

Conference at a Glance
30th Annual WI SHRM State Conference
October 4, 5, 6 2016
Kalahari Resort, WI Dells, WI



Wednesday, October 5

Time	Location	Event
12:00 p.m. - 4:00 p.m.	North Hallway	Exhibitor Registration
12:00 p.m. - 7:30 p.m.	North Atrium	Registration & Information Desk Open
12:00 p.m. - 7:30 p.m.	Ebony	Volunteer Registration & Information Desk Open
12:00 p.m. - 7:30 p.m.	North Atrium	SHRM Book Store Open
1:00 p.m. - 4:30 p.m.		Pre-Conference Sessions (Sponsored by Ultimate Software)
1:00 p.m. - 4:30 p.m.	Wisteria/Portia	Apples and Oranges - Business Acumen for HR, McEachern, Midlevel, Business Acumen & HR Strategy
1:00 p.m. - 4:30 p.m.	Tamarind/Guava	The Annual Legal Update, Gregg, All Levels, Employment Law & Legislation
1:00 p.m. - 4:30 p.m.	Mangrove/Aralia	Moving from Transactional to Strategic: Becoming an HR Business Leader, Missildine, Senior, Business Acumen & HR Strategy
1:00 p.m. - 4:30 p.m.	Marula/Aloeswood	Advanced Active Shooter Training, Yorio & Evans, Executive, Business Acumen & HR Strategy
4:00 p.m. - 7:30 p.m.	North Atrium	SHRM Foundation Booth/Silent Auction Open
4:00 p.m. - 7:30 p.m.	Exhibit Hall	Exhibit Hall Open (<i>Activity Sponsored by QPS Employment Group</i>); (<i>Dessert Sponsored by The Payroll Company</i>); (<i>Bar Sponsors: Morgan Stanley, Mass Mutual, Hays Companies</i>) (<i>Food Station Sponsored by Health Payment Systems, Honkamp Krueger & Co., P.C.</i>)
4:00 p.m. - 7:30 p.m.	Exhibit Hall	Photo Opportunity (<i>Sponsored by Spherion</i>) Money Booth (<i>Sponsored by Hausmann-Johnson Insurance</i>) Massage Station (<i>Sponsored by Corporate Spa</i>) Charging Station (<i>Sponsored by SEEK Careers/Staffing</i>)
5:00 p.m. - 7:00 p.m.	North Hallway	Evening Hors d'oeuvres Reception for Attendees
5:00 p.m. - 7:00 p.m.	Aralia/Mangrove	Open for Additional Seating for Evening Reception

Thursday, October 6

Time	Location	Event
6:15 a.m. - 6:30 a.m.	South Hallway	Early Bird Refreshments - Water, Coffee, Soda only (<i>Sponsored by Summit Credit Union</i>)
6:15 a.m. - 5:00 p.m.	North Atrium	Registration & Information Desk Open
6:15 a.m. - 5:00 p.m.	Ebony	Volunteer Registration & Information Desk Open
6:15 a.m. - 5:00 p.m.	Ebony	Volunteer/Speaker Lounge
6:30 a.m. - 7:30 a.m.		Early Bird Learning Sessions
6:30 a.m. - 7:30 a.m.	Wisteria/Portia	Industry Update on Self-Funding 2016, Rigsby, All Levels, Total Rewards
6:30 a.m. - 7:30 a.m.	Tamarind/Guava	Recent Trends in Work Authorization Compliance, Santa Maria, All Levels, Employment Law & Legislation
6:30 a.m. - 7:30 a.m.	Mangrove/Aralia	Transformation to HR Business Partner: A Critical Journey, Mangone, Senior, Business Acumen & HR Strategy
6:30 a.m. - 7:30 a.m.	Marula/Aloeswood	Getting to Now, Brenk, Early Career, Personal & Leadership Development
7:15 a.m. - 7:45 a.m.	Suites A-H	Continental Breakfast
7:45 a.m. - 7:47 a.m.	Suites A-H	Welcome from Co-Chairs Matt Bucher and Kellie Dunn
7:47 a.m. - 7:50 a.m.	Suites A-H	Greeting from Katie Walk, Wisconsin SHRM State Council Director
7:50 a.m. - 8:00 a.m.	Suites A-H	Welcome From SHRM Leadership

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8:00 a.m. - 9:15 a.m.	Suites A-H	Keynote Presentation: Why the Future of Work is All About the Employee Experience, Morgan, - (Sponsored by Ogletree, Deakins, Nash, Smoak & Stewart, P.C.)
8:00 a.m. - 2:30 p.m.	North Atrium	SHRM Foundation Booth/Silent Auction Open
8:00 a.m. - 5:00 p.m.	North Atrium	SHRM Book Store Open
9:15 a.m - 9:45 a.m	Bookstore	Book Signing - Jacob Morgan
9:15 a.m - 10:15 a.m	Exhibit Hall	Morning Break - (Sponsored by 3PAdministrators)
9:15 a.m - 12:30 p.m	Exhibit Hall	Coffee Bar (Sponsored by AON)
9:15 a.m. - 2:30 p.m.	Exhibit Hall	Exhibit Hall Open (Activity Sponsored by Delta Dental of WI)
9:15 a.m. - 2:30 p.m.	Exhibit Hall	Massage Station (Sponsored by Corporate Spa); Money Booth - (Sponsored by Hausmann-Johnson Insurance, Inc.) Charging Stations (Sponsored by SEEK Careers/Staffing)
10:15 a.m. - 11:30 p.m.		Learning Sessions #1
10:15 a.m. - 11:30 p.m.	Wisteria/Portia	The Road Best Traveled: Your Path to Change Management, Richards, All Levels, Business Acumen & HR Strategy
10:15 a.m. - 11:30 p.m.	Tamarind/Guava	Top Issues That Keep HR Up at Night: Exploring Workplace Issues of HR Professionals, Ciralsky & Miracle, Midlevel, Employment Law & Legislation
10:15 a.m. - 11:30 p.m.	Mangrove/Aralia	From Wellness to Wellbeing: Why You Should Care About More Than Your Employees' Physical Health, Paul, Senior, Business Acumen & HR Strategy
10:15 a.m. - 11:30 p.m.	Marula/Aloeswood	Step Up: Recruiting & Interviewing for Diversity, Kesling, All Levels, Talent Acquisition & Retention
10:15 a.m. - 11:30 p.m.	Tamboti	The 7 Health Plan Metrics Every HR Professional Must Know, Pfeiffer, All Levels, Total Rewards
10:15 a.m. - 11:30 p.m.	Cypress	Onboarding for New Hire Success, Mangone, Midlevel, Talent Acquisition & Retention
10:15 a.m. - 11:30 p.m.	Banyan	Bringing Mindfulness to Your Organization - Lessons from Early Adopters, Loboeki & Pulvermacher, All Levels, Personal & Leadership Development
10:15 a.m. - 11:30 p.m.	Ironwood	Identity Theft in the Workplace and its Impact on HR, Evans, All Levels, Business Acumen & HR Strategy
10:15 a.m. - 11:30 p.m.	Crown Palm	Background Screening: What You Don't Know Can Hurt Your Organization, Keller, All Levels, Employment Law & Legislation
10:15 a.m. - 11:30 p.m.	Bamboo	Don't Biff It!: The Defensive Hiring Approach, Krulinski, All Levels, Employment Law & Legislation
10:45 a.m - 12:00 p.m	Suites A-H	Exhibitor Lunch
11:30 a.m - 12:30 p.m	Suites A-H	Attendee Lunch (Sponsored by Humana)
12:30 p.m - 1:45 p.m.		Learning Sessions #2
12:30 p.m - 1:45 p.m.	Wisteria/Portia	Crisis Response - Is Your Business Prepared, Barton, All Levels, Business Acumen & HR Strategy
12:30 p.m - 1:45 p.m.	Tamarind/Guava	The Fair Credit Reporting Act, Background Checks and You, Wons, Midlevel, Employment Law & Legislation
12:30 p.m - 1:45 p.m.	Mangrove/Aralia	Changing the Conversation about Retirement, Cavi, Executive, Talent Acquisition & Retention
12:30 p.m - 1:45 p.m.	Marula/Aloeswood	7 Tools for Effective Conflict Resolution in HR, Rust, All Levels, Business Acumen & HR Strategy
12:30 p.m - 1:45 p.m.	Tamboti	Co-op Clinics: New Trend Creates Cost Savings for Public Employers, Stage & Froh, All Levels, Business Acumen & HR Strategy
12:30 p.m - 1:45 p.m.	Cypress	Scrap Performance Appraisals?!?!?!?, Somersan, All Levels, Business Acumen & HR Strategy
12:30 p.m - 1:45 p.m.	Banyan	Emotional Intelligence is THE Game Changer in Performance, Renz, All Levels, Personal & Leadership Development

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12:30 p.m - 1:45 p.m.	Ironwood	Harnessing the Power of a Diverse Workforce, Lucas-DeBerry, All Levels, Personal & Leadership Development
12:30 p.m - 1:45 p.m.	Crown Palm	What To Do When OSHA knocks on your Door, Johnston, All Levels, Business Acumen & HR Strategy
12:30 p.m - 1:45 p.m.	Bamboo	Inspiring Creativity & Innovation to Cultivate Change, Butz, All Levels, Personal & Leadership Development
1:45 p.m - 2:30 p.m	Exhibit Hall	Afternoon Break
2:30 p.m. - 3:45 p.m.		Learning Sessions #3
2:30 p.m. - 3:45 p.m.	Wisteria/Portia	An Employer's Benefit Journey Through Merger & Acquisition - Kellner & Evans, Midlevel, Business Acumen & HR Strategy
2:30 p.m. - 3:45 p.m.	Tamarind/Guava	How Developing an Effective Training Strategy Can Improve Your Odds and Reduce Liability - Benkstein & Nodes, All Levels, Employment Law & Legislation
2:30 p.m. - 3:45 p.m.	Mangrove/Aralia	The New HR Playbook: Fresh Trends for 2016 - Galatro, Senior Level, Business Acumen & HR Strategy
2:30 p.m. - 3:45 p.m.	Marula/Aloeswood	Is Laughter Really The Best Medicine? Give Yourself Permission To Laugh More And Improve Your Health - Udermann, All Levels, Personal & Leadership Development
2:30 p.m. - 3:45 p.m.	Tamboti	How To Help Your Employees Afford Their Benefits - Cooper, All Levels, Total Rewards
2:30 p.m. - 3:45 p.m.	Cypress	The Three Ps of Talent Acquisition - Faulkner, All Levels, Talent Acquisition & Retention
2:30 p.m. - 3:45 p.m.	Ironwood	Say Hello to Exit Interviews: Leveraging an Employee's Parting Thoughts - Russell, All Levels, Business Acumen & HR Strategy
2:30 p.m. - 3:45 p.m.	Crown Palm	Putting Together the Pieces of Employee Engagement - Hallis, Senior Level, Talent Acquisition & Retention
2:30 p.m. - 3:45 p.m.	Bamboo	SSSHHH! We're talking about MONEY! Financial Wellness Strategies for the Workplace - Topp, All Levels, Total Rewards
2:30 p.m. - 3:45 p.m.	Acacia	Let's Put the FUN Back in DysFUNction: Reducing Conflict & Working With Difficult Employees - Miles, All Levels, Personal & Leadership Development
3:45 p.m - 4:00 p.m	Bookstore	Book Signing - Brian Udermann
3:45 p.m - 4:00 p.m	North Atrium	SHRM Foundation Booth- pick up and pay for won items
4:00 p.m. - 5:15 p.m.		Learning Sessions #4
4:00 p.m. - 5:15 p.m.	Wisteria/Portia	Think Like A Business. Act Like A Business. Win Like A Business - Lindquist, All Levels, Business Acumen & HR Strategy
4:00 p.m. - 5:15 p.m.	Tamarind/Guava	Religious Accommodations: what are my real rights and responsibilities? - Simandl, Senior Level, Employment Law & Legislation
4:00 p.m. - 5:15 p.m.	Mangrove/Aralia	Your Hiring Strategy: Key Performance Indicators to Drive Your Selection Process - Mathison, Senior Level, Talent Acquisition & Retention
4:00 p.m. - 5:15 p.m.	Marula/Aloeswood	Diversity and Inclusiveness: Increasing Workplace Effectiveness - Rueb, Midlevel, Global HR
4:00 p.m. - 5:15 p.m.	Tamboti	Alphabet soup - Using FSAs, HRAs and HSAs Together - Kramer, All Levels, Total Rewards
4:00 p.m. - 5:15 p.m.	Cypress	When Going Viral Goes Wrong: Protecting Your Company When Employees' Social Media Activity is #NotGood - Loehrke, All Levels, Employment Law & Legislation
4:00 p.m. - 5:15 p.m.	Banyan	Enhancing Group Dynamics in Meetings - Butz, All Levels, Personal & Leadership Development
4:00 p.m. - 5:15 p.m.	Ironwood	HR Leadership in an Age of Permanent Whitewater - Russell, Senior Level, Personal & Leadership Development
4:00 p.m. - 5:15 p.m.	Crown Palm	InterPlay: Simple Innovative Practices to Increase Productivity and Collaboration - Bowen, All Levels, Personal & Leadership Development
4:00 p.m. - 5:15 p.m.	Bamboo	Retirement Plan Challenges: Understanding ERISA, Best Practices, & Employee Engagement - Topp, Senior Level, Total Rewards

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5:00 p.m. - 5:30 p.m.	South Atrium	Cocktail Reception & Networking (<i>Bar Sponsors: Jackson Lewis, P.C., Dean Health Plan/Dean Health System, Willis Towers Watson</i>)
5:30 p.m. - 6:15 p.m.	Suites A-H	Attendee Appreciation Dinner (<i>Dinner Sponsored by Aurora Health Care</i>); (<i>Dessert Sponsored by TASC</i>)
6:15 p.m - 6:20 p.m	Suites A-H	Certification Recognition
6:20 p.m - 9:30 p.m	Suites A-H	Evening Entertainment - Felix and Fingers
7:00 p.m - 7:10 p.m	Suites A-H	Grand Prize Drawing

Friday, October 7

Time	Location	Event
6:15 a.m. - 6:30 a.m.	South Hallway	Early Bird Refreshments (Water, Coffee, Soda only)
6:15 a.m. - 1:15 p.m.	North Atrium	Registration & Information Desk Open
6:15 a.m. - 1:15 p.m.	Ebony	Volunteer Registration & Information Desk Open
6:15 a.m. - 1:15 p.m.	North Atrium	Charging Station (<i>Sponsored by SEEK Careers/Staffing</i>)
6:30 a.m. - 7:30 a.m.		Early Bird Learning Sessions
6:30 a.m. - 7:30 a.m.	Wisteria/Portia	Revealing Viable Outcomes - Reilly, All Levels, Total Rewards
6:30 a.m. - 7:30 a.m.	Tamarind/Guava	Top 10 Tips for Avoiding (or Minimizing) Employment Litigation - Johnson, All Levels, Employment Law & Legislation
6:30 a.m. - 7:30 a.m.	Mangrove/Aralia	Influential Leadership - Stewart, Midlevel, Personal & Leadership Development
6:30 a.m. - 7:30 a.m.	Marula/Aloeswood	Change Management vs. Human Nature: How HR Can Help - Graci, Midlevel, Personal & Leadership Development
7:00 a.m. - 1:30 p.m.	Ebony	Volunteer/Speaker Lounge
7:00 a.m. - 2:00 p.m.	North Atrium	SHRM Book Store Open
7:30 a.m. - 8:30 a.m.	Suites A-H	All attendee sit down breakfast with recognition of Diversity Award Winner (<i>Sponsored by Anthem Blue Cross and Blue Shield</i>)
8:15 am. - 8:30 a.m.	Suites A-H	Anthem Blue Cross and Blue Shield - Premier Sponsor Welcome
8:30 a.m. - 9:45 a.m.	Suites A-H	Keynote Presentation: Are you Enabling Mediocre Leadership? Vince Molinaro (<i>Sponsored by Lee Hecht Harrison</i>)
9:45 a.m. - 10:00 a.m.	North Hallway	Morning Beverage Break - (<i>Sponsored by MRA</i>)
10:00 a.m. - 11:15 a.m.		Learning Sessions #5
10:00 a.m. - 11:15 a.m.	Wisteria/Portia	The Power of Diversity & Inclusion - Pierson/Strike, All Levels, Business Acumen & HR Strategy
10:00 a.m. - 11:15 a.m.	Tamarind/Guava	The Interactive Process Under Wisconsin Law -- It's No Two-Step But It Need Not Be a Tango - Anderson, Midlevel, Employment Law & Legislation
10:00 a.m. - 11:15 a.m.	Mangrove/Aralia	Being the Best: Revealing the Surprising Secrets of America's Best Places to Work - Lauritsen, Senior Level, Talent Acquisition & Retention
10:00 a.m. - 11:15 a.m.	Marula/Aloeswood	The Missing Ingredient of Wellness Programs - Freeman, All Levels, Total Rewards
10:00 a.m. - 11:15 a.m.	Tamboti	Vendor Summits: Creating Partnerships with Your Benefit Vendors - Oberloh, All Levels, Total Rewards
10:00 a.m. - 11:15 a.m.	Cypress	Want to Innovate? It's Time to Rethink Your Recruitment Strategy - Kutsmode, All Levels, Talent Acquisition & Retention
10:00 a.m. - 11:15 a.m.	Banyan	Back to YOUR Future: Growing Your HR Career - Faulkner, All Levels, Personal & Leadership Development

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10:00 a.m. - 11:15 a.m.	Ironwood	Worker's Compensation and the Graying of our Workforce - Kramer, All Levels, Business Acumen & HR Strategy
10:00 a.m. - 11:15 a.m.	Crown Palm	Flying Your Freak Flag: The Authenticity Advantage - Gerstandt, All Levels, Personal & Leadership Development
11:30 a.m - 12:15 p.m	Suites A-H	Lunch
12:13 p.m - 12:15 p.m	Suites A-H	Keynote Introduction by Anthem Blue Cross and Blue Shield
12:15 p.m. - 1:30 p.m.	Suites A-H	Keynote Presentation: "UnManagement: Confronting the Inconvenient Truth about Innovation" Talent Anarchy <i>(Sponsored by Anthem Blue Cross and Blue Shield)</i>
1:30 p.m. - 2:00 p.m.	Bookstore	Book Signing - Talent Anarchy