

**CONFERENCE AT A GLANCE**  
**37th Annual WI SHRM State Conference**  
**October 9-11, 2024**  
**Kalahari Resort, WI Dells, WI**

WEDNESDAY, OCTOBER 9					
Time	Code	Location	Room Capacity	Event	Recert hours
12:00 p.m. - 7:30 p.m.		Ebony		Volunteer Registration Open	
12:00 p.m. - 4:00 p.m.		Registration East (inside Africa East)		Exhibitor Registration	
12:00 p.m. - 7:30 p.m.		Registration East & West		Registration & Information Desk Open	
12:00 p.m. - 7:30 p.m.		Maji Lounge		SHRM Book Store	
1:00 p.m. - 4:30 p.m.				<b>Pre-Conference Sessions</b>	3.50
1:00 p.m. - 4:30 p.m.	PRE-1	A and B	317	Peak Performance: Create Winning Cultures with Thoughtfully Fit Teams. Jill Mueller. Inclusion and Belonging.	
1:00 p.m. - 4:30 p.m.	PRE-2	E and F	317	Transforming Team Communication: Discover Your Leadership Voice. Skot Waldron. Personal and Leadership Development.	
1:00 p.m. - 4:30 p.m.	PRE-3	G and H	276	Inclusive Talent Systems. Amy Kesling & Stephanie Muñoz. Talent Acquisition and Retention.	
1:00 p.m. - 4:30 p.m.	PRE-4	Africa West	300	The Annual Legal Update from Boardman Clark. Brian Goodman, Storm Larson, Jennifer Mirus. Employment Law and Legislation.	
3:00 p.m - 5:30 p.m		Portia/Wisteria		HR Games & Professional Panel (Sponsored by M3 Insurance)	
4:00 p.m. - 7:30 p.m.		African Ballroom Foyer by Reg East		SHRM Foundation Booth/Silent Auction Open	
4:00 p.m. - 7:30 p.m.		Africa East and Africa 50-80		Exhibit Hall Open (Activity Sponsored by )	
4:00 p.m. - 7:30 p.m.		Africa East (in Exhibit Hall)		Photo Opportunity (Sponsored by Spherion Staffing & Recruiting) Money Booth (Sponsored by Hausmann Group )	
4:30 p.m. - 4:15 p.m.		Africa Ballroom Foyer		Book Signing: Skot Waldron	
5:00 p.m. - 7:00 p.m.		Africa Ballroom Foyer/Africa East		Evening Hors d'oeuvres Reception for Attendees (Bars sponsored by Marsh & McLennan, True North Retirement Partners Raymond James, QPS Employment Group) Evening Dessert (Sponsored by Corporate Traditions)	
8:00 p.m - 10:30 p.m.		Volcano Lounge		Reception - Committee & Council Members provided by WI SHRM Council	
THURSDAY, OCTOBER 10					
Time		Location		Event	
6:00 a.m. - 6:45 a.m.		South Hallway		Early Bird Refreshments - Water, Coffee, Soda only	
6:00 a.m. - 5:00 p.m.		Registration East & West		Registration & Information Desk Open	
6:00 a.m. - 5:00 p.m.		Ebony		Volunteer Registration Open	
6:00 a.m. - 5:00 p.m.		Ebony		Volunteer/Speaker Lounge	
6:00 a.m. - 5:00 p.m.		Empress		Committee Lounge	
6:15 a.m. - 5:30 p.m.		Maji Lounge		SHRM Book Store	
6:15 a.m. - 7:00 a.m.		West Corridor		Yoga- Led by Kyle from Dragonfly Hot Yoga	
6:30 a.m. - 7:30 a.m.				<b>Early Bird Learning Sessions</b>	1.00
6:15 a.m. - 7:15 a.m.	EB1-1	E and F	660	Wait... feedback IS development? Tanya Hanson & Aubree Martin. Personal and Leadership Development.	
6:15 a.m. - 7:15 a.m.	EB1-2	G and H	660	Overcoming 5 Difficult Situations In Workplace Investigations. Phillip Spearo. Employment Law and Legislation.	
6:15 a.m. - 7:15 a.m.	EB1-3	Guava/Tamarind	612	Paving the Path to Success: Navigating the Journey to Obtain Your SHRM Certification. Kortney Jenks. Personal and Leadership Development.	
7:15 a.m. - 7:45 a.m.		Africa West and Africa 10-40		All-Attendee Breakfast	
7:30 a.m. - 7:35 a.m.		Africa West and Africa 10-40		Welcome from Conference Co-Chairs	
7:35 a.m. - 7:38 a.m.		Africa West and Africa 10-40		Kalahari Welcome	
7:38 a.m. - 7:48 a.m.		Africa West and Africa 10-40		Welcome from Connie Bitter, WI SHRM State Director	
7:48 a.m. - 8:08 a.m.		Africa West and Africa 10-40		Welcome from Jenny Locanthi, SHRM National	
8:08 a.m. - 8:10 a.m.		Africa West and Africa 10-40		Amy Doepke to introduce Keynote Sponsor	
8:10 a.m. - 8:15a.m.		Africa West and Africa 10-40		(Keynote Sponsor) to introduce Johnny C. Taylor, Jr.	
8:15 a.m. - 9:15 a.m.		Africa West and Africa 10-40		Keynote Presentation: Creating Winning Cultures in the 21st Century. Johnny C. Taylor, Jr. - President & CEO of SHRM	1.00
8:00 a.m. - 2:30 p.m.		Africa Ballroom Foyer by Reg East		SHRM Foundation Booth/Silent Auction Open	
8:00 a.m. - 3:30 p.m.		Registration East (inside Africa East)		Exhibitor Registration	
9:00 a.m. - 5:00 pm		Barranco Lounge		Relaxation Station - Workstation	
9:15 a.m. - 10:15 a.m.		Africa East		Morning Break	
9:15 a.m. - 3:30 p.m.		Africa East		Exhibit Hall Open (Activity Sponsored by Delta Dental of WI)	
9:15 a.m. - 3:30 p.m.		Exhibit Hall- Africa East		Photo Opportunity (Sponsored by Spherion Staffing & Recruiting ) Money Booth (Sponsored by Hausmann Group )	
10:15 a.m. - 11:30 a.m.				<b>Learning Sessions #1</b>	1.25
10:15 a.m. - 11:30 a.m.	L1-1	1 and 2	660	How To Increase Capacity Without More Adding Time, Money, or People. Skot Waldron. Business Acumen and HR Strategy.	
10:15 a.m. - 11:30 a.m.	L1-2	3 and 4	660	Beyond the (k): Using Nonqualified Plans to Recruit, Reward, and Retain Key Employees. David Cox. Total Rewards.	
10:15 a.m. - 11:30 a.m.	L1-3	5 and 6	660	The Nearly Impossible Task of Eradicating Gossip at Work. Dave Schwallier. Inclusion and Belonging.	
10:15 a.m. - 11:30 a.m.	L1-4	7 and 8	660	Fuel the Fire: Transforming Employee Engagement in the Digital Age. Tricia Shields & Claire Frankiewicz. HR Technology.	
10:15 a.m. - 11:30 a.m.	L1-5	A and B	612	The Missing Piece: Understanding People & Productivity through Conation. AJ Kruse. Talent Acquisition and Retention.	
10:15 a.m. - 11:30 a.m.	L1-6	C and D	532	Active Threat Preparedness. Drew Moldenhauer & Rich Webb. Wellness and Safety.	
10:15 a.m. - 11:30 a.m.	L1-7	E and F	532	Leveraging AI & FinTech Solutions to Transform Workplace Financial Wellness and Retirement Planning. Georgette Regan, Erin Greenwald, Michael Collins, Joe Saari, Dave Mandl. HR Technology.	
10:15 a.m. - 11:30 a.m.	L1-8	G and H	612	Use Your Behavioral Intelligence to Connect with Humans. Kathie Rotz. Personal and Leadership Development.	
10:15 a.m. - 11:30 a.m.	L1-9	Guava/Tamarind	320	Principles of Persuasion: How to Increase Your Level of Influence. Jeff Joutras. Personal and Leadership Development.	
10:15 a.m. - 11:30 a.m.	L1-10	Portia/Wisteria	320	Implementing Severance Decisions While Avoiding Expensive Litigation. James Macy. Employment Law and Legislation.	

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11:30 a.m. to 11:45 a.m.		Africa Ballroom Foyer		<b>Book Signing: Drew Moldenhauer &amp; Rich Webb</b>	
11:00 a.m. - 11:30 a.m.		East Corridor		Exhibitor Lunch	
11:30 a.m. - 12:45 p.m.		Africa West and Africa 10-40		Attendee Lunch (Sponsored by Concordia University Wisconsin)	
<b>12:45 p.m. - 2:00 p.m.</b>				<b>Learning Sessions #2</b>	1.25
12:45 p.m. - 2:00 p.m.	L2-1	1 and 2	660	Rebuilding Connections: Navigating Conflict and Repairing Relationships at Work. Sarah Noll Wilson. Personal and Leadership Development.	
12:45 p.m. - 2:00 p.m.	L2-2	3 and 4	660	Raising the Bar with Career Development at American Family. Stacy Bresser & Taura Prosek. Personal and Leadership Development.	
12:45 p.m. - 2:00 p.m.	L2-3	5 and 6	660	Listen Better with Linguistics: Language Analytics for Culture Work. Samantha Beaver. Inclusion and Belonging.	
12:45 p.m. - 2:00 p.m.	L2-4	7 and 8	660	The Culture Continuum: Navigating Organizational Identity in a Remote Era. Shari Simpson. Business Acumen and HR Strategy.	
12:45 p.m. - 2:00 p.m.	L2-5	A and B	612	Foster Inclusion for Healthy Conflict and Innovation. Diana Pastrana. Inclusion and Belonging.	
12:45 p.m. - 2:00 p.m.	L2-6	C and D	532	Emerging HR and Non-Traditional Apprenticeships to Grow & Retain Talent. Chuck Olsen. Talent Acquisition and Retention.	
12:45 p.m. - 2:00 p.m.	L2-7	E and F	532	Financial Education: Supplementing Existing Benefits Package with Information Employees Need Now. Amy Crowe. Wellness and Safety.	
12:45 p.m. - 2:00 p.m.	L2-8	G and H	612	Wait... You're Not Done With Your Organizational Restructure. Jeff Chan. Business Acumen and HR Strategy.	
12:45 p.m. - 2:00 p.m.	L2-9	Guava/Tamarind	320	What do employees want most? Joseph Backus. Total Rewards.	
12:45 p.m. - 2:00 p.m.	L2-10	Portia/Wisteria	320	Building a Dynamic Employee Value Proposition. Susan Bailey. Total Rewards.	
2:00 p.m. - 2:15 p.m.		Africa Ballroom Foyer		<b>Book Signing: Samantha Beaver</b>	
2:00 p.m. - 2:30 p.m.		Africa East		Afternoon Break - Exhibit Hall (Sponsored by HPS/Pay/Medix (Health Payment Systems))	
<b>2:30 p.m. - 3:45 p.m.</b>				<b>Learning Sessions #3</b>	1.25
2:30 p.m. - 3:45 p.m.	L3-1	1 and 2	660	A Year of Transformation: Harnessing Best Practices to Create a Coaching Culture. Sarah Noll Wilson. Business Acumen and HR Strategy.	
2:30 p.m. - 3:45 p.m.	L3-2	3 and 4	660	Tribal Leadership. Matthew Pletzer. Personal and Leadership Development.	
2:30 p.m. - 3:45 p.m.	L3-3	5 and 6	660	Creating Psychological Safety and Well-being for a Stronger Workforce. Linda Golik. Wellness and Safety.	
2:30 p.m. - 3:45 p.m.	L3-4	7 and 8	660	Unions on the Rise—An Update on Best Practices in Light of NLRA Developments. Kevin Terry & Christopher Toner. Employment Law and Legislation.	
2:30 p.m. - 3:45 p.m.	L3-5	A and B	612	Seen + Heard + Valued: How Prioritizing Recognition Drives Engagement & Success. Leah Roe. Personal and Leadership Development.	
2:30 p.m. - 3:45 p.m.	L3-6	C and D	532	Talent Optimization. Marty Ramseck. Talent Acquisition and Retention.	
2:30 p.m. - 3:45 p.m.	L3-7	E and F	532	Funding Healthcare—What's Right for You? Shay Sherfinski & Chris Kramer. Total Rewards.	
2:30 p.m. - 3:45 p.m.	L3-8	G and H	612	Maybe It's Me: Cultivating Self-Awareness At Work. Colene Elridge. Personal and Leadership Development.	
2:30 p.m. - 3:45 p.m.	L3-9	Guava/Tamarind	320	Pay Transparency: Moving Beyond Compliance to Strategic Advantage. Megan Nail. Total Rewards.	
2:30 p.m. - 3:45 p.m.	L3-10	Portia/Wisteria	320	Role of Recruiters in Affirmative Action: Unlocking the Keys to Success. Lori Stewart & Sally Makreff. Employment Law and Legislation.	
3:45 p.m. - 4:00 p.m.		Africa Ballroom Foyer		<b>Book Signing: Sarah Noll Wilson; Megan Nail</b>	
3:45 pm - 4:00 pm		Africa East		Exhibit Breakdown	
3:45 p.m. - 4:00 p.m.		Africa Ballroom Foyer by Reg East		SHRM Foundation Booth- pick up and pay for won items	
<b>4:00 p.m. - 5:15 p.m.</b>				<b>Learning Sessions #4</b>	1.25
4:00 p.m. - 5:15 p.m.	L4-1	1 and 2	660	An Elephant Hunt: Is Your Team Thoughtfully Fit? Jim Mueller. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-2	3 and 4	660	Managing Critical Conversations. John Graci. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-3	5 and 6	660	The 5 Critical Elements to Creating a Firm Foundation for New Leaders. Kelly Hirn. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-4	7 and 8	660	Navigating the Future of Work: Making Hybrid Work, Work! Kimberly Turmire, Ashley Dahlen, Maggie Becker. Business Acumen and HR Strategy.	
4:00 p.m. - 5:15 p.m.	L4-5	A and B	612	From Fatigue to Fatigues: How to Stay in the Diversity, Equity, Inclusion and Belonging Battle. Kendra Q. Dodd. Inclusion and Belonging.	
4:00 p.m. - 5:15 p.m.	L4-6	C and D	532	The Critical Role of Compensation in the Recruitment Process. Matt Shefchik & Jenna Bidwell. Total Rewards.	
4:00 p.m. - 5:15 p.m.	L4-7	E and F	532	Avoiding FMLA Retaliation Claims: Case Studies for Employers. Erica Storm. Employment Law and Legislation.	
4:00 p.m. - 5:15 p.m.	L4-8	G and H	612	Not your Parents 401(k) – The Art of "Hyper-Personalization". Greg Gavran and Colin Hendricks. Total Rewards.	
4:00 p.m. - 5:15 p.m.	L4-9	Guava/Tamarind	320	Unlocking Potential: The Strategic Advantage of Intrapreneurship. Emily Smit. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-10	Portia/Wisteria	320	Job Ad Writing Workshop—Using SEO, Algorithms, and AI. Steven Smith. Talent Acquisition and Retention.	
4:00 p.m. - 5:15 p.m.		Ebony		Meeting - State Conference Liaison - 2025 Conference Planning Committee Chairs	
5:15 p.m - 5:30 p.m		Africa Ballroom Foyer		<b>Book Signing: John Graci; Kendra Q. Dodd; Steven Smith</b>	
5:30 p.m. - 7:00 p.m.		Africa West and Africa 10-40		Attendee Appreciation Dinner <i>Bar Sponsors: Ogletree Deakins, ADP</i>	
6:36 p.m. - 6:38 p.m.		Africa West and Africa 10-40		Amy Doepeke to introduce (Platinum Sponsor)	
6:38 p.m. - 6:43 p.m.		Africa West and Africa 10-40		Platinum Sponsor Welcome	
6:43 p.m. - 6:58 p.m.		Africa West and Africa 10-40		Certification Recognition - Kortney Jenks	
6:58 p.m. - 7:00 p.m.		Africa West and Africa 10-40		Fun Pros Introduction   Activities	
7:00 p.m. - 8:30 p.m.		Africa West and Africa 10-40		Evening Entertainment - Fun Pros	
8:30 p.m. - 8:40 p.m.		Africa West and Africa 10-40		Grand Prize Drawing (Sponsored by Cottingham & Butler)	

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FRIDAY, OCTOBER 11					
Time		Location		Event	
6:00 a.m. - 6:45 a.m.		South Hallway		Early Bird Refreshments- Water, Coffee, Soda only (Sponsored by Ceridian)	
6:00 a.m. - 1:15 p.m.		Registration West		Registration & Information Desk Open	
6:00 a.m. - 1:15 p.m.		Ebony		Volunteer Registration Open	
6:00 a.m. - 1:15 p.m.		Ebony		Volunteer/Speaker Lounge	
6:15 a.m. - 2:00 p.m.		Maji Lounge		SHRM Bookstore	
6:15 a.m. - 7:00 a.m.		West Corridor		Yoga- Led by Kyle from Dragonfly Hot Yoga	
<b>6:15 a.m. - 7:15 a.m.</b>				<b>Early Bird Learning Sessions</b>	<b>1.00</b>
6:15 a.m. - 7:15 a.m.	EB2-1	E and F	660	Leadership De-Railers. Susan Thompson. Personal and Leadership Development.	
6:15 a.m. - 7:15 a.m.	EB2-2	G and H	660	Master Your Mindset: Harnessing the Power of Your Brain to Raise Resilience & Get Results. Becky Tuma. Personal and Leadership Development.	
6:15 a.m. - 7:15 a.m.	EB2-3	Guava/Tamarind	660	How the PWFA, ADA, and FMLA Interact. Darlene Clabault. Employment Law and Legislation.	
7:15 a.m. - 7:30 a.m.		Africa Ballroom Foyer		Book Signing: Susan Thompson; Becky Tuma	
7:30 a.m. - 1:00 p.m.		Barranco Lounge		Relaxation Station - Workstation	
7:30 a.m. - 8:30 a.m.		Africa West and Africa 10-40		Attendee Breakfast (Sponsored by )	
7:50 a.m. - 7:55 a.m.		Africa West and Africa 10-40		Co-chairs greet attendees	
7:55 a.m. - 8:13 a.m.		Africa West and Africa 10-40		Inclusion and Belonging Director Introduction and Recognition of Diversity Award winner	
8:13 a.m. - 8:15 a.m.		Africa West and Africa 10-40		Cindy Cerro introduces Keynote Sponsor	
8:15 a.m. - 9:45 a.m.		Africa West and Africa 10-40		Keynote Presentation: The Trust Edge @: How Top Leaders and Organizations Drive Business Results through Trust. David Horsager.	1.50
9:45 a.m. - 10:00 a.m.		South Hallway		Morning Beverage Break	
<b>10:00 a.m. - 11:15 a.m.</b>				<b>Learning Sessions #5</b>	<b>1.25</b>
10:00 a.m. - 11:15 a.m.	L5-1	1 and 2	660	What if... There IS an "I" in Team. Nancy Kalsow. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-2	3 and 4	660	OPEN SLOT	
10:00 a.m. - 11:15 a.m.	L5-3	5 and 6	660	Courageous Culture: Empowering Open Dialogue in the Face of Risk. Ivna Curi. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-4	7 and 8	660	Strategic Insights: Understanding the Importance of HR Audits. Sheri Bender. Business Acumen and HR Strategy.	
10:00 a.m. - 11:15 a.m.	L5-5	A and B	612	DEI in Flux: Strategies for Achieving Meaningful Outcomes in Uncertain Times. Nicole Armstrong. Inclusion and Belonging.	
10:00 a.m. - 11:15 a.m.	L5-6	C and D	532	Bridging Talent Gaps: A Roadmap for Seamless Connections with Local High Schools and Young Talent. Leah Bruess, Cyndi Pavelka, Rebecca Droessler, Tania Kilpatrick. Talent Acquisition and Retention.	
10:00 a.m. - 11:15 a.m.	L5-7	E and F	532	Unlocking Tomorrow's HR: Navigating the Tech Terrain of Software Solutions and Policies. Tricia Shields & Chris Krause. HR Technology.	
10:00 a.m. - 11:15 a.m.	L5-8	G and H	612	Trust Edge 2.0. David Horsager. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-9	Guava/Tamarind	320	Mind Over Meetings. Kody Green. Inclusion and Belonging.	
10:00 a.m. - 11:15 a.m.	L5-10	Portia/Wisteria	320	Accountability: Everyone says their company lacks it, but no one really knows how to improve it. Kelly Renz. Business Acumen and HR Strategy.	
11:15 a.m. - 11:30 a.m.		Africa Ballroom Foyer		Book Signing: Nancy Kaslow, Ivna Curi, Kody Green, David Horsager	
11:30 a.m. - 12:13 p.m.		Africa West and Africa 10-40		Lunch	
12:07 p.m. - 12:13 p.m.		Africa West and Africa 10-40		Thank you from 2024 Co-Chairs & Introduction of 2025 Co-Chairs	
12:13 p.m. - 12:15 p.m.		Africa West and Africa 10-40		Keynote Introduction by Anthem Blue Cross & Blue Shield (keynote sponsor)	
12:15 p.m. - 1:30 p.m.		Africa West and Africa 10-40		Keynote Presentation: You're Mad. You're Stressed. You Might Be A Mess. Colene Elridge.	1.25
1:30 p.m. - 1:32 p.m.		Africa West and Africa 10-40		Co-chair's Thank you and Closing	
1:30 p.m. - 1:45 p.m.		Africa Ballroom Foyer		Book Signing: Colene Elridge	
					15.50