Wisconsin State Conference – Oct 9-11, 2013
La Crosse Center, La Crosse, WI

Updated 8/21/13

How to Make Sure Your Emerging Workforce Doesn't Leave You up the River Without a Paddle - *Secrets of Getting your Front Line to Perform Better, Work Harder, and Stay Longer*
Eric Chester
Thursday, October 10, 2013
8:15 am-9:45 am

HRCI Credits: General
Track: Strategies for Building a High-Performance Workforce
Level: Intermediate

In a perfect world, HR leaders and managers would be able to recruit and hire from a bottomless pool of available talent, all of whom are engaged, enthused, and ethically unassailable. The reality, of course, is that the new emerging workforce is streetwise and techno-savvy, but they've not been taught how to succeed in the workplace, at home, or at school.
Eric Chester is the leading authority on developing work ethic in post-Generation X'ers and leading the new workforce to achieve at their remarkable potential. His highly entertaining presentation will illustrate why the work ethic in America has declined, and he'll show you how to ensure the long-term success of your organization by attracting and retaining top talent and developing the core values to boost the performance of everyone on your payroll.
In this presentation Eric will provide solid, actionable ideas and tools for developing the emerging workforce and restoring the pride of a job well done, instilling within them the work ethic they should have received at home and in school – but didn't.
The key take-aways from Eric's presentation include:

- An understanding of work ethic, how it has diminished and eroded over the past 100 years, and why.
- Identifying the attitudes, beliefs and behaviors today's emerging workforce carry toward employment, careers, and work-life balance.
- A methodology for how to instill, develop, and reinforce the 7 essential work ethic values that restaurant leaders see as "non negotiable" regardless of category or brand

Eric Chester is the premier expert on the emerging workforce.

He began his career as a high school business teacher and coach. After six years in the classroom, Eric launched out as a motivational speaker for students, and in the decade that followed, he became one of America's top speakers for youth visiting hundreds of schools throughout the US and Canada and inspiring millions of high school and college students to reach higher and work harder.

Leading companies and organizations soon discovered that Eric had "cracked the code" on the emerging generation and sought out Eric's advice on how they could better engage the under 30 workforce. With his engaging, often irreverent style, he quickly became a favorite keynote speaker for corporate meetings and events.

Since 1998, Eric has been the leading voice in recruiting, training, managing, motivating, and retaining young talent.

Chester is also the Founder of The Center for Work Ethic Development, a firm offering cutting-edge curriculum and online training resources for leaders, high school and college students, workforce training centers, and all levels of employees.

With a diminishing work ethic being a primary concern for today's employers, Eric frequently appears on national media to provide insight and perspective to business leaders, educators, and concerned adults. He's the author of the business books *Employing Generation Why* (Tucker House Books) and *Getting Them to Give a Damn* (Kaplan). His 2012 release, *Reviving Work Ethic – A Leader's Guide to Ending Entitlement and Restoring Pride in the Workforce* – is the first business book on work ethic since 1904.

Keeping Your Leaders Motivated and Balanced in the Unpredictable Times and How They Can Motivate Unpredictable Employees (Management-to Senior Level)

Dr. Lawana Gladney
Friday, October 13, 2013
8:30 am-9:45 am
HRCI Credits: General
Track: Strategies for Building a High-Performance Workforce
Level: Intermediate

Starting with job duties, deadlines, projects, meetings, conference calls, family, and personal time the challenges of trying to keep it altogether it can be overwhelming. As a leader, how do you keep it all together and keep your employees motivated. The key is understanding and managing your emotional health. In this session you will learn the keys to balance, logical leadership, and techniques that will motivate your team to higher levels of productivity.

Dr. Lawana Gladney, success psychologist and life expert, and emotional wellness doctor is a renowned speaker, author, and media personality who shares her message of success and wellness with audiences across the nation. Like many women, she has a career, an advanced education, is a successful business owner, and mother of four children. And like the typical woman, she has juggled all of these things while dealing with the emotional drainage of life's everyday issues.

Formerly an elementary, middle schoolteacher, and college professor, Dr. Gladney developed many programs and spent several years researching the concepts of motivation and success, and is a true expert in her field.

As CEO of Emotional Wellness, Inc. Dr. Gladney has presented her message to millions around the nation. She has worked with many of the nation's fortune 500 hundred companies including, IBM, AT&T, PepsiCo, Aetna, Texas Instruments, Pitney Bowes, U. S Coast Guard, Freddie Mac, U. S. Department of Defense, Federal Aviation Administration, and many others. She also works with individuals as a success coach helping individuals manage their lives personally and professionally. Those areas include life balance, relationships, stress management, motivation, business, and leadership. She is a television personality and has been a co-host of a cable show, a residential expert for Insights on Fox 4, as well as interviewed by several local and national TV shows. She was featured on the Tom Joyner Morning Show, Michael Baisden and Al Sharpton Radio Show as well as many others. She has also appeared as a guest expert on Washington Watch with Roland Martin and Baisden after Dark national television talk show.

She has been featured in the Dallas Morning News as well as other national magazines. She has contributed to articles for several magazines including**,** In Touch magazine to offer advice to celebrities such as Tom and Katie Cruise, and Brad and Angelina.

She is author of four books including *If I Have to Tell You One More Time…Six Keys to Motivating Your Kids, You Can't Be Sick… I Have to Work; 50 Tips to Emotional Wellness for Working Mothers; and For Men Only; 50 Tips to Power, Women*, *And…* (Ebook). She is contributing author of four books *Conversations on Faith; Student Success Stories, 15 Winning Ways to Better Living,* and the bestseller *-Good Is Not Enough, and other Unwritten Rules for Minorities in Corporate America, by Keith Wyche.* Get ready for her new book soon to be released, *"If you are in the Driver's Seat, Why are you Lost"? – A GPS Guide to Ultimate Success.* She is also the creator of Success Coaching in a Box, an audio series that helps you become successful in every area of your life.

As a leader she has served on several boards and is the founder and past president of Young Educated Sisters (Y.E.S., Inc.), an organization established to help deter teenage pregnancy through empowerment, and is the founder and executive director of a non-profit organization for women, The Six Million Dollar Woman's Club.

The Annual Legal Overview: Keeping up with the Times
Bob Gregg, JD: Jennifer Mirus, JD and Steve Zach, JD: Boardman & Clark LLP
Wednesday, October 9, 2013
1:00 pm-4:30 pm

HRCI Credits: General
Track: Legal
Level: Basic

Today's world is one in which 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 several key recent developments, hot topics, mistakes you can avoid and what to expect in the coming year. We will also provide the opportunity for you to ask those questions which are keeping you up at night!

Legal Update

- Recent laws and new regulations
- Supreme Court: the most important case
- Significant cases on FMLA, social networking, discrimination, privacy, personal liability and the "most unusual cases of the year"
- Coming attractions and trends you must be ready for

Special Focus Issues

Developments in labor law and NLRB issues for non-union employers. A common misconception among non-union employers is that federal and state labor laws do not apply to their employees or govern employer conduct toward them. In fact, the National Labor Relations Act and Wisconsin labor laws can apply to non-union employers on such fundamental day-to-day issues as hiring, discipline, including discharge and employment policies. Labor law policies at both the federal and state level have changed significantly over the last five years. You will learn about how these laws affect non-union employers and the changes which have occurred that impact your employment relations management, including dangerous policies, NLRB's recent opinions on handbooks and monitoring social media use and more.

Wages & Hours and the tangled web of FLSA-FMLA-ADA and Workers Compensation. Wage and hour issues continue to generate an increasing number of workplace problems and litigation for employers of all sizes. From overtime issues to wage deductions to properly paying employees for all work time, employers face significant challenges to ensure their practices are compliant. This presentation will highlight and explain key legal issues in the arena of wages and hours and will provide the audience with best practices and practical guidance to keep your wage practices out of legal hot water. Special emphasis will also be placed on the complex interaction of wage and hours, FMLA, Workers Compensation and the ADA.

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.

Steve Zach is a partner with Boardman & Clark LLP in Madison, Wisconsin. Steve concentrates his practice in the labor and employment field and in employment-related litigation. He advises private and municipal employers in areas of general employment law, including issues involving wage and hour, Family Medical Leave, and disability laws. Steve advises businesses and municipalities in their relations with labor unions under the National Labor Relations Act, the Wisconsin Municipal Employment Relations Act and the Wisconsin Fair Employment Act, including the counseling of employers during representation proceedings, the negotiation of labor agreements, the arbitration of labor disputes and the litigating of unfair labor practice charges. He litigates discrimination claims before municipal, state and federal administrative agencies and in federal and state courts. Steve provides training and guidance to employers and supervisors on employment-related topics. Steve is a graduate of the University of Wisconsin Law School, cum laude, and St. Norbert College.

Ethical Decision Making for Leaders
Rick Kyte
Viterbo University
Wednesday, October 9, 2013
1:00 pm-4:30 pm

HRCI Credits: Strategic
Track: Leadership
Level: Intermediate

Ethical decision making is one of the chief responsibilities of leaders in organizations. This program will present an overview of ethical decision making, including a method for working through and communicating difficult decision with coworkers, clients, and the public. By the end of this session, participants will come away/be able to:

1. Facilitate constructive ethical decision making for groups
2. Communicate ethical decisions clearly and persuasively
3. Facilitate the development and communication of the organization's core values and ethical behaviors.
4. Reinforce the organization's core values and behavioral expectations through modeling, communication, and coaching.

Rick Kyte is Director of the D. B. Reinhart Institute for Ethics in Leadership and Professor of Philosophy at Viterbo University in La Crosse, Wisconsin where he teaches a variety of ethics courses dealing with issues in business, politics, and the environment. He received his Ph.D. in philosophy from The Johns Hopkins University in 1994. Rick writes a regular column for the *La Crosse Tribune* titled "The Ethical Life." He is the author of a new ethics textbook published by Anselm Academic.

Advanced Internet Research Techniques for Human Resource Professionals
Kevin Connell, AccuScreen.com
Thursday, October 10, 2013
3:30 pm-4:45 pm

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: Intermediate

This session will illustrate in "non-technical terms" the most current, advanced, comprehensive and cutting-edge internet research techniques available today. Acquiring useful and relevant Open Source Intelligence (OSINT) requires much more than just the ability to surf the web - many valuable sources of intelligence are unknown and untapped by HR professionals who simply "don't know what they don't know." Attendees will see the web from an entirely different perspective as this session will help attendees dissect any website and "take the road less travelled." This is the Kit and Caboodle of Internet Research presented in non-technical terms from a business veteran with over 25 years of experience. From important due diligence and public record checks to more in depth "hidden" or "deep web" searches, having advanced internet research and investigative skills are an essential requirement at all levels of the HR organization. Attendees will be taken through Web 2.0 social networks, with a focus on LinkedIn and Facebook. This is a "how to" presentation showing attendees screenshots of each website along with step-by-step procedures in conducting searches. Finding deep and hidden websites that return key intelligence while remaining within the law and privacy consideration is a skill needed for the HR professional.

Kevin Connell is the Chairman and Founder of AccuScreen.com, a global background screening firm headquartered in Tampa Florida since 1994. He served as Director on the first Board of Directors of the National Association of Professional Background Screeners (NAPBS). Mr. Connell is recognized for his expertise on Open Source Intelligence research, Employment Background Checks, Fraud Prevention and Deception Detection, Negligent Hiring, Occupational Fraud, Negligent Retention, Computer Fraud, Embezzlement and provided research and Testimony as an Expert Witness in Court Cases. He was on the adjunct faculty of the University of South Florida for over a decade. He has spoken at numerous business, security and human resources conferences, including twice providing testimony before the Florida Supreme Court. He is widely quoted, is a published author, and has been featured on television, including Fox News and ABC News. Connell's business experience spans over a quarter of a century, with 20 of those years involving Internet and web research, including Open Source Intelligence gathering and analysis.

Are You In the Crosshairs? HR Managers Personal Liability Under Employment Laws <u>(WAKE UP and Protect Yourself!)</u>
Bob Gregg, Boardman & Clark, LLC.
Friday, October 11, 2013
6:30 am-7:30 am

HRCI Credits: General
Track: Legal
Level: Basic

Beware and be <u>aware</u>! Personal liability means that legal damages are collected from the individual's personal bank account, retirement fund and/or sale of personal property (car, home, collectibles, etc.). Usually the employer is sued as an entity. In a growing number of cases plaintiffs are naming both the employer <u>as well as</u> the individual(s) accused of actually committing the violation. In these cases the court may award damages against both the organization <u>and</u> the individual manager. In some cases the plaintiff can elect to collect from either, or <u>both</u>. This program covers the danger areas, insurance coverage issues, and preventative practices.

Learn the key lessons of:

I. Personal Liability
   A. What Is It?
   B. Why You?
II. Types of Personal Liability
   A. Laws
   B. Civil Suits
   C. Contribution Contract
III. Protecting Yourself And Your Managers
   A. Qualified Privilege
   B. Protective Steps
IV. Effective Insurance Coverage

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.

Batten Down the Hatches: Can Your Workplace Privacy Policies Weather and Audit Storm under HIPAA, ADA, FMLA or GINA?
Ragan Cheney, Associated Financial Group
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Legal
Level: Intermediate

Recent regulatory initiatives under HIPAA, ADA, FMLA and GINA have left employers wondering whether their current policies and practices are up to date. These initiatives have also left many human resources professionals and managers confused about when they can and cannot discuss individual and family health information without running afoul of these complex regulatory initiatives, which concern the privacy and confidentiality of medical information. Adding to the complexity are state laws employers must also be aware of when navigating the boundaries concerning employee information.
During this session you will learn how to:

Identify which changes under the recently published HIPAA Final Rules will impact employer sponsored health plans and the regulatory requirements and boundaries that apply to your daily interactions with your employees

Understand whether your organization is required to put in place an "Incident Response Team" to investigate and address when your company has suffered a breach of its confidential information

Understand how advances in technology have expanded workplace privacy risks and how to reduce those risks and recognize the importance of providing ongoing training to your managers and supervisors and the need to implement best practices around work

Ragan Cheney brings a wealth of knowledge in insurance defense litigation, risk avoidance and in recruiting and retaining key employees. Her expertise comes from representing several of the most well-respected professional malpractice and property and casualty carriers in the country. Prior to joining Associated Financial Group, Ragan advised employers of all sizes regarding proper employment practices, recruiting and retention trends. Since joining the HR Solutions team in 2007, Ragan works regularly with public and private employers on HR Compliance issues involving leaves of absences, workplace accommodations, unlawful harassment, social networking benefits and risks, wage and hour obligations, as well as with employee benefit compliance issues involving ERISA, COBRA, HIPAA and workplace wellness. She is a welcomed guest at many executive round table meetings and is recognized as possessing superior skills in "building relationships" and "motivating individuals to help establish valued cultures in both corporate and non-profit sectors." Ragan is a member of the National and Fox Valley SHRM chapters. She enjoys presenting on a variety of HR, employee benefits and leadership development topics at state and local SHRM meetings in both Wisconsin and Minnesota. She is licensed to practice law in Wisconsin, Pennsylvania and New Jersey. Ragan graduated from West Virginia University College of Law, Order of the Barristers, and received a B.S. in Psychology from West Virginia University.

Building Bridges for Development and Succession Across the Generations
Deborah Schultz, MRA- The Management Association and Jan Johnson, EVP-Royal Credit union
Thursday, October 10, 2013
6:30 am-7:30 am

HRCI Credits: Strategic
Track: High-Impact Succession Management
Level: Advanced

Accelerate the development of your organization's leaders, identify future leaders, strengthen connections across generations, and ultimately, sharpen your organization's edge! It's both art and science. Learn how to tap key human capital elements to link to business strategy, to differentiate your company, to bridge generations, to cultivate knowledge transfer and to select and groom key leaders, critical talent, high potentials and new employees. Gain insight from case situations, hear innovative approaches to initiate, affirm or reignite your processes, explore how to offer challenges to bolster skills and generate wisdom, and target your employees toward reaching full potential. Walk away with practical and strategic insights to build a high performing work team and organizational culture while integrating development and succession across the generations!

Deb is an energetic and dynamic HR leader, rich with solid background and experience. Deb exceeds in building relationships to deliver results, to help companies maximize their workforce, and to drive in exceeding expectations through enhanced leadership and organizational capabilities. Deb benefits from key involvement in enterprise-wide initiatives and brings strong insight into the integration of talent management with business strategies. She has delighted audiences large and small and has shared her insights locally, regionally and beyond! Deb holds GPHR and SPHR certifications, is the current president of the La Crosse Area SHRM chapter, and eagerly fulfills the role of Director-Strategic HR Svcs/Business Solutions with MRA-The Management Association. Deb's practical, consultative and candid approach has been developed through extensive experience in HR for major national and international organizations, and in union and union-free environments in financial services, technology, travel management and manufacturing sectors.

Jan Johnson is Executive Vice President of Organizational Agility for Royal Credit Union. Royal is headquartered in Eau Claire, Wisconsin. Approximately 560 Royal team members serve over 140,000 community Members who live and/or work in 18 Wisconsin counties and 12 Minnesota counties. Royal has 24 branch offices throughout western and west central Wisconsin and the Minnesota Twin Cities metropolitan area.

Jan has held her current position since November 2012. Prior to joining Royal, Jan's 26-year Human Resources career included roles in private and public companies, both international and domestic. Her multi-industry HR executive experience includes a fourth-generation family business, a joint venture high-tech manufacturing startup, mid-size logistics and distribution companies, and global headquarters HR operations for IBM. Jan holds a Bachelor of Science in Journalism from South Dakota State University, a Master of Science in Organizational Management and Human Resource Development from Manhattanville College, and is a certified Senior Professional in Human Resources (SPHR).

Building a Performance Accountability Culture One Leader at a Time
Heather Charest, Beacon Associates and Julie Graziano, Division of Forestry: WI DNR
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Leadership Development
Level: Advanced

Regardless of the business you are in, the role of leaders in your organization is critical to your overall business success. It is their will and skill that can make the difference. This session will share the story of how one organization developed a comprehensive leadership model and strategy to run parallel to the execution of its new strategic direction in order to build a performance accountability culture and leader alignment with its business objectives. This session will focus on enabling HR leaders to define and design a Leadership Performance Model which details the critical outcomes leaders need to produce in an organization in order to execute on organizational objectives and strategies. Additionally this session will equip HR leaders with the successful tools and methods to deploy the model in their organization and develop leaders in alignment with the model and thereby begin to lay the critical foundation to enhance the culture of accountability throughout the organization.

Heather Charest brings her 15 years of expertise in performance improvement working in the pharmaceutical, insurance and technology industries. Prior to joining Beacon Associates, she served as a consultant to various pharmaceutical and technology-based organizations, where she provided high-level organizational effectiveness and process development services. At Sepracor Pharmaceuticals, Ms. Charest designed a leadership development program for representatives, designed new product launch assessments and a delivery tool to support 1500 field representatives and managers, and assessed organizational development needs and recommended interventions to meet strategic objectives in preparation for new drug launch. Additionally, Ms. Charest has expertise in developing knowledge management solutions, competency frameworks to support long term strategic objectives, designing selection models and interview protocols based on competencies, and designing and developing sales and product knowledge programs.

Julie Graziano is a seasoned human resources professional with diversified and progressively complex professional experiences within the public sector. She is currently a member of the Wisconsin Department of Natural Resources (DNR) Division of Forestry's leadership team where she is a proven and tested organizational development consultant and business strategist bringing clarity, meaning, and direction to a variety of leadership and management issues facing the Division. She is currently in her twenty sixth year with the DNR. She began her career there as the Director of the Employee Assistance Office where she built the program that became the model for the rest of state government. She later went on to direct the Office for Equal Employment Opportunity and Diversity Affairs. In these roles, as well as her more recent work as part of the Division of Forestry, Julie has worked with every DNR program and with all levels of management. Julie is a certified professional coach (CPC) and received her coaching certification from the Academy for Coach Training, an accredited school in Bellevue, Washington. She is a member of the Society for Human Resources Management and has achieved the senior professional of human resources certification (SPHR). She received a leadership fellowship in 2010-2011 and served as the DNR's delegate at the National Conservation Leadership Institute.

Can You Fire the Chronic Complainer?
John Gardner and Scott Paler, DeWitt Ross & Stevens S.C.
Thursday, October 10, 2013
3:30 pm-4:45 pm

Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Legal
Level: Intermediate

This presentation takes on one of the most challenging issues facing nearly every business and HR Department today: how to deal with, discipline and discharge the chronic complaining employee. In this litigation-frenzied era, there are a myriad of laws to navigate before deciding whether you can take action against this type of problematic employee: OSHA, Title VII, the ADA, ADEA, FMLA, state regulations and other whistleblower and retaliation laws, to name a few. But there are ways to extricate your company from the chronic complainer; we'll show you how. This session will highlight best practices in receiving, responding to, and taking action based upon employee complaints; how best to respond to a variety of complaints that touch upon a number of legal issues under both federal and state law; and how best to take adverse employment action against an employee who chronically complains about seemingly anything and everything under the sun.

Employers of all shapes and sizes have turned to John to help them deal with a wide assortment of employment-related legal issues, as well as to represent them in litigation brought by current and former employees. Since 2004, John has defended employers in state and federal courts across the United States from lawsuits asserting claims for discrimination, retaliation, failure to accommodate a disability, breach of contract, violations of wage and hour laws, violations of the Family and Medical Leave Act, and violations of the Employee Retirement Income Security Act. In addition, John has represented employers in connection to disputes involving restrictive covenants, potential misappropriation of trade secrets, and many other legal issues, whether directly related to employment or otherwise. Significantly, John has tailored much of his practice to helping employers avoid litigation altogether. He regularly counsels employers with regard to termination and hiring decisions, disciplinary decisions, reductions in force, disability accommodation, the proper wage classifications for employees, and numerous internal policies and procedures.

Scott Paler is a management-side labor and employment attorney that has assisted both large and small companies to successfully resolve employment litigation, develop sound policies, and make good HR decisions. His greatest satisfaction comes from helping clients to adjust employment practices so as to avoid unnecessary litigation. In addition to assisting companies with employment matters, Mr. Paler has helped a variety of businesses to litigate commercial cases and government enforcement actions. These include contract, tort, intellectual property, and environmental matters. Uniquely, Mr. Paler has developed a niche expertise in background screening. Over the last seven years, he has assisted employers nationwide in creating and administering sound, legally-compliant background screening programs. Mr. Paler has also advised dozens of background screening providers on compliance and contractual issues. His expertise in this area has afforded him the opportunity to address audiences throughout the nation on proper background screening practices.

Career Enhancing Volunteer Opportunities
Margie Harvey, Miles Kimball Company and Nancy Conway, SHRM
Thursday, October 10, 2013
3:30 pm-4:45 pm

HRCI Credits: General
Track: Leadership
Level: Basic

Leadership experience is one of the most sought-after skills that organizations look for in candidates to promote and hire. We have a “no cost” and very effective way for you to further develop your leadership, influencing, strategic, and organizational skills. SHRM chapters, committees, and the state council all have career-enhancing opportunities for you to become more involved in growing your profession. This session will cover many different opportunities for the HR professional to consider, either now, or a few years out. And most importantly, you will continue along your path of life-long learning and a FUN environment! Session participants will have an exciting opportunity to earn a $50 gift card during this session!

Margie Harvey, SPHR, is Vice President of Human Resources at Miles Kimball Company in Oshkosh, Wisconsin and SHRM State Council Director. She has over 25 years of experience in Human Resources with companies including Miles Kimball, Wisconsin Tissue, biotech company Genencor International, Ralston Purina, and The Dial Corporation. Her experience includes working in both union and non-union settings, in both line leadership and HR roles. She is passionate about the importance of lifelong learning. Building strong leadership teams and an empowered culture of leader and employee development have been key responsibilities of her positions throughout her career. Margie is also president of the Miles Kimball Foundation, board member of the UW-Oshkosh Business Success Center, and member of the New North Region Attract, Develop, and Retain Diverse Talent Committee. She serves on the judging committee for the annual New North Workplace Excellence award.

Nancy Conway is SHRM’s Field Services Director for the North Central Region, supporting 68 Chapters, 6 State Councils, and SHRM members in the states of Iowa, Minnesota, Nebraska, North Dakota, South Dakota and Wisconsin. She is also responsible for region-wide initiatives in the 10 state region with SHRM’s North Central team. Nancy has worked in the HR profession for over 27 years with industry experience in retail, call centers, banking, and health care. She served in a variety of chapter and state council volunteer roles prior to joining SHRM. Nancy received her master's degree in Human Relations from the University of Oklahoma and her Bachelor's Degree in Business Administration from the University of Nebraska. Nancy is proud to be SPHR certified.

Changing Role of Wellness in Post Health Care Reform Environment
Michael Kelly, HealthCheck360
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Other
Level: Basic

On Nov. 26, 2012, the Departments of Health and Human Services, Labor and the Treasury released proposed regulations regarding ACA's nondiscrimination requirements for wellness programs. The proposed regulations would increase the maximum reward under a health-contingent wellness program from 20 percent to 30 percent of the cost of coverage and would further increase the maximum reward to 50 percent for wellness programs designed to prevent or reduce tobacco use. The impact of this is significant. It gives employer groups far reaching leverage in the ability to use wellness to put employee accountability into their employee benefit plans. Employers and their consultants can integrate wellness, medical management, and value based design to drive healthy decision making by employees – improving utilization, cost impact, and employee health. This presentation will provide a brief overview of the impact of ACA on wellness design and regulations for employers and brokers; detailed focus on outcome based (health contingent) wellness incentive design and structure; a detailed case study on an employer group who has implemented a cutting edge value based design, health contingent premium contributions, and mandatory medical management; and the unbelievable cost control results they are enjoying.

As Director of HealthCheck360°, Michael and his team work with clients to develop and implement wellness and health management programs to meet their specific needs, culture, and to enhance their existing benefit structure. Part of Michael's role is to help analyze population health on the client and total population level to communicate return on investment, reductions in health risks, and program design. HealthCheck360° is a performance based, outcome driven wellness provider that allows our clients to manage their benefit and health management initiatives like they manage their businesses – with employee accountability, goals, and measurable outcomes. Our unique approach empowers employers to target the root causes of their rising health care costs. HealthCheck360° then provides the quantitative data and metrics our clients need to treat health as a serious business strategy. Michael attended Tulane University in New Orleans where he received his Bachelor of Arts in American History and Western Religious Studies. Michael also received his Masters in Business Administration from the University of Dubuque while he taught undergraduate courses in Business, History, and Economics. Michael joined HealthCheck360° as Program Director in 2007. Michael launched HealthCheck360° in the winter of 2007 and has grown the company to provide assessment, biometric, and coaching services to over 160 employers and 60,000 employees annually and provides consulting services to over 250,000 employees annually. Michael serves on several local boards and on the board of the Iowa Wellness Council.

Clear, Concise, Confident Communication
Tracy Butz: Think Impact Solutions
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: General

The ability to effectively organize our ideas and communicate them clearly and concisely is a core skill. Whether we need to illustrate our point one-on-one, in a small group, over the telephone, via email or present a concept to a larger group, we all realize that how we communicate our message can dramatically affect the outcome. Discover how to quickly structure your ideas and communicate them in a logical manner, be more persuasive and impactful in challenging situations, answer questions effectively and with greater confidence, and also maintain poise under pressure when it matters most.

Structure your thoughts into a simple, yet effective format, allowing you to better articulate your message clearly and concisely, while also adding depth and greater understanding for the listener(s). Create logical points to communicate your message successfully, whether one-on-one, over the telephone, through e-mail, in meetings, and with informal or formal presentations. Be more persuasive and impactful when communicating, presenting or speaking, while also demonstrating greater poise and enhanced self-confidence.

Tracy Butz, owner of Think Impact Solutions, is an inspirational speaker, captivating author and successful entrepreneur. She is best known for engaging individuals and organizations, empowering them with innovative concepts and tools to become architect of their own lives. Tracy has 18 years of experience actively engaging both large- and small-size audiences, from a wide range of industries, including the US Army, Kimberly Clark, Plexus, 4imprint, Women's Leadership Network, and Subway Restaurants, just to name a few. She is skilled in the areas of leadership development, candid conversations, embracing change, employee engagement, and interpersonal communication. Tracy delivers the tools for today's world, propelling her audiences to live more productive, passionate and purposeful lives.

Conducting Internal Investigations: What You Need to Know and When You Need to Know It
Julie Arnold and Jennifer Ciralsky, Littler Mendelson, P.C
Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

Through a series of hypotheticals and role-playing scenarios, this fast-paced program will highlight the critical decision points in conducting internal investigations. Beginning with triaging a complaint and planning the investigation, and concluding with a final report and decisions, we will explore the techniques necessary (and traps to avoid) in conducting internal investigations. Led by attorneys from the world's largest labor and employment firm exclusively devoted to representing management, participants will learn the latest legal developments impacting internal investigations as well as in the context of hypotheticals and role playing situations. How to triage an internal complaint and plan an effective investigation. How to effectively and thoroughly conduct investigative interviews. How to properly make credibility determinations and document investigative findings. And how to recognize and avoid legal miscues in conducting an investigation.

Julia Arnold is an associate in Littler Mendelson's Milwaukee office. With over 950 attorneys and 57 offices throughout the United States and globally, Littler is the world's largest labor and employment law firm exclusively devoted to representing management. Ms. Arnold's practice focuses on representing employers in a wide range of employment-related disputes, including claims of discrimination, harassment, and retaliation, and claims under the FMLA, FLSA and WFEA. Ms. Arnold received a law degree from Marquette University Law School.

Jennifer L. Ciralsky advises and represents employers in a broad range of employment law matters arising under federal and state law, including claims based on: Title VII, the Family and Medical Leave Act, the Americans with Disabilities Act, the Fair Labor Standards Act, the Age Discrimination in Employment Act, and the Wisconsin Fair Employment Act. She appears before the Equal Employment Opportunity Commission, the Wisconsin Equal Rights Division and in federal courts defending management in employment litigation and administrative charges, particularly in the area of discrimination. Additionally, Jennifer counsels clients in wage and hour and FMLA compliance, discipline and terminations, and affirmative action obligations.

Coordinating Medical Leaves and Reasonable Accommodation Obligations Under the ADA, WFEA, FMLA, WFMLA and the Worker's Compensation Act
Troy Thompson and Saul Glazer, Axley Brynelson, LLP
Thursday, October 10, 2013

10:45 am-12:00 pm

HRCI Credits: General
Track: Legal
Level: Intermediate

The U.S. EEOC, Department of Labor, Wisconsin Equal Rights and Worker's Compensation Divisions are placing a greater focus on reasonable accommodation obligations under the law. Most employers are generally aware of some of these obligations but are frequently unaware of other potential liability traps. This session is for HR professionals responsible for guiding their organizations through the interactive accommodation process. Learn the rules of engagement and frequent liability traps. Identify strategies for minimizing your organization's liability exposure to the most common types of claims. Identify lawful methods for holding employees accountable to performance and behavioral expectations following intermittent or extended medical leaves of absence.

Troy D. Thompson is a partner with the law firm of Axley Brynelson, LLP in Madison, Wisconsin, and chairs the firm's Labor and Employment Practice Group. Troy represents management in all facets of traditional labor, employment, and litigation matters. He is a 1994 graduate of the U.W. Madison and a 1998 graduate of Marquette University Law School.

Mr. Glazer is a partner at Axley Brynelson, LLP. His work as an employment lawyer includes representing employers before administrative agencies and state and federal courts. He counsels clients on the Americans with Disabilities Act and other state and federal disability discrimination and accommodation laws. His experience also includes cases involving hostile work environments, retaliation, OSHA regulatory compliance, wage and hour laws, arrest and criminal convictions, equal pay, employment contracts, restrictive covenants, confidentiality and non-compete agreements. Mr. Glazer successfully represented a national retailer against a physical appearance discrimination claim before the Wisconsin Court of Appeals. Mr. Glazer was the editor of the Wisconsin Employment Law Letter. He contributed to the 2010, 2011 and 2012 publications of Fifty Employment Laws in Fifty States. Additionally, he created the Seven Questions to Use When Disciplining and Terminating Employees seminar, and regularly presents this seminar to national audiences.

Could Violence Happen at Your Workplace
Mary Bauer, US DOL - OSHA
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Basic

Do you handle money or controlled substances at your worksite? Does your staff lay-off, fire or discipline workers? Any of your workers have domestic issues that may carry into the workplace? Is your client or patient in an altered state of mind? OSHA recently published enforcement guidelines for Violence in the Workplace. Work related homicides, violent assaults and suicides are the NUMBER 2 cause of fatalities in the workplace!!! This session will explore the four types or sources of workplace violence and discussion OSHA's expectations and prevention measures. Learn the OSHA regulations that govern Workplace Violence. Learn the four categories of Violent Acts. Discuss some basic prevention methods that can be incorporated into your workplace and best practices.

Mary Bauer is the Compliance Assistance Specialist – CAS - in the Eau Claire Area OSHA Office. She has a bachelor's degree from UW-Eau Claire and holds certifications for CSP (Certified Safety Professional) and CIH (Certified Industrial Hygienist). Ms. Bauer was a Compliance Officer in the Eau Claire area for 20 years and eight years as CAS.

Creating a Dazzling Culture that Truly Cares for Your People
Kristine Hackbarth-Horn and Chaplain Dottie Mathews, Goodwill Industries NCW
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Building Corporate Culture
Level: Intermediate

Come and learn how truly caring for the needs of your team members can be life changing for them and for your business. In this session, we will share the story of Goodwill NCW's approach to bringing on-site support for our team members' physical, emotional, spiritual and financial wellness and share the amazing results we're experiencing from this intentional care.

Kristine brings over twenty years of HR management and leadership experience. In her current role as Vice President of People and Culture, she is responsible for working with over 1,400 team members, program participants and volunteer in the organization to insure fulfillment of Goodwill NCW's number one core value of "Putting People First." She has served SHRM at the local chapter and state levels for over 10 years, her last role was as our WI State SHRM Council Director in 2009 – 2010. In 2008 - 2009 she chaired the New North Diversity Committee and is currently a member of the Governers Council on Financial Literacy. Kristine also has her Senior Professional in Human Resources (SPHR) Certification, Certified Compensation Professional (CCP) and Certified Benefits Professional (CBP) designations from the World at Work.

Dottie Mathews has served as Goodwill NCW's Organizational Chaplain since July 2011 and leads their Circles of Care efforts to provide holistic support to over 1400 team members across the region. As Chaplain, Dottie provides compassionate listening and support for the complexities of our team members' lives. She served as a parish minister for 5 years prior to joining the Goodwill Team and, before that, she enjoyed a decades-long career in the business world.

Creating a Psychologically Safe Workplace: 4 Proactive Steps to Reduce Risk
Bonnie Cox, Power Training Institute
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

Reputable studies show this is a coming trend in both Common Law, Labor Law, and Workers' Compensation "duty of care" laws, not to mention the employers' requirement to "act in good faith at all stages of the employment relationship." According to the Mental Health Commission of Canada, "there is a perfect legal storm brewing in the area of mental health protection at work." Organizations are looking for ways to reduce risk, increase productivity, and position themselves for success. The focus in this session is to provide practical, concrete tips for organizations to help their employees and organizations thrive. This seminar is designed to be an educational tool for HR professionals to improve the culture and climate of the workplace. The goal is to reduce risk of work-related psychological injuries when there is a culture of inappropriate workplace behaviors. Understand the definitions of psychological safety and respect, including trends and legal requirements and duty of care issues. Learn workplace requirements in order to create respectful, appropriate behavior that may result in legal claims of harassment or discrimination. Implement proactive strategies for evaluating, monitoring, and correcting discrepancies in the workplace.

Founder of the Power Training Institute, Bonnie Cox offers management and communications training solutions as a corporate facilitator, professional trainer, and motivational speaker. Bonnie lends over 20 years of experience in management coaching, employment law, training development, and sales management to each workshop and seminar. She has conducted training workshops for corporations in such diverse lines of business as banking, aerospace, manufacturing, and distribution. Bonnie is also a frequent guest speaker for various associations, including SHRM, PIHRA, ASTD, and VIA, and has guest lectured at Santa Barbara City College, the University of Phoenix, and University of California Extension-Santa Barbara. Bonnie is also an adjunct professor for Santa Barbara City College's Professional Development Department, as well UCSB Extension and Antioch University. Bonnie holds a B.S. Degree in Business Management and Finance, and an M.A. Degree in Organizational Management.

Develop Your Strategic Thinking Mindset-Or Else!
Jeff Russell, Russell Consulting Inc.
Thursday, October 10, 2013
3:30 pm-4:45 pm

Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: Strategic
Track: Other
Level: Intermediate

Increasing HR's influence depends upon the quality of its strategic insight and its skills at articulating that insight at the C-suite level. In this session participants will learn what strategic thinking is, how it differs from strategic planning, the role that strategic thinking plays in leveraging HR influence, qualities that enable HR to become a strategic thinker, and the consequences if it doesn't fulfill this role. The presenter offers insights into how to develop crucial strategy skills by examining the disciplines of strategic thinking. Topics to be covered include: How to synthesize internal and external information and highlight the strategic HR implications for the organization's strategic plan and how to ensure that the human capital management plan aligns with the organization's strategic plan. Participants will build on the principles of strategic thinking and learn tools for leveraging strategic insight into strengthening the organization's strategy; Recognize the powerful role that strategic thinking plays in long-term organizational success; Diagnose the level of strategic thinking that occurs within your organization; and Create a plan for strengthening the strategic thinking mindset in yourself and in employees at all levels of your organization.

Jeffrey Russell, co-director of Russell Consulting, Inc., specializes in helping organizations achieve great performance while successfully responding to the challenges of change. With a focus on leadership, strategic thinking, leading change, and performance coaching, Jeff has worked with organizations as diverse as Fortune 500 firms, public sector organizations, and small family businesses. Jeff received his Masters in Industrial Relations from the UW-Madison. It is at UW-Madison where he serves as an adjunct faculty member for the Wisconsin Certified Public Manager Program, Small Business Development Center, and Master of Engineering in Professional Practice (MEPP) program. He also teaches at the UW campuses of Milwaukee, Green Bay, and La Crosse. Jeff is a frequent presenter at local, national, and international conferences. Recent presentations include the WI SHRM State Conferences, International American Society for Training and Development (ASTD) Conferences; Jamaica Employers Federation Conventions; Colorado 2012 Summit on Children, Youth, and Families; and Project Management Institute's Professional Development Days in Minnesota and Milwaukee. Jeff and his wife and business partner Linda have co-authored eight books. Recent titles include Leading Change Training, Strategic Planning Training, Change Basics, Ultimate Performance Management, and Engage Your Workforce. Their next book, Fearless Performance Reviews, will be published by McGraw-Hill in 2013.

Diversity & Inclusion Journeys: Schreiber Foods & Goodwill Industries NCW
DJ Daniels, Schreiber Foods and Shannon Kenevan, Goodwill Industries NCW
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Other
Level: Basic

Hear how two award-winning local businesses have traveled their D&I journeys, from philosophies to best practices and future plans

DJ Daniels is the Sr. Talent Acquisition/Global Inclusion Team (GIT) Co-Chair at Schreiber Foods. He received his BS in Business Management from The University of Alabama and a Masters degree in HR Management and Health Care Management from Troy University. He is currently involved with National and Green Bay SHRM.

Shannon Kenevan is a Licensed Professional Counselor, and has been a social and environmental justice advocate for over 20 years. His areas of passion include working with people with mental illnesses, sustainability, HIV/AIDS prevention, domestic violence and sexual assault prevention, inclusive communities, men's work, youth leadership development, and the arts & culture. In 2000, in partnership with Goodwill NCW, he founded Harmony Café and has led the development of Harmony Cafes in both Appleton and Green Bay from 2000-2012. These Cafes have served as arts and cultural centers, as LGBT Community Centers, and as welcoming and inclusive safe spaces for people of all ages and identities in the greater Fox Valley area. In 2012, he transitioned into the role of Diversity & Inclusion Leader for Goodwill NCW. He is a life-long Wisconsin resident and is the father of two wonderful girls, ages 8 and 10.

Do Your Retirement Plans Really Work? How do You Know?
Joseph Topp and Kelli Send, Francis Investment Counsel
Thursday, October 10, 2013
1:15 pm-2:30 pm

Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Other
Level: Advanced

America's work force is ill prepared to face retirement and lacks the fundamental financial knowledge to adequately prepare. Your employees desperately need your help! How can you help; improve the process of plan oversight, lower plan costs, and improve the effectiveness of the participant communication and educational services delivered. This session will provide you with the blueprint to establishing a process for the ongoing management and oversight of your organization's retirement plans. Understand what is missing from your Plan's Investment Policy Statement (and why this puts you at risk), learn how to construct an investment menu that increases participant's prospects for growth, take away strategies to lower your Plan's administrative costs, and understand how to deliver education programs that work. You can't afford to wait for participants to ask for help. Their success depends on you!

Joseph Topp, CPA, Vice President Investment Consulting Services. Francis Investment Counsel is a Registered Investment Advisory firm whose practice is focused solely on serving qualified retirement plan sponsors and their participants. Francis Investment Counsel does not sell investment products nor engage in retail relationships with their client's participants. Francis Investment Counsel currently advises over $6 billion in qualified plan assets and provides educational services to over 20,000 plan participants. Joseph has been with Francis Investment Counsel for 13 years.

Kelli Send, CFP, Md-Edu, Senior Vice President, heads up the Firm's employee education and communications services and would lead the team of designated education specialists assigned to this engagement. Kelli has been providing education services to 401(k) plan participants for 22 years. Kelli attained a Master of Education degree focused on Adult Education, is a Certified Financial Planner (CFP) Kelli earned her Bachelors degree in Business Administration from Michigan State University. Kelli has been with the Francis Group for twenty one years.

Employee Engagement Steps that Drive Results
Jennifer Garber and Dennis Narlock, Catalent Pharma Solutions
Thursday, October 10, 2013
6:30 am-7:30 am

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: Basic

Many studies have shown that more often, people leave leaders, not organizations. In the Scientific industries, many organizations fall into the pattern of filling leadership positions with extremely technically savvy talent; basing success solely on the perceived benefits associated with advanced degrees. While this can be beneficial from a scientific perspective, the industry is increasingly calling for a blend of science and leadership skills in order to motivate and retain key talent. Development Opportunities – Are we positioning our talent to be able to keep pace with incredible organizational changes? Are we providing the type of culture that is focused on learning and pushing people in a positive way? Enhanced understanding of multi-generational workforce needs – Do we have a clear understanding of what it takes to engage all generations in the workforce? Do we understand the power of networking and social media implications? Innovation – Are we currently crushing some of the brightest ideas by not engaging employees?

Jennifer Garber is currently the Human Resources Manager accountable for managing the HR function for Catalent Pharma Solutions in Middleton. She has over eight years of experience in the human resources function working with Promega Corporation and, most recently, in a Generalist role with PPD in Madison, WI. Jennifer has a Bachelor's Degree in English with a minor in Communication, from Carthage College in Wisconsin as well as a certificate in Human Resources Management from Cardinal Stritch University. Her passion is adult training and she has developed several mid-level training sessions which have developed the leadership skills of many managers and have been highly praised by senior management. Jennifer also enjoys working as a volunteer in several community service organizations and currently resides in Madison, WI.

Dennis Narlock, II is the Continuous Improvement Leader for Catalent Pharma Solutions in Middleton, Wisconsin. He is an ASQ certified Lean Six Sigma Black Belt and a Theory of Constraints Jonah and with more than seven years of experience in continuous process improvement. Following 24 years of service in the U.S. Navy where he held positions in Operations, Quality and Continuous Improvement he joined Catalent in October 2011. Dennis holds a MS in Leadership from the University of San Diego and a BS in Professional Aeronautics from Embry-Riddle University.

Fearless Change: Strategies for Facilitating Change Acceptance
Jeffrey Russell, Russell Consulting Inc.
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: Strategic
Track: Change Management
Level: Intermediate

Change is the way of life but, too often, when organizations introduce change the result is heightened fear, anxiety, and dread. It doesn't have to be this way. There's an approach for leading change that anticipates the fear and emotional fallout from change and then uses this insight to guide people toward a healthy response to change. This highly interactive session explores the four phases of the emotional journey through change as people move away from comfort, through fear and anxiety, into exploring new pathways, and finally embracing the change. You will explore your journey on a recent organizational or personal change, draw lessons for leading fearless change in your own organization, and identify HR's role in helping people discover the hidden opportunities within every change. You will also leave with a plan for translating these insights into a new pathway for HR to help to lead fearless change effectively. Examine the four phases of the human response to change and apply these phases to your own situation and to your organization. Apply the lessons from the four phases to make any future change a fearless one. Develop strategies that HR professionals can take to help people along the emotional journey of change and to find the hidden opportunities.

Jeffrey Russell, co-director of Russell Consulting, Inc., specializes in helping organizations achieve great performance while successfully responding to the challenges of change. With a focus on leadership, strategic thinking, leading change, and performance coaching, Jeff has worked with organizations as diverse as Fortune 500 firms, public sector organizations, and small family businesses. Jeff received his Masters in Industrial Relations from the UW-Madison. It is at UW-Madison where he serves as an adjunct faculty member for the Wisconsin Certified Public Manager Program, Small Business Development Center, and Master of Engineering in Professional Practice (MEPP) program. He also teaches at the UW campuses of Milwaukee, Green Bay, and La Crosse. Jeff is a frequent presenter at local, national, and international conferences. Recent presentations include the WI SHRM State Conferences, International American Society for Training and Development (ASTD) Conferences; Jamaica Employers Federation Conventions;

Colorado 2012 Summit on Children, Youth, and Families; and Project Management Institute's Professional Development Days in Minnesota and Milwaukee. Jeff and his wife and business partner Linda have co-authored eight books. Recent titles include Leading Change Training, Strategic Planning Training, Change Basics, Ultimate Performance Management, and Engage Your Workforce. Their next book, Fearless Performance Reviews, will be published by McGraw-Hill in 2013.

Federal Contractors- Your Compliance Review Survival Guide
Jacquelyn Peterson, MilwaukeeJobs.com and Carmen Couden, Foley & Lardner LLP
Thursday, October 10, 2013
3:30 pm-4:45 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

This presentation takes Federal contractors and subcontractors through the steps of a compliance review regarding the Office of Federal Contract Compliance Programs (OFCCP). Passing a compliance review takes a team effort among recruiters, hiring managers, and compliance specialists. This presentation provides an overview of an audit and gives employers actionable tools on how to prepare before and during the process. The discussion includes the following topics with a live Q & A (last 15 minutes) to ask our experts questions. Discussion topics: Who is the OFCCP? Who are contractors and subcontractors? OFCCP regulations and covered entity obligations
Compliance review steps - Scheduling letter - Desk audit - Onsite audit - Off-site - Resolution
Actionable tools Q & A (last 15 minutes)
Understand the 3 Regulations OFCCP enforces: • Executive Order 11246 • Section 503 of the Rehabilitation Act of 1973 • Vietnam Era Veterans' Readjustment Assistance Act
Determine if your organization is required to comply with the regulations of the OFCCP
Gain actionable tools on preparing before and during a compliance review including resources and checklists

Jacquelyn Peterson, an OFCCP and Assistant Director with MilwaukeeJobs.com, has extensive experience helping employers with all aspects of recruiting. She offers OFCCP government compliance solutions for small companies with limited budgets to complex organizations with multi-state locations.

Carmen Couden, Senior Counsel with Foley & Lardner LLP, is a member of the firm's Labor & Employment Practice team and represents employers in investigatory proceedings before state agencies and in legal actions in federal and state court. Ms. Couden also counsels employers on a wide variety of labor and employment issues, with a particular emphasis on ADA & FMLA compliance; affirmative action and OFCCP compliance; military leave issues; discrimination, harassment and retaliation; labor and employment class actions; reductions-in-force; and union employer matters.

Financial Acumen- Reading Financial Statements
Mary Jo Werner, Wipfli LLP
Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: Strategic
Track:
Level: Basic

When sailing in a world cup race, the captain of a ship expects every sailor to do his/her best to win. Similarly, in this highly competitive world, business owners expect all members of the management team to bring their best game to the table. Understanding the financial statements of their employer's business can aid HR professionals in becoming a very important resource. This presentation will assist you in navigating the rough seas of balance sheets, income statements, and cash flow statements, which reflect how a business is performing financially. You will learn about red flags that will show up on the financial statements, understand the cost of employee turnover, and be able to gauge whether or not the business is sailing in the right direction. As a member of the management team, you can provide keen insight to help the business traverse through turbulent times, assist in plotting a course for the future, and advise your team about the true cost of human resource decisions.

Mary Jo Werner is a partner with Wipfli LLP and has more than 25 year of experience advising for-profit businesses. She is licensed as both an attorney and a CPA and is certified in financial forensics. She is YWCA Woman of the Year – Professional Division Award Recipient; Girl Scouts of Distinction Award Recipient; Cambridge Who's Who Executive of the Year – Accounting Services Division (year 2010); and Boy Scouts Silver Beaver Award Recipient.

Financial Education in the Workplace- Employee Benefit, Wellness, Retirement, Engagement
David Mancl, Department of Financial Institutions, Office of Financial Literacy; Anthony Dix, UW Medical Foundation; Kristine Hackbarth-Horn, Goodwill Industries NCW; and Joe Saari, Precision Information
Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Basic

Hear why financial education is predicted to be one of the most critical employee benefits of this decade and beyond. Discover new research linking financial wellness and physical health and how to mitigate costs by reducing health related issues due to financial stress. Discuss the evolution of financial education as a company benefit, what employers are doing today in the field of financial education and the future holds. Learn why ALL employers will need to develop financial education plans to successfully compete and how the employer of the future will use financial education as a critical component of their benefits, wellness, retirement and employee engagement strategies. Learn best practices you can use to build a financial education program tailored to the needs of your workforce from a panel of experts who have built highly successful programs from the ground up.

David D. Mancl is the director of the Office of Financial Literacy at the Wisconsin Department of Financial Institutions (DFI). In this position he takes a leadership role on all issues of financial literacy and supervises the department's related programs and initiatives. Harvard Kennedy School named the WI Office of Financial Literacy as one of its National Top 50 – Innovations in Government. President George W. Bush appointed Mr. Mancl to the President's Advisory Council on Financial Literacy on January 22, 2008. Mr. Mancl serves as Executive Director of the Governor's Council on Financial Literacy and is the state chair of the Wisconsin Jump$tart Coalition on Economic and Personal Financial Education for Youth. Dave resides in the Madison area with his wife and three children. A native of Appleton, Wisconsin, Dave is a graduate of St. Norbert College in Business Administration, and received an Executive MBA from the Wisconsin School of Business.

Anthony Dix, MBA, SPHR, is currently the HR Services Manager at University of Wisconsin Medical Foundation (UWMF). UWMF is the largest multi-specialty medical group in Wisconsin. As HR Services Manager, Anthony manages the organizations employee relations, recruitment and compensation and benefit functions. Anthony has a strong passion for workplace financial literacy and has been active in supporting programs within UWMF and throughout the State of Wisconsin. Anthony is a former chapter president of the Greater Madison Area Society for Human Resource Management, WI SHRM State Council member and State Conference Planning Committee Member.

Kristine Hackbarth-Horn has over 20 years of human resource management and leadership experience. In her current role of Chief Operating Officer of People, she is responsible for working with over 1,400 team members, program participants and volunteer in the organization to insure fulfillment of Goodwill NCW's number one core value of "Putting People First". Hackbarth-Horn serves on the Governor's Council on Financial Literacy and is Chair the Workplace Financial Education Committee. Prior to her role at Goodwill she was the Corporate HR Director for KI, responsible for over 3,000 team members in 10 US locations. Kristine is an active member of Fox Valley Society of Human Resources Manager (SHRM) board, serving in President-Elect, President and Past President positions. In addition, she has been a member of the State of Wisconsin

SHRM Council, served as Wisconsin State SHRM Council Director in 2009.

Joe Saari A respected and well-known thought leader in the financial industry, Joe Saari is a Registered Investment Advisor, President, CEO and co-founder of Precision Information, Former member of the Wisconsin Governor's Taskforce on Financial Literacy, recipient of the Governor's Award for Financial Excellence, and is a sought-after speaker by CNBC, CNNfn, Bloomberg, and many other media outlets. Joe has worked with clients like Kimberly Clark, Major League Baseball, Intuit and 100's of other employers who employee millions of employees to help them improve the financial well-being. Joe is a proud father of two and passionate about his personal mission to enrich the lives of individuals and organizations he serves. Through his thought-provoking and inspiring presentations, Joe Saari empowers executives to understand how improving the financial well-being of their employees can boost the bottom line for employers and employees alike. From his work over 400 employers nationwide, Joe enthusiastically shares valuable data, industry research, and real life results. Joe focuses on practical tips, tools and techniques you can use to improve your effectiveness of communicating about your employee benefits, and shows you that indeed knowledge is power.

Get Ready to Pay or Play
Adam Jensen, Cottingham and Butler
Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: General
Track: Other
Level: Basic

This year is already turning out to be one of the most transformative years in the history of healthcare, as employers prepare for and respond to the changes caused by the Affordable Care Act. Beginning in 2014, under the current ACA mandate, individuals will be required to have health insurance. Employers who do not offer insurance to their employees may be faced with significant penalties. Many questions still remain unanswered surrounding the upcoming changes, but the most significant question employers will face is whether to “Pay or Play”. This session will offer Human Resources professionals a unique opportunity to openly discuss the rules, regulations and implications of the health care reform law, and obtain answers to essential “Pay or Play” questions from a panel of practiced legal & consulting experts.

Adam Jensen is a Vice President with Cottingham and Butler, the 40th largest insurance broker in the US. Specializing in providing regulatory compliance and plan design services for health and welfare plans for more than 25 years, Adam understands the unique challenges employers face as it relates to Health Care Reform. Adam is a seasoned presenter and well-versed in current laws and regulations. He is a graduate of the University of Minnesota where he received his BA and then went on to William Mitchell College of Law where he earned his Juris Doctorate designation.

Grief and Loss in the Workplace
Cheri Milton, Agrace Hospice Care
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Other
Level: Intermediate

When employees suffer a loss due to death, coping with their grief while returning to work can be especially challenging for them. Grief can impact one's ability to perform at optimal levels and employers may not know how to appropriately support the employee. This session will present some general information about grief, and suggest practical strategies that can be used by employers to assist the employee, while ensuring that the work of the company will still get done; Create and integrate interventions to support grieving employees; and Identify barriers for an employee's successful re-entry to the workplace

Cheri Milton is the Grief Services Manager for Agrace HospiceCare Inc. in Madison, WI. Agrace averages a daily census of over 600 patients and serves 7 counties in southern Wisconsin. Cheri attended UW Madison for her bachelor's degree in family studies and went on to receive her master's degree from Edgewood College in marriage/family therapy. Her experience includes 20 years of counseling. As the manager of grief services, she currently supervises 9 grief counselors. Cheri is certified in Thanatology (the study of death and dying) by the Association for Death Education and Counseling and is Ordained for pastoral ministry by the Fellowship of Christian Assemblies. Cheri is licensed as a marriage and family therapist by the state of Wisconsin.

Have you Looked at your HR Technology Portfolio Lately?
Michael Weiskirch, HNI
Thursday, October 10, 2013
3:30 pm-4:45 pm

Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: HR Technology
Level: Intermediate

Never before have we seen a greater need to automate in HR. Regulatory requirements such as the Affordable Care Act (ACA) is driving employers towards greater accountability of their employees. Defined contribution, a growing trend in employee benefits, requires portal technologies to assist with decision support and plan selection. Furthermore, younger generations, the growing part of the workforce which includes Generation X, Y and now Z are more reliant on technology in their daily lives. This translates to higher expectations for HR self-service and technology resources. In response to this nearly One-third (31%) of companies intend to increase their spending on HR technology in the next year in order to boost growth and improve efficiency, according to a recent survey by Towers Watson. This session will explore these trends in HR Technology and provide a practical approach to looking at automation within your organization. This approach focuses on your process rather than a technology solution as every company has a different set of needs. Can you improve your workflows with current systems or look for other solutions to round out your HR Technology portfolio? These are important questions we will look to answer in this highly informative session.

Michael Weiskirch, HNI’s HR Technology Advisor has worked for more than 25 years in a variety of executive positions in the Employee Benefits and HR Technology fields. Michael served as Vice President of Strategic Alliances at EBIX, a leading end-to-end software provider to the insurance industry where he built partnerships across EBIX’s Health’s software platforms with payers, solution providers and brokers. Prior to EBIX he served as Vice President of National Partnerships for A.D.A.M. a leading provider of HR solutions and health content. In 2001 at OnlineBenefits, Michael launched Benergy a breakthrough HR portal technology to the marketplace. Michael is a frequent speaker on the topics of HR and Benefits Technology, wellness and other solutions that enhance the employee experience. He holds a BS in Marketing from Indiana University Kelley School of Business.

Healthcare Reformed: A Collaborative Discussion on Employer Strategies
Anthony Fioretti and Matt Bucher, HNI
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Other
Level: Intermediate

Major provisions within Health Care Reform are just days away from being implemented. No doubt employers have invested a lot of time in understanding Health Care Reform's requirements. More important, however, are the employee benefit strategies employers have developed to not simply comply with Health Care Reform's, but to continue to further their organization's goals. After all, most employers chose to offer health benefits to their employees pre-Health Care Reform. This interactive session will encourage the audience to discuss the strategies they have developed in response to Health Care Reform. For example, we'll ask: " What measurement, stability and administrative periods have your organization elected to use and why?" "If you are a non calendar year plan, have you chosen to take advantage of the transitional rules available to avoid the application of the pay or play rules which go into effect January 1, 2014?" "In order to make your plan affordable, did you increase your employer contribution for single only coverage and reduce your contribution to family coverage? These are just some of the questions we'll ask the attendees to consider and discuss. They will also share some of the strategies they have seen employers implement in response to Health Care Reform.

Anthony joined HNI in 2008 to add Employee Benefits expertise and depth at the Executive Team level. As Chief Benefits Officer, he leads the employee benefits operations across all four HNI locations. Anthony has 25+ years of experience in health and welfare benefit consulting and administration. He began his career at a national insurance company as a medical claims administrator and over 12 years held leadership positions in claims operations, claims systems and client management. In his consulting capacity, Anthony has frequently conducted seminars and has been the featured speaker in the area of health care strategy, data mining and consumer directed health care.

Matt Bucher began his risk management and benefits career with HNI a little more than 10 years ago. He has served in a number of capacities, providing him the opportunity to gain well-rounded experience across HNI's 3-Dimension service platform (insurance, benefits and advisory services). For the past six years, Matt has been in his current role as an RM helping mid-to-large sized organizations identify clear paths to identify, reduce and better manage risk. An active SHRM member, Matt has presented on healthcare reform and various related industry topics to a variety of HR audiences.

Hire and Develop Top Employees
Donna Rogers, University of Illinois and Rogers HR Consulting
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Other
Level: Intermediate

The focus of this course will be on what I call the "Rock Star Employee". Typically by default and interruption primarily, we focus on the low performers, whiners, and to be quite honest the folks we really should be getting rid of. This program will provide ideas on how to find the "right/top" employees in the first place. And once you have them, how to keep them, and how to develop them into being even better performers and possibly inspire those non-engaged employees in the middle who are on the fence of being not engaged and/or being one of those employees who suck the life out of you!

Donna Rogers, SPHR, instructor of management at UIS and owner of Rogers HR Consulting, graduated with a Masters in Human Resources Development from UIUC. She also earned a Bachelor's in Public Relations from ISU and holds two associates degrees. Her firm holds the HRCI Pre-Approved Provider designation, the Small Business of the Year for home based business and she was nominated by her peers for the HR Professional of the Year from CIC-SHRM. She regularly delivers numerous presentations among professional groups throughout the state of Illinois, previously taught at Robert Morris and has guest lectured at Benedictine University. She has humbly served her peers in the Human Resources profession as the State Director for the Illinois State Council of SHRM (ISC-SHRM) through 2012, and currently serves on the HR Advisory Board for the Illinois Chamber.

How to Hire an Intern and Stay in Compliance with the Law
Rick Schemm, HP&A Solutions
Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: General
Track: Other
Level: Basic

This program reviews the statutory regulations and court decisions that define when an organization can and cannot choose to pay an intern. Attendees are offered the opportunity to bring their descriptions of current, past, or planned internships in their organizations and have their fellow attendees and presenters give an opinion on whether the incumbent must be paid or can be a volunteer. Attendees will learn the history of the legislative developments around the topic of internships . Attendees will learn the current regulatory guidelines that must be followed when making a compensation decision for interns. Attendees will learn the current regulatory guidelines that must be followed when making a compensation decision for interns.

Rick completed a 23 year career in 2012 as the Vice President of Employee Services at Royal Credit Union in Eau Claire, WI. Royal Credit Union is a community-chartered financial institution located in Northwest Wisconsin and the Minneapolis/St. Paul metro area, with headquarters in Eau Claire. He was the manager of the Human Resource function, which had a staff of 7. During his tenure at the Credit Union, he initiated and directed new projects, programs, and systems in almost all areas of HR Management. These included the design and implementation of Performance Management Systems and Compensation Programs, Upward and Peer Feedback Systems, Contingency and Succession Planning, the automation of the Applicant Data collection process, and the introduction of a comprehensive Wellness Program. Before working at RCU, Rick was the HR Manager for PDM Bridge in Eau Claire, and he also spent over two years in the Personnel Division of U.S. Bank in Milwaukee. Rick is now a Human Resource Consultant with HP&A Solutions, based in Eau Claire. He holds a Master of Science Degree in Management from UW-Milwaukee with a specialization in Organizational Psychology, and a Bachelor of Science Degree in Management from UW-Eau Claire.

How to Think Like a CEO
Bonnie Cox, Power Training Institute
Thursday, October 10, 2013
10:45 am-12:00 pm and 3:30 pm-4:45 pm

HRCI Credits: Strategic
Track: C-Suite Communications (e.g., Leadership, Change Management
Level: Intermediate

Human Resource Professionals need to take a critical business perspective and look at how their contribution adds value and impacts the organization. If HR does not evaluate how they are part of the organization's success, then it will become an obsolete department. Historically, Human Resources has been a transactional, process-driven department. In the current economy, Human Resource professionals must now learn to think and act more strategically, and assume a more analytic role within the organization. The course covers the critically important business issues that a CEO faces every day: how to increase revenue, reduce costs, or improve customer loyalty. HR professionals will not only become familiar with these major business concerns, but will learn to evaluate and identify specific actions they can individually take to positively affect each of these. Understand the most important business drivers that influence an organization including and how HR can influence each of these areas. Learn to effectively communicate with their top executives by commanding the data and developing a mindset focused on strategy. Includes simple, no-cost ways to rephrase human resource issues in ways that connect with the C-suite

Founder of the Power Training Institute, Bonnie Cox offers management and communications training solutions as a corporate facilitator, professional trainer, and motivational speaker. Bonnie lends over 20 years of experience in management coaching, employment law, training development, and sales management to each workshop and seminar. She has conducted training workshops for corporations in such diverse lines of business as banking, aerospace, manufacturing, and distribution. Bonnie is also a frequent guest speaker for various associations, including SHRM, PIHRA, ASTD, and VIA, and has guest lectured at Santa Barbara City College, the University of Phoenix, and University of California Extension-Santa Barbara. Bonnie is also an adjunct professor for Santa Barbara City College's Professional Development Department, as well UCSB Extension and Antioch University. Bonnie holds a B.S. Degree in Business Management and Finance, and an M.A. Degree in Organizational Management.

HRCI Certification/Recertification
Erin Swoboda,
Friday, October 11, 2013
6:30 am-7:30 am

HRCI Credits: None
Track: Certification
Level: Basic

Thinking about getting PHR/SPHR/GPHR certified and not quite sure what to do? Attend this session to learn the steps as well as the requirements to maintain your certification once you have it.

Erin Swoboda

I Can't Retire!- The Economic Affect of the Retirement Plan on Your Organization
Joe Delude and Mike Daley, Great Lakes Retirement Advisors of UBS
Thursday, October 10, 2013
3:30 pm- 4:45 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Basic

Low average account balances, poor savings rates and ineffective plan design may be jeopardizing your organizations long term stability. With an aging population, rising healthcare costs and poor retirement preparation, tomorrow's retirees may not be able to leave on their own terms. What can you do today, to stem this future epidemic? Great Lakes Retirement Advisors of UBS will facilitate a discussion among industry leaders to help your organization better solve this challenge.

Mr. DeLude joined MassMutual's Retirement Services Division effective January 22, 2013 as managing director of institutional sales. Based in Libertyville, Illinois, Mr. DeLude is responsible for working with mid- and large-market retirement plan advisors across eastern Wisconsin, Illinois and Indiana. He joins MassMutual from ADP Retirement Services where he was a top retirement plan institutional representative.

Mike Daley specializes in helping retirement plan focused financial advisors with strategies that impact their bottom line and make a difference in the lives of their clients. Mike has more than 19 years of industry experience and has worked with financial advisors across the Midwest helping them implement strategies to grow their retirement plan business. Mike has a Bachelor of Arts, Fordham University (New York), Accredited Investment Fiduciary (AIF), Chartered Retirement Plans Specialist (CRPS). Mike played 2 years of College Football and has climbed Mt. Kilimanjaro (2006)

Mike and his wife, Sandy, moved to Chicago in 2005 and live in St. Charles with their two daughters, Emily and Julia. They travel the country watching their children participate in national cheerleading events. In addition to raising his family, Mike enjoys golf and reading.

Increasing the Well-Being & Productivity of Your Work Force
Alexandra Paul, Humana
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

With the increasing cost of healthcare coupled with an aging population, it is imperative that organizations take an innovative approach to increasing the well-being and productivity of the US workforce. This workshop is designed to help participants:

1. Develop Awareness, create Concern and inspire Engagement regarding Health and Wellness in the workplace and to motivate the participants to become the Strategic Health and Wellness leaders in their organizations.
2. Develop the participant's leadership role in organizational Health and Wellness by sharing and discussing participant's best practices of their organization and learn from the experience of other participants.
3. Discover and develop simple, cost effective ideas and strategies to implement Health and Wellness in your organization that achieve great ROI.

Alexandra Paul is the Midwest Regional Business Executive for Humana's Well-being & Productivity Solutions team. Ms. Paul has served in various roles within the Humana organization focusing on wellness strategies that meet the client's needs through both account management and business development. Ms. Paul is a Broadcast News major for the University of Georgia and is currently working on her Business Certificate at Northwestern University. She is a member of Building a Healthier Chicago, focusing on the Worksite Wellness Initiative.

Leading Organizational Excellence by Avoiding the Top 10 HR Leadership Mistakes
Jack Smalley, Express Employment Professionals
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: Strategic
Track: C-Suite Communications (e.g., Leadership, Change Management
Level: Advanced

This interactive session details the Top 10 HR leadership mistakes that can cause irreparable damage to HR's credibility and integrity thus quickly derailing any career and the organization's strategic initiatives.

Through true life experiences, we will discuss the consequences of questionable HR leadership mistakes such as:

The failure HR to embrace diverse thinkers and mavericks. To effectively compete in a global market, organizational change must be constant. In order to achieve and maintain best practice organizational change HR leadership must capture the people element by aligning behaviors to operational strategy. HR leaders must destroy the box of traditional and limited visionaries by recognizing and motivating diverse thinkers and take measured and well calculated risk.
Too much talking and not enough walking. HR is measured by the values visible through the actions employees take, not their talk. Credibility, trust and integrity are the three most critical elements to HR leader's success and they cannot be compromised.
Failing at communication. Excellent communication skills are essential for HR leadership success. HR must remain visible and accessible especially during the current global turbulent and uncertain times. The messenger is as critical as the message. To successfully lead through the maze of uncertainty, HR must have a clear and concise message to influence relevant stake holders in organizational change; performance management; rewards/compensation initiatives; employee development and talent management. Honest and direct communication from HR leaders possessing integrity will strengthen HR's commitment to become valued and respected business partners vs. the HR cops of the past seeking solutions by saying "NO".

Jack serves as Director of Learning & Development for Express Employment Professionals international headquarters. He provides leadership, human resource training and consulting for nearly 600 Express offices and their clients in the U.S. and Canada. Jack offers clients extensive leadership guidance from a progressive career as a Human Resource executive. For the last thirty years, Jack has devoted his career to the field of leadership and human resources. His experience includes executive-level management in a number of different industries such as oil, chemical, and packaging with an emphasis in manufacturing, engineering, sales, logistics, and corporate management. Jack's areas of expertise include: Leadership training, Title VII and Wage/Hour compliance, employee retention management, conflict resolution, leading organizational change. Jack is a member of the Society of Human Resource Management and holds the designation of Senior Professional in Human Resources (SPHR). He is a sought after national keynote speaker. Since 2009 Jack has had over 400 speaking engagements, including numerous local and state SHRM (Human Resources) conferences, totaling more than 35,000 attendees. Also, Jack was a featured speaker at both the 2011 and 2012 National SHRM Conferences and will be conducting two mega sessions at the 2013 National SHRM Conference in Chicago.

Leadership in the Year 2013
Annie Stroud, Edgewood College
Friday, October 11, 2013
6:30 am-7:30 am

HRCI Credits: General
Track: Leadership Development Seminars
Level: Intermediate

Attendees will have a map of competencies needed by leaders in order to be prepared for their current or future roles; understand a leaders role and how they can influence the success of their organization; understand gifts and talents and learn to manage to their strengths; gain the ability to develop a competency map for their current and future leaders.

Annie Stroud has been in the human resources field for 20 years. She has an MBA and just recently received her Masters in Organizational Development. She has worked for Edgewood College for the past nine years facilitating many changes and improvements to the student, faculty, and staff experience. She has expertise in strategically acquiring, retaining, and retooling employees to meet the needs of the organization. Most notably laying the foundation for employee success by effectively managing their gifts and talents. It is leading your organization with that philosophy that can make the difference.

Protecting Your Confidential Information from Rogue Employees
Geoffrey Trotier, Davis & Kuelthau, S.C.
Thursday, October 10, 2013
3:30 pm-4:45 pm

HRCI Credits: General
Track: Strategies for Building a High-Performance Work Force
Level: Basic

Your confidential information and trade secrets can be among of the most valuable assets of your business. Both competitors and employees can pose security threats to these assets and business tools. Human Resources Professionals need to know how to take advantage of recent changes in the law to protect your business. In this session, we will discuss how to make sure that your employees and business partners respect your confidential information and trade secrets, including best practices for dealing with nondisclosure agreements and other methods of protection.

Geoff assists private corporations, municipalities and school districts in many diverse labor and employment issues, including drafting, enforcing and litigating non-compete agreements; advising on issues of reasonable accommodation; advising clients on Family and Medical Leave Act (FMLA) issues; resolving Fair Labor Standards Act (FLSA) and other wage/hour disputes; and providing training in human resources matters. He routinely works with clients to avoid litigation and is frequently called on to defend employers in matters involving discrimination claims, non-compete agreement enforcement, trade secret claims, Family and Medical Leave Act (FMLA) disputes, wrongful termination claims, and wage and hour suits.

Recruiting Disabled Candidates, Utilizing on the Job Training and Internships
Thomas Draghi, DWD Division of Vocational Rehabilitation
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: Basic

The Wisconsin Division of Vocational Rehabilitation (DVR) has recently launched a new business relations initiatives, providing outreach to business to identify workforce needs and offer possible partnerships for talent acquisition from the DVR pool of talented individuals. DVR will describe their initiative and provide an overview of the various assistance tools that DVR has to offer business.

Thomas provides Workforce Development Area leadership, supervision, training, coaching, and mentoring to positively affect increased employment outcomes. Thomas monitors and fosters continuous improvement of performance in the provision of vocational rehabilitation services for the State of Wisconsin's Division of Vocational Rehabilitation in Northwestern Wisconsin as the area Director. He is a co-lead on the Division's Business Services Team (BST) which serves to strengthen business relationships by exploring innovative training and placement projects that meet business needs and by moving more job seekers with disabilities into the workforce and less dependent on government support systems.

Thomas received his M.S. in Rehabilitation Counseling and a Post-Graduate certificate in Rehabilitation Administration from San Diego State University.

Thomas previous work history includes working as a Vocational Rehabilitation Counselor and Director for the Lac Courte Oreilles Vocational Rehabilitation Program in Wisconsin for eight years.

His background and experience has included over 15 years in the employment and training and vocational rehabilitation fields. He has served on the Wisconsin Rehabilitation Council, Consortia of Administrators of Native American Rehabilitation, and North Country Independent Living Board of Directors. He has been affiliated with both National Rehabilitation Association and National Association of Multicultural Rehabilitation Concerns in the past.

Reinventing Success with Less Worry, Stress and Pressure
Carrie Cunnington, Cunnington Shift
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: Basic

As a highly driven HR professional, chances are you have a role with an enormous amount of responsibility and a TO DO list a mile long. It can feel exciting and inspiring...but often times you can feel tremendous pressure, worry and tension to perform and get it all done really well. In this 75-minute innovative, hands-on, interactive session you will learn how adjusting just one variable can help with your personal and professional success and your ability to: *Have clearer thinking and more effective decision making *Live a less stressful and more balanced life *Make positive life changes and see new possibilities *Create higher levels of performance, and *Enjoy the moment and live your life to the fullest.

Carrie Cunnington is a talent and success coach with more than 17 years of experience in executive coaching, personal and leadership development and team building that sparks innovation. Carrie is sought after for her ability to bring out the best in people, initiate fresh, new ways of innovative thinking and for inspiring others to achieve the most effective results in their work and their lives. Dedicated to empowering high-achieving professionals to make positive shifts and find greater meaning and fulfillment, Carrie's workshops, coaching, and consulting programs have helped thousands of individuals redefine success, reconnect to their passion, and rejuvenate their personal and professional lives. Carrie resides in Minneapolis, MN with her husband and two daughters, who inspire her every day to live a full life driven by passion. Carrie's Philosophies: The Individual: People are as fueled by passion and purpose as they are by a paycheck. Communities: Successful organizations are living, growing communities of unique individuals who are working together toward a shared vision. Personal development: Personal development is not about helping people create a plan that achieves company-defined goals. It is about helping people define their own plan for applying their personal strengths, talents and passions to their work and life. Taking Action: Taking time to rediscover your passion, reclaim your purpose and reinvent your dreams.

Rough Waters Ahead: The Non-Union Employer and the NLRA
Jon Anderson and Meg Kurlinski,
Godfrey & Kahn, S.C
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Basic

The recent activities of the National Labor Relations Board (Board) have highlighted the impact of the National Labor Relations Act (NLRA) on non-union workplaces. While the NLRA has applied to all employers since its inception, the "Obama" Board's aggressive and often unpredictable decisions have created uncertainty for employers and, in particular, non-union employers who have historically overlooked the requirements of the NLRA. The Board's recent decisions related to the regulation of social media, use of confidentiality provisions and policies, workplace investigation procedures, and employee handbook disclaimers have practical and significant consequences for non-union employers. This session will familiarize non-union employers with the requirements of the NLRA and the Board's recent decisions. Participants will be provided with practical guidance that can be incorporated into their day-to-day business operations and advice on what to expect from the Board during the remainder of the Obama administration. Participants will understand the NLRA's applicability to the non-union workforce and the basic tenets of concerted activity. Participants will learn about the recent decisions issues by the Board that impact non-union workplaces and practical guidance on how to modify policies and practices, if necessary, to account for the Board's rulings. Participants will be prepared for future decisions and activities of the Board and how such actions may impact their day-to-day operations.

Jon E. Anderson is Team Leader of the Labor, Employment and Immigration Practice Group for Godfrey & Kahn S.C. He represents management in all aspects of human resource, labor and employment law matters. Jon, a native of Oconomowoc, Wisconsin, practiced in Milwaukee, Sheboygan and Madison prior to joining Godfrey & Kahn as a shareholder. He is a member of the American and Wisconsin Bar Associations. He is a frequent speaker at educational seminars and workshops on a variety of labor and employment law matters. Jon received his Bachelor of Arts degree in Behavioral Science and Law from the University of Wisconsin-Madison and received his law degree from the Marquette University Law School. He is a Wisconsin Super Lawyer, is listed in Best Lawyers and was named a 2012-2013 Lawyer of the Year (Employment Law - Management) by Best Lawyers.

Meg Kurlinski is an employment attorney with Godfrey & Kahn, S.C. in the Milwaukee office. Meg assists employers with a variety of labor and employment matters, including the management of day-to-day employment matters, drafting and enforcing restrictive covenant agreements, administering family and medical leave laws, litigating federal and state discrimination claims, conducting unlawful harassment investigations, and drafting affirmative action plans. Meg received her law degree from Washington University School of Law in St. Louis, Missouri. While at Washington University, she was a staff editor for the Washington University Global Studies Law Review. She received her Bachelor of Arts in Philosophy, cum laude, from Truman State University. Meg regularly conducts workshops and seminars on employment law topics for clients and other employment law professionals.

Self-Funding 101: Basic
Dean Hoffman, Dean M Hoffman, LLC
Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Other
Level: Basic

This session of basic self-funding is geared towards benefit managers, human resource managers and chief financial officers who may be new to the concept of self-funding group health plans. The growth of these alternate funding arrangements has accelerated as a result of healthcare reform and as the full implementation of the Affordable Care Act approaches.   Mr. Hoffman will review the services of Third Party Administrators, Administrative Services Only vendors and compare them to other funding vehicles used in employer sponsored group health plans. He breaks down these funding arrangements into easy to understand segments and explains the "plug and play" approach to claims administration, stop loss, disease/care management, pharmacy benefits, lifestyle/wellness plans, data integration tools and other embedded functions of a self-funded health plan.

Learning Objectives:

- Consider the Pros and Cons of self-funded plan.
- Learn the differences between TPA and ASO models.
- Understand basic stop loss protection.
- Review the moving parts of a self-funded plan

Dean Hoffman, owner of consulting firm Dean M. Hoffman, LLC, has been in the employee benefits industry for more than 35 years, with a primary focus on large group employee benefit plans. Mr. Hoffman has expertise in a broad range of employee benefits, including prescription plan analysis and all funding arrangements for large group plans, such as insured, minimum premium, retrospective, experience refund, stop loss and self-funding. His strategic leadership process is centered on providing solutions to employers seeking to maximize their healthcare benefits and enhance employee satisfaction while managing their healthcare expenditure. His consulting process utilizes his technical skills; advanced knowledge of ERISA plans, stop loss contracting and data analysis. Included in his long-term benefit consulting model is the use of integrated lifestyle/wellness programs. Professional affiliations include the National Association of Health Underwriters, where he was a member of the NAHU Board of Trustees, as well as past president of the Wisconsin Association of Health Underwriters. Most recently, he chaired NAHU's 2011-2012 Professional Development Committee and the Membership Committee in 2009-2010. Mr. Hoffman has been a long-time advocate on legislative issues affecting the employee benefits industry, including hosting Congressional briefings for members of Congress and the Wisconsin legislature about the health insurance marketplace and its delivery system. Prior to forming his own consulting firm, he was a vice president and practice leader of benefits for a Midwestern consulting firm and has managed a Wisconsin regional office for a national insurance carrier marketing self-funded and insured employee benefits products to a five-state region.

Self-Funding 202: Intermediate
Dean Hoffman, Dean M Hoffman, LLC
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Other
Level: Intermediate

This session of advanced self-funding concepts is geared towards benefit managers, human resource managers and chief financial officers who currently are currently self-funded or have working knowledge of self funded group health plans. Mr. Hoffman provides an in-depth review of stop loss "contract terms" such as 12/12, 15/12, 12/15, 15/18 as well as terminal liability features and how they work with the employer's risk tolerance and financial goals. The self funding of group health plans is certainly not a new concept for larger employer groups however many smaller employers are seeking this funding method as result of the healthcare reform and those small group stop loss contracts will be addressed. The Affordable Care Act impacts self-funded plans and this will be reviewed. Subtleties in the coordinated use of contracts can lead to liability issues for the employer; Mr. Hoffman will provide information with which to smooth out potential gaps and help facilitate the renewal process.

Learning objectives:

- Deep dive review of stop loss contract types.
- Consider fiduciary and legal responsibilities
- Understand the newer small group self-funded products.
- Emerging trends and ACA implication's for self-funded plans.

This session of Advanced Self Funding Concepts is geared towards HR Professionals who currently are responsible for self funded group health plans or have some basic knowledge of self funding. He provides an in depth review of stop loss "Contract types", 12/12, 15/12, 12/15, 15/18, terminal liability and how they work with, not against the employer's risk tolerance and financial goals. The self funding of group health plans is certainly not a new concept for larger employer groups. However, in many instances self funding can be a compromise solution. Subtleties in the coordinated use of contracts can lead to liability issues for not only the employer but also to the intermediary. As a frequently used expert witness in these considerations, Mr. Hoffman will provide information with which to smooth out potential gaps and help facilitate the renewal process. The Self funded mechanism will be separated into easy to understand segments and will explain the "plug and play" approach to claims administration, stop loss, disease management, Rx and data integration as they relate to a self funded employer.

Dean Hoffman, owner of consulting firm Dean M. Hoffman, LLC, has been in the employee benefits industry for more than 35 years, with a primary focus on large group employee benefit plans. Mr. Hoffman has expertise in a broad range of employee benefits, including prescription plan analysis and all funding arrangements for large group plans, such as insured, minimum premium, retrospective, experience refund, stop loss and self-funding. His strategic leadership process is centered on providing solutions to employers seeking to maximize their healthcare benefits and enhance employee satisfaction while managing their healthcare expenditure. His consulting process utilizes his technical skills; advanced knowledge of ERISA plans, stop loss contracting and data analysis. Included in his long-term benefit consulting model is the use of integrated lifestyle/wellness programs. Professional affiliations include the National Association of Health Underwriters, where he was a member of the NAHU Board of Trustees, as well as past president of the Wisconsin Association of Health Underwriters. Most recently, he chaired NAHU's 2011-2012 Professional Development Committee and the Membership Committee in 2009-2010. Mr. Hoffman has been a long-time advocate on legislative issues affecting the employee benefits industry, including hosting Congressional briefings for members of Congress and the Wisconsin legislature about the health insurance marketplace and its delivery system. Prior to forming his own consulting firm, he was a vice president and practice leader of benefits for a Midwestern consulting firm and has managed a Wisconsin regional office for a national insurance carrier marketing self-funded and insured employee benefits products to a five-state region.

Social Media Panel
Stephanie Wilson, Brooke Wiese , Jay Brannan, Andrew Manthey, Ashley Wright-Lannoy, and Stephanie Smudde, UW Whitewater students
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

Stephanie Wilson will be a Senior at the University of Wisconsin-Whitewater this fall where she is majoring in Human Resource Management, serving as the President of the UWW SHRM chapter, and has completed her Spanish minor. After graduation in May of 2014, she is interested in pursuing a career as an HR Generalist. Social media experience includes Facebook, Twitter, and LinkedIn.

Brooke Wiese is majoring in Human Resource Management and will graduate in May 2014. Her preferred area of HR is recruitment. Brooke has experience with Social Media: Facebook, Twitter, LinkedIn, and Pinterest.

Jay Brannan is majoring in Human Resource Management graduating in May 2014. Jay's preferred area of HR focus is benefits and compensation; consulting. Experience with Social Media: Jay has a great deal of experience with social media keeping up-to-date with his LinkedIn, Twitter, and Facebook. He has even blogged for one of his internships he had.

Andrew Manthey is currently a junior at the University of Wisconsin-Whitewater continuing to major in Human Resource Management. He will be graduating in May 2015. Andrew hopes to focus on labor relations and labor law. When it comes to social media, he frequently uses Facebook to keep in touch with friends and family as well as LinkedIn to search for internships and stay up-to-date with industry news.

Ashley Wright-Lannoy is currently a Junior at UW-Whitewater majoring in Human Resource Management and Minoring in Spanish. Ashley is very involved with her local SHRM chapter, and on the executive board she takes on the role of Director of Communications. This position allows her to take on all social media responsibilities. Ashley loves being a member of SHRM and looks forward to her future career in HR.

Stephanie Smudde will be graduating in May of 2014 with a BA in human resources. She is very interested in recruiting and staffing and also training and development. Her experience with social media includes facebook, twitter, linkedin, and instagram.

She has accounts for all of these forms of social media and uses them all quite regularly.

Social Networking & Other Technology Issues in the Workplace
Ragan Cheney, Associated Financial Group and Mark Goldstein, Mark J Goldstein S.C.
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

Over the past twenty years advances in technology from email, the internet and remote access to laptops and smart phones have enabled organizations to be more efficient and profitable. However, while many organizations have reaped the rewards from these advances in technology, they have also failed to prepare properly for the risks these advances have brought into their organizations. This session has been designed to assist employers in identifying the obvious and latent risks associated with technology in the workplace. Topics to be covered include identifying the need to audit and upgrade your systems policies and procedures relative to risks associated with data breaches and employee misuse of technology. We will also discuss both the legal and practical issues associated with employees' use of social networking websites and other electronic mediums such as cell phones, iPods and MP3 players in the workplace.

Ragan Cheney brings a wealth of knowledge in insurance defense litigation, risk avoidance and in recruiting and retaining key employees. Her expertise comes from representing several of the most well-respected professional malpractice and property and casualty carriers in the country. Since joining the HR Solutions team in 2007, Ragan works regularly with public and private employers on HR Compliance issues involving leaves of absences, workplace accommodations, unlawful harassment, wage and hour obligations, as well as with employee benefit compliance issues involving ERISA, COBRA, HIPAA and workplace wellness. She is a welcomed guest at many executive round table meetings and is recognized as possessing superior skills in “building relationships” and “motivating individuals to help establish valued cultures in both corporate and non-profit sectors.” Ragan is a member of the National and Fox Valley SHRM chapters. She enjoys presenting on a variety of HR, employee benefits and leadership development topics at state and local SHRM meetings in both Wisconsin and Minnesota. She is licensed to practice law in Wisconsin, Pennsylvania and New Jersey. Ragan graduated from West Virginia University College of Law, order of the Barristers, and received a B.S. in Psychology from West Virginia University.

Mark Goldstein is President of Mark J. Goldstein S.C., a boutique law firm serving as outside general counsel to businesses big and small, and specializing in labor and employment issues. As such, Mark is not only an attorney but also a business owner, as well as an elected official and supplemental court commissioner. Mark received his B.A. from the University of Wisconsin-Madison in 1989 and his J.D. from the University of Wisconsin Law School in 1994. He is licensed in Wisconsin, Illinois, and numerous Federal Districts and Circuits. Mark is a member of the State Bar of Wisconsin, the Milwaukee Bar Association, the American Bar Association, LERA, and SRKA (WISHRM's Racine Kenosha Chapter). He is active in SHRM, the State Bar, the MBA, and a frequent speaker and writer on labor and employment law and other topics.

Stakeholder Centered Coaching: A 7 Step Process for Developing Leaders
Diane Amundson, Diane Amundson & Associates
Thursday, October 10, 2013
1:15 pm-2:30 pm

HRCI Credits: General
Track: Executive Coaching
Level: Advanced

HR professionals are keenly aware of those leaders in their organization that are not living up to their potential. Sometimes it can be one or two behaviors that are holding these leaders back. HR is positioned to help these individuals grow and succeed by understanding how to coach them to a higher level of performance. This session will reveal Marshall Goldsmith's 7 step behavioral coaching process based on his book What Got You Here Won't Get You There. In this session certified coach, speaker and trainer Diane Amundson will share: The 3 Beliefs of Successful People, The 21 Most Coached Behaviors and A 7 Step Process for Creating a Positive Change in Behavior

Diane Amundson is the owner of Diane Amundson & Associates. She works with organizations that want to improve their communication for increased productivity. She has been training, speaking and consulting for over nineteen years in the areas of leadership coaching, generational diversity, team building, conflict resolution and strategic planning. She has worked with Fortune 500 Companies like General Mills and Pepsi Cola along with numerous school districts, county and city governments in Minnesota and Wisconsin. She has co-authored a book titled Success Strategies: A High Achiever's Guide to Success. She is a member of the National Speakers Association and has served as Adjunct Professor of Organizational Behavior at Winona State University. She is a Rotarian that has traveled the world on humanitarian projects in Mongolia, India and Brazil.

Striving to Thrive-Resiliency in Action!
Mark Stigler, Waukesha County Technical College
Thursday, October 10, 2013
1:15 pm-2:30 and 3:30 pm-4:45 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Intermediate

We have all heard the phrase "*Homeland Security is Hometown Security*." The federal government has finally come to understand that a resilient local community is a secure local community. But how do we secure our companies, businesses and government entities in tight budget times? The hazards faced today by both private sector and public entities are diverse and complex. Active shooters, workplace violence, cyber-attacks, power outages, increasing government regulations, and unfunded government mandates place significant strains on HR managers. The private sector can't do it without the public sector and vice versa. What are the evolving roles of telework, cloud systems, bring your own device (BYOD), volunteers, Non-Government Organizations and Faith Based Organizations in building this resiliency model? This presentation will discuss those points and give a few recent examples of the government's "Whole Community" approach to this problem.
Resiliency is defined our ability to adapt to changing conditions by withstanding and rapidly recovering from any disruption due to emergencies or disasters. Or, in other words; it is a system's ability to absorb change and disturbances while retaining basic structures and functioning. Being able "***to take a hit and keep on ticking"*** as the old Timex commercial said.
Why do we need to be resilient personally, as a business and as a larger community? *Because the government is not the answer!* Security budgets are being slashed due to burgeoning local and national debt and private companies are forced to make tough funding choices as profits shrink. I believe resiliency equals security, *homeland security*, but it can only be achieved through collaboration and public private partnerships.
We all must be prepared to minimize the consequences of emergencies and disasters and bounce back quickly. Our future social, economic and political viability as a company, community and a nation depends on it.

Mark G. Stigler is a homeland security practitioner, instructor and content specialist. He is team leader of the Southeast Wisconsin Incident Management Team (SEW IMT) and volunteers for Waukesha County Emergency Management. The SEW IMT is a 43 person multidisciplinary team that deploys to events, emergencies or exercises as requested, to help local communities respond to and recovery from major incidents using federal models. Stigler has taught for the last 13 years at the Waukesha County Technical College (WCTC) and at Marian University in the various homeland security and criminal justice programs. He is the lead Incident Command System / National Incident Management instructor for WCTC and builds courses and teaches Department of Homeland Security (DHS) Transportation Security Administration (TSA) officers homeland security topics. He recently retired after 29 years from the City of Waukesha Police Department as the Deputy Chief of Police in charge of operations and was also the Emergency Management Coordinator. He served in the U. S. Army, has a Bachelor's Degree in Criminal Justice, is a graduate of the FBI National Academy and earned his Master's Degree in Homeland Defense and Security from the Naval Postgraduate School (NPS), Center for Homeland Defense and Security (CHDS) in Monterey, California.

Survive the Storm: Navigating through Disasters, Epidemics and the Flu
Meg Kurlinski and Rebeca Lopez
Godfrey & Kahn, S.C.
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Industry-Related Trends in the Workplace
Level: Basic

Wisconsin employers are generally familiar with how to address an office closing due to a snow storm, but are they prepared for large-scale natural disasters or health epidemics? Human resource advisors and other counselors must prepare in advance for disaster recovery to ensure that the employer is able to "weather the storm." Experienced attorneys will provide attendees an overview of the issues that arise in times of threats to security, natural disasters, flu epidemics, and provide practical advice on how to adequately prepare for the unexpected. Ripped from the headlines, attendees will navigate through various real life scenarios. This presentation will address: flexible workplace arrangements, leave and accommodation requests, managing business recovery after a large scale event, creating an environment that promotes a healthy force, and assisting employees following a traumatic event.

Meg Kurlinski is an employment attorney with Godfrey & Kahn, S.C. in the Milwaukee office. Meg assists employers with a variety of labor and employment matters, including the management of day-to-day employment matters, drafting and enforcing restrictive covenant agreements, administering family and medical leave laws, litigating federal and state discrimination claims, conducting unlawful harassment investigations, and drafting affirmative action plans. Meg received her law degree from Washington University School of Law in St. Louis, Missouri. While at Washington University, she was a staff editor for the Washington University Global Studies Law Review. She received her Bachelor of Arts in Philosophy, cum laude, from Truman State University. Meg regularly conducts workshops and seminars on employment law topics for clients and other employment law professionals.

Rebeca Lopez joined Godfrey & Kahn, S.C. in 2012 as an associate in the Labor, Employment & Immigration Practice Group in the Milwaukee office. Rebeca's practice includes advising private and public employers regarding every aspect of labor and employment law. In addition to her legal background, Rebeca previously worked in various capacities for a United States Senator where she managed immigration casework, provided input regarding policy, and coordinated outreach efforts in Southeastern Wisconsin

Taking Onsite Clinics Out of the Box
Jami Doucette, ModernMed, Inc.
Thursday, October 10, 2013
6:30 am-7:30 am

HRCI Credits: General
Track: Other
Level: Basic

This presentation will explore the structure and benefits of a new model for employer healthcare, which takes on-site clinics out of the box by combining: (1) on-site physician-staffed clinics, (2) "near-site clinics" located in employees' neighborhoods, and (3) around-the-clock employee access to physicians through phone, email and house-calls when necessary. The presenter will discuss how, by utilizing a capitated payment structure, this model better aligns the goals of physicians and employers – keeping employees healthy instead of driving appointment and procedure volume – to create better results. The presentation will explain how this model can be scaled to fit the needs of both large employers and those with fewer than 100 employees. It will use real-world case studies to illustrate how proper implementation of this model reduces total healthcare claims costs, employee sick leave, and lost employee productivity to save employers up to 23% on their net healthcare costs. Attendees will be able to identify the incentives that drive an effective employer healthcare program and learn how they can align incentives among stakeholders to get better results.

Dr. Doucette has had extensive experience in the concierge medicine and direct care industry over the past decade. He has worked with personal physicians and health care corporations in a variety of capacities in the development of both ModernMed and Paladina Health, now subsidiaries of DaVita, Inc. Both are forward-thinking health care service companies designed to create a better primary health care experience for patients, physicians, and businesses. Prior to the development of ModernMed, Dr. Doucette served as an Entrepreneur and Angel Investor at Angel Prep, LLC, in Milwaukee, WI. He also served at both VelocityHealth Securities and Management Insights Angel Investments as an analyst. His principal experience involves the health care and information technology industries, with secondary experience in professional sports franchises and facilities, nutrition, and fitness. Dr. Doucette earned his MD and MBA from Tufts University School of Medicine in a combined degree program. He earned his BS in Biology and BA in Economics with honors from Duke University. He is an avid sports enthusiast, and has played professional soccer for the Milwaukee Rampage. He is also a certified downhill ski instructor, a certified SCUBA instructor, and has a Certified Strength and Conditioning Specialist designation.

Tame the Turbulence! Avoid Losing It, Navigate Through It
Tracy Butz, Think Impact Solutions
Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: General
Track: Strategies for Building a High-Performance Work Force
Level: Basic

In this hectic and chaotic world, you may frequently face turbulent circumstances and feel out of control, with stress considered by many experts to be the number one health problem today. The undeniable daily demands on your time and attention likely leaves you feeling over-committed and overwhelmed, causing a significant negative business impact too. Learn how to prevent, reduce and cope with stressors both inside and outside the workplace. Discover practical applications for how to better control negative stress, positively impacting the well-being of employees, enhancing team collaboration, and increasing productivity across your organization. Understand the business impact and personal effects that negative stress causes, given the undeniable daily demands on our time and attention—which often leaves us feeling over-committed and overwhelmed. Realize those who are most susceptible to increased levels of stress, and discover how to prevent, reduce and cope with stressors you encounter, gaining more control over stress in the workplace, at home, or anywhere in between. Positively impact the well-being of employees, enhance team collaboration, and increase productivity across your organization, using strategies to both live and work with less stress and greater success.

Tracy Butz, owner of Think Impact Solutions, is an inspirational speaker, captivating author and successful entrepreneur. She is best known for engaging individuals and organizations, empowering them with innovative concepts and tools to become architect of their own lives. Tracy has 18 years of experience actively engaging both large- and small-size audiences, from a wide range of industries, including the US Army, Kimberly Clark, Plexus, 4imprint, Women's Leadership Network, and Subway Restaurants, just to name a few. She is skilled in the areas of leadership development, candid conversations, embracing change, employee engagement, and interpersonal communication, to name a few. Tracy delivers the tools for today's world, propelling her audiences to live more productive, passionate and purposeful lives.

The Complete Paycheck 101: Comp & Benefit Trends and Best Practices
Rena Somersan and Jason Casey, Verisight
Friday, October 11, 2013
10:00 am-11:15 am and 11:30 am-12:45 pm

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: Intermediate

Take part in this interactive program with a discussion of the trends and pain-points HR professionals grapple with in trying to get employees to understand the complete paycheck! Topics covered include salary budget and compensation trends, pay-for-performance myths and pitfalls and fundamental shifts in healthcare and retirement programs; basically reviewing all aspects of the employee paycheck! Using trends research and case-study examples, this session will frame up the employer-employee value proposition of the Total Rewards program and how it has and will change over the coming years. Rena Somersan, MBA is a Director with the Compensation Advisory Services practice of Verisight. With 18 years of diverse consulting experience assisting clients in executing their strategic HR and compensation initiatives she has a degree in Economics and Japanese from the UW Madison and an MBA. Somersan's expertise includes the design of workforce and executive compensation programs, performance management systems and leadership development in a variety of industries. She's a National SHRM and World at Work member as well as a Metro Milwaukee SHRM Board Member and 2014 President Elect.

Mr. Casey is Senior Vice President and Actuarial Leader for Verisight. Jason joined Verisight in 2012 and is responsible for overseeing the actuarial team and its future growth. Jason brings over 15 years of retirement and health & welfare consulting experience to Verisight. He brings a unique skill set which combines a broad range of benefits consulting and leadership expertise. Prior to joining Verisight, Jason has held various leadership positions at some of the largest national consulting firms. More recently, Jason spent five years at Fidelity Investments leading their benefits consulting and actuarial practice in Chicago. Jason has a Bachelor of Arts degree from Purdue University in West Lafayette, IN.

The Positive Power of Servant Leadership
Tom Thibodeau, Viterbo University
Thursday, October 10, 2013
10:45 am-12:00 pm and 1:15 pm-2:30 pm

HRCI Credits: Strategic
Track: C-Suite Communications (e.g., Leadership, Change Management)
Level: Advanced

Every workplace is experiencing three challenges of increased human need, scarce resources and higher levels of accountability. Servant led organizations are meeting these challenges head on by creating cultures which are committed to meeting the legitimate needs of all the people they serve. In this presentation we will talk about being a servant and being a leader and creating a culture where both are possible. We will: 1. Identify and define servant leadership. 2. Emphasize the power of service. 3. Define what it means to create a servant led culture.

Tom Thibodeau is the Director of the Master's program in Servant leadership at Viterbo University. He is a husband, father and teacher. He is committed to helping to build servant led organizations, which create servant led communities which can create a servant led state. He is a founding member of the Place of Grace.

Thriving in the Wake of Change: Addressing the "Human Factor"
Liz Ferron, Midwest EAP Solutions
Thursday, October 10, 2013
1:15 am-2:30 pm

HRCI Credits: General
Track: Leadership Development Seminars
Level: Intermediate

In a time of unprecedented change, organizations and employees are feeling the consequences of both the pace and enormity of that change. With constant change being the new normal, organizations need to recognize the impact that change has on their employees—and how the "human factor" can impact everything from day to day attitudes and productivity, to the success of specific change initiatives. While many organizations focus on goals, objectives and processes, most change experts agree that the most critical element is employee engagement and buy-in. However, this can also be the most difficult thing to achieve—thus, the need for effective strategies to assist employees in managing and embracing the change process. This session will address those strategies and provide concrete strategies to overcome barriers and help employees deal effectively with change. It will help you to understand individual dynamics around acceptance of and resistance to change, and how they manifest themselves in teams and workgroups. Learn methods to assist employees to overcome the difficult hurdles of change, and to embrace the positive aspects of change, and develop ongoing programs and skills around employee coping and resilience around change.

Liz is a senior consultant with Workplace Behavioral Solutions, Inc. and its Midwest EAP Solutions and Physician Wellness Services divisions. She has been with the company for over ten years, and has been in the employee assistance field for over 25 years. She has served three terms as president of the Minnesota Employee Assistance Program Administrators and Counselors (MEAPAC), and is a former adjunct faculty member at the College of St. Benedict. Liz has provided training to hundreds of groups on topics such as stress management, change management, balancing work and family, and positive thinking. Liz has her MSW degree from the University of Minnesota and is a Licensed Independent Clinical Social Worker.

Thriving Partnerships Work to Close Skills Gap
Joanne Hall, Moraine Park Technical College;
Sue Roettger, Mid-States Aluminum Corporation; &
Ben Dobner, Great Lakes Higher Education Guaranty Corporation
Thursday, October 10, 2013
3:30 pm-4:45 pm

HRCI Credits: General
Track: Strategies for building a High-Performance Work Force
Level: Basic

Manufacturing companies report having trouble finding skilled workers during a time of high unemployment. How can we close the gap between "middle-skill" jobs and available workers? Find out how a grant from the Wisconsin Covenant Foundation fostered a unique partnership between Moraine Park Technical College and area manufacturing partners to support the quick implementation of an entry level manufacturing certificate program. Learn how to foster mutually-beneficial relationships between higher education and private industry and better understand what makes a partnership successful.

As the Dean of Economic & Workforce Development, Ms. Hall leads the vision and direction for the contract training and community education activities for Moraine Park Technical College. Jo Ann has been with Moraine Park since 2002 and led the effort to secure the Wisconsin Covenant Foundation grant. Jo Ann has been engaged in several economic and workforce development initiatives over the years, and has a background working in operations for Milwaukee area manufacturers.

Ms. Roettger, SPHR, serves as the Director of Human Resources at Mid-States Aluminum Corp in Fond du Lac, where she has overall responsibilities for the human resource and training functions. Sue has been instrumental in ensuring this collaboration works and serves both the students and business' needs.

Ben Dobner serves as a Community Investments Program Manager for Great Lakes Higher Education Guaranty Corporation. Through their philanthropy, Great Lakes works to increase college access, readiness, and success for students of all backgrounds. Ben has dedicated his career to this goal through his current role and through his experience as a financial aid director at both a two-year public and a four-year private college. Over the years, Ben has been actively involved at the state, local, and national level regarding college access and success, financial literacy and financial aid administration.

Top Five Threats Facing Business Today and Why CEO's Are Turning to HR to Solve Them
Jack Smalley, Express Employment Professionals
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: Strategic
Track: Work Force
Level: Advanced

We are entering a new economy and business model and tremendous potential for Human Resources to lead strategic organizational success. However, your business is facing five treats for

survival. HR must be ready to anticipate, respond, adapt and above all, lead through these critical treats. The old economy was embodied by large companies facing limited competition in stable markets. The new economy is fueled by the fast eating the slow. The facts are alarming and thus CEOs are turning to HR to lead the organization through these five threats and mine fields. We will discuss how today's organizations success is solely in the hands of Human Resources.
Jack serves as Director of Learning & Development for Express Employment Professionals international headquarters. He provides leadership, human resource training and consulting for nearly 600 Express offices and their clients in the U.S. and Canada. Jack offers clients extensive leadership guidance from a progressive career as a Human Resource executive. For the last thirty years, Jack has devoted his career to the field of leadership and human resources. His experience includes executive-level management in a number of different industries such as oil, chemical, and packaging with an emphasis in manufacturing, engineering, sales, logistics, and corporate management. Jack's areas of expertise include: Leadership training, Title VII and Wage/Hour compliance, employee retention management, conflict resolution, leading organizational change. Jack is a member of the Society of Human Resource Management and holds the designation of Senior Professional in Human Resources (SPHR). He is a sought after national keynote speaker. Since 2009 Jack has had over 400 speaking engagements, including numerous local and state SHRM (Human Resources) conferences, totaling more than 35,000 attendees. Also, Jack was a featured speaker at both the 2011 and 2012 National SHRM Conferences and will be conducting two mega sessions at the 2013 National SHRM Conference in Chicago.

Veteran's Returning to the Workplace
Joseph Ledger, WERC; Mark Sier, Department of Transportation; & Lisa Loomer, Hero 2 Hired
Thursday, October 10, 2013
10:45 am-12:00 pm

Friday, October 11, 2013
10:00 am-11:15 am

HRCI Credits: General
Track: Recruitment/Selection/Retention
Level: Basic

Wisconsin National Guards Employment Assistance Program Manager CH (Captain) Joseph Ledger and Mark Sier (Captain, WI Army National Guard) will discuss the benefits of hiring veterans and Service Members, as well as skills & qualifications current and former military members bring to the workplace. They will also discuss deciphering and translating military resumes to help you better understand the varying degrees of responsibilities military members have while serving their country. Lisa Loomer from Department of Defense- Hero 2 Hired (H2H) will discuss how to connect to Veterans.

Attendees will learn:
To interpret veteran skills, training and education decipher military resumes understand the different military ranks and their associated roles & responsibilities some of the intangible skill sets that veterans bring to the workplace and how to connect with current and former Veterans

Employment Assistance Program (WERC) Manager, Captain Joseph Ledger has served in the Wisconsin National Guard's Service Member Support Division since 2008 when he accepted an assignment as the Yellow Ribbon Program Reintegration Coordinator. He served in this position until late 2011 when he was asked to oversee establishment of the Wisconsin National Guard's Employment Assistance Program (WERC). Captain Ledger holds a Masters in Theology and Ministry from Moody Theological Seminary and Graduate School (2010). He also holds a Bachelor of Science from the University of Wisconsin-Stevens Point. He is a graduate of UW- Stevens Point Reserve Officer Training Course (ROTC), U.S. Army Captains Career Course, and Basic Officer Leader Course. Captain Ledger jointed the military in 2002 into the Field Artillery and has served in numerous units. His current assignment is as the Battalion Chaplain for the 2nd Battalion, 127th Infantry in the Fox Valley.

Mark currently supervises 17 people in the Vehicle Records Section at the Department of Transportation. Prior to that, he was at the Paxen Learning Corporation, where he was a Training and

Development Specialist in charge of Workforce Development with veterans. This is a long way of saying he created resumes, provided job counseling, and worked on interview skills with current and former Service Members.

Mark received his Bachelor's degree in History from the University of Wisconsin, Stevens Point with minors in German and Military Science in 2007.

Mark has a lengthy military background; he enlisted in the Army as an Air Defense Artilleryman in January of 2001. After serving his three-year active duty tour, he returned to Wisconsin and joined the National Guard while enrolling in college and ROTC. After graduating from UW-Stevens Point and receiving his degree in 2007, he was commissioned a 2LT and subsequently attended nearly two years of military training, graduating from US Army Flight School as a Black Hawk Helicopter Pilot in December 2009. He returned to Wisconsin, and immediately was notified of a deployment; he spent from November 2010 through November 2011 deployed to Mosul, Iraq, providing Medical Evacuation for the Northern sector of Iraq.

He is a graduate of the Army Aviation School, Army Airborne School, Army Survival, Evasion, Resistance & Escape training, Helicopter Over-water Survival Training, Medical Service Officers Basic Course, Aviation Officers Basic Course, Basic Officers Leadership Course Phases 1 & 2, and Combat Lifesavers Course.

Lisa Loomer is the Hero to Hired (H2H) Employment Transition Coordinator for Wisconsin and is located out of the Waukesha Armory. Through H2H, her goal is to connect military friendly employers with Veterans, Service Members and their Families for employment. Ms. Loomer is a retired Wisconsin National Guard Officer with 26 years of service. Ms. Loomer mobilized to Fort Bragg NC in 2002 as well as a deployment to Iraq in 2007. She also has supported many joint service missions through the National Guard where she served in Germany, Holland, Panama, Nicaragua and Japan. Ms. Loomer has a BS in Business Administration and a MS in International Health and she lives in Delavan with her 3 children.

What is Evil in the Workplace
Andre Koen, AM Horizons Training Group
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Strategies for Building a High-Performance
Level: Intermediate

What is Evil in the workplace? When stressors, gossip and micro-inequities impact our discretionary effort, separate our body from our spirit, this is evil. Once the spirit is separated from the body, people become things or objects. The Spirit or the life of the person begins to become powerless and productivity suffers. In this session we will examine methods that will allow us to reintegrate our whole self, as in the workplace and rid our environment of evil. We will explore and define what is considered evil within the workplace, and discuss how productivity suffers when the spirit of a person is damaged by micro inequities and how to dismantle this issue.

Andre Koen is an energetic presenter, a powerful communicator, and a dynamic teacher. Andre integrates his abilities as an improvisational comedian, large group facilitator, keynote speaker, and classroom teacher to captivate and educate his audience. There are many words that define Mr. Andre Koen: Educator, student, improvisational comedian, speaker, activist, facilitator, coach, mentee, mentor, leader, team member, community organizer, diversity trainer, motivator, friend and son; the most representative, however, is, "Andre, the Enkindled Spirit. Please welcome Mr. Andre Koen, President and Founder of AM Horizons."

Wind in Your Sails: Improving Talent Management Effectiveness through Creative Relocation Strategies
Merry Lee Lison and Craig Mueller
TRC Global Solutions, Inc.
Friday, October 11, 2013
11:30 am-12:45 pm

HRCI Credits: General
Track: Strategies for Building a High-Performance Work Force

Level: Basic

Companies face the ever increasing challenge of attracting and retaining the right staff at the right place at the right time. Successful companies know that having an effective relocation program as part of their global talent management strategy can help drive improved business results. This presentation will discuss the challenges mentioned above and explore future trends in global talent management effectiveness. Using their expertise in human resources management and relocation program and policy development, the presenters will offer elements to consider and pitfalls to avoid when developing and utilizing relocation policies. This will be a very interactive training session and will provide participants the opportunity to immediately apply the knowledge learned through realistic case study scenarios and other group activities.

Merry Lee Lison, SPHR, GPHR has over 20 years of experience in the HR field. She is currently the Sr. Director of Human Resources for TRC Global Solutions, Inc. where she was hired to develop the HR department. She is accredited by AchieveGlobal, Inc. as a traditional and virtual instructor. Prior to working at TRC, Merry Lee was the Vice President of HR for Employee Benefit Consultants, Inc. Her former employers include Northwestern National Insurance and The Mark Travel Corporation. In addition, Merry Lee is also an adjunct instructor at the University of Wisconsin – Whitewater. Merry Lee is an active member of the Society for Human Resource Management (SHRM), and has held numerous leadership roles at the student, local, state and national levels. She is a Past State Council Director for Wisconsin. At the national level, she has been a member of the College Relations Committee, the National Employee Relations Special Expertise Panel and the Selection Committee for the Special Expertise Panels. She currently is a Director At Large on the SHRM Foundation Board where she has chaired the fundraising committee. Other professional volunteer roles Merry Lee has held include serving on the Wisconsin Employee Relocation Council board and being a member of the Management Advisory Committee for UW – Whitewater. Merry Lee received in Bachelor's degree in Business Administration from UW- Whitewater and holds a MBA from Marquette University.

As TRC's Vice President, Global Business Development, Craig Mueller works to expand the market for TRC's services, consulting with clients to help them achieve their global mobility objectives. Craig has over 20 years of relocation experience in operations, consulting and business development. Craig has conducted hundreds of policy reviews and benchmark studies of corporate mobility programs that have resulted in cost savings, program efficiencies and greater overall value to both corporations and their employees. Additionally, Craig has been responsible for the success of many corporate group moves, achieving employee retention objectives and ensuring business continuity throughout the project. Craig attended Iowa State University. He is an active member of Worldwide ERCâ, a Board member of the Wisconsin Employee Relocation Council, a Co-Chair for the Midwest Relocation Council and sits on the Membership Committee for the Chicago Relocation Council. Craig has earned the Certified Relocation Professional (CRP) and Global Mobility Specialist (GMS) designations.

Wisconsin Fast Forward- Addressing the Skills Gap
Scott Jansen, Director, Office of Skills Development, Department of Workforce Development

Thursday, October 10, 2013
10:45 am-12:00 pm

HRCI Credits: General
Track: Strategies for Building a High-Performance Work Force
Level: Basic

Many Wisconsin employers are presently challenged to fill job vacancies or plan for known retirements due to existing skill deficiencies in our state's workforce. The Wisconsin Fast Forward legislation (Act 9) enacted earlier this year established the Office of Skills Development to design and manage a business-driven grant program to address specific skills gaps for employers. The legislation also funded a Labor Market Information System (LMIS) to connect job seekers with employers by providing real-time job vacancy and skill requirement information. This seminar will provide information to help employers understand and utilize the latest talent recruitment and development tools offered by the Department of Workforce Development.

Scott Jansen joined the Department of Workforce Development in May 2013 as the director of the Office of Skills Development (OSD). The OSD is part of the Wisconsin Fast Forward Initiative that Governor Walker proposed and the legislature approved on a bipartisan, nearly unanimous vote. The OSD is also responsible for coordinating $15 million in state-funded worker training grants.

Jansen most recently served as the Talent Dividend Director at the Greater Milwaukee Committee (GMC) since May 2011. In this role, he worked collaboratively with the GMC's Education Committee members and staff, as well as leaders of school systems, colleges and universities across the region to implement Talent Dividend initiatives. The Talent Dividend program seeks to increase educational attainment through better college access, easier credit transfers between schools, and efficient systems that help returning adults and current students complete their degrees on time.

Jansen retired from AT&T in April 2011, where he completed a 27-year career culminating as a Regional Vice President of External Affairs. He was responsible for directing public policy strategies and initiatives at the state and local level as well as engaging municipal leaders, elected officials and stakeholders to achieve AT&T's business unit objectives. Under his leadership, AT&T expanded its video and wireless networks.

A Milwaukee native, he began his career with Wisconsin Bell in the Comptroller's organization and was promoted to a staff manager position and was later appointed to a regional staff manager position at Ameritech Services. Jansen was promoted to a Director of Corporate Finance position in 1996 where he directed accounting staffs and project teams to build a single suite of financial systems and to establish a financial Shared Services organization for the Ameritech companies.

Jansen is a community focused leader and is highly regarded for his mentoring services to youth and adults. He is a former board member of the Milwaukee Urban League, Economics Wisconsin and BASICS of Milwaukee. He was appointed to serve as a member of the Bradley Tech Commission. He holds a Bachelor of Arts degree in Economics from the University of Chicago and played two varsity sports.

Jansen and his wife Kim have raised four children in Hartland, Wisconsin. He is deeply involved in ministry and enjoys community service projects. Having also "retired" from competitive sports, he relaxes by cooking, gardening and spending time with his family.

Would Vince Lombardi Use Long-Term Incentives?
Stephanie Kessler and Rena Somersan
Verisight
Thursday, October 10, 2013
3:30 pm-4:45 pm

HRCI Credits: General
Track: HR Metrics / Human Capital Measurement
Level: Intermediate

Developing a long-term incentive plan to focus employees on long term key performance factors should be an important part of most companies' total rewards investment. The right plan will develop an ownership mentality on the part of key employees, will help to attract and retain the right kind of people into the organization and ultimately leads to enhanced economic value for both shareholders and participants. The key is to develop a plan that is synchronized with the vision, strategy, roles, expectations and financial parameters of the business. Vince Lombardi, the famous coach of the Green Bay Packers, knew how to get the most out of his team. I think he knew how to get his team to work together. "People who work together will win, whether it is against complex football defenses, or the problems of modern society." Learn to identify and understand how to structure LTIPs to drive economic value, understand the link between company performance and payout, and be able to articulate the importance of clarity of the goals and financial parameters.

Stephanie Kessler, MBA, PHR: Manager with Verisight's Compensation Advisory Services Practice in the Milwaukee office. With more than 1 years consulting experience, she works with Healthcare, Manufacturing, Higher Education, Banking, and Non-Profit organizations. Primary focus of these services has been to assist in valuing work, designing workforce, executive and incentive compensation programs, and projecting the human resource investment required to implement. Graduated from Concordia University with a Bachelor's Degree in Business Management and an MBA with a concentration in Human Resource Management. Stephanie is a member of SHRM, WorldAtWork, and the Milwaukee Area Compensation Association (MACA), where she recently served as President of the MACA Board. Stephanie currently serves as an Adjunct Faculty at CUW teaching Compensation and Human Resources curriculum.

Rena Somersan, MBA: Somersan is a Director with the Compensation Advisory Services practice of Verisight. With 18 years of diverse consulting experience assisting clients in executing their strategic HR and compensation initiatives she has a degree in Economics and Japanese from the UW Madison and an MBA. Somersan's expertise includes the design of workforce and executive compensation programs, performance management systems and leadership development in a variety of industries. She's a National SHRM and World at Work member as well as a Metro Milwaukee SHRM Board Member and 2014 President Elect.