

**CONFERENCE AT A GLANCE**  
**33rd Annual WI SHRM State Conference**  
**October 16-18, 2019**  
**Kalahari Resort, WI Dells, WI**

Updated as of: 9/13/19

<b>WEDNESDAY, OCTOBER 16</b>				
Time	Code	Location	Event	Recert hours
6:00 a.m. - 8:00 p.m.		Empress	Committee Lounge	
9:30 a.m. - 12:00 p.m.		Cypress	State Council Meeting	
12:00 p.m. - 1:30 p.m.		Cypress	District Directors Meeting	
12:00 p.m. - 7:30 p.m.		Ebony	Volunteer/Speaker Lounge ( <i>Beverages Sponsored by T.Rowe Price</i> )	
12:00 p.m. - 7:30 p.m.		Ebony	Volunteer Registration Open	
12:00 p.m. - 4:00 p.m.		Registration East (inside Africa East)	Exhibitor Registration	
12:00 p.m. - 7:30 p.m.		Registration East & West	Registration & Information Desk Open	
12:00 p.m. - 7:30 p.m.		Africa Ballroom Foyer	SHRMStore Bookstore ( <i>Sponsored by Ameritas</i> )	
<b>1:00 p.m. - 4:30 p.m.</b>			<b>Pre-Conference Sessions</b> ( <i>Sponsored by Ultimate Software</i> )	3.50
1:00 p.m. - 4:30 p.m.	PRE-1	A-B	Financial Literacy in the Workplace, Carpenter and Burcham	
1:00 p.m. - 4:30 p.m.	PRE-2	G-H	Inclusion from the CEO Perspective, Panel Discussion. Dr. Goode as Moderator; Cathy Jacobsen CEO Froedtert Health	
1:00 p.m. - 4:30 p.m.	PRE-3	C-F	The Annual Legal Overview: Keeping Up with the Times. Gregg, Mirus, and Goodman, All levels, Employment Law and Legislation	
2:30 p.m. - 4:30 p.m.		Africa Suite 10-20	Meet and Greet with WISHRM and Chapter Leaders	
4:00 p.m. - 7:30 p.m.		African Ballroom Foyer by Reg East	SHRM Foundation Booth/Silent Auction Open	
4:00 p.m. - 7:30 p.m.		Africa East	Exhibit Hall Open ( <i>Activity Sponsored by Benefitfocus</i> )	
4:00 p.m. - 7:30 p.m.		Africa East	Photo Opportunity ( <i>Sponsored by Spherion Staffing</i> ) Money Booth ( <i>Sponsored by Hausmann-Johnson Insurance, Inc.</i> ) Charging Stations ( <i>Sponsored by SEEK Careers/Staffing and University of Wisconsin-Madison</i> )	
4:00 p.m. - 7:30 p.m.		Africa Ballroom Foyer by Reg East	Massage Station ( <i>Sponsored by Corporate Spa</i> )	
4:00 p.m. - 7:30 p.m.		Africa Ballroom Foyer by Reg East	Photo Opportunity with Harley Davidson motorcycles - Foundation Fundraiser - Sponsored by Reel Harley-Davidson	
5:00 p.m. - 7:00 p.m.		Africa Ballroom Foyer/Africa East	Bike Night - Evening Hors d'oeuvres Reception for Attendees ( <i>Bars sponsored by Associated Benefits &amp; Risk Consulting, Hodges-Mace, Leading Edge Payroll &amp; HR Solutions</i> )	
<b>THURSDAY, OCTOBER 17</b>				
Time	Code	Location	Event	Recert hours
6:15 a.m. - 6:30 a.m.		South Hallway	Early Bird Refreshments - Water, Coffee, Soda only	
6:15 a.m. - 5:00 p.m.		Registration East & West	Registration & Information Desk Open	
6:15 a.m. - 5:00 p.m.		Ebony	Volunteer Registration Open	
6:15 a.m. - 5:00 p.m.		Ebony	Volunteer/Speaker Lounge ( <i>Beverages Sponsored by T. Rowe Price</i> )	
6:15 a.m. - 5:00 p.m.		Empress	Committee Lounge	
<b>6:30 a.m. - 7:30 a.m.</b>			<b>Early Bird Learning Sessions</b>	1.00
6:30 a.m. - 7:30 a.m.	EB1-1	Guava/Tamarind	Is your organization paying fairly? Madden	
6:30 a.m. - 7:30 a.m.	EB1-2	G	Collegiate Design: The New Driver for Corporate Design. Webb, Shwery	
6:30 a.m. - 7:30 a.m.	EB1-3	Portia/Wisteria	The Future Of Work: Making it Real for Your Organization. Collins Schmidt	
6:30 a.m. - 7:30 a.m.	EB1-4	F	Firing without Fear. Johnson	
7:15 a.m. - 7:45 a.m.		Africa West	All-Attendee Breakfast	
7:45 a.m. - 7:47 a.m.		Africa West	Welcome from Conference Co-Chairs	
7:47 a.m. - 7:52 a.m.		Africa West	Welcome from John Komosa, WISHRM State Director	
7:52 a.m. - 8:00 a.m.		Africa West	Welcome from SHRM National	
8:00 a.m. - 9:15 a.m.		Africa West	Keynote Presentation: Dr Rick Goodman "The Solutions Oriented Leader, How to Achieve World-Class Results"	1.25
8:00 a.m. - 2:30 p.m.		Africa Ballroom Foyer by Reg East	SHRM Foundation Booth/Silent Auction Open	
8:00 a.m. - 2:30 p.m.		Africa Ballroom Foyer by Reg East	Photo Opportunity with Harley Davidson motorcycles - Foundation Fundraiser ( <i>Sponsored by Reel Harley-Davidson</i> )	

8:00 a.m. - 3:30 p.m.		Registration East (inside Africa East)	Exhibitor Registration	
9:00 a.m. - 5:00 pm		Barranco Lounge	Relaxation Station - Workstation	
9:00 a.m. - 5:30 p.m.		Africa Ballroom Foyer	SHRMStore Bookstore (Sponsored by Ameritas)	
9:15 a.m. - 10:15 a.m.		Africa East	Morning Break (Beverages Sponsored by Manpower) - Exhibit Hall	
9:15 a.m. - 9:45 a.m.		Africa Ballroom Foyer	Book Signing: Dr. Richard Goodman	
9:15 a.m. - 3:30 p.m.		Africa Ballroom Foyer by Reg East	Massage Station (Sponsored by Corporate Spa)	
9:15 a.m. - 3:30 p.m.		Africa East	Exhibit Hall Open (Activity Sponsored by Delta Dental of WI)	
9:15 a.m. - 3:30 p.m.		Exhibit Hall Africa East	Photo Opportunity (Sponsored by Spherion Staffing) Money Booth (Sponsored by Hausmann-Johnson Insurance, Inc.) Massage Station (Sponsored by Corporate Spa) Charging Stations (Sponsored by SEEK Careers/Staffing and University of Wisconsin-Madison)	
9:30 a.m - 5:15 p.m.		Suite 6	Student Lounge	
<b>10:15 a.m. - 11:30 a.m.</b>			<b>Learning Sessions #1</b>	1.25
10:15 a.m. - 11:30 a.m.	L1-1	Guava/Tamarind	Successfully launching your corporate volunteer program. Thibodeau, Selig, Strandberg	
10:15 a.m. - 11:30 a.m.	L1-2	G	Marijuana and drug testing update: What to do about weed at work. Dougherty	
10:15 a.m. - 11:30 a.m.	L1-3	Portia/Wisteria	Taking a New Perspective-Effective Communication with C-Suite. Piotrowski	
10:15 a.m. - 11:30 a.m.	L1-4	H	Mastering Delegation: Leveraging Your Staff's Talents for Great Results. Russell	
10:15 a.m. - 11:30 a.m.	L1-5	Suite 4-5	MEGA Session: Culture and Change – Leaders Sharing the Road to Success. Facilitated by Schuelke with panel members Becker, Hershman, Schneider and Namur. All levels; Personal and Leadership Development (Sponsored by Concordia University Wisconsin)	
10:15 a.m. - 11:30 a.m.	L1-6	A	Mobility/Recruiting Talent Panel Discussion. Nahriak-Hansen, Thomson and Johnson	
10:15 a.m. - 11:30 a.m.	L1-7	B	How to Guard Employee Data in a World of TMI. Fowles and Pintar	
10:15 a.m. - 11:30 a.m.	L1-8	C	Diamonds in the Rough: Internal promotion opportunities you are likely missing. Feinauer	
10:15 a.m. - 11:30 a.m.	L1-9	D	What are Participants Saving For? Visualize Retirement. Barden. All levels; Business Acumen	
10:15 a.m. - 11:30 a.m.	L1-10	E	The Good, the Bad, and the Ugly: Recent Developments on Independent Contractors. Gotzler	
10:15 a.m. - 11:30 a.m.	L1-11	F	More is More: Trailblazing Benefit Trends for 2020 and Beyond. Burns, Williams and Evens	
11:30 a.m. to 11:45 a.m.		Africa Ballroom Foyer	Book signing	
11:00 a.m. - 11:30 a.m.		East Corridor	Exhibitor Lunch	
11:30 a.m. - 12:45 p.m.		Africa Ballroom Foyer	Attendee Lunch (Sponsored by Ultimate Software)	
11:30 a.m. - 12:45 p.m.		Africa West	Overflow seating for lunch	
<b>12:45 p.m. - 2:00 p.m.</b>			<b>Learning Sessions #2</b>	1.25
12:45 p.m. - 2:00 p.m.	L2-1	Guava/Tamarind	Navigating the Normal. Dunning	
12:45 p.m. - 2:00 p.m.	L2-2	G	5 Steps to Your Best Open Enrollment Ever. Running and Guinn	
12:45 p.m. - 2:00 p.m.	L2-3	Portia/Wisteria	The Culture Choice: Building a Culture By Design. Nischwitz	
12:45 p.m. - 2:00 p.m.	L2-4	H	Strategic Recruiting in a High Demand Market. You Still Don't Get It. Morgan	
12:45 p.m. - 2:00 p.m.	L2-5	Suite 4-5	MEGA Session: HR's Strategic Role in Accelerating Business Transformation. Moore	
12:45 p.m. - 2:00 p.m.	L2-6	A	Vinegar, Honey, and Change: Communication Imperatives for Leading Change. Schuelke	
12:45 p.m. - 2:00 p.m.	L2-7	B	Making Big Data Practical for the Small-to-Mid-Sized Organization. Ritter	
12:45 p.m. - 2:00 p.m.	L2-8	C	Privacy Concerns in Today's Technology Based Workplace. Tripoli and Arnold	
12:45 p.m. - 2:00 p.m.	L2-9	D	The Biggest Disasters Are Rooted In The Best of Intentions; Diversity Initiatives In The Workplace. Kelly	
12:45 p.m. - 2:00 p.m.	L2-10	E	Employees Mental Health and What Leaders Should Know. Baue	
12:45 p.m. - 2:00 p.m.	L2-11	F	Top 10 Ways to Avoid HSA Headaches When Implementing HSAs. Sieger	
1:00 p.m. - 9:00 p.m.		Africa 90	Band - Greenroom	
2:00 p.m. - 2:30 p.m.		Africa East	Afternoon Break - Exhibit Hall (sponsored by Health Payment Systems)	
<b>2:30 p.m. - 3:45 p.m.</b>			<b>Learning Sessions #3</b>	1.25
2:30 p.m. - 3:45 p.m.	L3-1	Guava/Tamarind	Top 10 Value Drivers for Employee Ownership as a Business Succession Solution. Strebe	

2:30 p.m. - 3:45 p.m.	L3-2	G	HR Trends in the Current Economy: 2020 Outlook. Tara Conger, SHRM-SCP, PHR and Summer Rector, SHRM-SCP. All levels; Business Acumen and HR Strategy	
2:30 p.m. - 3:45 p.m.	L3-3	Portia/Wisteria	Sex, Drugs & Rock n Roll--Welcome to the New Work Scene. Hyatt	
2:30 p.m. - 3:45 p.m.	L3-4	H	D&I But Why? Creating a Diversity Strategy . Dodd	
2:30 p.m. - 3:45 p.m.	L3-5	Suite 4-5	MEGA Session: The One Choice Rule: Transform Your Life and Work by Changing Your Mindset and Behavior, Butz.	
2:30 p.m. - 3:45 p.m.	L3-6	A	Coaching as a Management Style: Be More Effective with Less Effort. Luoma	
2:30 p.m. - 3:45 p.m.	L3-7	B	Planting Seeds of Change. Hershman and Sabo	
2:30 p.m. - 3:45 p.m.	L3-8	C	The New Emotional Intelligence for Leaders: Head Heart Gut Integration. Zauner-Warner	
2:30 p.m. - 3:45 p.m.	L3-9	D	People Analytics: Adding Some Crunch to Your Soft Skills. Utech and Ritter	
2:30 p.m. - 3:45 p.m.	L3-10	E	Managing State and Local Affirmative Action Requirements. Makreff	
2:30 p.m. - 3:45 p.m.	L3-11	F	Different Generations, Different Needs: Finding the Right Employee Benefits Strategy. Herbst-Flagstad	
3:45 p.m. - 4:00 p.m.		Africa Ballroom Foyer by Reg East	SHRM Foundation Booth- pick up and pay for won items	
3:45 p.m - 4:15 p.m		Africa Ballroom Foyer	Book Signing: Butz	
<b>4:00 p.m. - 5:15 p.m.</b>			<b>Learning Sessions #4</b>	1.25
4:00 p.m. - 5:15 p.m.	L4-1	Guava/Tamarind	HR TALKS. Grief and Leadership; Seizing Opportunity in the Digital Age, Life Hacks for Stress, Building Culture Competence with Higher EI. Tuma, Laurent, Lanling, Warner	
4:00 p.m. - 5:15 p.m.	L4-2	G	Strategic Workforce Planning. Herrmann	
4:00 p.m. - 5:15 p.m.	L4-3	Portia/Wisteria	Care from Inside the Trenches: Establishing Peer Support Services. McCafferty and Kratz	
4:00 p.m. - 5:15 p.m.	L4-4	H	Technology is Driving an Unstoppable Shift to On-Demand Pay. Wilfong	
4:00 p.m. - 5:15 p.m.	L4-5	Suite 4-5	MEGA Session: Maintaining Wisconsin's Workforce Leadership: Tips and tools to build a sustainable talent pipeline. Deschane, Loden and Bañuelos	
4:00 p.m. - 5:15 p.m.	L4-6	A	Strengths First Leadership Experience. Gostchock	
4:00 p.m. - 5:15 p.m.	L4-7	B	Employee Benefits Strategies: What is in your Open Enrollment Tool Kit? Sieger	
4:00 p.m. - 5:15 p.m.	L4-8	C	The New Competitive Advantage: Creating the Employee Experience. Stewart	
4:00 p.m. - 5:15 p.m.	L4-9	D	Fearless Coaching Conversations: Replacing the Review with Frequent Coaching Conversations. Russell	
4:00 p.m. - 5:15 p.m.	L4-10	E	Navigating Musculoskeletal Healthcare: Improving Outcomes While Reducing Costs. Smith-Hulbert	
4:00 p.m. - 5:15 p.m.	L4-11	F	Addressing The "Gender Pay Gap" in Total Rewards Strategies. Maciekowich	
4:00 p.m. - 5:15 p.m.			Meeting - State Conference Liaison - 2020 Conference Planning Committee	
5:15 p.m - 5:45 p.m		Africa Ballroom Foyer	Book Signing: Daniel Stewart	
5:30 p.m. - 6:15 p.m.		Africa West	Attendee Appreciation Dinner ( <i>Bar Sponsors Ogletree, Deakins and Willis Towers Watson</i> )	
6:15 p.m. - 6:20 p.m.		Africa West	Certification Recognition	
6:20 p.m. - 9:00 p.m.		Maji Lounge	Evening Entertainment - ( <i>Casino Games sponsored by ADP</i> )	
6:20 p.m. - 9:00 p.m.		Africa West	Evening Entertainment - ( <i>Stetsin &amp; Lace sponsored by Health Tradition</i> )	
7:00 p.m. - 7:10 p.m.		Africa West	Grand Prize Drawing ( <i>Sponsored by Cottingham &amp; Butler</i> )	
<b>FRIDAY, OCTOBER 18</b>				
<b>Time</b>		<b>Location</b>	<b>Event</b>	
6:15 a.m. - 6:30 a.m.		South Hallway	Early Bird Refreshments (Water, Coffee, Soda only)	
6:15 a.m. - 1:15 p.m.		Registration West	Registration & Information Desk Open	
6:15 a.m. - 1:15 p.m.		Ebony	Volunteer Registration Open	
6:15 a.m. - 1:15 p.m.		Ebony	Volunteer/Speaker Lounge ( <i>Beverages Sponsored by T.Rowe Price</i> )	
6:15 a.m. - 1:15 p.m.		Maji Lounge	Charging Stations ( <i>Sponsored by SEEK Careers</i> )	
6:15 a.m. - 1:15 p.m.		South Hallway	Charging Stations ( <i>Sponsored by University of Wisconsin-Madison</i> )	
<b>6:30 a.m. - 7:30 a.m.</b>			<b>Early Bird Learning Sessions</b>	1.00
<del>6:30 a.m. - 7:30 a.m.</del>	EB2-4	Guava/Tamarind	UNUSED	
6:30 a.m. - 7:30 a.m.	EB2-2	F	Management Training to Improve Your FMLA Compliance. Clabault	
6:30 a.m. - 7:30 a.m.	EB2-3	G-H	Toxic Employees Are Ruining Our Respectful Workplaces: How to Investigate and Eradicate Bullying Behavior. Bergersen	

6:30 a.m. - 7:30 a.m.	EB2-4	E	Effective Financial Management of Worker's Compensation Costs. Templin and Frey	
7:00 a.m. - 1:30 p.m.		Empress	Committee Lounge	
7:00 a.m. - 2:00 p.m.		Africa Ballroom Foyer	SHRMStore Bookstore (Sponsored by Ameritas)	
8:30 a.m. - 1:00 p.m.		Barranco Lounge	Relaxation Station - Workstation	
7:30 a.m. - 8:30 a.m.		Africa West	Attendee Breakfast (Sponsored by Anthem Blue Cross and Blue Shield)	
8:15 a.m. - 8:30 a.m.		Africa West	Anthem Blue Cross and Blue Shield - Premier Sponsor Welcome	
8:30 a.m. - 9:45 a.m.		Africa West	Keynote Presentation: Dr. Shirley Davis "Inclusion 2030: Global Workforce Trends that are Redefining the Workplace, the Workers and the Work"	1.25
9:45 a.m. - 10:00 a.m.		Africa Ballroom Foyer	Book Signing: Dr. Shirley Davis	
9:45 a.m. - 10:00 a.m.		South Hallway	Morning Beverage Break	
<b>10:00 a.m. - 11:15 a.m.</b>			<b>Learning Sessions #5</b>	1.25
10:00 a.m. - 11:15 a.m.	L5-1	Guava/Tamarind	Diversity Advocate Award Winner: Planting the Seeds of Inclusion. Yates and Cefalu, TDS Telecom	
10:00 a.m. - 11:15 a.m.	L5-2	G	Active Shooter Preparedness / Leading Through Crisis. Holmes and Martin	
10:00 a.m. - 11:15 a.m.	L5-3	Portia/Wisteria	The Future of Work: Preparing for the Tsunami. Kaupla	
10:00 a.m. - 11:15 a.m.	L5-4	H	Bridging the Distance: Strategies to Improve Global Virtual Team Performance. Johnsen	
10:00 a.m. - 11:15 a.m.	L5-5	A	The Art of Listening to the Voice of the Employee. Takagi	
10:00 a.m. - 11:15 a.m.	L5-6	B	Robots Won't Take Your Job, But They Will Change it. Sweeney	
10:00 a.m. - 11:15 a.m.	L5-7	C	Corporate Culture: Incorporating Talent Attraction & Retention from the Inside Out. Kuckkahn	
10:00 a.m. - 11:15 a.m.	L5-8	D	Partial Self-Funding, Level Funding and Reference Based Pricing; are they right for your firm? Dean M. Hoffman	
10:00 a.m. - 11:15 a.m.	L5-9	E	Interviewing For Success: Keeping it Legal and Informative. Rueb	
10:00 a.m. - 11:15 a.m.	L5-10	F	Straighten the Winding Road of Sales Compensation. Shefchik	
11:30 a.m. - 12:13 p.m.		Africa West	Lunch	
12:13 p.m. - 12:15 p.m.		Africa West	Keynote Introduction by Anthem Blue Cross and Blue Shield	
12:15 p.m. - 1:30 p.m.		Africa West	Keynote Presentation: Will Bowen "Complaint Free Business" (Sponsored by Anthem Blue Cross and Blue Shield)	1.25
1:30 p.m. - 2:00 p.m.		Africa Ballroom Foyer	Book Signing: Bowen	

15.50