Psychological First Aid
Myra D. West
Wednesday, October 12, 2022
1:00-4:30 pm
Location: A and B
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

Changes in an organization are inevitable – whether it's as large as a company merger or as small as new technology to learn and implement, change can be difficult for employees to process. When leading a change within your organization, it's important to be aware of reactions employees may have, and be prepared to support them through the change process.

Psychological first aid is a concise set of strategies patterned after medical first aid that aim to proactively respond to challenges employees deal with when faced with change.

Learning Objective 1: Attendees will learn how to approach change within their organizations with a strategy and a plan, using the concepts and tenets of psychological first aid.

Learning Objective 2: Attendees will learn how the concepts surrounding psychological first aid can help them as leaders to establish connections with employees, and how to incorporate strategies for self-care and conversations about wellness.

Learning Objective 3: Attendees will learn about the three main tenets of psychological first aid: look (observing and recognizing stress and distress reactions), listen (establishing connections and gathering information), and link (sharing information about helpful resources).

Dr. Myra West is a Clinical Psychologist and Director of Organizational Trauma and Resilience at Marshfield Clinic Health System (MCHS). Dr. West specializes in severe stress and trauma reactions with a secondary specialization in organizational psychology, integrating them to promote workforce wellness, resilience, and psychological health. Current work includes implementation of a trauma-informed care organizational model for certification as a trauma-informed, -responsive, and –resilient organization. Dr. West received her Doctor of Psychology and Master of Arts from the University of Denver, a Master of Science from the University of Tennessee, and a postgraduate certificate in I/O Psychology from The Chicago School of Professional Psychology (TCSPP). Dr. West completed her pre-doctoral internship and postdoctoral fellowship training in childhood trauma at a south-side Chicago children's hospital, where she remained for 16 years specializing in the impact of psychological trauma on human development. Dr. West has provided trauma-focused services, psychological assessment, training, consultation, psychological debriefing and also served as an adjunct instructor for doctoral and master's level forensic psychology programs. Populations served include hospitals, ICUs including a level one burn center, and EDs as well as domestic violence, child advocacy, and law enforcement agencies focused on individuals exposed to potentially traumatic experiences. Dr. West has been qualified as an expert witness in city, county and federal court systems and is licensed in Wisconsin and Illinois.

I Wish I Knew That...
Michael Bolender
Wednesday, October 12, 2022
1:00-4:30 pm
Location: G and H
Track: Personal and Leadership Development
Level: All Levels
Competency: Consultation, Leadership and Navigation

This is an active shooter demonstration like you have never seen. You will begin discussing prevention concepts along with past attackers warning behaviors and then move into a group threat assessment as part of our Prevention Course Overview. Second, the course will discuss response strategies and culminate with a hands-on practical of how to defend yourself from an armed attacker. Lastly, emergency medical personnel will not only tell you how to treat those injured, but you will practice these skills in hands-on practical skill drills.

Learning Objective 1: How to conduct a threat assessment and identify what to look for to prevent an attack.

Learning Objective 2: Learn and apply in a practical exercise the A, B, Cs of defending yourself and others against an armed threat when no other alternative exists.

Learning Objective 3: Learn and apply how to pack a wound and utilize a tourniquet - The wounds most seen in an active shooter attack.

Capt. Bolender has over 30 years of law enforcement experience. Coupled with being involved in 2 active shooter events, he and his team created a unique, three-pronged, full spectrum active shooter program that will elevate any current active shooter training or policy.

A Culture of Productivity
Nina Ferrero
Wednesday, October 12, 2022
1:00-4:30 pm
Location: E and F
Track: Personal and Leadership Development
Level: Senior-Level
Competency: Consultation, Leadership and Navigation

Productivity typically elicits a standard definition of increased output, and it's typically executed by asking employees to work harder and longer hours. However, true productivity - from an organizational perspective where human behavior is involved - is far more complex than just: increased output.

Why aren't organizations more productive, even when it's a constant conversation and need?

Learning Objective 1: To identify the four core pieces of productivity, and to understand how they must be woven into the everyday culture of an organization in order to be effective.

Learning Objective 2: To identify the two core problems that contribute to lacking productivity, and to understand how to prevent these problems by implementing very specific, key solutions like: properly communicated vision, goals, and 90-day plan; a productivity methodology that is adhered to, actively discussed, and people are held accountable to; a deep understanding of behavioral and mindset shifts to be proactively and constantly coached; and more.

Learning Objective 3: To understand the true cost of avoidance by not pursuing a culture of productivity.

With 20 years of history as both a corporate executive and business owner, Nina has found that the underlying factor is extreme productivity is Leadership, knowing how to fully infuse it into its culture. Nina is a Wisconsin native who has worked nationwide, specializing in people-leadership in multiple fields.

Breaking Through the Legal Maze—Ready for the Future—The Annual Employment Law Overview
Jennifer S. Mirus, JD; Bob Gregg JD; and Doug Witte, JD, Boardman & Clark LLP WISHRM Legislative Partner
Wednesday, October 12, 2022
1:00-4:30 pm
Location: Africa 10-40
Track: Personal and Leadership Development
Level: Senior-Level
Competency: Consultation, Leadership and Navigation

The concept of "normal" doesn't really exist in employment law because our workplaces continue to evolve. And after two years of living through a pandemic, for many of us there will be no "getting back to normal.". But even if there is no return to "normal," we must acclimate to how our workplaces are functioning now and into the future. You need to understand the significant legal developments, new standards, and trends to be prepared for the future of your workplace. This program highlights three areas:

<u>Legal Update—Key Lessons to be Aware of and Prepare for</u>

- Recent laws and new regulations affecting your operation
- Significant employment law cases, including the "most unusual cases of the year"
- Coming attractions and trends you should be ready for
- Best practices and practical guidance

This session addresses key developments and "red flags" issues for the future.

<u>Developments and New Standards in Disability Law</u>

The words of the disability law statutes may not change, but the courts, the ERD and the EEOC have significantly changed how they *interpret* the disability laws. The concept of "reasonable accommodation" and "interactive process" have changed and expanded especially in the last year. Learn what's new and how to navigate through difficult disability situations.

<u>The Growing Liability in Background Checks and New Conviction Record Law Developments</u>

In today's tight labor market, employers are scrambling to fill positions. Of increasing attention is the proper use of background checks. It also frequently involves navigating arrest and conviction record issues. The Wisconsin Supreme Court's decision in *Cree v. LIRC* has refined the analysis employers must use. This session will review and explain the current state of arrest and conviction record law in Wisconsin, and discuss background check process and pitfalls, including the FCRA (Fair Credit Reporting Act), a growing area for litigation and liability for Employers.

Presenters:
Bob Gregg, Co-Chair of the Labor and 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 discrimination claims, wage and hour suits, FMLA, ADA, equal pay, employment contract and compensation cases. He has designed employment handbooks and effective workplace policies and procedures for numerous private and public employers. Bob's career has included canoe guide, carpenter, laborer, Army Sergeant, beer taster, social worker, educator, business owner, Equal Employment Opportunity officer, and employment relations attorney. Bob has conducted over 3,000 supervisory training programs throughout the United States. He is a member of the National Speakers Association, SHRM, the American Association for Access, Equity and Diversity, and served on the Board of Directors of the Department of Defense Equal Opportunity Management Institute Foundation. Bob is an honors graduate of West Virginia University Law School.

Jennifer S. Mirus is a partner and Co-Chair of the Labor and Employment Law Practice Group at Boardman Clark 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 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 an honors graduate of the University of Wisconsin Law School.

Doug Witte is a partner in the Labor and Employment Law Practice Group and Chairs the School Law Practice Group at Boardman Clark in Madison, Wisconsin. Doug has over 30 years of experience representing private and public sector employers in all aspects of labor and employment law. This includes advising employers on union issues, defending employers in NLRB representation and unfair labor practice proceedings, and representing public and private employers in collective bargaining negotiations and contract administration issues. Doug has advised many employers on day-to-day practical employment issues including hiring, discipline and terminations, wage and hour issues, discrimination, and harassment. He has represented employers in audits by various government agencies and is a frequent speaker to employer groups on labor and human resources issues. Doug is an honors graduate of the University of Wisconsin Law School.



Unlock Your Healthcare Piggybank
Curt Kubiak
Thursday, October 13, 2022
6:30 – 7:30 am
Location: 3 and 4
Track: Total Rewards
Level: Senior-Level
Competency: Communication, Human Resource Expertise

Spending more than necessary on medical procedures siphons away your hard-earned dollars as an employee, an employer and a community HR professionals learn how to create effective, cost-saving health benefit plans using company claims data from health care advisors (brokers, TPAs and PBMs) to assess highest incurred claims, create a pareto chart of cost-saving opportunities, and sort opportunities to "shop" for the best value, unlocking pent up health care dollars. Participants review cost-saving options within specialty health care for highest cost claims to identify cost reduction opportunities. Finally, participants learn ways to engage employees in cost-saving efforts and how to incentivize them to change how they purchase health care (hint: cash). Participants never again view plan design the same.

Learning Objective 1: How to request and negotiate access to your claims data

Learning Objective 2: How to review claims data, identify and rank savings opportunities

Learning Objective 3: How to act on the highest spend claims with cost saving options

Curt Kubiak is founder and CEO of NOVO Health, the Appleton-based organization representing independent healthcare groups offering specifically designed surgical and onsite conservative care solutions. Kubiak draws on his experience managing costs in the manufacturing and product realization industry to lead the development of the NOVO model of health care delivery, which connects employers with high-quality, cost-efficient independent providers. Kubiak holds a BS in Finance/International Business and Spanish from Marquette University and an MBA from the University of Wisconsin-Oshkosh. Kubiak is also CEO of the Orthopedic & Sports Institute, one of the founding members of NOVO Health.

Make Your Culture Personal 2.0
Tanya Hanson & Aubree Martin
Thursday, October 13, 2022
6:30 – 7:30 am
Location: 5 and 6
Track: Business Acumen and HR Strategy
Level: Mid-Level
Competency: Communication, Human Resource Expertise

It's easy to define what culture is not. It's not the pool table, or the beer fridge. It's not the swag or the cool office collaboration spaces. Culture is the behaviors that your employees exhibit. Culture is curated from shared experiences and values. Culture can drive and define the success of a business. Join in the conversation about how culture is built. We will talk about how making culture accessible, about how curating it to a personal level is not only the most effective way to develop a culture but also how it can be done on a shoestring budget. The world has shifted now. We no longer can rely on what we thought we knew how to do well. It's time to iterate.

Learning Objective 1: To find daily activities that you can implement with your managers to create a culture filled with gratitude, whether in person or virtual.

Learning Objective 2: To understand why culture belongs to the people. When you can't see, hear or sit next to the people-how do you get the buy in? Simple actions to increase engagement will be discussed.

Learning Objective 3: To determine how you take your senior leadership and make them more than a mystical person behind a screen.

Tanya Hanson is an experienced Human Resources professional with a demonstrated history of working across industries in both the private and public sector as a strategic business partner. She is passionate about employee engagement, the employee life cycle (recruitment to alumni), compensation, building strong relationships & developing great leaders. She cares about people, strives for collaboration & team work, and embraces the dynamic journey of an innovative organization. She loves to dig in and navigate through the uncertainty with passionate and creative teammates. This is where the magic truly happens.

Aubree Martin is a versatile and experienced VP of Human Resources and Administration, responsible for the alignment of Human Resources operations to achieve organizational goals Extensive experience serving as a strategic business partner providing insight and planning in regards to business operations and human capital. She is adept at forming and leading HR organizations that span all facets of HR functions from talent acquisition, performance management, employee relations and total rewards, both domestically and internationally within the engineering and technology industries. At a young age, she worked for an HR leader who was dynamic, personable and truly made an impact. She knew that was what she wanted to do. She wanted to show what value HR can bring to the business. Each day she challenges her team to break the mold of what HR does, and not play inside the box, but find the space in the gray where the human aspect is the filter that we use.

SHRM Foundation's HR RAP
Jenny Locanthi
Thursday, October 13, 2022
6:30 – 7:30 am
Location: G and H
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

SHRM's Human Resource Registered Apprenticeship Program (HR RAP), funded by a U.S. Department of Labor apprenticeship grant, aims to deliver a proven talent development solution designed to help you prepare employees for the challenges of the 21st century workplace, create opportunities for a diverse workforce and grow talent to create returns for your business operations. By cultivating the next generation of skilled HR leaders, we will create better workplaces that lead to a better world.

Learning Objective 1: To support you in building your own HR RAP with planning and technical assistance throughout the entire program.

Learning Objective 2: To show you how to provide an apprentice with an 18-to-24 month experience that delivers a paid job, mentorship, on-the-job learning, and classroom learning

Learning Objective 3: To work with you to prepare mentors/supervisors, select classroom content providers, identify sources for apprentices, streamline paperwork, and create a community for employers to share best practices.

Jenny Locanthi, SHRM-SCP is a Field Services Director for the Society for Human Resource Management (SHRM) and will be supporting Wisconsin SHRM, our affiliated chapters and volunteer leaders across the state. Prior to joining SHRM, Jenny worked in HR supporting a wide variety of HR functions including compensation, talent acquisition, benefits, compliance, payroll, training and performance management. Jenny is a long-time SHRM volunteer leader, serving in various roles for both her local chapter at the state level in Kansas. She is excited to officially join SHRM's staff and looks forward to working with the HR community in WI!

The Case for Financial Wellness
Todd Barden
Thursday, October 13, 2022
10:15 – 11:30 am
Location: 1 and 2
Track: Total Rewards
Level: All Levels
Competency: Global and Cultural Effectiveness, Human Resource Expertise

Employers' assessments of employee needs are out of sync with the needs of a diverse workforce. In order to meet the realities of today's workforce, financial wellness programs need to deliver a variety of offerings to bridge the gap. Join us to learn how to build an effective Financial Wellness Program.

Learning Objective 1: Learn how to build an effective financial wellness program

Learning Objective 2: Learn how to coordinate a Total Rewards solution that covers all benefits.

Learning Objective 3: Learn how to stand out in the war for talent with optimized benefit structures to hire and retain talent

Todd Barden is a Corporate Retirement Director and has been working closely with Plan Sponsors to help American workers retire with dignity since 1990. Todd has earned the significant industry designations of Certified 401(k) Professional (C(k)P® and Certified Financial Planner (CFP®). The C(k)P® designation represents the pinnacle of achievement for professional retirement advisors. Todd received the C(k)P® designation through the Retirement Advisor University (TRAU) in collaboration with UCLA Anderson School of Management's Executive Education Program. Todd utilizes behavioral finance principles with assisting plan sponsors in their efforts to improve participant outcomes.

Building a Culture on the One
Randal Weidenaar
Thursday, October 13, 2022
10:15 – 11:30 am
Location: 3 and 4
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

As an HR professional in these challenging times, how do you train your leaders to steer the culture of your organization effectively? One in three workers say their manager can't lead them and twenty-eight percent of HR professionals' time is spent addressing problems caused by poor people managers (SHRM 2019 Culture Report) What if there was one thing that motivated both employees and managers in your organization to lead and perform well? Drawing on human attachment theory, scientific research, and business case studies, this seminar provides participants with inspiration and actionable insights into what creates healthy, thriving culture. This seminar is designed for HR professionals on any level interested in learning more about how to pivot your organization toward effective leadership that can build and sustain profitable, winning AND caring cultures.

Learning Objective 1: Understand the neuroscience, emotional science and research associated with human connection and motivation.

Learning Objective 2: Learn practical tools to increase emotional awareness, leadership skills and effective communication.

Learning Objective 3: Gain actionable insights for increasing, promoting, and developing cultural health in their own organizations.

Randal is a researcher, author and national speaker. His passion is born out of the pain of broken workplaces; leaders who wounded and did not serve. He teaches using leadership principles from attachment science to inspire a powerful relational focus.

Resiliency Roadmap
Kelly Bubolz
Thursday, October 13, 2022
10:15 – 11:30 am
Location: 5 and 6
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

Build resilience and navigate through change with ease. You'll leave with an action plan to begin moving forward in this chaotic, fast-paced world. Learn the four behavioral changes contributing to burnout, how to respond, and move back to energy!

Learning Objective 1: Participants will learn the 4 behavioral categories that contribute to burnout. They will be identifying their current situation within each category and where they would like to be.

Learning Objective 2: Participants will explore energy and burnout contributors in each of the 4 behavioral categories as well as which actions to add into their roadmap.

Learning Objective 3: Participants will identify what is in our control and what is out of our control in a fast-paced chaotic time.

Have you ever wondered why you are in zombie mode? Why do the days go by looking like a foggy windshield? What if we could figure out how to wipe it all away and return back to energy. What if we had more control than what you think? Kelly Bubolz, working mom of 3 little children, was a leader in her HR professional field. As she excelled from the outside, her body was screaming and dying on the inside. After many years seeking modern medicine support that kept failing, her physical body collapsed. It wasn't until she was introduced to a holistic community and diagnosed did all the answers start trickling in, she was in severe burnout. Several organs shutdown from the digestive system to the liver. A journey experienced so she can now train others to prevent. What is Kelly's powerful formula for building resiliency armor? Let me welcome her to tell you now.

HR 101 for Small Business
Christie Engler
Thursday, October 13, 2022
10:15 – 11:30 am
Location: 7 and 8
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Human Resource Expertise

Are you new to HR? Have the HR duties of your organization fallen into your lap? Not sure where to start? This session is for you! For those who are new to Human Resources, those who have unexpectedly found themselves working in HR, those who are departments of one or support a small business - we are going to take a deep dive into the where and how to get started with HR and to build a framework for success.

Learning Objective 1: Learn where and how to start with HR in your organization

Learning Objective 2: Gain a framework for successful implementation of an HR function

Learning Objective 3: Obtain resources for future growth and success

Christie Engler is an HR practitioner with over 15 years' experience in the field. Christie has worked with hundreds of small and mid-sized businesses, primarily in the outsourcing space. Her areas of specialty include employee relations, employment law and compliance, training and development, coaching, process improvement, risk management, and payroll and benefits administration. Christie is the graduate of The Ohio State University and the Keller Graduate School of Management at DeVry University. She has earned the SPHR and SHRM-CP certifications. Christie is a member of SHRM. Christie lives in Columbus, Ohio with her wonderful husband, James, and their two daughters, Avery and Emily. She spends a lot of time at Orangetheory Fitness and is a fanatic of Ohio State football.

"The Force" of Your Culture
Shawn Gulyas
Thursday, October 13, 2022
10:15 – 11:30 am
Location: A and B
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Consultation, Leadership and Navigation

HR professionals have experienced disruptions to what once was called the norm, but recognize there's more to come. Organizations need HR to direct "The Force" in the right direction, but how can they find the motivation to incite more change and the energy for accelerating so they can start proactively cultivating a culture that others want to be part of? It's time to channel learnings and implement the 10 Actions That Strengthen "The Force" of organizational culture. Uncover the powerful abilities that positions HR pros to enliven unique core values, discover the natural strengths of employees, define a single source of truth, create an environment of belonging and more.

Learning Objective 1: Participants will gain a different perspective on people-centric solutions that can enable HR to have a stronger role in organizational strategy and planning.

Learning Objective 2: Participants will prioritize their 10 Actions That Strengthen "The Force" – focusing on their top areas of organizational focus for the following quarter and year.

Learning Objective 3: Participants will walk away with an arsenal of tools and resources to leverage for their organization's specific needs.

Shawn exists to design and facilitate creative experiences that challenge one's thinking and action – helping individuals and companies find their authenticity and elevate their people touchpoints. After a 25-year career leading Human Resources, Shawn founded humanworks8 to work with organizations in need of bringing their work to life through championing people.

Situational Awareness
Daniel Hanlon
Thursday, October 13, 2022
10:15 – 11:30 am
Location: C and D
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Critical Evaluation, Relationship Management

Businesses face increased risk from workplace violence. According to gunviolencearchive.org, a website which tracks mass shootings where four or more are injured or killed, there were 693 mass shootings in the United States in 2021. The number of mass shootings has more than doubled since 2018 (336 mass shootings). Statistics vary, but what is known is the overwhelming majority of these incidents are occurring at businesses.

In studying 63 active shooting incidents in the US between 2000 and 2013 to identify who may be on a pathway to deadly violence, the FBI noted nearly two-thirds of active shooters (62%) had a history of acting in an "abusive, harassing and oppressive way" including incidents of "excessive bullying and workplace harassment". In those cases where an active shooter's primary grievance could be identified, the most common grievances were related to an adverse interpersonal or employment action against the shooter. ("A Study of the Pre-Attack Behaviors of Active Shooters in the United States.")

This presentation provides the basis for developing situational awareness, understanding response psychology, developing response and mitigation strategies, and working through the recovery process following a critical incident. Further discussion involves developing de-escalation techniques, risk mitigation, and security and threat assessments. This program is imperative for all human resource professionals as they are on the "frontlines" in dealing with threats, hostile employees, suspensions, and terminations.

Learning Objective 1: Attendees will understand the significance of situational awareness regarding critical incident planning and response. Mentally rehearsing and physically practicing the steps of denial, deliberation, and decisive moment along with stress mitigation techniques reinforces a conditioned response. This allows faster processing of information and better actions at a decisive moment.

Learning Objective 2: Attendees will gain an understanding of response strategies in critical incidents. This includes case studies and best practices on what has and has not worked to improve outcome and mitigate risk. Response strategies practiced and rehearsed in the school setting have proven effective at reducing harm. These same methods can and should be mirrored in all industries.

Learning Objective 3: Attendees will be able to assess the effectiveness of their current policies, communication procedures, safety and security procedures and training, access control, response protocol, and business continuity plans. This includes liability risk assessment noting failures in protocol and procedure which resulted in large judgments against the business.

Following a 30-year career in Law Enforcement and having trained thousands of individuals in schools, churches, and businesses, Dan brings a passion and deep understanding for enhancing the safety and security of people in all industries and organizations. With businesses facing increased risk from workplace violence, it is essential to plan and train for critical incidents. With decades of practical experience in responding to unending incidents concerning the use of drugs and violence daily, Dan offers unique insight and a comprehensive knowledge of what is necessary to mitigate risk.

Strategic HR Wellbeing
Ben Eden
Thursday, October 13, 2022
10:15 – 11:30 am
Location: E and F
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

As an HR professional, you have to take care of all the employees' needs and all the human emotions. But who takes care of you? Who helps you with your growth questions? Who do you turn to when you need to vent? Who can understand what you are going through?

Over 1,000 HR professionals joined the first ever HR Wellbeing Week in January 2022. We discussed HR for HR, burnout in HR, and even bullying in HR! Truly, HR does so much to take care of everyone else, yet there is so much need inside of HR. Now is the time to give yourself permission to take care of yourself. Doing so will make a huge impact not only on the company but, especially, on you.

When you put your oxygen mask on first, you can better help those around you. To provide all the value that you have to offer (which is a lot) you need to be able to show up with your full self, unhindered by overwhelming stress, crushing lack of resources, and unending expectations. When you experience burnout, bullying, or just need some extra support, take the courageous step to reach out for that assistance. Amazing as you are, you don't have to do this alone.

Learning Objective 1: How to give yourself permission for self-care.

Learning Objective 2: How taking care of yourself actually helps you show up for others.

Learning Objective 3: How to feel not only challenged but fulfilled in the workplace

Ben Eden has presented around the world with a message that raises listeners' sights and encourages them to "Reach Their Ultimate Potential". He has a unique way of communicating with words that will capture your attention and inspire your mindset.

HR Playbook for Communications
Bernadette Nace
Thursday, October 13, 2022
10:15 – 11:30 am
Location: G and H
Track: Talent Acquisition and Retention
Level: Mid-Level
Competency: Communication, HR Expertise

HR leaders and practitioners are faced with an ever-changing work environment, increasing pressure to do more with less, including how to increase engagement and reduce turnover all while supporting a positive employee experience. This requires having a strong communication and change management strategy in place critical to drive awareness and understanding, build buy-in and educate stakeholders. During this session, our expert will share a five-step plan to build an impactful communication and change management strategy.

Learning Objective 1: How to develop a change management plan

Learning Objective 2: Actionable advice on how to build and execute engaging communications

Learning Objective 3: Creative ideas, including tips and tricks that support organizational change

Bernadette leads a team of strategic advisors offering insights, leading practices, and advice around human capital management strategy for ADP's largest clients. A communication, change and organizational change management expert, she partners with clients to provide strategy, advice and insight and best practices and recommendations to successfully drive change. She has 29 years of success in communications, transformation, change management, executive and employee communications and holds an MBA and a BA from La Salle University.

Everybody's Got Something…
Matt Glowacki
Thursday, October 13, 2022
10:15 – 11:30 am
Location: Guava/Tamarind
Track: Diversity and Inclusion
Level: All Levels
Competency: Global and Cultural Awareness, Relationship Management

During the workday, people frequently interact with others who have different abilities and hardships they are working through.

This session is designed for anyone who is seeking to better understand their own identity and how to support marginalized members of communities within their teams. We will be examining of the concepts of intersectionality, code-switching, and passing within a conversational framework of social justice in a work setting.

Through guiding interactions between audience members, Matt gives voice to the collective experience of the group. He utilizes that experience to broaden the conversation to include perspectives beyond ability, while creating a safe space where everyone can feel like they belong.

These connections offer audience members the ability to reflect on how they can have deeper community conversations and impactful engagement opportunities around topics of diversity and inclusion within their work environments.

Learning Objective 1: Your attendees will learn how to see past stereotypes, while explaining how their contributions to the larger team matter.

Learning Objective 2: Your attendees will learn how to recognize how their own challenges shape their day-to-day perception of people.

Learning Objective 3: Your Attendees will learn how to engage with someone who is different than themselves in a new and non-threatening manner.

Matt serves as the DE&I Workflex Director for Wisconsin SHRM, and the program chair and President-Elect of Jefferson County HRMA. He was a member of the State of Wisconsin's Partners in Policy Making for People with Disabilities Council, and has been selected for and served on the State of Wisconsin on the Governor's Rehabilitation Council over the Department of Vocational Rehabilitation, the Wisconsin Easter Seal's State Board, and the University of Wisconsin- Whitewater's College of Arts and Communication Dean's Advisory Board.

A Deep Dive into Student Loan Repayment Assistance
Hannah Achtor and Michiale Schneider
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: 1 and 2
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

Student Loan Repayment Assistance (SLRA) is one of the fastest growing employee benefits. It's a strategic way to attract and retain top talent because it directly addresses the burden that student loan debt places on borrowers. Employers can make tax-free payments toward an employee's student loans up to $5,250 per year. Join us to learn more about SLRA, its impact on employees and employers, and key considerations when creating a program.

Specific topics covered:
• Background on SLRA and its tax-free status
• Employee and employer impacts
• Considerations for implementation

Learning Objective 1: Define Student Loan Repayment Assistance (SLRA), and share the background, features, and insight into tax-free status

Learning Objective 2: Identify employee and employer impacts and ROI of SLRA

Learning Objective 3: Introduce considerations for implementation of a SLRA program

Hannah has nearly 20 years of experience in learning and development, team management and student loan industry training. At Ascendium, she performs quality assurance, trains customer service staff, and serves as co-chair of our corporate compliance committee. As a certified financial education instructor, Hannah also counsel's student loan borrowers on their repayment options. More recently, she has delivered student loan repayment presentations to numerous organizations, including colleges and universities, nonprofits, professional associations, and state agencies like the Wisconsin Department of Corrections.

Michiale has over 37 years of experience in higher education, sales, and learning and development. She was a former director of financial aid with her Master's degree in Higher Education Administration from the University of Toledo. Michiale is also an Accredited Financial Counselor with the Association of Financial Counseling and Planning Education (AFCPE).

Avoid Costly COBRA Mistakes
Sue Sieger
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: 3 and 4
Track: Employment Law and Legislation
Level: All Levels
Competency: Human Resource Expertise

COBRA litigation is on the rise and can prove to be very expensive for employers! Learn key COBRA concepts, required deadlines and the financial consequences when there is a failure to comply. In this session, we will help you learn how to identify where COBRA deficiencies can happen most frequently so you make corrections and avoid costly penalties. We will review fact pattern examples and examine the details of actual court cases that drive home the importance of COBRA compliance. Whether you self-administer your COBRA or outsource, this session will help you understand the liabilities involved in COBRA mistakes and how to avoid them!

Learning Objective 1: Learn how to identify common COBRA mistakes

Learning Objective 2: Learn the consequences of COBRA mistakes

Learning Objective 3: Learn how to address and correct COBRA mistakes

Sue Sieger has over 30 years of experience in the employee benefits industry. As senior compliance consultant at Employee Benefits Corporation, she has worked with thousands of employers and has become a leading specialist in employee benefits. She holds an Advanced Certificate in Flexible Compensation Instruction (ACFCI) designation from the Employer Council on Flexible Compensation (ECFC) and serves as faculty for their credentialing programs. Ms. Sieger is a frequent speaker on employee benefits both locally and nationwide.

Empowering Employees to Lead Their Careers
Taura Prosek
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: 5 and 6
Track: Personal Leadership and Development
Level: Mid-Level
Competency: Human Resource Expertise, Leadership and Navigation

Being satisfied in our professional lives is a big part of our overall fulfillment in life. Stewart Leadership's "Lead Your Career" framework can be utilized in your development programs to support your employees in figuring out what they want to do, why they want to do it, and how they will get there. This process pulls it all together in a practical, step-by-step system to guide individuals to professional fulfillment, from career planning and personal branding to building a strong network and preparing for the next role.

Learning Objective 1: Participants will learn a 4-step Lead Your Career framework which can be customized to their own needs.

Learning Objective 2: A process will be demonstrated that guides individuals into discovering the essential career criteria they need to make important career decisions.

Learning Objective 3: Attendees will share powerful career coaching questions to be shared with managers as they prepare to conduct their career conversations.

Taura Prosek is an executive coach with Stewart Leadership specializing in career and leadership. She's coached thousands of working professionals and leaders! Taura is certified in CliftonStrengths and LEAD NOW!, and is a PCC-level coach with the International Coaching Federation. She has an MBA from Kellogg-Northwestern and BBA from UW-Madison.

HR's Role in the Value Chain
Tina Marie Wohlfield
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: 7 and 8
Track: Business Acumen and HR Strategy
Level: Mid-Level
Competency: Consultation, Business Acumen

Speaking the language of the business is critical for building HR strategic partnerships in every organization. If HR does not understand how the organization operates and creates value (and revenue) from concept to customer, we lose opportunities to create credibility with our internal stakeholders.

This session will highlight ways HR can support the organization value chain with initiatives that enhance each segment and build credibility with our C-Suite partners.

Learning Objective 1: Participants will identify opportunities on how HR can elevate strategic value through the view of our internal stakeholders.

Learning Objective 2: Participants will recognize where HR fits in the organizational value chain – Are you a barrier or elevator?

Learning Objective 3: Participants will identify ways to leverage operational and industry acumen translating HR actions into strategic successes.

Tina Marie Wohlfield is the Chief People Strategist at TIMAWO (pronounced tee-ma-woe) and founder of the HRUnite! community. Tina Marie is an HR Storyteller, author and active member of our HR community as a dedicated advocate for advancing the HR profession through collaboration, partnerships and mentorship.

Leveraging Peer Group Power
Lee Wiersma
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: A and B
Track: Personal Leadership and Development
Level: Senior-Level
Competency: Leadership and Navigation

Where there is innovation, there is growth, profit, retention and an overall competitive advantage.

What leads to innovation? Idea-sharing. Innovation can emerge from within a singular business or industry. However, innovations generating competitive advantage are most likely to occur when ideas are openly shared by people with diverse education, professional experience, personal interests and industry backgrounds.

Learning from others. Teaching each other. Collaboration. These words can be summed up in one phrase: peer-to-peer learning. Peer-to-peer learning is a powerful tool that calls for employees tapping into the institutional knowledge and experiences of others. Adding a little twist – bringing together peers from non-competing companies with different functions, experience, education, and backgrounds allows for the blinders to come off and perspectives to be shared for growth and innovation to thrive.

Learning Objective 1: Understand the types of peer groups available during different career stages.

Learning Objective 2: Provide meaningful professional development for high potential and executive leaders.

Learning Objective 3: Learn how a professional peer group can provide meaningful career advancement opportunities.

Lee Wiersma is a highly skilled and practical executive leader with over 25 years of leadership experience (including 20 years as an executive reporting directly to the CEO). He is an effective and experienced HR/OD professional dedicated to the ethical development of organizations and the people who work there. Known as a key architect in developing highly-engaged work environments and exceptional unified cultures, Lee possesses an established history of attracting, retaining, and developing key leaders.

Do You Know Who You're Hiring?
Christine Cunneen
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: C and D
Track: Talent Acquisition and Retention
Level: All Levels
Competency: Human Resource Expertise

More states are enacting laws restricting the information employers can access when hiring, including redacting information at the source, than ever before. Without accessing this information, how sure can you really be that the people you hire are who they say they are? In this session, we will review best practices for staying compliant under these state laws, as well other laws, including FCRA, Ban the Box, and Salary History, while understanding what can be done to ensure you hire who you expect to hire. Additionally, as drug screening laws continue to change across various states, we will discuss where we stand now and what to expect next. Finally, we will talk about the industry trends that affect us all. Throughout it all, we will emphasize EEOC best practices and the importance of proper processes, documentation, and communication in light of new privacy laws. This session will provide participants with actionable information that can be used in assessing their own background screening programs in order to mitigate legal and financial risk.

Learning Objective 1: Attendees will walk away with increased knowledge of new laws restricting available information for employers in the hiring process, including redaction of identifying information in certain states.

Learning Objective 2: Attendees will be updated on important topics including, but not limited to, FCRA compliance, Ban the Box, Fair Chance Acts, Salary History Laws, Marijuana Laws, Drug Testing Changes, and Industry Trends.

Learning Objective 3: Attendees will leave with actionable steps they can take back to their office and implement immediately to help stay compliant and avoid lawsuits.

Christine Cunneen is the CEO of Hire Image. She is Past Chair of the Professional Background Screening Association (PBSA) Christine Cunneen, CEO of Hire Image, is Past Chair of the Professional Background Screening Association (PBSA), holds Advanced FCRA Certification through PBSA, and is a SHRM member. A frequent speaker at events educating professionals, she also travels to DC and is involved in advocacy with profession-impacting laws.

Decode Your HR Analytics
Megan Nail
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: E and F
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Critical Evaluation

Human resources analytics may sound a little daunting, but it's key for decision making and measuring success. In this interactive session, you'll learn how to apply HR data to your work and take it to the next level. You'll walk away with an analytics framework and examples of how to leverage data for different functions within human resources. Whether you're in benefits, compensation, recruiting or talent development, this session will help you better utilize data to achieve your business goals. We will work through interactive examples to bring the presentation to life and start developing your skills right away!

Learning Objective 1: Participants will discover the framework for HR analytics and assess what level you're at within it

Learning Objective 2: Participants will understand the different levels of HR analytics and how to apply them in real life.

Learning Objective 3: Participants will create an analytics roadmap and learn how you can continue to evolve your use of it over time

As Vice President, Total Rewards Practice, Megan advises clients on how to meet their organization's goals through total rewards and compensation strategy. She builds and designs market competitive base and incentive pay structures throughout the organization, including prioritizing compensation as a key component of the employee value proposition. With over 16 years' experience as a volunteer leader at the Society for Human Resource Management (SHRM), Megan has invested in building and strengthening the HR community. She is currently the national Membership Advisory Council representative for the North Central Region, which is the highest level of volunteer leadership within SHRM. She is the immediate past State Director for HR Indiana SHRM. Megan attended Purdue University where she graduated summa cum laude with a Master of Science in Organizational Communication. Megan most recently served as Senior Human Resources & Compensation Manager at Faegre Baker Daniels law firm.

Organizational Engagement
Jim Bohn
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: G and H
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Human Resource Expertise, Leadership and Navigation

This program will define, describe and demonstrate the value of Organizational Level Engagement, a step beyond Employee Engagement. The findings of research conducted in a multinational corporation articulate the value of the approach. Using a longitudinal 2-year study of a multinational organization (during COVID), this presentation defines and examines the impact of Organizational Engagement, an alternative and complement to Employee Engagement. Organizational Engagement aggregates the experience of employees to determine where an organization needs to improve around six specific behaviors.

Learning Objective 1: Learners will understand the definition of Organizational Engagement (OE) in detail, including the significant differences between OE and Employee Engagement. Employee engagement is focused on "Me"; Organizational Engagement is focused on "We". This distinction is critical for ongoing performance improvement in organizations.

Learning Objective 2: Learners will gain a clear understanding of the six elements of Organizational Engagement: Clarity of Mission, Cohesion, Collaboration, Constancy and Resilience, Leadership Conviction and Consequences/Accountability. All of these elements were measured in a longitudinal study and data will explore the impact of Organizational Engagement.

Learning Objective 3: Learners will see Organizational Engagement applied in a corporate setting. The second part of the study (2020) was conducted during the height of the COVID-19 virus, so the results are striking. The presentation demonstrates Organizational Engagement strongly correlates with improved financial performance.

Dr. Jim Bohn, author, researcher, practitioner and consultant brings decades of expertise as a Director in a Fortune 100 leading change and managing teams. He has taught as an adjunct at UWM LUBAR, Marquette, and Concordia. His most recent book is: "If your water cooler could talk: Getting beyond Employee Engagement." His research on Organizational Efficacy has been translated into multiple languages and used around the world.

A Unique Immediate Solution to Management Development
Deborah Laurel
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: Guava/Tamarind
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation

HR managers, are you tired of wasting your time and energy dealing with management and performance issues that could have been resolved quickly and easily if only your managers had better skills and experience? Do you cringe when your managers undermine each other during management meetings instead of respectfully working together toward a common goal? Are you frustrated watching a steady stream of trusted employees and top performers leave your company because they don't feel valued or sufficiently challenged?

Peer learning is the future of leadership development. It has been shown to boost productivity and innovation, and to create competitive advantage. Organizations that use peer learning for leadership growth have 36% more net revenue per employee, 9% higher gross margin, and are 4.6 times more likely to anticipate and respond effectively to change.

During this highly interactive session, the participants will briefly review the purpose and format of structured peer learning groups and explore the benefits of using peer learning groups for management development. They will spend most of the time engaged in an abbreviated peer learning group process to assess its potential value for their managers.

Learning Objective 1: Participants will be able to explain the purpose and format of a peer learning group;

Learning Objective 2: Participants will be able to describe the benefits of using peer learning groups for management development

Learning Objective 3: Participants will be able to initiate the use of peer learning groups in their organizations.

Deborah Laurel has been a workplace learning and performance improvement consultant for over thirty years. She is the Director of The Peer Learning Institute. She taught for the Executive Management Institute in the School of Business at UW-Madison for 30 years. Deborah has her Master's Degree from UW- Madison.

Conflict Capable Leadership
Anna Nielsen
Thursday, October 13, 2022
12:45 – 2:00 pm
Location: Portia/Wisteria
Track: Personal and Leadership Development
Level: All Levels
Competency: Communication, Leadership and Navigation

As the world of work continually changes, conflict management skills are crucial. Shifting your mindset about conflict is a powerful leadership tool. What if instead of fearing conflict, or not knowing how to handle it, you had the confidence to see it as a path for connection and innovation? In this session, participants will explore the connection between Perceived Organizational Support and quality conflict management to increase productivity, foster more effective collaboration, and make it possible to surpass their goals.

Learning Objective 1: Identify your own Conflict Mode and learn to leverage it for growth

Learning Objective 2: Understand the positive impact of quality conflict management on Perceived Organizational Support

Learning Objective 3: Learn two skills to immediately elevate your conflict management abilities

Anna's superpower is creating Conflict Capable leaders, teams, and organizations to drive innovation and maximize growth. She's an experienced civil mediator, conflict resolution consultant, Restorative HR practitioner, and facilitator. Anna holds a bachelor’s degree in Communication and Diversity Studies from Metropolitan State University, and a master’s degree in Advocacy and Political Leadership from the University of Minnesota, Duluth.

Employer's Guide to Implementing a Successful Student Loan Repayment Assistance Program
Hannah Achtor and Michiale Schneider
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: 1 and 2
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

The competition for top talent is fierce. A student loan paydown benefit helps employers stand out. Introducing this benefit is easier than you might think – this presentation can help. We'll provide a roadmap to implementation, answer common questions and share templates to help you move forward in under 60 days, anytime of year regardless of budget cycle.

Learning Objective 1: Define Student Loan Repayment Assistance (SLRA)

Learning Objective 2: Share sampling of company programs and introduce best practices template for corporate policy

Learning Objective 3: Provide step by step guidance to make the most of your program

Hannah has nearly 20 years of experience in learning and development, team management and student loan industry training. At Ascendium, she performs quality assurance, trains customer service staff, and serves as co-chair of our corporate compliance committee. As a certified financial education instructor, Hannah also counsel's student loan borrowers on their repayment options. More recently, she has delivered student loan repayment presentations to numerous organizations, including colleges and universities, nonprofits, professional associations, and state agencies like the Wisconsin Department of Corrections.

Michiale has over 37 years of experience in higher education, sales, and learning and development. She was a former director of financial aid with her Master's degree in Higher Education Administration from the University of Toledo. Michiale is also an Accredited Financial Counselor with the Association of Financial Counseling and Planning Education (AFCPE).

Best Practices for FSAs & HRAs
Sue Sieger
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: 3 and 4
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

In this session we will look at several types of tricky compliance issues HR professionals may face when offering consumer directed healthcare plans. What happens if your plan document is out of sync with your practices? What happens if you allow a change of election that is not approved according to the IRS list of qualifying events because you feel bad for the employee? Why is it important to substantiate all flexible spending account (FSA) and Health Reimbursement Arrangement (HRA) claims and what happens if you don't? What happens when you contribute to the Health Savings Account (HSA) of an employee who you find out is not HSA eligible? We will address these and several other plan operation issues that HR professionals may face and what are the best practices to address them.

Learning Objective 1: Learn the common types of consumer directed health care compliance issues that face HR professionals

Learning Objective 2: Learn the best practices for handling FSA and HRA compliance issues

Learning Objective 3: Learn the potential penalties for non-compliance with common compliance issues with consumer directed health care plan regulations

Sue Sieger has over 30 years of experience in the employee benefits industry. As senior compliance consultant at Employee Benefits Corporation, she has worked with thousands of employers and has become a leading specialist in employee benefits. She holds an Advanced Certificate in Flexible Compensation Instruction (ACFCI) designation from the Employer Council on Flexible Compensation (ECFC) and serves as faculty for their credentialing programs. Ms. Sieger is a frequent speaker on employee benefits both locally and nationwide.

Welcome to CRAZY COMP!
Rena Somersan
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: 5 and 6
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

Everywhere you turn today, compensation topics seem to be dominating the news cycles! Never before has compensation had such a front-and-center position in the national psyche. Whether it's discussion about the "Great Resignation", inflation and the effect on real earned income, the new minimum wages springing up across the country, COMPression running rampant, geographic pay differentials in the "work from home" bonanza, or just the ability to attract and or retain talent; it's a time like no other in recent history…

Join us for a walk through the causes and possible solutions to the pressing workforce and executive compensation issues of the day. Bring your questions to make it a lively interactive conversation!

Learning Objective 1: Learn how to combat compression issues caused by rising new hire pay and new minimum wages including pinpointing the costs and possible preventative measures

Learning Objective 2: Learn how to ensure you're paying competitively for your workforce and executive talent by "triangulating" the information sources

Learning Objective 3: Learn how important a "pay for performance" stance can be in these times as well as the key design criteria for exceptional incentive programs.

Rena Somersan is a Managing Principal with Newport's Compensation Consulting team. She has over twenty-five years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Rena is often invited to speak at conferences in the areas of her focus which has been in workforce and executive compensation, performance management initiatives, talent motivation and retention. She has a Bachelor's degree from the University of Wisconsin-Madison and an MBA from Koc University in Istanbul, Turkey, where she lived and worked for 13 years after working in Japan for 3 years.

Examining Participant Behavior
Chad Borns and Tyler Slaght
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: 7 and 8
Track: Personal and Leadership Development
Level: All Levels
Competency: Consultation, Human Resource Expertise

This presentation will highlight challenges that employers face trying to promote better participation and contribution rates in employer sponsored retirement plans. We will explore why participants hesitate, and what biases hold them back when it comes to making good retirement savings choices. Competition for employees is fierce and retirement security is definitely a factor in attracting and retaining a strong workforce. You will learn about the latest trends in retirement plans that can improve the stature of your retirement benefits and we will share strategies that can be implemented to help increase the likelihood of retirement success for your workforce.

Learning Objective 1: Understand the obstacles to prudent decisions by participants in retirement plans

Learning Objective 2: Why retirement readiness matters to participants and employers

Learning Objective 3: Latest trends and strategies to encourage positive participant behaviors.

As a Retirement Plan Consultant with over 30 years of experience, Chad works directly with companies to review and consult on plan design, fees, investments and administration. He works in a dedicated team environment with a Relationship Manager, chartered financial analyst, and education specialists all assigned to the plan.

Tyler specializes in providing employers with support on all aspects of their 401(k) plans to include design, investment management, compliance, recordkeeping and employee engagement. Tyler has over a decade of retirement plan experience, is an Accredited Investment Fiduciary with a background in economics and a U.S. Army veteran of Operation Iraqi Freedom.

Controlling Pharmacy Spend
Jason Shanda & Jake Norman
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: A and B
Track: Total Rewards
Level: All Levels
Competency: Business Acumen, Consultation

We will spend our time discussing pharmacy trends, including upcoming drugs coming off patent; Potential impacts to plans from pharmacy costs - specialty meds, gene therapy. Also, we will spend some time discussing what you and your organization can do to combat these costs of these medications.

Learning Objective 1: Learn about the trends impacting pharmacy coverage and how that impacts the overall benefits spend
Learning Objective 2: Learn how these changes impact employees, their out-of-pocket costs and what solutions can be used to assist with these increase costs

Learning Objective 3: Learn how this can impact retention of employees as a negative experience with prescriptions will lead to lower morale and potentially looking elsewhere for employment.

Jason Shanda is an account executive at M3 Insurance. Specializing in employee benefits, Shanda supports the agency's efforts to gain new business and to build long lasting client relationships. He works with clients to design and implement employee benefit programs, manage risk, and maintain appropriate levels of coverage.

As an experienced business development professional, Jake's focused on developing customized solutions for his clients and ensuring Rx Benefits is well-positioned to exceed client expectations. Jake's passion is for people – he is focused on cultivating, maintaining, and strengthening strategic broker and client partnerships. With a strong desire to "compete to win," Jake is a valuable asset to the Rx Benefits team. He's able to keep the end goal in sight, while solving for his brokers and client needs.

Social Sustainability Pyramid
Michelle Turner
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: E and F
Track: Diversity and Inclusion
Level: Mid-Level
Competency: Global and Cultural Effectiveness, Relationship Management

Much of the current efforts to improve the workplace have focused on gender and racial equity under the DEI umbrella. These are necessary components to achieving the end goal of creating a thriving workforce. However, all too often these "check-the-box" trainings do not provide the depth or breadth that is needed to address these systemic issues. This training offers a deeper knowledge base about these critical issues and outlines what has not worked and, most importantly, what will work to make lasting and sustainable change.

Learning Objective 1: Participants will gain a foundational understanding of the history of discrimination in the workplace and the short- and long-term impact on companies today.

Learning Objective 2: Participants will gain contextual understanding of DEI within the broader Social Sustainability framework.

Learning Objective 3: Participants will develop an individualized organizational action plan based on each attendee's industry and confidential self-assessment.

Dr. Turner has worked locally and abroad to address issues of social justice. In Africa and Asia, she developed frameworks and programs aimed at community building, poverty-reduction and leadership development. Locally and nationally, she has provided leadership and consulting to for-profit and non-profit agencies working to reduce crime, improve educational access, address racial and gender discrimination in the workplace and improve housing and programming for individuals with developmental disabilities. She has taught both undergraduate and graduate coursework at UW-Madison; Sandra Rosenbaum School of Social Work. These experiences and observations led to the creation of Build, with the singular aim of increasing the understanding and potential impact of Social Sustainability.

Artificial Intelligence for HR
Ernest Wayde
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: G and H
Track: Business Acumen and HR Strategy
Level: Senior-Level
Competency: Business Acumen, Human Resource Expertise

The emergence of Artificial Intelligence (AI) offers strategic advantages that can lead to business success. However, what is AI? As no single definition is universally accepted, AI can be nebulous and confusing for many people resulting in apprehension and confusion for professionals. However, AI offers many advantages in business that can be leveraged by HR leaders. This session will outline and explain the basic concepts of AI to make it easily understandable and approachable for HR leaders and practitioners. The session will focus on current applications of AI in HR and outline concrete ways to integrate AI into your HR strategy.

Learning Objective 1: Participants will learn the basic concepts of Artificial Intelligence.

Learning Objective 2: Participants will learn to recognize potential uses of Artificial intelligence in HR.

Learning Objective 3: Participants will learn concrete actions to leverage AI in their HR work.

President of Wayde Consulting, LLC, Dr. Ernest Wayde, brings a diverse and extensive background in healthcare and technology from both the public and private sectors. With his training and experience in organizational development working for the Department of Veterans Affairs, Dr. Wayde has provided coaching and consulting to executive leaders in healthcare across the United States. As a Prosci-trained Change Management practitioner and trainer, he has firsthand experience leading change on a broad scale and can speak directly to the challenges involved. Dr. Wayde is a former Director of Data Management and evaluation, holds a master's degree in Information Systems, and has numerous certifications in Artificial Intelligence, including a certificate from the MIT Sloan School of Management. With his passion for people, processes, and technology, Dr. Wayde strives to help organizations achieve business success through the successful integration of these critical business elements.

The New Clinic Model for 2022
Jenn Smith-Hulbert
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: Guava/Tamarind
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Consultation, Human Resource Expertise

Innovations and developments in employer sponsored primary and occupational medicine clinics are making it necessary for employers to re-think their on-site, near-site and virtual clinic models. There are significant strategy, cost, measurement and vendor selection considerations moving into 2022 and beyond. With employers tasked with producing the most clinic ROI, this presentation will help shape current and future clinic expectations and strategies. Whether you are an employer currently operating a clinic, considering one, or interested in general information, this seminar applies to you.

Learning Objective 1: Advanced Primary Care Strategy is now a standard industry term. Participants will leave this seminar with a clear definition of "advanced primary care" and its expected role within 8 different clinic strategies/models.

Learning Objective 2: Clinic "Return on Investment" is important for any employer operating a clinic as well as those considering one. This presentation will teach the participant how to truly define clinic ROI; including expected vendor reporting, health plan cost savings, chronic disease management and the role of risk adjusted scoring.

Learning Objective 3: Clinic strategy should not only be a conduit for employer health strategies, but also one for safety practices. This session will help explore considerations for those exploring a clinic strategy bridging population health and occupational medicine; including expected core competencies of potential clinic partners.

Jenn is Director of Healthcare Innovation at Brown & Brown (Hays Companies). As one of the largest employee benefit advisors in the country, Jenn's team at Brown & Brown is helping Wisconsin employers capitalize on innovative developments in the employee benefit arena.

Taking A Teaching Approach
Heather Dean
Thursday, October 13, 2022
2:30 – 3:45 pm
Location: Portia/Wisteria
Track: Personal and Leadership Development
Level: All Levels
Competency: Consultation, Relationship Management

Do you need to build understanding with a variety of people on tough topics or changes? Do you need your team to take on a growth mindset when exploring problems and solutions? Do you swim upstream in trying to convince others that there is room for improvement?

Many employees are flooded with company information, updates, and changes. All of this information is rarely delivered in a manner to show if anyone actually understands it, uses it, or needs it to improve their job performance. The need for a different approach is especially critical for those employees that frequently feel left out of company culture, minimized, or ignored.

This Taking a Teaching Approach workshop could be just the piece that is missing! You will explore foundational principles in designing high-quality learning experiences, curriculum tools to evaluate and create meaningful experiences, and different delivery methods to make a greater impact on your team. Stop telling; start teaching!

Learning Objective 1: Participants will use the 3-Pillars of High-Quality Learning Experiences to evaluate current teaching and learning practices.

Learning Objective 2: Participants will use the 3-Pillars of High-Quality Learning Experiences to improve teaching and learning practices.

Learning Objective 3: Participants will use the Presenting vs Teaching Checklist to strategically plan learning opportunities.

As an educational consultant, Heather helps leaders, trainers and educators build more meaningful learning experiences. These experiences engage audiences, improve information recall, and improve comprehension. Her approach gives leaders tools to engage in the creative thinking process, create a deep understanding of complex topics, and assess how well people grasp the true concepts. Her work with educators and leaders improves professional satisfaction for the teacher and learner, increases motivation to continuously improve one's craft, and extends learning for meaningful application to support problem solving. Heather has a Master's in Education, is certified by the National Board of Professional Teaching Standards, and currently lives in Madison, WI.

Business Immigration Roundup
Gene Schaeffer
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: 1 and 2
Track: Employment Law and Legislation
Level: Mid-Level
Competency: Global and Cultural Effectiveness, Human Resource Expertise

The change in administration in January 2021 ushered in a new era and a changing legal landscape. As the Biden administration moves forward, immigration will be an important topic in his presidency. In this presentation we will discuss what has occurred so far that has impacted employment-based immigration, what is still in the works, and what could happen in the future. We will focus on changes in policies, procedures and plans for the immigration system that have occurred in the last year plus.

Learning Objective 1: Participants will review changes to immigration law that have already occurred and how those changes impact their business.

Learning Objective 2: Participants will learn of potential changes to immigration law that may be on the horizon.

Learning Objective 3: Comprehensive Immigration Reform —What is happening on that front?

Gene Schaeffer is a member of Godfrey & Kahn's Labor, Employment & Immigration Law Practice Group in the Madison office. Gene advises his clients on a variety of immigration-related business and employment issues, including appropriate temporary and permanent visa processing for alien employees. Gene also advises clients on employment issues related to I-9 compliance, I-9 audits and social security.

Future Facing Incentive Design
Rena Somersan
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: 5 and 6
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

This session will be led by two experienced facilitators who will role play to enact the incentive plan design process. Participants will witness all of the questions asked when designing an incentive plan and hear the "real - world" answers by the C-Suite which lead to development of an incentive scorecard. The focus will then jump to a review of the scorecard and corresponding financial model under which multiple performance scenarios are reviewed.

Learning Objective 1: Participants will learn how to identify the differences between developing a company-wide scorecard based on organizational metrics versus individual scorecards.

Learning Objective 2: Participants will see how metrics are measured on a scorecard and see an example of a financial model under that forecast costs under multiple performance scenarios.

Learning Objective 3: Participants will learn how to establish plan eligibility and award opportunity levels across the organization.

Rena Somersan is a Managing Principal with Newport's Compensation Consulting team. She has over twenty-five years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Rena is often invited to speak at conferences in the areas of her focus which has been in workforce and executive compensation, performance management initiatives, talent motivation and retention. She has a Bachelor's degree from the University of Wisconsin-Madison and an MBA from Koc University in Istanbul, Turkey, where she lived and worked for 13 years after working in Japan for 3 years.

Leading Organizational Change
Tom Daniels
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: 7 and 8
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Consultation, Leadership and Navigation

Change is constant and organizational change is a guarantee. In this session, strategies to help organizational managers and human resource champions to lead employees through organizational change will be explored. Attendees of this session will have a stronger understanding of the change curve and Formula for Change and have the capacity to more effectively assess current state in preparation for leading change. Then learn applied practices to effectively "move" a department through the change process and be a part of the "solution."

Learning Objective 1: Stronger understanding of the six stages of the Change Curve related to organizational change.

Learning Objective 2: Define and explain the Formula for Change and it's impact on the organization.

Learning Objective 3: More effectively assess current state in preparation for leading change to be able to more effectively "move" a department through the change process and be part of the solution

Tom Daniels is the Assistant Director for Graduate & Executive Program in Business at Bowling Green State University (BGSU) with a focus on admissions and advising for the students earning their master's and doctorate degrees organization development & change. Prior to BGSU, Daniels was the Director of the Executive Interviewing Center at MRops and Vice President of Learning & Development at TNS North America. He is actively involved in his community and serves as the Workforce Readiness Chair for the Northwest Ohio Human Resources Association (Toledo SHRM), Chair of the Alumni Connections Committee with the Owens Community College Foundation Board, and a member of Avenues for Autism board of directors. When he's not working or in a board meeting, you can find him running or biking around town. Tom lives in Northwest Ohio with his wife and two teenage sons.

HR Burnout is Real
Tina Marie Wohlfield
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: A and B
Track: Personal and Leadership Development
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

The complexities and needs of all stakeholders that HR supports has created both opportunities and challenges for HR professionals. Increasing demand for resources, results and support has impacted every level of HR both mentally and physically.

Prior to the pandemic we were running an organizational HR marathon and exhaustion was starting to show. Add in the COVID-19 pandemic and HR has risen to the challenge, but at what cost. In this session, Tina Marie highlights the reality of "HR Fatigue", the emotional and physical toll it has on HR practitioners and the impact on our ability serve the needs of our stakeholders.

Learning Objective 1: Participants will identify the symptoms of HR Burnout and Caregiver Fatigue

Learning Objective 2: Participants will identify how our desire to serve the HR needs of all stakeholders can result in "resource depletion" and recognize opportunities to create a healthy support balance.

Learning Objective 3: #HRHelpingHR – do you have an accountability partner? Participants will learn how HR as a community can be an outlet of support and influence to address HR Burnout in organizations.

Tina Marie Wohlfield is the Chief People Strategist at TIMAWO (pronounced tee-ma-woe) and founder of the HRUnite! community. Tina Marie is an HR Storyteller, author and active member of our HR community as a dedicated advocate for advancing the HR profession through collaboration, partnerships and mentorship.

Earning the Heart: How to (Re)Ignite Organizational Commitment
Daniel Stewart
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: C and D
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Leadership and Navigation, Relationship Management

A recent McKinsey study identified 53% of employers reported experiencing higher employee turnover than in previous years, with the problem only expected to worsen over the coming months. How can we retain the right people and build a greater sense of commitment? In this engaging session, learn how successful leaders are shifting how they lead, reshaping their habits, and reframing how they communicate to create stronger loyalty and engagement. Identify ways to meet the employee demand that leaders must transition from guardians of performance to builders of collaboration. Leave with actionable insights on how to treat others as humans instead of as objects to earn their heart and reignite their commitment.

Learning Objective 1: Participants will learn about the latest research on leadership styles and behaviors that build engagement and retention

Learning Objective 2: Participants will discover the three foundational human needs and the best ways to satisfy them through an aligned talent approach

Learning Objective 3: Participants will leave with actionable insights to inspire commitment, connect more deeply with others, and achieve higher levels of performance

Daniel J. Stewart is a sought-after organizational consultant and coach with proven experience advising senior leaders, leading change, and designing leadership-rich organizations. He leads Stewart Leadership's global consulting and coaching practice, business development, and international partnerships. He is the co-author of the award-winning book, LEAD NOW! A Guide for Results-Driven Leaders.

Benefits: Follow the Leader(s)
Taylor Orton
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: E and F
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

In an old social science theory known as the "Diffusion of Innovation Theory", there are five types of adopters in the world of innovation, including:
•Innovators - These people are very willing to take risks, and are often the first to develop new ideas.
•Early Adopters - They enjoy leadership roles, and embrace change opportunities. They are already aware of the need to change and so are very comfortable adopting new ideas.
•Early Majority - These people are rarely leaders, but they do adopt new ideas before the average person.
•Late Majority - These people are skeptical of change, and will only adopt an innovation after it has been tried by the majority.
•Laggards - These people are bound by tradition and very conservative. They are very skeptical of change and are the hardest group to bring on board.

In this session, participants will learn about the top strategies Innovators and Early Adopters are utilizing in the space of Employee Benefits to reduce costs, attract and retain employees, and streamline administrative work. This will include case studies from both local Wisconsin employers and even some of the largest employers in America, like WalMart and JP Morgan Chase, giving participants objective data to take back to their organizations as support for an investment in these new initiatives.

By the end of the presentation, participants will leave feeling empowered to join the innovator class of employers, equipped with their new playbook of employee benefit strategies to help their organizations thrive in the current marketplace.

Learning Objective 1: Cost Management - Participants will learn pragmatic strategies leading edge employers are utilizing to reduce costs within their current benefit programs to allow for reinvestment in other areas that add value for employees.

Learning Objective 2: Added Employee Value - Participants will learn pragmatic strategies leading edge employers are utilizing to add value to all generations of employees through optimization of current benefits and new-to-market benefits that historically have not been in the conversation.

Learning Objective 3: Streamlined Administration - Participants will learn about technologies and processes leading edge employers are using to minimize the time investment of administrative staff and ideas that staff can reinvest their time to add more value to the organization.

Taylor Orton has worked with Cottingham & Butler since 2012 and currently holds the position of Vice President and Director of Wisconsin Benefits for the Employee Benefits Consulting division. Prior to managing the Wisconsin Benefits Practice, Taylor ran the Healthcare Analytics division of Cottingham & Butler and brought with him an analytical background with experience at Crescent Electric and IBM. Taylor's vast experience in both healthcare and data analytics provides our clients with a strategical insight to make better decisions for their business and employees. Taylor received his Bachelor of Science degrees in Computer Science and Business from the University of Dubuque. He also holds a Certified Employee Benefits Specialist designation awarded by the International Foundation of Employee Benefits Plans and the Wharton School of the University of Pennsylvania.

Social Media and the HR Pro
Paul LaLonde
Thursday, October 13, 2022
4:00 – 5:15 pm
Location: Guava/Tamarind
Track: Personal and Leadership Development
Level: All Levels
Competency: Communication, Relationship Management

Social media is a powerful tool that has helped many savvy professionals establish a personal identity, build a network, and stand out in their industry. Now more than ever, HR pros cannot afford to sit on the social media sidelines. HR professionals from all walks of life can use social media for constructing their knowledge base, enhancing their sphere of influence, and building a network of awesome connections! But no one can build a meaningful presence in a few scattered posts. It requires consistent effort and a diverse set of strategies.

Learning Objective 1: Participants will optimize their social media profiles, including Twitter, Linkedin, and Facebook

Learning Objective 2: Participants will learn how to increase engagement for their posts and grow their professional network

Learning Objective 3: Participants will discover the best people and companies to follow!

Paul is a deliberate HR professional, who believes philosophy is a difference making pursuit in life and business. Learning, teaching, and being of service to others are his purpose. Between his fulltime job as a VP of People & Culture and teaching community college courses as an adjunct faculty member, he founded HR Logic, LLC as a way to challenge professionals to think differently. Paul is an alumnus of the SHRM National Blog Squad, named to Social Micole's Most Inclusive HR Influencer List™ in 2020 and 2021, and a recipient of the 2021 HR Unite! Community Award and Human Resources Today 2021 Award for writing. He is an avid reader and writer and publishes regularly on his blog, HRPhilosopher.com. He is a proud husband, father, disobedient cat lover, and metalhead. Connect with him on LinkedIn and Twitter at @HRPaul49.

Employee Leave Trivial Pursuit
Darlene Clabault
Friday, October 14, 2022
6:15 – 7:15 am
Location: 1 and 2
Track: Employment Law and Legislation
Level: Mid-Level
Competency: Human Resource Expertise

How well do you know the federal FMLA and other employee leave provisions? Put your trivia mojo and leave knowledge to the test in a fun and interactive way. Questions will cover the following:
•FMLA employee eligibility, qualifying reasons for leave, certifications, abuse, deadlines; •Leave beyond the 12 weeks of FMLA, such as leave under the ADA;
•Leave under the WI FMLA; and
•Military leave under the USERRA.

Come prepared to play and learn about employee leave facts and requirements, such as required notices, how much leave an employee may take, and what to do when an employee exhausts FMLA.

Learning Objective 1: To be more knowledgeable about the FMLA, ADA, and other leave laws

Learning Objective 2: To be able to apply the new knowledge on future employee leave situations.

Learning Objective 3: To help avoid FMLA and other claims

Darlene (Dolly) has been an editor at J. J. Keller since 1996, specializing in writing about employment laws such as the Family Medical Leave Act, the Americans with Disabilities Act, state leave provisions, HIPAA for group health care plan sponsors, as well as applicable regulations, guidance, and court cases.

Breaking Through the Noise
Ashley Johnson & Jerry Curtin
Friday, October 14, 2022
6:15 – 7:15 am
Location: 3 and 4
Track: Total Rewards
Level: All Levels
Competency: Human Resource Expertise

With so much noise surrounding Group Health Benefits and Wellness Programming it is hard to know where to start and how to create a program that really fits a company's unique culture and provides the best outcomes. Our goal is to help employers cut through all the noise, create a clear path forward and ensure a bright future for their most valuable asset, their employees!

Learning Objective 1: Participants will learn What Effective Wellness Programs can DELIVER. A well designed and executed wellness strategy has the potential to significantly reduce non-value-added spending and catalyze higher productivity & revenue growth. Combined improvements to health spend, worker safety, absenteeism, recruiting & retention, and overall productivity can generate more than a 5 to 1 return on your wellness investment.

Learning Objective 2: Participants will learn the FIVE Pitfalls every wellness strategy must avoid: Strategy Disconnect, Siloed Program Design, Not securing buy-in at the start from the very top, Lack of Expertise, and Culture Incongruence

Learning Objective 3: Participants will learn what they should be asking their Benefits Consultant: 1. What are the key areas you see we need to improve on from our claims information? 2.How can we create a strategic partnership with our Employee Benefits Program, Wellness initiatives and vendor partners? 3.What key metrics should we be measuring to ensure we will see a reduction in claims? 4.What tools and resources do you have in place to help modify behavior change and create employees that are smarter healthcare consumers? 5.What is our current insurance carrier doing to assist us with driving these behavior changes? 6.Do you currently provide information on our wellness and preventive care initiative to assist with negotiating the terms of our contacts and renewals? 7.Do you have set partners that are willing to reduce premium once provided with this information?

As an Employee Benefits Advisor, Ashley believes in truly getting to know her clients. She does this by finding out where they've been and where they would like to go; allowing her to implement a proactive benefits strategy that aligns with their company goals, culture, and demographics. With extensive knowledge in alternative solutions and self-funding, Ashley guides her clients and their employees through the world of Employee Benefits, where her passion for being a trusted resource shines through. Before becoming an Employee Benefits Advisor, Ashley spent several years in the Employee Wellness and On-site Medical Clinic industry. She worked with employers to implement strategies that promoted a culture of health and wellness, in turn creating a workforce of happier and healthier employees. After seeing her client's frustration over increasing healthcare costs each year, she made it her mission to be an advocate for employers to help them find better solutions. Outside of her professional career, Ashley enjoys spending time with her family, camping, hiking, working out and competing as an NPC Athlete.

Jerry has 20+ years of top-level experience in HR and business development, across several industries, business models, and working environments. His British mother left school at 13 to join the circus and ride elephants. His father was the lead singer for a rock band on the south side of Chicago. Fun over work, dessert before dinner, spend over save, taking risks and breaking the rules were normal. These were his building blocks for corporate America and I have learned a few things.

COR Wellness is a culmination of his life experience. Every business, every leadership team and every person hold untapped potential and we know it. Learning the rules and then breaking them has been the key to success. 20 years of finance, auditing and corporate Human Resources around the world have offered him insight and wisdom worth sharing to those leading people and competing in business. You can do it alone. You can't do it alone.

Running your business is academic, methodical, logical and compliant. People are not. His passion to understand employee performance and business culture has been paramount to my success developing teams internationally at GE, Eaton, Standard Process, Cultivate, and now COR Wellness. He builds great teams of professionals from all walks of life and teach them how to integrate, leverage expertise, win and have fun.

Trends in Affirmative Action
Sally Makreff
Friday, October 14, 2022
10:00 - 11:15 am
Location: 1 and 2
Track: Employment Law & Legislation
Level: All Levels
Competency: Global and Cultural Effectiveness, Human Resource Expertise

With the inauguration of President Biden in January 2021, the federal agency that oversees the affirmative action regulations announced a number of new initiatives. Now that we are well into year two of the current administration, some of those initiatives have come to fruition and even more have been announced for next year. Staying current and up to date on the latest in affirmative action is more important than ever. In this session, we will discuss the current and upcoming initiatives in the affirmative action field and how to best prepare for them. We will also talk about the latest trends in federal affirmative action plan preparation and implementation as well as how affirmative action results can be used to enhance other important HR objectives. Lastly, we will learn about the trends in technical and financial settlements resulting from violations of the affirmative action regulations over the past several years.

Learning Objective 1: Participants will receive an update on current and upcoming initiatives in the affirmative action field and how to prepare for them

Learning Objective 2: Participants will learn of the latest trends in affirmative action plan preparation and implementation as well as how to tie these efforts to other important HR initiatives

Learning Objective 3: Participants will learn about the technical and financial settlements resulting from violations of the affirmative action laws trending over the past several years

Sally Makreff has worked in the affirmative action and equal employment opportunity field for more than 20 years. Sally's primary focus has been the development of affirmative action plans that meet the needs of her clients and that pass scrutiny by regulatory agencies. Sally also works with companies to ensure that their employment policies, processes, and procedures align with their affirmative action efforts.

2023 HR Trends
Rebekah Temple & Brenda Phebus
Friday, October 14, 2022
10:00 - 11:15 am
Location: 3 and 4
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Human Resource Expertise

Employers and HR professionals have been faced with constant change over the last 2+ years while trying to understand and adapt to this evolving world of work. They have been forced to rethink HR fundamentals and navigate unexpected hurdles from vaccination requirements and government mandates to inflation's effect on pay, hybrid workplaces, and more. How do employers and HR professionals keep up? Each year, QTI surveys Wisconsin employers on HR challenges and trends covering topics such as talent attraction and retention strategies, compensation and benefits, diversity and inclusion, and more. Join us as we unveil the top HR Trends for 2023, including critical data and actionable solutions to help you adapt and drive decision-making for this evolving world of work. Session attendees will receive a complimentary copy of the survey results.

Learning Objective 1: Learn the top HR Trends for 2023 and what employers are doing to attract and retain talent.

Learning Objective 2: Learn the salary budget trends to budget appropriately for your 2023 payroll.

Learning Objective 3: Learn market trends related to the evolving world of work, including the hybrid workplace, employee engagement, and how your organization can enhance its HR practices to be more competitive.

As Vice President, HR Consulting, Rebekah leads QTI's talented team of experienced professionals, specializing in total rewards strategy, program design, and governance/administration best practices. Rebekah has more than a decade of consulting experience as well as experience in compensation administration. Rebekah's career experience extends beyond QTI, having previously worked at UNC Health Care in Chapel Hill, NC, where she managed employee communications, the U.S. Government Accountability Office (GAO) in Washington, DC, and UW Health in Madison, WI, where she worked on the compensation team. Rebekah received a Bachelor of Arts with a double major in Journalism and Mass Communication and Political Science from the University of North Carolina at Chapel Hill. After working for several years, Rebekah returned to UNC Chapel Hill where she earned a Master of Public Administration degree. Rebekah is a Society of Human Resources Management Senior Certified Professional (SHRM-SCP).

Brenda Phebus serves as Chief Human Resources Officer at the Wisconsin Foundation and Alumni Association (WFAA). WFAA is a stand-alone nonprofit that advances UW-Madison by partnering with alumni, donors, and friends to ensure that the university's excellence benefits Wisconsin and the world for many generations to come.

As CHRO, Brenda is responsible for all aspects of HR and has built the function from a duo to a team that provides a full suite of human resources services. Brenda is known as a futuristic HR strategist who challenges organizations and people to see possibilities and make them happen. She is a believer in strengths. A self-proclaimed data geek. A seeker and builder of talent. An experienced coach. And most importantly, believes we all need to assume positive intent.

With a background in marketing research and business before two decades in HR leadership, Brenda appreciates both the people and business sides of HR. She has held positions in HR and leadership in organizations spanning telecommunications, financial services, and small business. Brenda received a bachelor's degree in psychology from UW-Madison and an MBA from Southern Illinois University at Carbondale. As a first-generation college student, Brenda is a lifelong learner and has earned SHRM-SCP, SPHR, and CCP certifications.

Expectations for HR Leaders from the CEO's Perspective
Daniel Steininger
Friday, October 14, 2022
10:00 - 11:15 am
Location: 7 and 8
Track: Personal and Leadership Development
Level: Senior-Level
Competency: Leadership and Navigation

As the CEO of both public and private organizations, I credit HR leaders with the success of my organizations. Without them I would not have survived as they protected the organization and help ensure a quality workforce the key to success in the marketplace. This presentation will share the good, the bad, and the ugly about what is expected of HR leaders today. It will be the unvarnished truth of the importance of the role of an HR leader from the perspective of the boss. But most important, I will share with them the creative tools they can use to drive solutions to the most complex problems they so often face in their organizations. I will share with them a workbook so they can enhance their personal creative skills and walk away with a set of tools they can use in their work environments. I am doing this because I share such a debt of gratitude to the HR leaders who made my life as the CEO, and the organizations I led so successful.

Learning Objective 1: The expectations of the boss for HR leaders

Learning Objective 2: The tools necessary to become personally creative as a person, including a workbook.

Learning Objective 3: The tools of innovation that drive solutions to the complex problems facing every HR leader

Dan Steininger is book author, speaker both nationally and internationally, business owner, and award-winning monthly columnist for the Biz Times. Dan was CEO of a major financial institution that increased revenues by $2 billion. He was board chair of the Port of Milwaukee, fastest growing Port on the Great Lakes.

Pay Transparency Today
Jenna Bidwell & Matt Shefchik
Friday, October 14, 2022
10:00 - 11:15 am
Location: A and B
Track: Total Rewards
Level: Mid-Level
Competency: Human Resource Expertise

The workforce of today is demanding more transparency around pay than ever before. Organizations need to understand their compensation philosophy and implement strategies to effectively communicate it. Explore challenging questions for the organization's top leadership to consider and how to navigate when these decisions impact the organization's ability to highly (or competitively) compensate staff. Discover ways to make small steps towards a more transparent pay system and remove doubt from your employees.

Learning Objective 1: Participants will learn to define their organization's compensation philosophy.

Learning Objective 2: Participants will identify different levels of pay transparency and understand what is most appropriate for your organization.

Learning Objective 3: Participants will explore new ways of communicating compensation in a more effective and meaningful way.

Jenna Bidwell has 15 years of HR experience with half of this time consulting with clients in areas of compensation and the employee experience. She's a Gallup certified CliftonStrengths coach. She received a bachelor's degree from the Wisconsin School of Business with an emphasis in management and human resources.
Lakes.

Matt Shefchik has over 20 years in the field of compensation. His areas of concentration are employee and executive compensation, sales and incentive compensation, job evaluation, and employee engagement. He holds a bachelor's degree from the University of Wisconsin-Madison double majoring in management & human resources, and marketing.

Beyond the Image of Diversity: How to Create a Culture of Inclusion
Dima Ghawi
Friday, October 14, 2022
10:00 - 11:15 am
Location: C and D
Track: Diversity and Inclusion
Level: All Levels
Competency: Human Resource Expertise

While it is reassuring that more organizations recognize the value of diversity in their teams and are implementing metrics to measure progress, the real goal of diversity is to create a culture of inclusion and belonging. By focusing on establishing an inclusive environment, organizations can unlock the true value of diversity.

In this presentation, Dima Ghawi shares three tips based on workplace surveys and interviews that she has conducted across a variety of organizations. They include:

- Providing insight into what employees need to feel welcomed and included.
- Managing change and creating a courageous culture, instrumental for handling conscious and unconscious biases, micro-aggressions, and resistance to inclusion initiatives.
- Structuring and utilizing Employee Resource Groups (ERGs), valuable affinity groups that provide a support network and education opportunity for their members and also increase awareness across the company.

Creating a culture of inclusion is no longer simply "a nice to have." Instead, it is essential for recruiting, engaging, and retaining top talent, and, as a result, increasing the competitive advantage of the company. Audience members leave with actionable takeaways that can be employed to create a productive, engaging, and inclusive workplace for their team.

Dima Ghawi is a Jordanian American award-winning author, leadership keynote speaker, and a three-time TEDx speaker. She is the founder of a global talent development company with a primary mission for advancing individuals in leadership. Through keynote speeches, workshops, training programs, and executive coaching, Dima has empowered professionals across the globe to develop critical business skills and expand their leadership potential. In addition, she has provided guidance to business executives to help them understand the value of gender diverse leadership, and to develop a multi-year plan for advancing quality leaders from within the organization.

Dima draws from two decades of corporate experience leading global teams and developing future leaders worldwide. She has worked across the United States, Europe, Asia, Middle East, and Africa for several Fortune 100 companies including IBM, Merrill Lynch, and Intuit. Through her work, she has honed a keen expertise in developing leaders to meet the demands of the global workforce. For more information, visit DimaGhawi.com and BreakingVases.com.

Second Chance Opportunities
Kody Green
Friday, October 14, 2022
10:00 - 11:15 am
Location: E and F
Track: Talent Acquisition & Retention
Level: All Levels
Competency: Relationship Management

With the unemployment rate dropping back under 4 percent and progressively moving back to an all-time low, acquiring talent becomes more difficult. It's time for recruiters to start thinking outside the box and try finding potential candidates with different backgrounds. In this workshop Kody Green (a former convict, and current nonprofit founder) will discuss Second Chance Hiring. Second Chance Hiring is allowing individuals with a criminal record to return to the workforce. It can be extremely difficult for people recently released from jail or prison to get a job. However, a job can be a determining factor in the recidivism rates. Giving people with criminal records an opportunity to work for your organization can help not only the individual, but also your workplace and the community!

Learning Objective 1: "People Make Mistakes" Not everyone with a criminal record is a bad person. According to the sentencingproject.org roughly 1/3 working age Americans have a criminal record. Kody shares his experience of addiction and mental illness to illustrate how it led to his incarceration, to help listeners better understand how these topics factor into the prison system.

Learning Objective 2: "Why is Second Chance Hiring Important?" Second Chance hiring does more than just help an individual with a criminal record return to the workforce. It also keeps people from returning to jail, which helps get more people in your community into the hiring pool. It also can be beneficial to your company considering the long-term loyalty and productivity that has been noticed by employers in second chance candidates.

Learning Objective 3: "People with Criminal Records are Ready to Work!" According to a study done by SHRM in 2019, employers are open to the idea of hiring ex-convicts. Based on these trials, it’s also apparent, people with criminal record can have lower voluntary turnover rates and are more excited to be engaged with the company and mission!

Kody Green (He/Him) is 26 years old with a diagnosis of Undifferentiated Schizophrenia. Kody is also the Founder of a non-profit, a motivational speaker and content creator with over 1 million followers on TikTok. He has struggled in the past with drug addiction, incarceration, and serious mental health issues. To be a better advocate and speaker, Kody has been trained as a peer support specialist, recovery coach and suicide prevention specialist.

Employee Experience: The Key to Workforce Sustainability
Lindsay Stortz and Aage Seljegard
Friday, October 14, 2022
10:00 - 11:15 am
Location: G and H
Track: Business Acumen and HR Strategy
Level: All Levels
Competency: Business Acumen, Leadership and Navigation

Labor economists predict the labor shortage will persist into the 2030's. As ever-increasing investments in compensation and benefits prove unsustainable, how will organizations successfully attract, retain and engage employees into the future? In this session, WTW's Director of Employee Insights, Bogdan Nita, will share WTW's research into the human capital practices of high performing companies. In this session, we'll explore the lineage and the future of the current labor shortage and the many levers organizations can pull to ensure a robust and engaged workforce.

Learning Objective 1
Identify the various factors contributing to the labor shortage.

Learning Objective 2
Understand the pandemic's impact on workforce participation.

Learning Objective 3
Learn how to effectively improve and leverage employee experience to meet attraction, retention and productivity goals.

With nearly 20 years of experience at WTW, Lindsay combines an expertise in change management methodology with a deep understanding of individual behavior and the ability to communicate information in meaningful and accessible ways. Through thoughtful development of EX strategies, messaging and creative branding, Lindsay helps organizations achieve their objectives by helping employees, managers, leaders and HR manage quickly and effectively through change with minimal disruption. Lindsay holds a degree in journalism from Northwestern University.

Aage Seljegard is a Senior Director in Willis Towers Watson's Employee Experience team.

Aage has more than 20 years of consulting experience specializing in employee listening and continuous measurement that focuses on the employee experience (EX), actionable results and return on investment. His areas of expertise include measuring EX across the employee lifecycle and translating that insight into talent management strategy and solutions. His most recent work has focused on DEI and Wellbeing.

Through his consulting career, Aage has successfully designed and implemented innovative strategies and projects within Marketing, IT/Business Intelligence, Employee Experience, Engagement, Total Rewards and Organizational Change.

Transform Bosses into Leaders
Mack Munro
Friday, October 15
10:00-11:15 am
Location: Guava/Tamarind
Track: Personal & Leadership Development
Level: All Levels
Competency: Business Acumen, Consultation

Strategic leaders are needed to bring a strategic edge to your organization. Transforming successful managers into strategic leaders through training and development is key. Learn how to build the skills of your managers and transform them into successful leaders, operating with a strategic and professional growth-minded focus.

Learning Objective 1: Describe how critical thinking and careful diagnosis are key skills for HR professionals to properly develop and communicate a leadership development strategy.

Learning Objective 2: Discuss guidelines for identifying performance gaps in managers and leaders and techniques to remedy them.

Learning Objective 3: Develop the skills and ability to communicate the needs, design, process, and results, and how they align with corporate strategic initiatives to senior leadership.

Mack Munro, Founder/CEO of Boss Builders, is a consultant, author, and speaker. His MA degree is in Organizational Leadership; his BS degree is in Health Care. He's a qualified facilitator of MBTI® and has developed several assessments and online tools. Mack hosts a popular podcast for HR leaders called HR Oxygen.

Framing Your Future
Matthew Hurtienne
Friday, October 15
10:00-11:15 am
Location: Portia/Wisteria
Track: Business Acumen & HR Strategy
Level: All Levels
Competency: Consultation, Leadership and Navigation

There are many diverse demands and pressures on our organizations. We are now at a time when innovation is required for organizational survival and sustainability. However, leaders should not look towards old archaic change models to determine a way forward. Instead, our leaders should look for methods to engage all generations of their workforce and decrease the level of resistance to the proposed change. This presentation looks at employee engagement and provides a model that organizational leaders can deploy to stimulate employee engagement and innovation. Framing Your Future is a model that can easily be deployed at a team, department, or even organizational level.

Learning Objective 1: Determine how to deploy a change framework that minimizes resistance and increases change success.

Learning Objective 2: Understand how employee engagement can impact change success.

Learning Objective 3: Discover how to develop change scenarios that can impact organizational performance.

Dr. Hurtienne is a published researcher and presenter in the field of human resource development, where he continues his work at Concordia University of Wisconsin. Currently, he serves as an Associate Dean for the School of Business and Director of the Doctorate of Business Administration. His educational background includes a Ph.D. in Education and Human Resources with a specialization in Organizational Learning, Performance and Change from Colorado State University in Fort Collins, CO. In addition to teaching in the field of human resource development, he enjoys reviewing research articles and presentations for the Academy of Human Resource Development.