Documentation and Discipline
Karen Bender
Wednesday, October 13, 2021
1:00-4:30 pm
Location: A and B
Track: Personal and Leadership Development
Level: Early Career
Competency: HR Expertise

Your company culture is partially shaped by the behaviors you do and do not tolerate. Is this aspect of your culture as robust as you want it to be? Current low unemployment rates can make the decision to discipline or terminate an employee even harder. How will you replace them? Correcting and changing poor employee behavior is not easy – it takes professional courage and knowledge of good processes to make it legally defensible. Documentation of the process is a crucial factor in your success of being perceived as fair, having taken the right actions, and defending yourself. This session focuses on steps of a progressive disciplinary approach: 1. When should an employee be written up? 2. What steps are appropriate? What steps are available besides just a written reprimand and termination? What should the documentation include? 3. What should be said and done at each step? All steps will be discussed, with special emphasis on handling a termination. This session will help you be more confident and effective in working through the steps of this area of your responsibility. Information will be provided regarding writing an effective Progressive Discipline policy.

Learning Objective 1: WHEN SHOULD AN EMPLOYEE BE WRITTEN UP? The purpose of discipline is to change behavior. Determining when an employee's behavior needs to be redirected, when he/she should be written up and which is the appropriate step to apply will vary from business to business. However, there are some guidelines on when it is required to protect the company. When does the law require documentation of your attempts to change behavior? Does your company know what it wants? If not, some hard conversations will need to occur at upper levels in order to ensure support. What if you need to change your past position? Perhaps you have been lenient in areas such as harassment, but now need to take a firm stance. How do you proceed? What does your policy require? What has past practice been? Determining which step is appropriate can often be subjective, if an organization does not have clearly written rules. So, how do you decide?

Learning Objective 2: WHAT STEPS ARE APPROPRIATE? WHAT STEPS ARE AVAILABLE BESIDES WRITTEN REPRIMANDS AND TERMINATION? WHAT SHOULD THE DOCUMENTATION INCLUDE? Effective, defendable documentation is crucial for a number of reasons. What should be in every write-up in order to attempt to change the behavior and ensure the employee understands? We will discuss a standard four step process of first written, second written, suspension or third written, and finally termination. Other options discussed include: Notes to File, repeating steps, skipping steps, demotions, red circling, severance, etc. Whatever process is chosen, the documentation must be factual and free of opinions. It must include who, what, when and where something occurred, but not why - unless we have asked the employee. We will discuss why statements such as "bad attitude", "lazy", etc., must be avoided. What are the employee's legal rights in terms of refusing to sign? How should an employer respond to a refusal to sign?

Learning Objective 3: WHAT SHOULD BE SAID AND DONE AT EACH STEP? ALL STEPS WILL BE DISCUSSED, WITH SPECIAL EMPHASIS ON TERMINATION. What should be said and done at each step? Who should be present? What work needs to be done in advance of the meeting between the employer and the employee? How do you best prepare? Termination discussions are difficult. We will discuss some best practice ideas on all aspects of the termination - including security, minimizing risk, handling the final pay check, etc.

Karen has over 35 years of professional HR experience, mostly in manufacturing and insurance, both union and non-union. She has been presenting for the UW-Madison and a variety of clients for several years.

Use Your Influence for Good!
Michelle Yanahan
Wednesday, October 13, 2021
1:00-4:30 pm
Location: G and H
Track: Personal and Leadership Development
Level:Mid-level
Competency: Leadership and Navigation

According to Ken Blanchard, the key to successful leadership today is influence, not authority. An influencer is someone within our organization who has the authority or trust of, a certain group of people. This authority or trust is both helpful and necessary when we are trying to execute successful change and change human behavior. The challenge we are faced with as change professionals is how can we identify, build and support our organizational influencers to make them a vital part of our change plan. In this engaging, hands-on session participants learn powerful actions and strategies for identifying influencers and raising their skills to change behavior. Participants walk away with practical tools and knowledge to help coach and build change influencers and improve change sustainment and project outcomes!

Learning Objective 1: Identify common organizational influencer types

Learning Objective 2: Define an influencer model for leading change

Learning Objective 3: Demonstrate critical behaviors that support the influencer model for leading change

Michelle Yanahan, Principal and Owner of ChangeFit 360, is a passionate organizational change management strategist with 18 years' experience in leadership roles executing programs that grow change management as a strategic business competency. Michelle holds a Masters in Organizational Behavior as well as CCMP and Prosci ADKAR change certifications.

The Annual Legal Overview: Keeping Up with the Times and Staying Ahead for the Future
Bob Gregg, JD; Jennifer Mirus, JD; and Brian Goodman, JD, Boardman & Clark LLP
Wednesday, October 13, 2021
1:00-4:30 pm
Location: Africa West, Africa 10-40
Track: Employment Law and Legislation
Level: All levels
Competency: Human 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 addresses key developments of the past year and “red flags” issues for the future.
• 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
• The most unusual cases of the year

Seeing Through the “Purple Haze” of Marijuana, CDB, Other Drugs, and Employment Laws

Marijuana and CBD products are increasingly becoming legal under state laws. However, these laws vary widely. Some permit only limited medical use of the products, while others have legalized recreational use. State law also varies regarding the legal protections provided to employees that use CBD and marijuana products. Even the federal government has loosened its restrictions on CBD products derived from hemp. However, CBD products that are “supplements” are not subject to FDA testing; do employees really know what are in those gummy bears?

Understanding the criminalization (or decriminalization) of these products is only the first step in seeing through the haze. How can multi-state employers draft an effective drug policy? How do employers near a state border navigate employees that live in another state with very different laws regarding these products? Several state and federal laws come into play that only make the haze murkier:
• Laws protecting employees from discrimination based on use of lawful products
• Americans with Disabilities Act and state disability laws
• State and federal FMLA
• Drug testing laws
• Drug-Free Workplace Act

- Federal Department of Transportation testing rules
- And more!

This presentation is designed to help HR professionals understand these products, their legality, and how to avoid legal employment traps. While the legal haze is unlikely to clear completely any time soon, HR professionals can strive to successfully navigate their way through the haze created by this legal complexity.

Breaking the Code of Privacy

Privacy in the workplace is a complex, wide reaching and often misunderstood issue. Technology and remote work have resulted in even blurrier lines between our private lives and our work lives. How much can you look at employees' off the clock activities? There are new privacy laws with greater liability.

This presentation will provide an overview of laws that address employee privacy and will provide practical guidance on best practices to foster efficient operations while steering clear of legal violations.

Bob Gregg, a partner and Chair of the Labor & 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 EEOC discrimination claims, wage and hour suits, FMLA, NLRA, equal pay, contract, and unemployment compensation cases. Bob is nationally recognized for his work on harassment, bullying and respectful workplace issues. He has designed the employment handbooks and effective workplace policies and procedures for numerous private and public employers.

Bob has conducted over 3,000 supervisory training programs throughout the United States. He is a member of the National Speakers Association, SHRM, a national faculty member of the American Association for Affirmative Action Certification Institute, and serves on the Board of Directors of the Department of Defense Equal Opportunity Management Institute Foundation.

Jennifer S. Mirus is a partner in 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 a 1993 honors graduate of the University of Wisconsin Law School. She is a sought out speaker for human resources groups, she teaches employment law courses at the University of Wisconsin-Madison Small Business Development Center, and is an alumna of Leadership Greater Madison.

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.

Developing Managers to Lead
Kristin Derwinski
Thursday, October 14, 2021
6:15-7:15 am
Location: 1 and 2
Track: Personal and Leadership Development
Level: All levels
Competency: Leadership and Navigation

Providing new and existing managers with basic people management skills has been a critical focus for most organizations for many years. The way we develop managers continues to evolve as new learning technology and tools are available and managers want to use these new tools. Join us for a discussion around a leadership model, development solutions and sustaining activities led by two organizations. We will share key lessons learned and facilitate a discussion around learning solutions for new managers, mid-level managers and high potentials who will be in that role.

Learning Objective 1: Introduce a technology solution for building people management skills in the moment.

Learning Objective 2: Share two business case examples of companies using the solution and lessons learned.

Learning Objective 3:
Explore unique approaches to include leadership in a manager's development experience.

Kristin has an extensive background in talent and organizational development. She has served in various internal domestic and international HR Leadership roles and has extensive experience working in varying capacities across an HR function including: Change Management, Executive Leadership Development, Organizational Development and Succession Management. She has spent her career working with leaders to build high performing and development cultures.

How to Make Culture Personal
Tanya Hanson & Aubree Martin
Thursday, October 14, 2021
6:15 - 7:15 am
Location: 3 and 4
Track: Business Acumen & HR Strategy
Level: Mid-level
Competency: Relationship Management

It's easy to define what culture is not. It's not the pool table or the beer fridge. It's not the swag or the cool office collaboration spaces. Culture is the behaviors that your employees exhibit. Culture is curated from shared experiences and values. Culture can drive and define the success of a business. Join in the conversation about how culture is built. We will talk about how making culture accessible, about how curating it to a personal level is not only the most effective way to develop a culture but also how it can be done on a shoestring budget.

Learning Objective 1: Daily activities that you can implement with your managers to create a culture filled with gratitude.

Learning Objective 2: Culture belongs to the people. Activities to get to the root source of what is personal to your employees.

Learning Objective 3: Simple actions/activities your senior leadership can do without a large budget to provide the space for culture to curate.

Tanya Hanson is an experienced Human Resources professional with a demonstrated history of working across industries in both the private and public sector as a strategic business partner. She is passionate about employee engagement, the employee life cycle (recruitment to alumni), compensation, building strong relationships & developing great leaders. She cares about people, strive for collaboration & teamwork and embrace the dynamic journey of an innovative organization.

Aubree Martin, VP of Human Resources and Administration at Paradigm, an international software company revolutionizing the building product industry has extensive experience serving as a strategic business partner providing insight and planning in regard to business operations and human capital. Adept at forming and leading HR organizations that span all facets of HR functions from talent acquisition, performance management, employee relations and total rewards, both domestically and internationally within the engineering and technology industries.

Data Doesn’t Lie: Employer Case Study
Jillian Gorres
Thursday, October 14, 2021
6:15 – 7:15 am
Location 5 and 6
Track: Total Rewards
Level: Senior-level
Competency: Consultation

Join Jill Gorres, REBC, RHU, SHRM-SCP, Benefits Consultant at JA Counter, Alera Group to discover how employers are changing their healthcare purchasing process. We'll explore how employers are using data to make educated decisions surrounding their total rewards strategy. Attendees will learn how understanding cost and quality data can impact health care purchasing. Cost containment opportunities exist by owning, understanding and accessing data. Ultimately leading to improved employee wellbeing, enhanced recruiting and retention. The session will conclude with active and ongoing case studies sharing information of Wisconsin employers that are actively impacting their organizations healthcare spend and improving their overall total rewards programs.

Learning Objective 1: Understand national and Wisconsin based hospital price information and how data is accessible via the 3.0 RAND study

Learning Objective 2: Learn why quality data in healthcare is important and how to access it

Learning Objective 3: Identify opportunities to understand, use and make educated decisions with data related to healthcare purchasing and spend

Jill Gorres joined JA Counter, Alera Group in February 2008. She is licensed in Life, Health and Property and Casualty insurance in WI and MN. Jill brings expertise in areas of benefits consulting, regulatory compliance, benefits administration and insurance product design. She works to help business owners, human resources professionals and CFO’s find solutions with valued plan designs and budget restrictions.

Build Immunity to Negativity
Tina Hallis
Thursday, October 14, 2021
10:15 – 11:30 am
Location: 1 and 2
Track: Personal and Leadership Development
Level: All levels
Competency: Relationship Management

Human Resources is expected to have all the answers so sometimes it can also feel like you're the complaint department. How can you stay calm, upbeat, and motivated despite other people's complaining, grumpiness, rudeness, or pessimism? This program is all about helping you (and your people) be your best. Even though it can be difficult to change colleagues, staff, or even your boss, you can reduce your stress and frustration by changing how you respond. Staying positive and calm is easier when you learn how to build your immunity. This dynamic program uses Tina's five-step "Immunity to Negativity Formula™" to show you how to use simple tools to stay in control and choose the best response for each situation. This is a key skill we can build to optimize our team interactions, colleague dynamics, and overall relationships. Imagine how this approach could reduce complaints, increase collaboration, and actually elevate your organization's culture.

Learning Objective 1: Discover easy and fun ways you can prepare your mindset and practice staying calm ahead of time to make it easier to choose the best response during your "challenging" interaction.

Learning Objective 2: Explore how you can pause and notice your emotions and thoughts in the moment so you can avoid reacting and feeling stressed.

Learning Objective 3: Identify options so you can choose the best response for yourself, the other person, and your organization based on the situation.

Tina Hallis, Ph.D. is certified in Positive Psychology through the WholeBeing Institute, an Authorized Partner for Everything DiSC®, and a Professional Member of the National Speakers Association. She is the author of Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success. Tina worked for 20+ years as a scientist in Biotechnology before discovering a new science called Positive Psychology in 2011. Seeing the powerful impact this information has on improving people and organizations, she decided to create her own company, The Positive Edge. Her focus is to work with organizations so they can benefit from more positive people, positive interactions, and positive workplaces.

ICHRA New to Health Insurance
Raymond Seaver
Thursday, October 14, 2021
10:15 – 11:30 am
Location: 7 and 8
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Business Acumen

Beginning January 1, 2020, employers of all sizes have a new health insurance option: the "Individual Coverage HRA" (ICHRA). With an ICHRA, employees have the freedom to choose the plan that works for them instead of a plan that their employer selects for them. It is an alternative to choosing one expensive policy for all employees. The employers can now offer their employees a monthly allowance of tax-free money. Employees then buy the health care products and services they want to fit their needs, and the employer reimburses them up to their allowance amount. This model gives employers complete control over their costs by choosing allowance amounts that fit within their budget offering the best options for their employees. The following questions will be answered and more. - What exactly is an ICHRA? - How does an ICHRA work? - Is an ICHRA right for my organization? - How does an ICHRA benefit employees? - The choices seem daunting for employees so how can they be assisted with this decision? - How would you set up an ICHRA? - How do you manage an ICHRA

Learning Objective 1: What is the value of the ICHRA for an organization's employees. It's possible the employees may not immediately understand the ICHRA. If you're making a shift from group health insurance to an ICHRA. The employee needs to understand they will be able to choose from a number of different plans, and the final decision with guidance will be up to them, not their employer. With choosing their own plan, they can pick the one that includes their doctors and prescriptions instead of hoping a group policy will cover them. The employees' allowance is completely tax-free, so the amount they are offered is the amount they can spend. Allowances will not be reported as income, so it will not have any effect on their tax bracket. Employees will appreciate the opportunity to find the best plan to fit their needs.

Learning Objective 2: What is the value of the ICHRA for employers. For many organizations group health insurance costs have become unsustainable. The ICHRA offers financial predictability in the complicated costs of health insurance. When considering the costs and meeting employee needs the employer can put in place an age contribution model so that it is equitable for all employees. ICHRA offers a customized solution for health insurance that will help attract talent to an organization.

Learning Objective 3: How can you manage an ICHRA for an organization. While it's possible for an organization to self-administer an ICHRA, it is not recommended. Offering and administering an ICHRA would require employers to create legal plan documents, collect, process, and maintain employee reimbursement requests. There is also a need to monitor health care regulations for compliance issues. It is suggested that an organization work with a firm that offers service directly to them and for their employees. This level of service must also be integrated with technology. Technology will help employees with their decisions, help organizations with compliance and track finances.

Ray is a healthcare, employee benefits and technology entrepreneur with a proven track record of creating and taking startup and early stage companies to successful exit. He founded Plaines Health Networks, a PPO network and care management company acquired by American Medical Security (a UnitedHealthcare company) in 1996 and KeyLink Group, an alternative medicine benefits management company acquired in 1999 post-merger with National Employee Benefits, Inc. by American WholeHealth. In 2000, he became an early stage investor in bswift and served as a board member and E.V.P. of Sales and Service helping to build a nationally recognized leader of cloud-based employee benefits administration and health exchange technology. bswift was acquired by Aetna, in 2014. Ray is currently the Founder/CEO of zizzl a benefits and payroll company. He lives in Hartland, WI. with his family, he enjoys Packer football, fishing in SW Florida, and gatherings at their ranch.

Benefits: Measure What Matters
Taylor Orton
Thursday, October 14, 2021
10:15 – 11:30 am
Location: 5 and 6
Track: Total Rewards
Level: All levels
Competency: Business Acumen

In this session, we will be educating participants on the 7 key metrics necessary to properly measure their healthcare benefit plan's overall value & financial efficiency. Participants will walk away understanding flaws in the current system, what metrics they should measure, how to calculate their metrics, proper benchmarking sources for comparison, and real world ways to impact their metrics over time.

Learning Objective 1: Understanding Why Metrics of Today Are Wrong - Participants will learn why standard industry metrics and benchmarks for healthcare benefits are flawed in design and often are leading to incorrect interpretations of the truth. Participants will walk away with a new awareness to the issues that plague standard health plan benchmarking, and the concise list of 7 metrics that truly measure the value and efficiency of a health plan.

Learning Objective 2: Calculating Your Own 7 Health Plan Metrics - Participants will be taught the arithmetic behind each of the metrics, allowing them to immediately go back to their workplace and begin their own calculations. In addition, we will share credible benchmark sources for each of the metrics, allowing people to compare their metrics to relative normative data.

Learning Objective 3: Managing Your Metrics Over Time - Participants will walk away not only knowing what metrics to measure and how to calculate them, but some real world strategies that positively impact them as well. This will allow participants to utilize the metrics not only for reporting the current state of their healthcare benefits, but develop a long-term strategic plan with their leadership teams that prioritize the metrics that show opportunity for improvement and measure changes over time.

Taylor is the Vice President of Employee Benefits at Cottingham & Butler, overseeing all Wisconsin Office operations for the firm and consulting employers nationwide on how to optimize their benefit programs. He brings with him a bachelor's degree in Computer Science, a decade of healthcare analytics experience, and a fresh perspective to the benefit's industry.

Future Ready HR
Jennifer McClure
Thursday, October 14, 2021
10:15 – 11:30 am
Location: A and B
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Business Acumen

To thrive in the business environment of the future, the competencies and capabilities of Human Resources leaders must evolve. The workforce and the workplace has dramatically changed, and to deliver maximum impact on results and effectively align talent with the organization's strategic plans, HR leaders must deeply understand the business, focus strategically, understand how to influence change, and play a key role in solving business problems. In this program, Jennifer will challenge conventional thinking about HR's role in organizations and explore progressive ways to evolve and disrupt traditional people practices, while building the relationships and influence necessary to gain approval and executive support. This interactive program delivers information, actionable insights and new ideas that HR leaders can leverage immediately to drive business results, and competitive advantage for their organizations.

Learning Objective 1: Understand the skills, competencies, and mindset that will define effective HR Leaders in the future of work.

Learning Objective 2: Discover how to embrace and lead change while developing high-trust, high-value relationships with business partners.

Learning Objective 3: Learn from real-life examples and lessons learned from leaders who have taken risks, and disrupted HR in their organizations.

Jennifer McClure is an entrepreneur, speaker, and high-performance coach who works with leaders to leverage their influence, increase their impact, and accelerate results. Frequently recognized as a global influencer and expert on the future of work, leadership and innovative people strategies, Jennifer has decades of in-the-trenches leadership and executive experience.

Difficult Conversations
Leslie Fiorenzo
Thursday, October 14, 2021
10:15 – 11:30 am
Location: G and H
Track: Personal and Leadership Development
Level: All levels
Competency: Human Resource Expertise

Conversations we avoid are often the ones we need to have. Are you struggling to discuss an important issue with a colleague, customer, direct report, or your supervisor? Then this session is for you. You will leave with a road map to use as you navigate the conversation you've been avoiding. HR people are often stuck in the middle of difficult conversations. This session is designed to give them 3 tools to take back to their workplace to use and share with other leaders. They will be able to create a structure that is easy to follow and implement, identify the words to get the conversation off to a positive start and how to create allies instead of enemies.

Learning Objective 1: A framework for the conversation.

Learning Objective 2: Language to set up the conversation up for success.

Learning Objective 3: How to get buy in from the other person and create a lasting alliance.

Leslie is a former HR professional turned communication strategist. Leslie has over 30 years of experience helping employers solve their trickiest people problems. She resolves the frustrations around poor communication and ineffective conflict management in many organizations. Leslie helps her clients strengthen engagement, boost morale, and maximize productivity.

Response to an Active Shooter
Mike Bolender
Thursday, October 14, 2021
10:15 – 11:30 am
Location: C and D
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Human Resource Expertise

The course presenter has been involved in two active shooter situations. He and his team, many of whom have actual active threat/shooter experience, have identified areas that can have a dramatic impact on prevention, response, and aftermath management of a violent workplace attack. This presentation gives an overview of essential organizational prevention concepts, identifies the critical response tactics, and prepares your organization for an attack. Lastly, it gives participants knowledge that can enable employees to be the first link in the chain of survival for those injured in an attack.

Learning Objective 1: (Prevention) Attendees will be able to identify the critical pieces of an active threat prevention strategy. They will be shown steps/processes an organization can implement to receive, investigate and manage potential violent threats and/or individuals.

Learning Objective 2: (Response) Attendees will learn two critical response pieces in staff preparation and organizational response capabilities that will help reduce casualties and save lives (if an attack occurred). They will be given training concepts to assist in better preparing their organization in an effective and efficient manner for a violent attack.

Learning Objective 3: (First Care) Attendees will have the First Care Concept explained to them. They will learn how innocent bystanders can be the first link in the chain of survival if an attack were to occur. Why more than just CPR and AED training are needed in preparation for a mass attack.

Capt. Mike Bolender has been involved in 2 active shooter attacks in his 30-year law enforcement career. After these events and extensive research, he and his Team created PW's three-pronged holistic approach, which is designed to empower organizations to better prevent, prepare and respond to active threat situations.

The REAL HR of Small Business
Christine Engler
Thursday, October 14, 2021
10:15 – 11:30 am
Location: E and F
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Human Resource Expertise

Are you an HR practitioner fighting the good fight in a small or mid-sized business? Are you a department of one? Do you ever feel like no one understands what you deal with? Does it seem like all of the industry talk is geared toward big business? This session is for you! Lack of technology, minimal budget, managers stuck in the past – we will cover it all. In this session parody of Bravo's The Real Housewives series, we will identify the greatest HR challenges in small business and discuss practical, economical solutions. Even in small business, you can be a strategic partner!

Learning Objective 1: Identify top challenges for HR professionals in small businesses

Learning Objective 2: Gather resources to assist in your role that are practical and cost-effective

Learning Objective 3: Gain insight on how to change your role to be a strategic partner in your organization

Christie L. Engler, SPHR, SHRM-CP, MHRM is an HR practitioner with over 15 years' experience in the field. Christie has worked with hundreds of small and mid-sized businesses, primarily in the outsourcing space. Her areas of specialty include employee relations, employment law and compliance, training and development, coaching, process improvement, risk management, and payroll and benefits administration. Christie is the graduate of The Ohio State University and the Keller Graduate School of Management at DeVry University. She has earned the SPHR and SHRM-CP certifications. Christie is a member of SHRM. Christie lives in Columbus, Ohio with her wonderful husband, James, and their two daughters, Avery and Emily. She spends a lot of time at Orangetheory Fitness and is a fanatic of Ohio State football.

Building Trust in Remote Teams
Tina Hallis
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: 1 and 2
Track: Personal and Leadership Development
Level: All levels
Competency: Relationship Management

How do you keep your team connected with the limitations of virtual meetings? Suddenly, it's more important than ever for each member to understand and appreciate their differences; to see beyond the screen and see each other's human-side to maintain trust. In this timely program, Tina will unveil the neuroscience of connection and why it's critical for optimum teamwork. But more importantly, you will leave with specific strategies and tools that you can use with your people. When you take the time for intentional connection, you optimize your team's communication, collaboration, and cooperation.

Learning Objective 1: Discover why our brains need to trust others for optimum collaboration. Understanding our brains explains why connection is even harder in remote teams and requires planned action.

Learning Objective 2: Explore the factors that get in the way of trust and keep us on-guard, especially in virtual environments. Knowing what to look out for is half the battle.

Learning Objective 3: Engage with tools and activities that can be used with remote teams. Find approaches that will work and resonate with your people to build bridges and breakdown walls.

Tina Hallis, Ph.D. is certified in Positive Psychology through the WholeBeing Institute, an Authorized Partner for Everything DiSC®, and a Professional Member of the National Speakers Association. She is the author of Sharpen Your Positive Edge: Shifting Your Thoughts for More Positivity & Success. Tina worked for 20+ years as a scientist in Biotechnology before discovering a new science called Positive Psychology in 2011. Seeing the powerful impact this information has on improving people and organizations, she decided to create her own company, The Positive Edge. Her focus is to work with organizations so they can benefit from more positive people, positive interactions, and positive workplaces.

Year End Compliance Round Up
Susan Sieger
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: 7 and 8
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Human Resource Expertise

In this session we will review year end compliance issues that should be on your radar and benefit strategies that will take you into 2022. What changes have occured under President Biden and what changes might be on the horizon? How will the current ACA landscape impact your benefit strategies for 2022? We will review key compliance details that should be part of every open enrollment tool kit. Join us for our up-to-the-session details on how the current regulatory and legislative climate is impacting employee benefits now and a prediction of where we are going in 2022.

Learning Objective 1: Gain an understanding of how current legislative and regulatory matters are impacting consumer directed health care now and in 2022.

Learning Objective 2: Gain an understanding of what employer notices are required.

Learning Objective 3: Gain an understanding of what compliance issues should be on your radar during open enrollment.

Sue Sieger has over 30 years of experience in the employee benefits industry. As a 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.

HR Party of One
Mike Johnson & Diana Schmidt
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: 3 and 4
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Human Resource Expertise

Are you an HR Rockstar of One? HR Superhero? Jack of all HR Trades? Managing both Employee Benefits and Property & Casualty Insurance "in addition to…."? If this just described your current day to day job description, join Alissa Miller and Diana Schmidt as they tackle important topics you need to know in Employee Benefits and Worker's Compensation insurance! We will discuss emerging trends and explore the intersection of where these topics converge so you can better manage your risk.

Learning Objective 1: Being an HR party of one is a huge undertaking. Understanding the top 5 things you need to know about Employee Benefits and Worker's Compensation insurance will give you the edge you need to stay on top of it all.

Learning Objective 2: If you're not changing your behind. What are the emerging trends are on the horizon for Employee Benefits and Worker's Compensation. How can you adapt quickly and efficiently to stay ahead.

Learning Objective 3: Identify areas of crossover between Employee Benefits and Worker's Compensation that could help you make a strong impact in your organization. Addressing the commonalities of both employee benefits and workers compensation departments can be the key to a healthier, more productive workforce.

Mike joined Hausmann-Johnson Insurance in 2018 and brings a wealth of employee benefits knowledge and experience to the team. He recognizes that employee benefits are often one of the top three expenses for a business, but benefits also directly impact employees' everyday lives. From his point of view, the world of insurance has become seen as insensitive to the needs of employees and their families. To combat this, he aims to create a win-win situation for employees and employers. Mike is proud to be recognized as a member of the In Business Magazine "40 under 40." He gives back to the community, through his role as Vice President of Membership for the Greater Madison Area Society for Human Resource Management, while also participating on the Advisory Board for Wisconsin Recruiters.

Diana joined the Hausmann-Johnson Insurance team in 2017 with over 15 years of property and casualty underwriting and claim experience. She spent a decade of her insurance career as a multi-line underwriting officer at Travelers, where she created guaranteed cost and loss-sensitive casualty programs for large manufacturing and technology accounts. In this role, Diana excelled at building trusting relationships, designing robust coverage programs and collaborating with risk control and claim partners to offer strong service platforms which helped clients control their total cost of risk. Diana thrives on being a true advocate and problem-solver for her clients. Balancing her underwriting expertise and service-focused approach with the best-in-class service offerings of Hausmann-Johnson Insurance and The Benefit Services Group, Inc. brings tremendous value to her clients. Diana holds a Master of Science in Insurance Management from Boston University as well as a bachelor’s degree.

How to Get Rewards You Value
Robert Greene
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: 5 and 6
Track: Total Rewards
Level: All levels
Competency: Human Resource Expertise

Decisions about what to do and who to do work for are made based on what each individual values. Pay, benefits, career opportunities, compatible culture, satisfaction, meaningful work... each will vary in their relative importance across individuals. The alignment between the value proposition offered by an employer and the needs and wants of the individual will determine how attractive each opportunity is. How performance is defined, measured and rewarded will be an important factor, since people want to succeed and when their strengths are utilized it increases the chance of performing well. The willingness of an employer to invest in employee development is generally valued. Being able to do what the person is good at and wants to do makes the nature of the work attractive. And being a part of something a person is proud of can promote engagement and satisfaction. Each person must value each employment alternative based on the relative importance of the rewards offered. Organizations should shape their value proposition in a way that attracts the talent it requires.

Learning Objective 1: Understand the composition of the total rewards package offered by organizations.

Learning Objective 2: Be able to evaluate the entire value proposition offered by an organization.

Learning Objective 3: Know how to make optimal choices between organizations based on the relative attractiveness of their value propositions.

Bob is the CEO of Reward Systems and faculty for DePaul U. He was a principal designer of the SPHR/PHR, CCP and GRP certifications, has published five books and over 200 articles. He was the first recipient of the Keystone Award for attaining the highest level of excellence in the field.

3 Ways to Improve DEI Efforts
Lisa Koenecke
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: A and B
Track: Diversity and Inclusion
Level: All levels
Competency: Global and Cultural Effectiveness

Join us for an engaging and mind-expanding presentation. We will explore your Cultural Effectiveness and best diversity, equity and inclusion practices. Together we will learn how to Show, Shift and Shape access and belonging efforts for full inclusion. Knowledge of vocabulary and statistics will be presented. Skills will be practiced in order to analyze our attitudes, beliefs and our unconscious biases. How do we show up as our best selves? Let's learn together!

Learning Objective 1: Show how to be an inclusive leader.

Learning Objective 2: Shift mindsets and behaviors to improve a belonging culture.

Learning Objective 3: Shape policies and procedures to improve the business case for Diversity, Equity and Inclusion.

Lisa has given a TEDx Talk, authored a best-selling book and mint makes her sneeze. As a Certified Diversity Practitioner, Inclusion is her passion. She has presented in over 25 states and keynoted several conferences. Energetic, Engaging and Game-Changing are all words to describe Lisa's style. Walk away with practical strategies and tools to change your world!

IMPROV Your Feedback and Communication
James Robilotta
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: G and H
Track: Personal and Leadership Development
Level: All levels
Competency: Communication

IMPROV your Feedback and Communication Improv comedy and HR? There are more similarities than you may expect. This session is grounded in the teachings of improvisational comedy from the Upright Citizens Brigade Theatre in New York City. In this session, attendees will learn four basic rules of improv comedy (Yes, and…; know your teammates; ask better questions; and commit don't comment). As HR professionals there are few skills more essential than feedback, teamwork, mutual respect, and active listening. This interactive session is a fun and unique opportunity to develop these skills and breakdown barriers to make high-pressure communication/problem-solving moments more comfortable. Note: you do not have to be funny to come to this session. Also note: this session will not make you funny if you are currently not… but it will make you a better teammate and communicator!

Learning Objective 1: Learn best practices for sharing positive and negative feedback; understand the benefits of active listening and the influence you can have when being a collaborative partner.

Learning Objective 2: Learn improv rules and how they correlate to communication and teamwork in the workplace; breakdown communication/teamwork issues in your current environment in a safe and supportive manner.

Learning Objective 3: Discover how utilizing the rules of improv can generate more buy-in with your partners/teams and cause less burnout.

James is a professional speaker, author of Leading Imperfectly, and co-owner of a hip-hop improv comedy group in NYC. He uses humor to engage in conversations about trust, feedback, teamwork, resilience, and more. As a speaker, James' goal is to provide his audience with tangible tools to leave a lasting legacy with their lives.

SHRM Certification: Are You Ready to Meet the New Expectations for HR?
Susan Post & Jay Stephany
Thursday, October 14, 2021
12:45 – 2:00 pm
Location: C and D
Track: Personal and Leadership Development
Level: All levels
Competency: Communication

Session Description: World events have changed work, workers and the workplace forever – and today's HR leaders are leading the charge! You've reimagined workplaces and functions, engaged in difficult conversations about injustice, crafted strategies for safe workplaces and supported employee mental health. But with the recent recognition that **HR matters now more than ever**, there are new expectations for our profession. It has never been more vital for HR pros to grow your expertise, leverage business acumen, inhabit flexibility and be recognized as leaders who truly drive organizational change. But are YOU prepared for what lies ahead?

Join us for this engaging session focused on SHRM Certification led by Jay Stephany SHRM-SCP, Wisconsin SHRM State Certification Director and Susan Post SHRM-SCP, SHRM Field Services Director. You'll learn about the ROI of SHRM Certification to you and your organization and find out more about the certification and recertification process. We will also feature an interactive panel of SHRM volunteers who will share their personal stories about how SHRM certification has benefitted them. Don't miss it!

Learning Objective 1: The ROI of SHRM Certification/Recertification

Learning Objective 2: How to Prepare, Achieve and Retain Your SHRM-CP/SCP

Learning Objective 3: Success Stories and Q&A with Certified HR Pros

As Field Services Director for the Society for Human Resource Management, Susan Post has accountability for the membership and relationship management strategies for SHRM affiliates in a seven-state territory (CT, DE, MA, NJ, PA, RI and WI.) She serves SHRM members, prospective members and volunteer leaders from her home office in upstate NY. Prior to joining SHRM in 1999, Susan had 15 years of progressively responsible HR experience with several leading organizations, including Eastman Kodak and Cornell University. She has a bachelor's degree in Industrial and Labor Relations from Le Moyne College, is certified as a SHRM-Senior Certified Professional (SHRM-SCP) and holds the Certified Association Executive (CAE) credential from the American Society of Association Executives (ASAE).

Jay Stephany is an HR Generalist at Network Health in Menasha, WI. Network Health offers services to employers of all sizes, Medicare Advantage plans and individual and family health insurance services in 23 counties throughout Wisconsin. Previous work experience includes Plexus as the Manager of Talent Acquisition, Goodwill NCW as the Senior Seeker of Talent, and Dunham Express as an HR Generalist. Jay received a Bachelor's degree in Human Resource Management from the University of Wisconsin-Whitewater and is a SHRM Senior Certified Professional (SHRM-SCP) and a Certified Professional in Human Resources (PHR). As a volunteer leader, Jay has been an active member with SHRM; serving as the current Certification Director and past District Director for WISHRM and with Fox Valley SHRM (FVSHRM), serving in the positions of VP of Programming and Chapter President.

Total Rewards & Covid19
Michael Maciekowich
Thursday, October 14
12:45-2:00 pm
Location: E and F
Level: All Levels
Track: Total Rewards
Competency: Human Resource Expertise

Covid 19 has altered total reward strategies especially in terms of remote workers. This presentation will review current trends in alternative performance management and rewards strategies. Focus will be one the enhanced role of management goals setting and communication systems to reinforce employee engagement to the organizations.

Learning Objective 1: Understanding how the Covid 19 environment has altered performance management and reward strategies.

Learning Objective 2: Review of current best practices in performance management and total reward delivery systems.

Learning Objective 3: The process and steps to be followed in auditing and implementing alternative performance management and reward systems.

Michael F. Maciekowich is a National Director for Astron Solutions. His areas of expertise include the development, design, and implementation of executive, physician, & employee base pay systems, short- & long-term incentive programs, sales incentive programs, and performance management systems in all industries. Michael has over 40 years of consulting and industry compensation experience. Michael received bachelor's degrees from Loyola University of Chicago and a master's degree in industrial relations, from the Loyola University Chicago Quinlan School of Business.

Your Wellbeing Matters In HR: How and Why to Put Yourself First And Prioritize Your Employee Experience
Jennifer McClure & Laurie Ruettimann
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: 1 and 2
Track: Personal and Leadership Development
Level: All levels
Competency: Relationship Management
To meet the needs of their workforce and shareholders, HR leaders are tasked with designing and administering wellness benefits and programs for their employees, but they may not take the time to consider and invest in their own health and well-being. Why is that?

Focusing on caring for yourself isn't selfish. You need to take care of yourself so you can show up and be your best self every day. And with the ever-increasing demands that work and life place on your time, it's now more crucial than ever for you to prioritize self-care — not just for your own good, but for the good of your organization, and the people that you serve.

In this program, you'll discover 5 key Self-Care areas for HR professionals, how you can take positive steps to becoming a better and healthier you at work and in life, and honest ways to achieve work-life balance through healthy compromises and productive solutions.

Learning Objective 1: Discover 5 key self-care areas for HR professionals that are necessary to focus on and prevent burnout

Learning Objective 2: How to take charge of your life and your career, by creating your own Personal Development Action Plan.

Learning Objective 3: Define and identify the attributes of healthy compromises and productive solutions and sketch out work-life scenarios where they apply.

Jennifer McClure is an entrepreneur, speaker, and high-performance coach who works with leaders to leverage their influence, increase their impact, and accelerate results. Frequently recognized as a global influencer and expert on the future of work, leadership and innovative people strategies, Jennifer has decades of in-the-trenches leadership and executive experience.

Laurie Ruettimann is a former human resources leader turned writer, speaker, and entrepreneur known for her commonsense style and straightforward approach to workforce issues. Her podcast, Let's Fix Work, is one of the fastest-growing management and business podcasts on iTunes, Stitcher, Spotify, and Pandora. Laurie believes that self-leadership and individual accountability are the competencies required for the future of work. Laurie keynotes events all around the world, is featured on major media websites sharing wisdom and knowledge about HR and technology. Her second book, Betting on You: How to Put Yourself

First and (Finally) Take Control of Your Career, with Henry Holt Books was published on January 4, 2021.

COBRA Pitfalls
Susan Sieger
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: 7 and 8
Track: Business Acumen & HR Strategy
Level: All levels
Competency: Human Resource Expertise

COBRA litigation is on the rise! In this session, we will help you learn how to avoid common COBRA pitfalls by outlining COBRA requirements and deadlines, as well as discuss the financial consequences for compliance failures. You will learn the common COBRA mistakes and ways to correct COBRA errors. We will review fact patterned examples and review some current court cases that drive home the importance of COBRA compliance. Whether you administer COBRA on your own or you use a third party, this is a great way to learn about the liabilities involved in COBRA mistakes and how to avoid them!

Learning Objective 1: What are common COBRA mistakes?

Learning Objective 2: What are the consequences of COBRA mistakes?

Learning Objective 3: What are the best practice methods to correct COBRA mistakes?

Sue Sieger has over 30 years of experience in the employee benefits industry. As a 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.

Succession Planning – It's Not Just for the CEO
Yvonne Evers
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: 3 and 4
Track: Business Acumen & HR Strategy
Level: Senior-level
Competency: Human Resource Expertise

The competition for labor is at an all-time high. According to a December 2010 study from the Pew Research Center in D.C., starting on January 1, 2011, around 10,000 people a day would be turning 65, and this trend would continue until 2030, creating a high number of retirements. And then we have the younger workers who are very impatient when it comes to the next promotion. How can you ensure that your organization retains its high performers and can attract the right workers when you need them? Answer: By building a culture of succession planning. This webinar will discuss: •Why succession planning is important. •How to get employees excited about succession planning, therefore committed to your organization. •What are the most important elements of a succession plan. • How do you build a succession plan template to get started at your organization.

Learning Objective 1: By the end of the session, participants will be able to identify the important elements of a succession plan: • Critical competencies for the position • Potential successors • Competency gaps by potential successor • Development plan • Emergency successor • Contacts for position, and create a template to use in their organization.

Learning Objective 2: By the end of the session, participants will be able to create succession plans for all management jobs within their organization that: • Contain all of the important elements of a plan. • Identify competency gaps for potential successors. • Create development plans to close the competency gaps. • Teach others how to create succession plans for their positions.

Learning Objective 3: By the end of this session, participants will know how to identify where there is a lack of bench strength throughout their organization.

Yvonne Evers is the Founder & CEO of SUCCESSIONapp, LLC located in Madison. The company's mission is "To help executives and board members create succession plans to ensure smooth and successful transitions." Yvonne's career started in HR at a large hospital in Madison, WI and then Mayo Clinic in Rochester, MN before landing in HR consulting for 16 years. More recently, she has focused on executive coaching and succession planning. She is the creator of SUCCESSIONapp®, an online tool that makes management and board succession planning easy. She is passionate about succession planning and wants organizations to be ready for the future, a future that will include a lot of turnover in the CEO and Management ranks.

Executive Compensation – 3Ps for Key Employees
Rena Somersan
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: 5 and 6
Track: Total Rewards
Level: All levels
Competency: Human Resource Expertise

Getting Executive Pay right is always tricky business but in this pandemic economy what do you need to know? In this presentation of the 3Ps for Key Employees, we'll cover Philosophy – how to craft an executive comp philosophy that helps you attract, motivate and retain top talent; Pay Levels – how to ensure that you are paying competitively in YOUR market for talent; and Plan Design – how to make sure that your short- and long-term incentive plan designs drive organizational performance. Make no mistake, virus or not, you still need to pay attention to pay! Somersan will walk through several live examples from her clients to showcase the critical decision-making that goes into formulating, benchmarking and designing the Executive Compensation Package. Information on how Covid-19 has affected executive pay programs will be covered with both a look-back and look-forward viewpoint.

Learning Objective 1: Be able to write the best executive compensation philosophy for your company.

Learning Objective 2: Understand if you're paying competitively enough to attract and retain your executives.

Learning Objective 3: Identify the best vehicles to link performance and pay using well-designed Annual and Long-term Incentive Programs.

Rena Somersan is a Managing Principal with Newport's Compensation Consulting team. She has over twenty-five years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Rena is often invited to speak at conferences in the areas of her focus which has been in workforce and executive compensation, performance management initiatives, talent motivation and retention. She has a Bachelor's degree from the University of Wisconsin-Madison and an MBA from Koc University in Istanbul, Turkey, where she lived and worked for 13 years after working in Japan for 3 years.

Level Up Your Conversations
Gina Glover
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: G and H
Track: Personal and Leadership Development
Level: All levels
Competency: Communication

Business professionals in all fields and industries would agree that communication is a skill that is one of the most critical for our personal and professional growth. Some form of this skill is likely listed as a bullet point under the heading "Essential Job Functions" on your job description – and given that you are in HR, you may have been the one to write that! And yet, when there is a need to simply foster a good conversation – even when it's with someone you disagree with (actually, especially then) – do you have the skills you need? And are you actively building on these skills? To enhance your relationship with the leadership team, have you spent time developing these critical communication skills? And now our communication skills are being challenged to an even greater extent because we are having to connect and communicate regularly through platforms where the subtlety of communication is essentially lost to us (e.g. fronting, body language, eye contact). This session will focus on the five elements for a more effective conversation. It will provide techniques you can use in the office, at industry events, community gatherings, and even at your own dining room tables. Attendees will walk away from this session with relevant, realistic and relatable ideas they can apply immediately for moving conversations to become strategic connections.

Learning Objective 1: You will learn to recognize and overcome the seven most common barriers to starting conversations in professional settings, whether it's with the management team, the C-suite, or with your colleagues on a Zoom call.

Learning Objective 2: You will learn how to tap into the power of the "5th Question" in order to cultivate and continue high-impact conversations beyond the customary and expected "small talk", and connect more deeply with your direct reports, your management team, and even the C-suite.

Learning Objective 3: You will learn and practice powerful follow-up techniques to help establish lasting connections both within and outside your organization and build credibility by focusing on adding value and developing long-term and trust-building relationships at all levels of your organization and beyond.

Gina Glover applies her 15+ years in sales, marketing, and Human Resource product development to her current focus as a career coach helping business professionals take control of their own career's development, own and curate their personal brand, and move toward a life they've always wanted.

Teaming with Anyone & Anywhere
Daniel Stewart
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: C and D
Track: Personal & Leadership Development
Level: All levels
Competency: Leadership and Navigation

How can I create a collaborative, united, and result-driven team? Join globally-recognized teaming expert Daniel Stewart, as he leads an engaging session that will leave you with a simple, results-driven action plan to strengthen and align your team and the teams throughout your organization. Using the acclaimed Teaming for Success Model, you will learn what great teaming is, the phases required to achieve it, and a clear roadmap for creating a cohesive executive team. Blending the latest in teaming research and practical application, you will come away with a clear framework, tools, and an action plan to get the most from your team.

Learning Objective 1: Identify the level of teaming you need from your team and your role in achieving it

Learning Objective 2: Discuss the five phases of team development and how cohesive teams are built

Learning Objective 3: Develop a tailored plan to strengthen your team's performance using 9 teaming dimensions

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, which is a global human capital consulting, coaching and training firm. He is the co-author of the award-winning book, LEAD NOW! A Guide for Results-Driven Leaders and the co-creator of the innovative Teaming for Success Model.

Clearing the Haze: Understanding Marijuana in the Workplace
Michael Gotzler & Casey Kaiser
Thursday, October 14, 2021
3:00 – 4:15 pm
Location: E and F
Track: Employment Law & Legislation
Level: All levels
Competency: Human Resource Expertise

With many states legalizing recreational and/or medical marijuana use, HR professionals need to understand the impact on the workplace. Topics covered will include an overview and update of current federal and state laws on the use of recreational and medical marijuana (including Wisconsin), employment protections provided by the laws, the interplay between the ADA and marijuana use, adapting to changes in drug testing, measuring impairment, and revising workplace policies and other practical next steps for employers.

Learning Objective 1: Understanding the implications on the workplace of recreational and medical marijuana laws to prepare for likely changes to Wisconsin law.

Learning Objective 2: The current state of the law throughout the Midwest on medical and recreational marijuana use.

Learning Objective 3: Practical next steps to prepare the workplace for adapting to these new laws.

Mike Gotzler is a Shareholder with Littler's Madison office. Mike advises and represents employers in all aspects of employment law, including employee leave issues, independent contractor status, and issues surrounding joint. A former in-house general counsel, Mike enjoys the challenging of finding practical solutions to complicated workplace issues.

Casey Kaiser has experience assisting employers with a variety of employment law and litigation matters before the Wisconsin Department of Workforce Development, the Equal Employment Opportunity Commission (EEOC), the Madison Equal Opportunities Commission, and the Wisconsin circuit courts. He has defended employers against claims under The Wisconsin Fair Employment Act, Title VII of the Civil Rights Act,The Americans with Disabilities Act (ADA), The Family Medical Leave Act (FMLA), The Age Discrimination in Employment Act (ADEA), and The Fair Labor Standards Act (FLSA). During law school, Casey was an associate editor of the *Marquette Law Review* and served as a legal intern for Wisconsin Supreme Court Justice N. Patrick Crooks.

Demystifying Mental Health
Steve Baue
Thursday, October 14, 2021
4:45 – 6:00 pm
Location: 1 and 2
Track: Global HR
Level: All levels
Competency: Relationship Management

The COVID-19 pandemic launched us into a mental health crisis that will likely endure for some time. Now more than ever, it's important to understand mental health and the role counseling and support services can play in improving the mental health of employees. Join Steve Baue as he discusses what counseling is (and isn't), why it's beneficial, and how to create a culture of mental health awareness that destigmatizes seeking help. By demystifying mental health, participants can better advocate for and encourage much-needed counseling and mental health benefits, as well as quash myths that serve as barriers for accessing services.

Learning Objective 1: Participants will develop an understanding of mental health and the value of counseling and mental health support services.

Learning Objective 2: Participants will learn strategies for creating a workplace culture of mental health awareness that destigmatizes seeking mental health support and quashes myths that serve as barriers for accessing services.

Learning Objective 3: Participants will be better able to advocate for and encourage much-needed counseling and mental health services in their workplaces and communities.

Steve Baue is the President and CEO of ERC: Counselors & Consultants, Wisconsin's premier mental health benefit partner, and Steve Baue, LLC, a consulting agency focused on guiding leaders and organizations in being themselves, but greater. Steve has more than 25 years of domestic and international experience in organizational / leadership development, human resources, and executive-level leadership.

Changes in Affirmative Action
Sally Makreff
Thursday, October 14, 2021
4:45 – 6:00 pm
Location: 7 and 8
Level: All Levels
Track: Employment Law and Legislation
Competency: Human Resource Expertise

The recent racial unrest in the country and President Biden's interest in diversity and equality have brought renewed attention to affirmative action in employment. The federal agency that oversees affirmative action obligations for federal contractors and subcontractors has produced many new initiatives in the last few years, and there will be more new initiatives this year. Organizations that are subject to the federal affirmative action laws need to understand the federal government's priorities, how to prepare for these new initiatives, and how effective affirmative action efforts can support diversity and inclusion programs. In this session, we will talk about the federal affirmative action laws, the agency that enforces these laws, and the agency's priorities and expectations. We will also focus on how to effectively implement affirmative action programs and tie these programs to other important HR initiatives.

Learning Objective 1: Understand the basic requirements in the federal affirmative action laws.

Learning Objective 2: Learn about current and upcoming initiatives in the affirmative action field.

Learning Objective 3: Consider how to best implement an affirmative action program in order to meet regulatory requirements and move important HR objectives forward.

Sally Makreff has worked in the affirmative action and equal employment opportunity field for more than 20 years. Sally's primary focus has been the development of affirmative action plans that meet the needs of her clients and that pass scrutiny by regulatory agencies. Sally also works with companies to ensure that their employment policies, processes, and procedures align with their affirmative action efforts. Sally is the current chairperson for the Madison Industry Liaison Group.

Invisible Ink: The Psychological Contract and the Employee Experience
Julie Develin
Thursday, October 14, 2021
4:45 – 6:00 pm
Location: 3 and 4
Level: All Levels
Track: Business Acumen & HR Strategy
Competency: Human Resource Expertise

Within the words “written” in invisible ink are important agreements between the employer and the employee that shape the relationship, thus affecting employee experience, productivity, satisfaction, and several other important metrics. If you work in HR--or if you manage people--you’ve entered a contract that is in effect from day one of the employment association. This contract is not written, and it cannot be seen, signed, or notarized. In this presentation we will discuss the concept of the psychological contract at work and explore the (often forgotten and misunderstood) exchange relationship that has a myriad of impacts from both the employee and employer viewpoints. Armed with different insights into the “whys” of employee behavior and reactions, you’ll leave this session with an action plan to assist managers in building awareness, and you’ll become familiar with the effect the psychological contract has on the workplace and the people in it!

Learning Objective 1: Understand the psychological contract from the employer and employee perspective

Learning Objective 2: Recognize the impacts of psychological contract breaches from the employer and employee perspective

Learning Objective 3: Identify the importance of setting clear expectations and goals for employees, and how to communicate those expectations effectively; •Discover ways to repair broken employer and employee exchange relationships; •Leverage technology to ensure employee expectations are in line with current trends and expectations

Julie Develin is part of the HCM Strategic Advisory team at UKG, a global leader in workforce cloud solutions. A long time HR practitioner, she is passionate about using HR strategy and technology to improve the employer/employee experience. Julie works with organizations across the country on strategic workplace initiatives to enhance productivity, improve communication, and increase satisfaction across the workforce.

A Session about COMPression
Rena Somersan
Thursday, October 4, 2021
4:45 – 6:00 pm
Location: 5 and 6
Track: Total Rewards
Level: All levels
Competency: Human Resource Expertise

Do you have COMPression? Implementing a "living wage" or adhering to new minimum wages? Trying to hire and pay competitively but the market is OVER your current wages for folks already in the job and doing well? Well, you've got COMPression! Attend this session to obtain HANDS ON expertise on how to assess the damage and move towards a FIX! We'll give you excel tips and tricks and go over a Case Study so you can go back to the office and check out your own situation!

Learning Objective 1: Learn the steps in a project to review Compression.

Learning Objective 2: Learn Excel formulas that help when reviewing data for compression.

Learning Objective 3: Learn how to identify total COST of fixing compression.

Rena Somersan is a Managing Principal with Newport's Compensation Consulting team. She has over twenty-five years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Rena is often invited to speak at conferences in the areas of her focus which has been in workforce and executive compensation, performance management initiatives, talent motivation and retention. She has a Bachelor's degree from the University of Wisconsin-Madison and an MBA from Koc University in Istanbul, Turkey, where she lived and worked for 13 years after working in Japan for 3 years.

Save Time: The Coach Approach
Kimberly Fons
Thursday, October 14, 2021
4:45 – 6:00 pm
Location: G and H
Track: Personal and Leadership Development
Level: Mid-level
Competency: Leadership and Navigation

People are often given leadership roles because they are great at solving problems but leading 10 people means you suddenly have 10 times the problems. Stop solving problems for your team and instead become a resource so they can solve their own. Join me in this interactive workshop and develop a plan to use the coach approach, learn to ask reflective questions, and empower your people. Trust me, you will free up time for your own problems.

Learning Objective 1: Learn what a coach approach to leadership looks like and why it works

Learning Objective 2: Identify opportunities to use the coach approach with your team, and become their resource rather than their problem solver

Learning Objective 3: Develop and practice a strategy to apply the coach approach right now

Kim Fons supports leaders and organizations in becoming more adaptive, innovative, and effective. With over a decade of experience working with diverse leaders across Wisconsin, Fons brings a wealth of knowledge, skill, and collaborative resources to every engagement. She has a Master’s degree in Adult Education and is an ICF accredited UW Certified Coach.

Marijuana Law Update
Terri Dougherty
Thursday, October 14, 2021
4:45 – 6:00 pm
Location: C and D
Track: Employment Law and Legislation
Level: All levels
Competency: Human Resource Expertise

Marijuana and drug testing laws are changing rapidly and Wisconsin is no exception. We'll look at marijuana laws around the nation and what's happening in the Badger State. The presentation will address: •The increase in marijuana use •Law changes that brought us to where we are today •Changes on the horizon •The impact on workplace policies •5 keys to supporting a safe, productive workplace

Learning Objective 1: Become familiar with how state marijuana laws have changed around the nation.

Learning Objective 2: Learn about proposed changes to Wisconsin laws.

Learning Objective 3: Learn how to support a safe, productive workplace in an era when marijuana laws are changing rapidly.

Terri L. Dougherty, PHR, SHRM-CP, is an editor at J. J. Keller & Associates, Inc. She is the co-editor of the Everyday Drug & Alcohol Program Management manual and often speaks about marijuana and drug testing in the workplace. She has presented at the Wisconsin SHRM Conference and before industry groups. In addition, Ms. Dougherty edits the Employee Health and Wellness Awareness Training Advisor/LivingRight newsletter.

The RIGHT Salary Structure
Rena Somersan
Friday, October 15, 2021
6:15 – 7:15 am
Location: A and B
Track: Total Rewards
Level: Early Career
Competency: Human Resource Expertise

There are many ways to bring order, fairness and cost efficiency to pay programs but the most effective tool is to have the right salary structure for your organization. Making sure you're using CORRECT structure to align with your strategies can make all the difference. Join us for a robust discussion on the many different types of salary structures, their pros and cons, and good questions to ask yourself to figure out if your structure is doing right by you!

Learning Objective 1: Be able to articulate the 4 different types of pay structures and their unique advantages and disadvantages.

Learning Objective 2: Understand what questions to ask to determine if you're using the correct salary structure for your organization.

Learning Objective 3: Learn how different structures can solve different problems.

Rena Somersan is a Managing Principal with Newport's Compensation Consulting team. She has over twenty-five years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Rena is often invited to speak at conferences in the areas of her focus which has been in workforce and executive compensation, performance management initiatives, talent motivation and retention. She has a Bachelor's degree from the University of Wisconsin-Madison and an MBA from Koc University in Istanbul, Turkey, where she lived and worked for 13 years after working in Japan for 3 years.

Recharge Your Leadership!
Kristin Derwinski
Friday, October 15, 2021
6:15 – 7:15 am
Location: 3 and 4
Track: Personal and Leadership Development
Level: All levels
Competency: Leadership and Navigation

Great leaders continue to rally their teams to recover, adapt, learn and grow. In the last 18+ months, Stewart Leadership has developed tools and approaches to enable leaders to recharge their leadership by starting with their own well-being and then focusing on personal and organizational skills. Join us to explore three key skills needed to lead in these unprecedented times - Resilience, Connection and Empathy. All three are needed now more than ever as leaders and their teams continue to chart unknown paths and move forward together - whether they are remote, in person or somewhere in between.

Learning Objective 1: Identify where you and your organization are on the resilience continuum and actions you can take to build resilience.

Learning Objective 2: Describe the importance of connections in an evolving environment and learn methods that leaders and organizations can implement to foster an environment focused on employee well-being.

Learning Objective 3: Discuss the importance of leading with empathy and learn new tools and approaches to lead in a different way.

Kristin has an extensive background in talent and organizational development. She has served in various internal domestic and international HR Leadership roles and has extensive experience working in varying capacities across an HR function including: Change Management, Executive Leadership Development, Organizational Development and Succession Management. She has spent her career working with leaders to build high performing and development cultures.

Investigation Interview Tips
Mark Johnson
Friday, October 15, 2021
6:15 – 7:15 am
Location: 5 and 6
Track: Employment Law and Legislation
Level: All levels
Competency: Human Resource Expertise

Employee interviews are often the key to the success of critical workplace issues such as alleged harassment, discrimination and employee theft. Finding the truth depends on being as effective as possible when conducting such interviews. This session will discuss effective ways to start and end employee interviews, provide key insights on helpful preparation, and outline a method for asking questions that is proven to capture the most information and fill in the gaps.

Learning Objective 1: You will learn how to uncover the truth during interviews while minimizing the risks that can arise during investigation of high profile workplace disputes.

Learning Objective 2: You will learn who should investigate, what an investigation should look like, how to conduct interviews, how to deal with complications during an interview and how to finalize an investigation.

Learning Objective 3: You will learn how to recognize and manage the legal risks that are associated with interviews during a workplace investigation into matters such as alleged harassment, discrimination and employee misappropriation.

Mark A. Johnson has deep experience in matters involving labor and employment law. Mark has defended employers in hundreds of cases in federal and state courts and administrative agencies. His practice includes advising employers on compliance and avoiding litigation. Mark is a frequent speaker on human resources topics.

Move Over Stress - An Engaged Workplace is Set to Perform
Heather Turner Loth and Bob Norman
Friday, October 15, 2021
10:00 – 11:15 am
Location: 5 and 6
Track: Talent Acquisition and Retention
Level: Senior-level
Competency: Business Acumen

Prior to the pandemic, even with unemployment levels at an all-time LOW in the United States, Gallup reported that employee disengagement, was at an all-time HIGH, and the American Psychological Association reported over 60% of employees stating work as a significant source of stress. With highly disengaged and stressed employees, turn-over is an inevitable consequence, and turn-over impacts the bottom line. As we approach a new way of working, this puts companies in the difficult position of positioning themselves to attract new talent while proactively engaging and retaining their existing workforce to stay competitive. By establishing an understanding of what may be impacting an employee's engagement at work and providing specific policies and actions to address, it supports your organization's internal value proposition. This presentation will focus on the importance of the Engaged Workplace in an organization's ability to foster happy and healthy employees to ultimately improve business outcomes. Attendees will discover firsthand some of the stress inducing inhibitors impacting their employees and their own personal environments and ways to alleviate stress from their physical workspace to support a positive working environment. Walk away from this interactive session feeling empowered to conquer underlying stress levers within your workplace environment with a tool to start the conversation for positive change within their own organization. Heather and Bob will define the Engaged Workplace and provide a synthesized look at the 5 drivers to an Engaged Workplace environment in a 15-minute presentation. They will then lead roundtable discussions and a self-evaluation on stress with participants. Tables will report through an application that will display real-time results of the table conversations on the screen. The table discussions and self-evaluation will last 25 minutes. This thought-provoking exercise will be insightful for participants to hear from others and take back ideas to their own organizations. Heather and Bob will then link the stressors and inhibitors gathered from the group and identify how to achieve their Engaged Workplace overall.

Learning Objective 1: By the end of this presentation, participants will be able to: identify the five key drivers to an Engaged Workplace. Participants will assess their own workplace to identify opportunities for cultural alignment to their workplace environment.

Learning Objective 2: By the end of this presentation, participants will engage in a workplace behavior assessment. This tool can then be easily be leveraged and applied at participants individual workplace.

Learning Objective 3: By the end of this presentation, participants will be able to: describe the correlation between stress and the built environment and how to apply the elements to create an Engaged Workplace.

With 20+ years of AEC industry experience in construction management, business development and client strategy, Heather understands her client's vision and translates it into reality. Heather leads Workplace Strategy at EUA and is currently an MCR.w candidate through CoreNet. She is a recipient of the Women in Construction of the Year citation through Wisconsin Builder and recognized as a 40 Under 40 and Young Power Broker through the Milwaukee Business Journal. Heather serves on several community boards which including Commercial Association of Realtors Wisconsin. Heather holds a B.S. in Architectural Engineering and in Construction Management from the Milwaukee School of Engineering.

Bob Norman - EUA Human Resources Director Bio: Bob Norman, PHR, SHRM-CP, RA is the Human Resources Director at Eppstein Uhen Architects (EUA). Bob blends his love of architecture with his passion for people, developing a supportive and positive work environment that enables EUA's staff to achieve their professional aspirations. Starting his career in Architecture as a Project Manager, Bob supported over 200 projects, while also working as an adjunct at University of Wisconsin-Milwaukee's School of Architecture and Planning. He is a connector – connecting people's goals with opportunities, connecting individuals with other colleagues who can help and connecting potential new employees with EUA. Bob's love for architecture, people and EUA guides him through his work as he promotes staff development; he spearheaded the creation of EUA: University, offering internal training opportunities for EUA staff from firm and external experts. Bob is a SHRM Wisconsin member.

The Data Problem in Health
Jason Shanda
Friday, October 15, 2021
10:15 – 11:30 am
Location: 1 and 2
Track: Business Acumen & HR Strategy
Level: Mid-level
Competency: Human Resource Expertise

Brief Outline of the Presentation: 1) The power of knowledge - What data is available for employers regarding their health care - The differences in data between the different funding types in insurance 2) The pain of inaction - What employers are doing with this data (not much) - What are the results of this inaction? 3) How much it's actually costing you - Cost increases in health care - Cost of employee absence - Cost of lost productivity - Where this is heading 4) Why it matters – to ALL stakeholders - How employees feel about benefits - Mental health of the workforce - Impacts on your bottom line 5) What you can do – Using data to impact your health care spend - Analytics - Provider Partnerships - Strategy Planning

Learning Objective 1: Understand the power of data and how it can be used to help your business

Learning Objective 2: Explain how strategic partnerships can help your organization

Learning Objective 3: Demonstrating how data and strategic planning using appropriate partners can drive to better outcomes

Jason Shanda joined M3 in May of 2019 following a highly successful 15-year career at Humana, primarily as a Large Group Sales Executive. His experience is in fully insured and self-funded medical plans along with health and wellness solutions. Jason received his undergraduate degree from Lawrence University in Economics, has a Bachelors' Degree from UW Platteville in Education and an MBA from St Norbert that he recently completed in 2018. He is heavily involved in the Green Bay community through volunteer work and board involvement. He and his family live in De Pere, Wisconsin.

Job Evaluation in 2021
Matt Shefchik
Friday, October 15, 2021
10:15 – 11:30 am
Location: 3 and 4
Track: Total Rewards
Level: Mid-level
Competency: Human Resource Expertise

Today, the state of competitive market pay data is in a dichotomy of becoming more prevalent, and more restricted. Jobs are being crafted to have more unique skillsets or stripped down to simple competencies, where benchmarking becomes more and more difficult. Enter the job evaluation process, where your compensation program can take on the unique traits of your company and culture. Learn how you can use job evaluation today to ensure a valid, reliable, unbiased, and competitive pay program.

Learning Objective 1: Learn the history of job evaluation and its place in 2021 and beyond.

Learning Objective 2: Identify different types of internal job evaluation systems to craft internal job hierarchies.

Learning Objective 3: Use job evaluation to build, administer, and manage your compensation program more efficiently

Matt Shefchik has over 20 years in the field of compensation. Consulting with clients on compensation and human resource management projects since 2002, his areas of concentration are employee and executive compensation, sales and incentive compensation, job evaluation, and employee engagement. He is an expert witness on compensation matters. In addition to his consulting experience, he was an executive officer of a human resources services firm. He holds a Bachelors' degree from University of Wisconsin-Madison double majoring in management & human resources, and marketing. He has the SHRM-SCP certification and is an active WorldatWork member. He volunteers as a board member for UW Carbone Cancer Center and Waunakee Area Education Foundation. He currently serves as a lecturer for UW-Madison Continuing Studies HR Management Program.

Common Grounds: Benefits & Workers Compensation
Diana Schmidt & Chris Utz
Friday, October 15, 2021
10:15 – 11:30 am
Location: A and B
Track: Total Rewards
Level: All levels
Competency: Human Resource Expertise

As an HR professional, your employees' health is a top priority. Everything from physical health, mental health, productivity and engagement are major contributing factors to running your organization effectively. Employee Benefits and Workers Compensation have a great deal of common ground when it comes to your employee's health, but we often overlook the importance of managing the crossover between the two. Addressing the commonalities of both your employee benefits and workers compensation departments can be the key to a healthier, more productive workforce.

Learning Objective 1: Improving your employee benefits can lower your worker's compensation frequency. The relationship between the two is often overlooked, but they have a direct impact on each other. Addressing their common ground can make a big difference in managing your risk.

Learning Objective 2: Understanding emerging issues that can impact both Employee Benefits and Worker's Compensation such as coronavirus, prioritizing mental health for employees injured at home or on the job, Opioid and pain management, etc… will keep you ahead of the curve and help you be prepared for when it effects your employees.

Learning Objective 3: The power of managers caring and making meaningful connections with employees who are on leave due to a workplace injury (or any type of injury), genuinely interested in them as a person, has a huge impact. Being genuinely interested in your employees as people goes beyond quicker return to work and also retains top talent.

Diana joined the Hausmann-Johnson Insurance team in 2017 with over 15 years of property and casualty underwriting and claim experience. She spent a decade of her insurance career as a multi-line underwriting officer at Travelers, where she created guaranteed cost and loss-sensitive casualty programs for large manufacturing and technology accounts. In this role, Diana excelled at building trusting relationships, designing robust coverage programs and collaborating with risk control and claim partners to offer strong service platforms which helped clients control their total cost of risk. Diana thrives on being a true advocate and problem-solver for her clients. Balancing her underwriting expertise and service-focused approach with the best-in-class service offerings of Hausmann-Johnson Insurance and The Benefit Services Group, Inc. brings tremendous value to her clients. Diana holds a Master of Science in Insurance Management from Boston University as well as a bachelor's degree.

Chris Utz joined the BSG|HJI team in 2020 as a Benefits Consultant with a wealth of knowledge in employee benefits. With more than a decade of carrier experience, Chris has a comprehensive understanding of how to navigate the complexities that arise when creating a high-preforming benefits plan. He prides himself on his quick responsiveness to his clients as well as being a true student of the industry who is willing to share his expertise with others. His strategic thinking provides with new, innovative ideas to help businesses look at their benefits plan with new perspective while keeping costs down. Chris received his Bachelor's degree from Marquette University. When he is not in the office, Chris spends his spare time having fun with his family. They love to sail during the summer and ski during the winter, so there is never a dull moment with year-round activities.

Hire. Engage. Retain.
Chelsea Hinderman
Friday, October 15, 2021
10:15 – 11:30 am
Location: G and H
Track: Talent Acquisition and Retention
Level: All levels
Competency: Business Acumen

This session is designed to align the HR function of talent management to the senior leadership's goals and implementation of strategic planning with a strong talent plan. When organizations are young, they have early adopter's leadership teams that grow and lead the organization to success. Over time, those same companies outgrow those early adopter skillsets and need to bring fresh talent to continue to grow and innovate…its how they stay relevant and up to date with the times. This session has two parts – first, it's how do you make sure you have the right talent in the right seats and get ahead of the hiring curve based on your company's must do-can't fail goals? The second part is how do you handle hiring new leadership without throwing "the baby out with the bath water" and continue to keep this early adopter group passionate about their careers, even as change ensues. This session is about building a talent management strategy. We'll analyze how to develop an active recruitment plan from strategy, how to track key performance indicators with the current employees, how to establish metrics for retention for high performers and putting together a strong succession plan for knowledge transfer. This presentation will be a hands-on, interactive approach to talent management. The participant will leave with a starting document that will provide the roadmap to continuing and completing this once inside their own organizations. Each section for success will be discussed and challenges will be addressed. Participants can give their own feedback as to what has worked or not worked in the past and each will be addressed. We also will actively discuss how to recruit for internal buy-in for this concept from someone of influence.

Learning Objective 1: Through understanding of an organization's lifecycle, we will discuss how to bring new leadership into an organization to keep the company relevant and innovative, while maintaining passion with the early adopter leadership group.

Learning Objective 2: One of our objectives will be to talk about how to put together a talent management plan against your company's strategic goals and objectives – making sure that talent management is much more than replacement of turnover but building a plan around growth initiatives.

Learning Objective 3: The third objective is to start the process of building an actual roadmap around talent management. We'll discuss pitfalls and how to sell the concept to leaders more interested in profit management than people management. Activities etc. will be based on the best-selling book," A Well-Done Professional Midlife Crisis"

Chelsea Hinderman is a seasoned veteran in the search and recruitment industry and is Market Leader of the service division at Employment Resource Group, Inc. (ERG), an Appleton-based executive search firm. As a Market Leader, Chelsea focuses primarily on regional and nationwide recruiting efforts within the service industry, specifically banking/credit union, financial services, health care leadership, human resources and marketing professionals. Chelsea has a special gift in relationship building. She spends significant time in getting to know her clients and their perfect right next hire and blends this with the candidates she interacts with to determine where their true passions lie and what she can do to get them to their dream job! Today's session will share some of Chelsea's secrets to her "Experiential Recruitment". Chelsea is a graduate of the University of Wisconsin Platteville, with a degree in Business Administration. Fun fact - in addition to being a highly successful recruiter, Chelsea also happens to be a licensed Cosmetology Practitioner!

Security for the HR Leader
Drew Neckar & Robert Nordby
Friday, October 15
10:15-11:30 am
Location: E and F
Level: All Levels
Track: Business Acumen & HR Strategy
Competency: Relationship Management

With active shooter and other workplace violence incidents making news on a regular basis, providing for the safety and security of an organization's people is increasingly becoming a topic of discussion in the C-Suites and boardrooms. The Human Resources leader often finds themselves assigned either overall or partial responsibility for an organization's physical security and violence prevention program. In this session we will discuss how the elements of an effective security program work as a system to protect an organization's people and assets using real world examples to provide a framework that attendees can take back to their organizations.

Learning Objective 1: Provide HR leaders an overview of the elements necessary for an effective program to protect their employees and organization's assets.

Learning Objective 2: Develop an understanding of the areas in which Security and Human Resources must be coordinating their actions in order to build a violence prevention program.

Learning Objective 3: Provide a common language to facilitate more effective coordination with those responsible for physical security in their organization.

Drew has nearly thirty years' experience in the safety and security field, has served as the senior most security executive for organizations in the healthcare, financial services, education, hospitality sectors, and as a Regional Security Director for Mayo Clinic. He now owns and operates Security Advisors Consulting Group, a consulting firm which offers security assessment and litigation support services. He has presented on various security related topics at regional and national conferences and has published articles in multiple professional journals.

Bob has nearly thirty years' experience in the law enforcement and security. He has served as the senior most security executive for organizations in the healthcare, financial services, and education sectors. Additionally, he has served in leadership positions federal, state and local law enforcement positions, and as an instructor and program chair at higher education institutions. He leads Security Advisors Consulting Group's Training and Government Services Divisions. He has presented on various security related topics at regional and national conferences and is board certified as a Certified Protection Professional (CPP) by ASIS International.