



CONFERENCE AT A GLANCE  
 32nd Annual WI SHRM State Conference  
 October 10, 11, & 12, 2018  
 Kalahari Resort, WI Dells, WI

Wednesday, October 10		
Time	Location	Event
12:00 p.m. - 3:30 p.m.	North Hallway	Exhibitor Registration & Set-up
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 Open
12:00 p.m. - 7:30 p.m.	Convention Center East Entrance	SHRM Bookstore Open
<b>1:00 p.m. - 4:30 p.m.</b>		<b>Pre-Conference Sessions (Sponsored by Ultimate Software)</b>
1:00 p.m. - 4:30 p.m.	Wisteria/Portia	Breaking Boundaries for Operating Excellence...A Strategy for World Class Performance, Bovino, Senior-level, Business Acumen and HR Strategy
1:00 p.m. - 4:30 p.m.	Tamarind/Guava	It's Not You, It's Me---Personal Development is the Best Leadership Development, Ross, Senior-level, Personal and Leadership Development
1:00 p.m. - 4:30 p.m.	Mangrove/Aralia	Hiring 4 Performance, Reynolds, Senior-level, Talent Acquisition and Retention
1:00 p.m. - 4:30 p.m.	Marula/Aloeswood	Annual Legal Overview: Keeping Up With the Times, Gregg, Mirus, and Goodman, All levels, Employment Law and Legislation
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 (Bars Sponsored by Associated Benefits & Risk Consulting, Dean Health Plan and Prevea 360 Health Plan); (Activity Sponsored by Spark Hire)
4:00 p.m. - 7:30 p.m.	Exhibit Hall	Mirrored Photo Booth (Sponsored by Spherion Staffing) Money Booth (Sponsored by Hausmann-Johnson Insurance, Inc.) Massage Station (Sponsored by Corporate Spa) Charging Stations (Sponsored by SEEK Careers/Staffing and University of Wisconsin-Madison)
5:00 p.m. - 7:00 p.m.	North Hallway	Evening Hors d'oeuvres Reception for Attendees (Food Stations Sponsored by Health Payment Systems, HKP)
5:00 p.m. - 7:00 p.m.	Aralia/Mangrove	Open for Additional Seating for Evening Reception
Thursday, October 11		
Time	Location	Event
6:00 a.m. - 6:15 a.m.	South Hallway	Early Bird Refreshments - Water, Coffee, Soda only
6:00 a.m. - 5:00 p.m.	North Atrium	Registration & Information Desk Open
6:00 a.m. - 5:00 p.m.	Ebony	Volunteer Registration Open
<b>6:15 a.m. - 7:15 a.m.</b>		<b>Early Bird Learning Sessions</b>
6:15 a.m. - 7:15 a.m.	Wisteria/Portia	What Next: Are You Doing All You Can to Prevent Workplace Harassment?, Kellner and Pintar, All levels, Employment Law and Legislation
6:15 a.m. - 7:15 a.m.	Tamarind/Guava	9 COMP Essentials Every HR Adventurer Needs, Somersan, All levels, Total Rewards
6:15 a.m. - 7:15 a.m.	Mangrove/Aralia	Dude, Where's My Employee? Employee Microchipping, GPS, Wearables, and Surveillance, Kopplin, Midlevel, HR Technology
6:15 a.m. - 7:15 a.m.	Marula/Aloeswood	How to Improve Retention, Engagement, and Culture through an Employee Stock Ownership Plan!, Wellman, Senior-level, Business Acumen and HR Strategy
7:15 a.m. - 7:45 a.m.	Suites A-H	All-Attendee Breakfast (Sponsored by Robin with Health Partners)
7:20 a.m. - 7:23 a.m.	Suites A-H	Welcome from Conference Co-Chairs
7:23 a.m. - 7:27 a.m.	Suites A-H	Welcome from Joanne Krueger, WISHRM State Director
7:27 a.m. - 7:42 a.m.	Suites A-H	SHRM Foundation - Cecelia Clark
7:42 a.m. - 7:57 a.m.	Suites A-H	Robin with Health Partners - Premier Sponsor Welcome
7:57 a.m. - 8:00 a.m.	Suites A-H	Keynote Introduction by Robin with Health Partners

8:00 a.m. - 9:15 a.m.	Suites A-H	Keynote Presentation - Cy Wakeman "No Ego: How Leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results" ( <i>Sponsored by Robin with Health Partners</i> )
8:00 a.m. - 5:00 p.m.	Convention Center East Entrance	SHRM Bookstore Open
9:15 a.m. - 9:45 a.m.	Convention Center East Entrance	Book Signing - Cy Wakeman
8:00 a.m. - 2:30 p.m.	North Atrium	SHRM Foundation Booth/Silent Auction Open
9:15 a.m. - 10:15 a.m.	Exhibit Hall	Morning Break
9:00 a.m. - 2:30 p.m.	Exhibit Hall	Exhibit Hall Open ( <i>Activity Sponsored by Delta Dental of WI</i> )
9:15 a.m. - 2:30 p.m.	Exhibit Hall	Mirrored Photo Booth ( <i>Sponsored by Spherion Staffing</i> ) Money Booth ( <i>Sponsored by Hausmann-Johnson Insurance, Inc.</i> ) Massage Station ( <i>Sponsored by Corporate Spa</i> ) Charging Stations ( <i>Sponsored by SEEK Careers/Staffing and University of Wisconsin-Madison</i> )
<b>10:15 a.m. - 11:30 a.m.</b>		<b>Learning Sessions #1</b>
10:15 a.m. - 11:30 a.m.	Wisteria/Portia	Hardwiring Accountability into Your Workforce and Coaching for Great Performance, Cy Wakeman, All levels, Personal and Leadership Development
10:15 a.m. - 11:30 a.m.	Tamarind/Guava	Workforce Planning: Key Element of Talent Management, Greene, All levels, Talent Acquisition and Retention
10:15 a.m. - 11:30 a.m.	Mangrove/Aralia	Leveraging the Five Stages of Your HR Leadership, Weber, All levels, Personal and Leadership Development
10:15 a.m. - 11:30 a.m.	Marula/Aloeswood	A Deep Dive into Employee Benefits Benchmarking, Pfeiffer, All levels, Total Rewards
10:15 a.m. - 11:30 a.m.	Tamboti	#TimesUp for Compensation - Transparency, Equity, and Equality, Shefchik, Senior-level, Total Rewards
10:15 a.m. - 11:30 a.m.	Cypress	The New World of Work, Walsh, Midlevel, Talent Acquisition and Retention
10:15 a.m. - 11:30 a.m.	Banyan	Handling Off-Duty Employee Misconduct, Levine, All levels, Employment Law and Legislation
10:15 a.m. - 11:30 a.m.	Ironwood	Achieving Results at the Speed of Engagement: A Leaders Responsibility, Horn, Midlevel, Talent Acquisition and Retention
10:15 a.m. - 11:30 a.m.	Crown Palm	A Sensory Approach from Strengths Theory to Strengths Applied, Kramer, All levels, Personal and Leadership Development
10:15 a.m. - 11:30 a.m.	Bamboo	Six Steps to Successful Succession Planning, Zorbini, Senior-level, Business Acumen and HR Strategy
10:15 a.m. - 11:30 a.m.	Acacia	The Best Culture Wins, Abbas, All levels, Personal and Leadership Development
11:30 a.m. - 11:45 a.m.	Convention Center East Entrance	Book Signing - Liz Weber
11:00 a.m. - 11:30 a.m.	Exhibit Hall	Exhibitor Lunch
11:30 a.m. - 12:45 p.m.	Suites A-H	Attendee Lunch ( <i>Sponsored by Ultimate</i> )
<b>12:45 p.m. - 2:00 p.m.</b>		<b>Learning Sessions #2</b>
12:45 p.m. - 2:00 p.m.	Ironwood	Why an Organization's DNA Propels HR's Adventure, Renz and Kindler, All levels, Business Acumen and HR Strategy
12:45 p.m. - 2:00 p.m.	Tamarind/Guava	Evidence-Based Workforce Management, Greene, All levels, Business Acumen and HR Strategy
12:45 p.m. - 2:00 p.m.	Mangrove/Aralia	"Spy" Tactics 2 for Human Resources Professionals " Advanced Elicitation and Interviewing Skills, Anderson and Kurlinski, Midlevel, Employment Law and Legislation
12:45 p.m. - 2:00 p.m.	Marula/Aloeswood	Top Complaints Employees Want to Say to Their Boss (But Never Do!), Graci, All levels, Personal and Leadership Development
12:45 p.m. - 2:00 p.m.	Tamboti	How I Achieved 0% Health Insurance Increases, and It's Not What You Think, Huber, All levels, Total Rewards
12:45 p.m. - 2:00 p.m.	Cypress	Constructive Feedback that Cultivates Relationships, Butz, All levels, Personal and Leadership Development
12:45 p.m. - 2:00 p.m.	Banyan	Aligning Talent Acquisition Technology to Your Candidate Pool: Can You Make a Love Connection?, Meyer, All levels, Talent Acquisition and Retention
12:45 p.m. - 2:00 p.m.	Wisteria/Portia	Reducing Drama in the Workplace, Skeen, All levels, Personal and Leadership Development
12:45 p.m. - 2:00 p.m.	Crown Palm	Overcoming Barriers to a Successful Well-Being Program, Shanda, All Levels, Total Rewards
12:45 p.m. - 2:00 p.m.	Bamboo	Using Workplace Investigations to Improve Culture and Drive Employee Engagement, Barbarto, All levels, Business Acumen and HR Strategy

12:45 p.m. - 2:00 p.m.	Acacia	Succession Strategies for a VUCA World, Champ, Executive-level, Business Acumen and HR Strategy
2:00 p.m. - 2:30 p.m.	Exhibit Hall	Afternoon Beverage Break ( <i>Sponsored by Right Management</i> )
2:00 p.m. - 2:30 p.m.	North Atrium	SHRM Foundation Booth - pick up and pay for won items
<b>2:30 p.m. - 3:45 p.m.</b>		<b>Learning Sessions #3</b>
2:30 p.m. - 3:45 p.m.	Wisteria/Portia	The Future Workforce is Here. Are You Ready?, Dunning, All levels, Business Acumen and HR Strategy
2:30 p.m. - 3:45 p.m.	Ironwood	Recharging Your Internal Investigations Post-#MeToo, Arnold and Ablin, Midlevel, Employment Law and Legislation
2:30 p.m. - 3:45 p.m.	Mangrove/Aralia	Active Shooter-It's Not A Matter of If, It's A Matter of When!, Bradley, All levels, Business Acumen and HR Strategy
2:30 p.m. - 3:45 p.m.	Marula/Aloeswood	HR Predictions - It's Not for Meteorologists and Bookies, Dodd, All levels, Personal and Leadership Development
2:30 p.m. - 3:45 p.m.	Tamboti	TBD
2:30 p.m. - 3:45 p.m.	Cypress	Resilience: The Courage to Come Back, Butz, All levels, Personal and Leadership Development
2:30 p.m. - 3:45 p.m.	Banyan	\$how me the Money- Seeing the Value of Employee Financial Health, Stewart and Raddemann, All levels, Total Rewards
2:30 p.m. - 3:45 p.m.	Tamarind/Guava	Conflict and Dealing with Difficult People and Employees Takes Up Too Much Valuable Leadership Time, Miles, All levels, Personal and Leadership Development
2:30 p.m. - 3:45 p.m.	Crown Palm	How to Review your Retirement Plan, Friar, All levels, Total Rewards
2:30 p.m. - 3:45 p.m.	Bamboo	Business Acumen for HR: A "Seat at the Table", Schultz, Midlevel, Business Acumen and HR Strategy
2:30 p.m. - 3:45 p.m.	Acacia	ERISA Compliance: Wrap Plan Documents, SPDs and Form 5500s, Sieger, All levels, Total Rewards
<b>4:00 p.m. - 5:15 p.m.</b>		<b>Learning Sessions #4</b>
4:00 p.m. - 5:15 p.m.	Wisteria/Portia	Breaking the Hierarchy: Building a Culture of Team & Collaboration, Utech and Ritter, All levels, Business Acumen and HR Strategy
4:00 p.m. - 5:15 p.m.	Tamarind/Guava	Employee Non-Solicitation Agreements: What's Next After Lanning?, LeBlanc and O'Day, Executive-level, Employment Law and Legislation
4:00 p.m. - 5:15 p.m.	Mangrove/Aralia	Fear Not! Technology is your Friend, Not your Replacement, Reddin, Executive-level, HR Technology
4:00 p.m. - 5:15 p.m.	Marula/Aloeswood	Optimizing Value Through Organizational Alignment & Structure, Stewart, Executive-level, Personal and Leadership Development
4:00 p.m. - 5:15 p.m.	Tamboti	Vendor Summits: Creating Partnerships with Your Benefit Vendors, Oberloh, All levels, Total Rewards
4:00 p.m. - 5:15 p.m.	Cypress	What Employees REALLY Think About Well-Being Programs, Raddemann and Stewart, All levels, Total Rewards
4:00 p.m. - 5:15 p.m.	Banyan	Employee Engagement: The Choice is Easy, But How Do You Get There?, Shefchik and Cooper, All levels, Talent Acquisition and Retention
4:00 p.m. - 5:15 p.m.	Ironwood	How to Build Trust in Teams, Thomson, All levels, Personal and Leadership Development
4:00 p.m. - 5:15 p.m.	Crown Palm	Disrupting Talent - One Company's Journey, Slaski, All levels, Business Acumen and HR Strategy
4:00 p.m. - 5:15 p.m.	Bamboo	#TimesUp #MeToo: A Legal and Public Relations Perspective, Kurlinski, All levels, Employment Law and Legislation
4:00 p.m. - 5:15 p.m.	Acacia	Understanding & Appreciating Our Differences to Maximize Communication & Collaboration, Hallis, All levels, Talent Acquisition and Retention
4:00 p.m. - 5:15 p.m.	Desert Rose	Meeting - State Conference Liaison - 2019 Conference Planning Committee
5:15 p.m. - 5:30 p.m.	Convention Center East Entrance	Book Signing - Daniel Stewart
5:15 p.m. - 5:30 p.m.	Convention Center East Entrance	Book Signing - Tracy Butz
5:30 p.m. - 6:15 p.m.	Suites A-H	Attendee Appreciation Dinner ( <i>Dinner Sponsored by Workday</i> ); ( <i>Bar Sponsored by Willis Towers Watson</i> )
6:15 p.m. - 6:20 p.m.	Suites A-H	Certification Recognition - Callie Zipple
6:45 p.m. - 9:45 p.m.	Suites A-H	Evening Entertainment - "The Love Monkeys" ( <i>Bar Sponsored by Ogletree, Deakins, Nash, Smoak &amp; Stewart, P.C.</i> )
8:15 p.m. - 8:25 p.m.	Suites A-H	Grand Prize Drawing (\$500 Grand Prize Sponsored by Cottingham & Butler)
6:45 p.m. - 9:45 p.m.	Exhibit Hall - Suite 4&5	Pub Games ( <i>Sponsored by ADP</i> )

## Friday, October 12

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 Open
6:15 a.m. - 1:15 p.m.	North Atrium	Charging Stations ( <i>Sponsored by SEEK Careers/Staffing and University of Wisconsin-Madison</i> )
<b>6:30 a.m. - 7:30 a.m.</b>		<b>Early Bird Learning Sessions</b>
6:30 a.m. - 7:30 a.m.	Wisteria/Portia	Making Benefits a Benefit Again, Martin, All levels, Business Acumen and HR Strategy
6:30 a.m. - 7:30 a.m.	Tamarind/Guava	The Return of Management by Objectives to Replace Annual Reviews, Maciekowich, All levels, Total Rewards
6:30 a.m. - 7:30 a.m.	Mangrove/Aralia	7 Health Plan Benefits Every HR Professional Must Know, Chadwick, Mid-level, Business Acumen and HR Strategy
6:30 a.m. - 7:30 a.m.	Marula/Aloeswood	Talent: The Search for the Holy Grail, Morgan, All levels, Talent Acquisition and Retention
7:00 a.m. - 1:30 p.m.	Ebony	Volunteer/Speaker Lounge
7:00 a.m. - 1:30 p.m.	Empress	Committee Lounge
7:00 a.m. - 2:00 p.m.	Convention Center East Entrance	SHRM Bookstore Open
7:30 a.m. - 8:30 a.m.	Suites A-H	Attendee Breakfast ( <i>Sponsored by Anthem Blue Cross and Blue Shield</i> )
8:10 a.m. - 8:15 a.m.	Suites A-H	Welcome from SHRM Leadership - Callie Zipple, Field Services Director
8:15 a.m. - 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: Pete Smith "Dare to Matter: The HR Professional's Rise to Significance"
9:45 a.m. - 10:15 a.m.	Convention Center East Entrance	Book Signing - Pete Smith
9:45 a.m. - 10:00 a.m.	North Hallway	Morning Beverage Break - ( <i>Sponsored by Manpower</i> )
<b>10:00 a.m. - 11:15 a.m.</b>		<b>Learning Sessions #5</b>
10:00 a.m. - 11:15 a.m.	Wisteria/Portia	Get This Essential Tool for Your HR Adventure: Managing Difficult Conversations With Confidence, Kellner and Fowles, All levels, Business Acumen and HR Strategy
10:00 a.m. - 11:15 a.m.	Tamarind/Guava	Marijuana and Drug Testing Update, Dougherty, All levels, Employment Law and Legislation
10:00 a.m. - 11:15 a.m.	Mangrove/Aralia	The Rise of Emotional Intelligence for Humanity, Marklein, All levels, Personal and Leadership Development
10:00 a.m. - 11:15 a.m.	Marula/Aloeswood	HR's Role in the Employee Career Journey, Prosek, All levels, Personal and Leadership Development
10:00 a.m. - 11:15 a.m.	Tamboti	Coaching for Better Performance, Thalheimer, All levels, Personal and Leadership Development
10:00 a.m. - 11:15 a.m.	Cypress	Current and Future State of Executive Compensation, Rector, Executive-level, Total Rewards
10:00 a.m. - 11:15 a.m.	Banyan	Conducting Stay Interviews: Retaining Star Performers with an Engagement Conversation, Russell, Midlevel, Talent Acquisition and Retention
10:00 a.m. - 11:15 a.m.	Ironwood	Diversity, Civility and Inclusion in the Workplace, Braman, All levels,
10:00 a.m. - 11:15 a.m.	Crown Palm	How Biases Shape and are Shaped by Culture, Kesling and Ibarra, All level, Personal and Leadership Development
10:00 a.m. - 11:15 a.m.	Bamboo	Career Transition 101, Ingalls, Senior-level, Personal and Leadership Development
10:00 a.m. - 11:15 a.m.	Acacia	Diversity Award Winner 0 Positioning Your Diversity Strategy for Organizational Impact, Gonzalez, All levels, Business Acumen and HR Strategy
11:30 a.m. - 12:13 p.m.	Suites A-H	Attendee Lunch ( <i>Sponsored by Anthem Blue Cross and Blue Shield</i> )
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: Steve Browne "HR On Purpose !! - 5 Ways to Own, Lead and Integrate HR throughout your Organization"
1:30 p.m. - 2:00 p.m.	Convention Center East Entrance	Book Signing - Steve Browne