

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

WEDNESDAY, OCTOBER 9		
Time	Location	Event
12:00 p.m. - 7:30 p.m.	Ebony	Volunteer Registration Open
12:00 p.m. - 7:30 p.m.	Ebony	Volunteer/Speaker Lounge (Sponsored by Training Tracker)
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 Store (Sponsored by QPS Employment Group)
1:00 p.m. - 4:30 p.m. Pre-Conference Sessions		
1:00 p.m. - 4:30 p.m.	A and B	Peak Performance: Create Winning Cultures with Thoughtfully Fit Teams. Jill Mueller. Inclusion and Belonging.
1:00 p.m. - 4:30 p.m.	E and F	Transforming Team Communication: Discover Your Leadership Voice. Skot Waldron. Personal and Leadership Development.
1:00 p.m. - 4:30 p.m.	G and H	Inclusive Talent Systems. Amy Kesling & Stephanie Muñoz. Talent Acquisition and Retention.
1:00 p.m. - 4:30 p.m.	Africa West	The Annual Legal Update from Boardman Clark. Brian Goodman, Storm Larson, Doug Witte. 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 Attigo by Ascendium)
4:00 p.m. - 7:30 p.m.	Africa East (in Exhibit Hall)	Photo Opportunity (Sponsored by Spherion Staffing & Recruiting)
4:30 p.m. - 4:45 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 and Reward Gateway) Evening Dessert (Sponsored by Corporate Traditions)
THURSDAY, OCTOBER 10		
Time	Location	Event
6:00 a.m. - 6:45 a.m.	South Hallway	Early Bird Refreshments - Water, Coffee, Soda only (Sponsored by Step Up: Equity Matters)
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 (Sponsored by Training Tracker)
6:15 a.m. - 5:30 p.m.	Maji Lounge	SHRM Store (Sponsored by University of Wisconsin-Platteville)
6:30 a.m. - 7:30 a.m. Early Bird Learning Sessions		
6:15 a.m. - 7:15 a.m.	E and F	Wait... feedback IS development? Tanya Hanson & Aubree Martin. Personal and Leadership Development.
6:15 a.m. - 7:15 a.m.	G and H	Overcoming 5 Difficult Situations In Workplace Investigations. Phillip Spearo. Employment Law and Legislation.
6:15 a.m. - 7:15 a.m.	Guava/Tamarind	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. - 8:09 a.m.	Africa West and Africa 10-40	Welcome from SHRM Leadership and Kalahari
8:10 a.m. - 8:15 a.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 (Sponsored by SHRM 401(k) Solutions by Raymond James)
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 (Sponsored by von Briesen & Roper, s.c.)
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. Learning Sessions #1		
10:15 a.m. - 11:30 a.m.	1 and 2	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.	3 and 4	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.	5 and 6	The Nearly Impossible Task of Eradicating Gossip at Work. Dave Schwallier. Inclusion and Belonging.
10:15 a.m. - 11:30 a.m.	7 and 8	Fuel the Fire: Transforming Employee Engagement in the Digital Age. Tricia Shields & Claire Frankiewicz. HR Technology.
10:15 a.m. - 11:30 a.m.	A and B	The Missing Piece: Understanding People & Productivity through Conation. AJ Kruse. Talent Acquisition and Retention.
10:15 a.m. - 11:30 a.m.	C and D	Active Threat Preparedness. Drew Moldenhauer & Rich Webb. Wellness and Safety.
10:15 a.m. - 11:30 a.m.	E and F	Leveraging AI & FinTech Solutions to Transform Workplace Financial Wellness and Retirement Planning. Erin Greenwald, Michael Collins, Joe Saari, Dave Mancl. HR Technology.
10:15 a.m. - 11:30 a.m.	G and H	Use Your Behavioral Intelligence to Connect with Humans. Kathie Rotz. Personal and Leadership Development.
10:15 a.m. - 11:30 a.m.	Guava/Tamarind	Principles of Persuasion: How to Increase Your Level of Influence. Jeff Joutras. Personal and Leadership Development.
10:15 a.m. - 11:30 a.m.	Portia/Wisteria	Implementing Severance Decisions While Avoiding Expensive Litigation. James Macy. Employment Law and Legislation.
11:30 a.m. to 11:45 a.m.	Africa Ballroom Foyer	Book Signing: Drew Moldenhauer
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
12:45 p.m. - 2:00 p.m. Learning Sessions #2		
12:45 p.m. - 2:00 p.m.	1 and 2	Rebuilding Connections: Navigating Conflict and Repairing Relationships at Work. Sarah Noll Wilson. Personal and Leadership Development.
12:45 p.m. - 2:00 p.m.	5 and 6	Listen Better with Linguistics: Language Analytics for Culture Work. Samantha Beaver. Inclusion and Belonging.
12:45 p.m. - 2:00 p.m.	7 and 8	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.	A and B	Foster Inclusion for Healthy Conflict and Innovation. Diana Pastrana. Inclusion and Belonging.

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12:45 p.m. - 2:00 p.m.	C and D	Emerging HR and Non-Traditional Apprenticeships to Grow & Retain Talent. Chuck Olsen. <u>Talent Acquisition and Retention.</u>
12:45 p.m. - 2:00 p.m.	E and F	Financial Education: Supplementing Existing Benefits Package with Information Employees Need Now. Amy Crowe. <u>Wellness and Safety.</u>
12:45 p.m. - 2:00 p.m.	G and H	Wait... You're Not Done With Your Organizational Restructure. Jeff Chan. <u>Business Acumen and HR Strategy.</u>
12:45 p.m. - 2:00 p.m.	Guava/Tamarind	What do employees want most? Joseph Backus. <u>Total Rewards.</u>
12:45 p.m. - 2:00 p.m.	Portia/Wisteria	Building a Dynamic Employee Value Proposition. Susan Bailey. <u>Total Rewards.</u>
2:00 p.m. - 2:15 p.m.	Africa Ballroom Foyer	Book Signing: Samantha Beaver
2:00 p.m. - 2:30 p.m.	Africa East	Afternoon Break - Exhibit Hall (Sponsored by HPS/Pay/Medix (Health Payment Systems))
2:30 p.m. - 3:45 p.m.		Learning Sessions #3
2:30 p.m. - 3:45 p.m.	1 and 2	A Year of Transformation: Harnessing Best Practices to Create a Coaching Culture. Sarah Noll Wilson. <u>Business Acumen and HR Strategy.</u>
2:30 p.m. - 3:45 p.m.	3 and 4	Tribal Leadership. Matthew Pletzer. <u>Personal and Leadership Development.</u>
2:30 p.m. - 3:45 p.m.	5 and 6	Creating Psychological Safety and Well-being for a Stronger Workforce. Linda Golik. <u>Wellness and Safety.</u>
2:30 p.m. - 3:45 p.m.	7 and 8	Unions on the Rise—An Update on Best Practices in Light of NLRA Developments. Kevin Terry & Christopher Toner. <u>Employment Law and Legislation.</u>
2:30 p.m. - 3:45 p.m.	A and B	Seen + Heard + Valued: How Prioritizing Recognition Drives Engagement & Success. Leah Roe. <u>Personal and Leadership Development.</u>
2:30 p.m. - 3:45 p.m.	C and D	Talent Optimization. Marty Ramseck. <u>Talent Acquisition and Retention.</u>
2:30 p.m. - 3:45 p.m.	E and F	Funding Healthcare—What's Right for You? Shay Sherfinski & Chris Kramer. <u>Total Rewards.</u>
2:30 p.m. - 3:45 p.m.	G and H	Maybe It's Me: Cultivating Self-Awareness At Work. Colene Elridge. <u>Personal and Leadership Development.</u>
2:30 p.m. - 3:45 p.m.	Guava/Tamarind	Pay Transparency: Moving Beyond Compliance to Strategic Advantage. Megan Nail. <u>Total Rewards.</u>
2:30 p.m. - 3:45 p.m.	Portia/Wisteria	Role of Recruiters in Affirmative Action: Unlocking the Keys to Success. Lori Stewart & Sally Makreff. <u>Employment Law and Legislation.</u>
3:45 p.m. - 4:00 p.m.	Africa Ballroom Foyer	Book Signing: Sarah Noll Wilson; Megan Nail
3:45 p.m. - 4:00 p.m.	Africa Ballroom Foyer by Reg East	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.	1 and 2	An Elephant Hunt: Is Your Team Thoughtfully Fit? Jill Mueller. <u>Personal and Leadership Development.</u>
4:00 p.m. - 5:15 p.m.	3 and 4	Managing Critical Conversations. John Graci. <u>Personal and Leadership Development.</u>
4:00 p.m. - 5:15 p.m.	5 and 6	The 5 Critical Elements to Creating a Firm Foundation for New Leaders. Kelly Hirn. <u>Personal and Leadership Development.</u>
4:00 p.m. - 5:15 p.m.	7 and 8	Navigating the Future of Work: Making Hybrid Work, Work! Kimberly Turmire, Ashley Dahlen. <u>Business Acumen and HR Strategy.</u>
4:00 p.m. - 5:15 p.m.	A and B	From Fatigue to Fatigues: How to Stay in the Diversity, Equity, Inclusion and Belonging Battle. Kendra Q. Dodd. <u>Inclusion and Belonging.</u>
4:00 p.m. - 5:15 p.m.	C and D	The Critical Role of Compensation in the Recruitment Process. Matt Shefchik & Jenna Bidwell. <u>Total Rewards.</u>
4:00 p.m. - 5:15 p.m.	E and F	Avoiding FMLA Retaliation Claims: Case Studies for Employers. Erica Storm. <u>Employment Law and Legislation.</u>
4:00 p.m. - 5:15 p.m.	G and H	Not your Parents Retirement Plan – The Art of “Hyper-Personalization”. Greg Gavran and Colin Hendricks. <u>Total Rewards.</u>
4:00 p.m. - 5:15 p.m.	Guava/Tamarind	Unlocking Potential: The Strategic Advantage of Intrapreneurship. Emily Smit. <u>Personal and Leadership Development.</u>
4:00 p.m. - 5:15 p.m.	Portia/Wisteria	Job Ad Writing Workshop—Using SEO, Algorithms, and AI. Steven Smith. <u>Talent Acquisition and Retention.</u>
5:15 p.m - 5:30 p.m	Africa Ballroom Foyer	Book Signing: Kendra Q. Dodd; Steven Smith
5:30 p.m. - 7:00 p.m.	Africa West and Africa 10-40	Attendee Appreciation Dinner (Bars Sponsored by: ADP and Centivo)
6:38 p.m. - 6:43 p.m.	Africa West and Africa 10-40	Platinum Sponsor Welcome-UJKG
6:43 p.m. - 6:58 p.m.	Africa West and Africa 10-40	Certification Recognition - Kortney Jenks
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)
FRIDAY, OCTOBER 11		
Time	Location	Event
6:00 a.m. - 6:45 a.m.	South Hallway	Early Bird Refreshments- Water, Coffee, Soda only
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 (Sponsored by Training Tracker)
6:15 a.m. - 2:00 p.m	Maji Lounge	SHRM Store (Sponsored by Honkamp Payroll, LLC)
6:15 a.m. - 7:15 a.m.		Early Bird Learning Sessions
6:15 a.m. - 7:15 a.m.	E and F	Leadership De-Railers. Susan Thompson. <u>Personal and Leadership Development.</u>
6:15 a.m. - 7:15 a.m.	G and H	Master Your Mindset: Harnessing the Power of Your Brain to Raise Resilience & Get Results. Becky Tuma. <u>Personal and Leadership Development.</u>
6:15 a.m. - 7:15 a.m.	Guava/Tamarind	How the PWFA, ADA, and FMLA Interact. Darlene Clabault. <u>Employment Law and Legislation.</u>
7:15 a.m. - 7:30 a.m.	Africa Ballroom Foyer	Book Signing: Susan Thompson
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
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
8:15 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.
9:45 a.m. - 10:00 a.m.	South Hallway	Morning Beverage Break (Sponsored by Payroll Complete)
10:00 a.m. - 11:15 a.m.		Learning Sessions #5
10:00 a.m. - 11:15 a.m.	1 and 2	What if... There IS an "I" in Team. Nancy Kalsow. <u>Personal and Leadership Development.</u>
10:00 a.m. - 11:15 a.m.	5 and 6	Courageous Culture: Empowering Open Dialogue in the Face of Risk. Ivna Curi. <u>Personal and Leadership Development.</u>
10:00 a.m. - 11:15 a.m.	7 and 8	Strategic Insights: Understanding the Importance of HR Audits. Sheri Bender. <u>Business Acumen and HR Strategy.</u>
10:00 a.m. - 11:15 a.m.	A and B	DEI in Flux: Strategies for Achieving Meaningful Outcomes in Uncertain Times. Nicole Armstrong. <u>Inclusion and Belonging.</u>
10:00 a.m. - 11:15 a.m.	C and D	Bridging Talent Gaps: A Roadmap for Seamless Connections with Local High Schools and Young Talent. Rebecca Drossler & Tania Kilpatrick. <u>Talent Acquisition and Retention.</u>
10:00 a.m. - 11:15 a.m.	E and F	Unlocking Tomorrow's HR: Navigating the Tech Terrain of Software Solutions and Policies. Tricia Shields & Chris Krause. <u>HR Technology.</u>
10:00 a.m. - 11:15 a.m.	G and H	Trust Edge 2.0. David Horsager. <u>Personal and Leadership Development.</u>
10:00 a.m. - 11:15 a.m.	Guava/Tamarind	Mind Over Meetings. Kody Green. <u>Inclusion and Belonging.</u>
10:00 a.m. - 11:15 a.m.	Portia/Wisteria	Accountability: Everyone says their company lacks it, but no one really knows how to improve it. Kelly Renz. <u>Business Acumen and HR Strategy.</u>
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
12:13 p.m. - 12:15 p.m.	Africa West and Africa 10-40	Keynote Introduction by Anthem Blue Cross and Blue Shield (Keynote Sponsor)

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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.
1:30 p.m. - 1:45 p.m.	Africa Ballroom Foyer	Book Signing: Colene Elridge