solutions. Sarah graduated from University of Wisconsin Law School with a Bachelor of Arts degree from Grinnell College.

Marijuana and Drug Testing Update

Terri Dougherty, SHRM-CP, PHR
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Tamarind/Guava
Track: Employment Law and Legislation
Level: All Levels
Competency: Business Acumen, Human Resource Expertise

Changing state and federal laws make it more challenging than ever to keep substance abuse policies and procedures up-to-date. Marijuana remains illegal under federal law, but varied state laws allowing medical or recreational use complicate matters. On the federal side, OSHA regulations now impact post-accident drug tests. In addition, employers must do everything they can to combat the nation's opioid crisis while making sure they do not violate the Americans with Disabilities Act. It is critical to stay on top of this ever-evolving issue to remain in compliance with regulations while maintaining a safe and productive workplace.

Takeaways include:

- Trends in marijuana legalization and how they impact employers.
- Keeping your substance abuse policies and practices up-to-date.
- The right way to approach drug testing: Make sure it does not conflict with the Occupational Safety and Health Act, the Americans with Disabilities Act, or state laws.

Terri L. Dougherty, SHRM-CP, PHR, is a Human Resources Editor at J. J. Keller & Associates, Inc., in Neenah, Wisconsin. Terri speaks often about marijuana and drug testing and answers employer questions relating to these topics. She enjoys staying on top of these ever-evolving issues.

The Rise of Emotional Intelligence for Humanity

Bill Marklein
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Mangrove/Aralia
Track: Personal and Leadership Development
Level: All Levels
Competency: Communication

Emotional Intelligence (EQ) is the ability to effectively manage our own emotions and the emotions around us and it is quickly becoming the #1 competency for workplace/community leadership in the 21st Century. The digital transformation is driving opportunity in the world for leaders to create the human-connection experience, and most importantly, a legacy. All of humanity craves a social fabric that values and is committed to Emotional Intelligence. With the rapid acceleration of technology, digital media, distractions, change and stress - Emotional Intelligence is even more crucial for building healthy, trusting relationships both personally and professionally. Real human-connection is the future for our own happiness and well-being and those we lead. Bill Marklein inspires, entertains, challenges thinking and will get you excited about using your unique human-only skills of awareness, adaptability and empathy for your continued success in this ever-changing HR world.

Takeaways include:

- Create awareness of the high demand for Emotionally Intelligent leadership in the workplace and human-only communication skills (Awareness, Adaptability & Empathy. Apply Emotional Intelligence to self-leadership. Self-Awareness featuring Mindfulness & Adaptability
- Defining work life culture options and best fit for your organization. Connecting humanity emotionally to purpose and meaning.
- Apply Emotional Intelligence to organizational leadership and culture. Social Awareness featuring Empathy and Empathy 2.0.

Bill Marklein has presented nationally coast-to-coast from San Diego to Savannah on Emotional Intelligence and human connection. In Savannah, Marklein was a featured speaker on Emotional Intelligence at the American Chamber of Commerce Executives National Convention. Marklein has inspired young professionals to HR leaders to the C-Suite across all industries.

HR's Role in the Employee Career Journey

Taura Prosek, ACC
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Marula/Aloeswood
Track: Personal and Leadership Development
Level: All Levels
Competency: Human Resource Expertise, Leadership and Navigation

Every career journey is unique. It's based on individual interests, needs, wants, strengths, competencies, abilities, opportunities, and maybe even being in the right place at the right time. What is HR's role in this journey? With surveys showing that 85% of employees are not engaged, a corporation's career strategy has the ability to make a difference. A career strategy model will be introduced involving critical success factors for both the employee and the organization to help optimize retention, engagement, and productivity.

Takeaways include:

- Learn a core model employees can use to take ownership of their individualized career journeys.
- Understand critical success factors from the employee, HR, and organization perspective related to supporting employee's career management needs.
- Discuss best practices to organizational infrastructure relating to supporting employee needs ensuring they have the knowledge, tools, and resources to best manage their careers.

Taura Prosek is an experienced coach and consultant with Stewart Leadership and brings to her clients over 20 years of experience in the areas of talent management, coaching, training, and business development. Prior to joining Stewart Leadership, she worked for diverse organizations such as GE Healthcare, Cielo Talent, and the University of Wisconsin-Madison. Taura specializes in coaching, 360-degree assessments, training, career transitions, communication, executive presence, and building high performing teams. She has an MBA from Kellogg, BBA from the University of Wisconsin-Madison, and is an Associate Certified Coach (ACC) through the International Coach Federation.

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Coaching for Better Performance

John Thalheimer
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Tambodi
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

Research from Gallup and others showed that 81% of managers are not effective at developing their employees. However, when coaching is used by employers, employees achieved 39% better results and organization increase their bottom line results by 13%.

Business Coaching is the art and science of guiding an individual to better performance at work. In today s business world, managers are being tasked with coaching employee's so the organization can have better business results. In this interactive presentation, we will discuss the importance of coaching in the work environment, the difference between coaching and managing, the coaching process from a manager s perspective and how HR can help managers be successful.

Takeaways include:

- Learn the Importance of Coaching in the Work Environment.
- Learn the fundamentals of coaching.
- Understanding the difference between managing and coaching.

John Thalheimer, is a master coach and teaches individuals and organization how to achieve better business results through coaching. He is dual certified in coaching and holds a Master's in Organizational Leadership. He is currently working on his book the Manager's Field Guide to Coaching.

Current and Future State of Executive Compensation

Summer Rector
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Cypress
Track: Total Rewards
Level: Executive Level
Competency: Business Acumen, Human Resource Expertise

Executive compensation can be a universe that HR plays a big role or is completely excluded. As regulations continue to shift, and prevalence of certain practices wain, is your organization staying current? Can you attract, motivate, and retain the executive leadership you need for the next sprint of your organization? You will participate in discussion about where the environment is headed, related to executive compensation, and how your organization can adopt select practices to appropriately compensation your leadership team.

Takeaways include:

- Learn about the factors to consider and questions to ask in setting your executive compensation strategy.
- Discuss the future of executive rewards and how to prepare for changes in regulations and practices.
- Assess risks in your own executive compensation program and tactics to mitigate those risks.

Summer is the Managing Director of QTI Consulting, specializing in total rewards strategy, executive compensation, incentive plan design, and governance best practices. She has worked with clients across industries, geographies, ownership statuses, organization sizes, and stage in the organization life cycle.

Conducting Stay Interviews: Retaining Star Performers with an Engagement Conversation

Jeffrey Russell
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Banyan
Track: Talent Acquisition and Retention
Level: Mid-level
Competency: Human Resource Expertise

You conduct exit interviews when employees walk toward the exits and, although you can learn from these exiting employees, for them, it's too late. That's where stay interviews come in. With stay interviews you are taking steps to keep star performers, high potentials, and key employees from even thinking about working elsewhere. In this session, you'll learn how to design a stay interview process, identify who you should target, and identify the right questions to ask. You'll explore effective practices from research and your HR peers. Attend this session to retain talent while learning what enables and undermines employee engagement.

Takeaways include:

- Define what a stay interview is and why you need a stay interview process.
- Develop questions to include in your stay interviews and explore how to use insights from these interviews to help address individual employee issues and refine your company s engagement strategies.
- Identify who you should target for stay interviews and why.

Jeffrey Russell, of Russell Consulting, specializes in helping organizations respond to the challenges of continuous change. With a focus on leading change, strategic thinking/planning, employee engagement, leadership, and performance coaching, Jeff is a presenter at HR conferences, including WISHRM State Conferences, Minnesota and Florida SHRM Conferences, and Jamaica Employer's Federation.

Diversity, Civility and Inclusion in the Workplace

Shamayne Braman, Director of Diversity and Inclusion at HealthPartners
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Acacia
Track: Personal and Leadership Development
Level: All Levels
Competency: Business Acumen & HR Strategy, Communication, Relationship Management

You've heard of diversity and inclusion, but do they mean the same thing? And how does civility play into the mix? During this interactive session you'll learn the difference between diversity and inclusion and how choosing civility can get you to an inclusive culture that results in better retention, innovation and customer satisfaction.

Takeaways include:

- You'll leave with tips on how you can bring diversity, civility and inclusion to your workplace.

Shamayne Braman is the Director of Diversity and Inclusion at HealthPartners, an integrated, non-profit, consumer-governed health system serving more than 1.5 million members and more than 1.2 million patients. She is responsible for the organizational development and change management initiatives necessary to execute and sustain the organization's Diversity and Inclusion strategic priorities. Her work focuses on building relationships and breaking down barriers to create a culture where every colleague, patient, and member feels welcomed, included, and valued. Her past experience includes roles in Global Diversity and Inclusion at Thomson Reuters and as a Teach for America corps member. She has served on the board of Teach for America Collective: Twin Cities and she is currently the C3 Board Chair of OutFront Minnesota. A New Jersey native, Ms. Braman holds a bachelor's degree in English from Princeton University and master's degree in Education Policy and Management from Harvard University.

How Biases Shape and are Shaped by Culture

Amy Kesling and Tania Ibarra
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Crown Palm
Track: Personal and Leadership Development
Level: All Levels
Competency: Business Acumen, Ethical Practice, Relationship Management

Before we can start stepping up to make change happen in our workplace, we need to step inside. Understanding how we think and perceive the world is an important first step in creating sustainable change. This workshop offers an understanding of how biases shape our views of the people around us and how these biases can lead to discrimination. Participants will take time to reflect on their inner biases to learn how to move beyond guilt and toward positive intention and action.

Takeaways include:
- Participants will understand the basic characteristics of biases and how they are formed.
- Participants will practice recognizing, analyzing, and reframing their own biases.
- Participants will recognize how biases shape their day to day perception of people.

Amy graduated from UW-Madison with a B.A. in Sociology and Geography with a Certificate in Environmental Studies. Amy's commitment for environmental and social sustainability led her to Sustain Dane in 2010, working to improve social and environmental sustainability efforts within the business community. The Step Up: Equity Matters initiative is a collaborative effort between Sustain Dane, the Latino Professionals Association, and Madison area entrepreneurs to promote more diverse and inclusive workplaces.

Tania is a dynamic bilingual (English and Spanish) leader with expertise in Accounting and Financial Analysis, Assurance Services, Consulting Services, Business Processes Reviews, Lean Six Sigma Project Management, Organizational Development, and Strategic Planning. Through her career Tania has participated and played different roles in many diversity and inclusion initiatives at the various companies and organizations she has served. Particularly, Tania has played a key role in founding and developing the Latino Professional Association of Greater Madison. Step Up: Equity Matters is a collaboration between nonprofit and business leaders to promote equity and inclusion in the workplace through dialogue, learning, and practical tools. We start with the personal work required to make big, organizational changes.

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Career Transition 101

Laura Ingalls, CPI
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Bamboo
Track: Personal and Leadership Development
Level: Senior Level
Competency: Consultation

In today s hyper-caffeinated job market, it is easy to not be focused on the times when you will need to restructure, lay off or terminate employees. However, take it from a former HR leader, this is an opportunity to plan for and educate yourself about:
1) The importance of providing a soft landing for those employees you must terminate
2) Preserving your company s reputation in the marketplace and with your remaining employees
A lot has changed in the world of career transition over the past 10 years. This session will bring you up to speed.

Takeaways include:

- What are the typical components of a comprehensive career transition program?
- What are the typical errors companies make when working with a career transition provider?
- Face-to-face delivery? On-line delivery? Virtual delivery? Which is right for your company?

Laura is a highly experienced career coach, executive coach, facilitator, trainer and recruiter with over 20 years of experience in corporate human resources, coaching and recruiting. Laura provides talent management services that include coaching individuals through career transition, executive coaching, leadership development, and group facilitation.

After many years in the corporate world, Laura followed her passion and became a career coach. Her greatest reward is working with others in guiding them in finding their next great career. She has the innate ability to make immediate connections with the people she coaches. It's about building trust, understanding their expectations and being able to help them develop a strategy that works for them. Laura creates a framework of exploration and adventure. Often times she pushes people to go beyond their comfort zone and encourages to them to actively network. The journey is one where they learn some very valuable things about themselves and ultimately landing their dream job. When Laura coaches executives, she focuses on a customized approach beginning with their strengths and teaches them how to enhance these strengths incorporating leadership principles and emotional intelligence. Laura earned a B.A. in Professional Communications at Alverno College and she is a CPI Certified Master Career Consultant.

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Diversity Award Winner – Positioning Your Diversity Strategy for Organizational Impact

Andres Gonzalez
Friday, October 12, 2018
10:00 AM to 11:15 AM
Room: Acacia
Track: Personal and Leadership Development
Level: All Levels
Competency: Business Acumen, Global and Cultural Effectiveness, HR Strategy

Diversity and inclusion (D&I) is a critical strategic initiative that organizations are encouraged to adopt given the changes in U.S. demographics and its importance and impact to the communities/constituencies served. This presentation will explore and address key factors that are critical to achieve organizational impact. Froedtert & Medical College of Wisconsin will share its D&I journey, strategies, initiatives/programming, lessons learned and leading practices that are having an impact within the health care system.

Takeaways include:

- Share D&I strategies and approaches that are effective in driving exceptional employee and patient experiences.
- Discuss initiatives/programs, lessons learned and leading practices.
- Share metrics and/or balanced scorecard that quantifies and qualifies effectiveness of D&I initiatives/programs.

Andres Gonzalez has worked in the non-profit sector for over 20 years. He has been instrumental in creating culturally and linguistically competent programs. He serves as the Vice President, Chief Diversity Officer at Froedtert & Medical College of Wisconsin located in Milwaukee, WI. He provides direction to the Office of Diversity & Inclusion where he leads Diversity & Inclusion strategic initiatives that include: Community Engagement, Diversity Action Teams (DATs), Diversity & Cultural Competence Education, Emerging Markets Initiative, Health Equity, Inclusion Advocates, Language Services, Leadership Development, Supplier Diversity and Talent Acquisition.