

CONFERENCE AT A GLANCE

Wednesday, October 11		
Time	Location	Event
12:00 – 7:30 pm	Ebony	Volunteer Registration Open
12:00 – 7:30 pm	Ebony	Volunteer/Speaker Lounge
12:00 – 4:00 pm	Registration East (inside Africa East)	Exhibitor Registration
12:00 – 7:30 pm	Registration East & West	Registration & Information Desk Open
12:00 – 7:30 pm	Maji Lounge	SHRM Book Store
1:00 – 4:30 pm	Pre-Conference Session	
1:00 – 4:30 pm	A and B	Deconstructing Collaboration. Gregg Potter. Personal and Leadership Development.
1:00 – 4:30 pm	E and F	HR: An Advocate for Employee Mental Health. Jessica Jones. Personal and Leadership Development.
1:00 – 4:30 pm	G and H	No Cost Strategies to Attract and Retain Working Caregivers. Harriet Redman and Lynn Gall. Talent Acquisition and Retention.
1:00 – 4:30 pm	Africa West	The Annual Legal Update From Boardman Clark - Unusual Cases With Important HR Lessons, Legal Requirements Regarding Employees With Mental Health Conditions. Robert E. Gregg, Jennifer S. Mirus, Storm B. Larson, and Brian P. Goodman. Employment Law and Legislation.
4:00 – 7:30 pm	Africa Ballroom Foyer by Reg East	SHRM Foundation Booth/Silent Auction Open
4:00 – 7:30 pm	Africa East and Africa 50-80	Exhibit Hall Open (Activity Sponsored by Ascendium)
4:00 – 7:30 pm	Africa East (in Exhibit Hall)	Photo Opportunity (Sponsored by Spherion Staffing & Recruiting) Money Booth (Sponsored by Hausmann Group)
5:00 – 7:00 pm	Africa Ballroom Foyer/Africa East	Evening Hors d'Oeuvres Reception for Attendees (Bars Sponsored by Marsh & McLennan, QPS Employment Group) Evening Dessert (Sponsored by Corporate Traditions)
6:00 – 7:30 p.m	Portia/Wisteria	HR Games (Sponsored by M3 Insurance)

Thursday, October 12		
Time	Location	Event
6:00 – 6:30 am	South Hallway	Early Bird Refreshments - Water, Coffee, Soda Only
6:00 am – 5:00 pm	Registration East & West	Registration & Information Desk Open
6:00 am – 5:00 pm	Ebony	Volunteer Registration Open
6:00 am – 5:00 pm	Ebony	Volunteer/Speaker Lounge
6:00 am – 5:15 pm	Maji Lounge	SHRM Book Store
6:15 – 7:00 am	West Corridor	Yoga - Led by Kyle From Dragonfly Yoga
6:30 – 7:30 am	Early Bird Learning Sessions	
6:30 – 7:30 am	E and F	Personality Science: The Key to Understanding People. Randal Weidenaar. Personal and Leadership Development.
6:30 – 7:30 am	G and H	Promoting Health and Mental Resiliency to Manage Healthcare Costs. Melanie Schoenemann. Business Acumen and HR Strategy.
6:30 – 7:30 am	Guava/Tamarind	Data-Driven Talent Decisions: Best Practices for a Leadership Selection Assessment Strategy. Dr. Jenny Swanson. Business Acumen and HR Strategy, Talent Acquisition and Retention.
7:15 – 7:45 am	Africa West and Africa 10-40	All-Attendee Breakfast

CONFERENCE AT A GLANCE

Thursday, October 12		
Time	Location	Event
7:40 – 8:00 am	Africa West and Africa 10-40	Welcome From SHRM Leadership
8:00 – 9:15 am	Africa West and Africa 10-40	Keynote Presentation: Resiliency in the Midst of Uncertainty: Deploying Proven, Powerful Tools to Achieve Success. Paul Krismer. (Sponsored by True North Retirement Partners Raymond James, SHRM 401k Solutions by Raymond James)
8:00 am – 2:30 pm	Africa Ballroom Foyer by Reg East	SHRM Foundation Booth/Silent Auction Open
8:00 am – 3:30 pm	Registration East (Inside Africa East)	Exhibitor Registration
9:00 am – 5:00 pm	Barranco Lounge	Relaxation Station - Workstation
9:15 – 10:15 am	Africa East	Morning Break
9:15 am – 3:30 pm	Africa East	Exhibit Hall Open (Activity Sponsored by Delta Dental of WI)
9:15 am – 3:30 pm	Exhibit Hall - Africa East	Photo Opportunity (Sponsored by Spherion Staffing & Recruiting) Money Booth (Sponsored by Hausmann Group)
9:30 – 10:00 am	Africa Ballroom Foyer	Book Signing: Paul Krismer
10:15 – 11:30 am	Learning Sessions #1	
10:15 – 11:30 am	1 and 2	Whole-Brained Leadership: A New, "Feminine" Skillset for the Rapidly Changing Modern Economy. Paul Krismer. Personal and Leadership Development.
10:15 – 11:30 am	5 and 6	Creating Psychologically Safe Teams, A Scientific Method. Randal Weidenaar. Personal and Leadership Development.
10:15 – 11:30 am	7 and 8	Top 10 HR Mistakes and How to Avoid Them. James Reid. Employment Law and Legislation.
10:15 – 11:30 am	A and B	Considerations for Hiring the Neurodivergent While Creating a Sense of Belonging for All. Chelsea Budde and Shelly Dretzka. Diversity and Inclusion.
10:15 – 11:30 am	C and D	Cycle Breakers: Reducing Female Rivalry and Building the Foundation for Camaraderie. Sarah Fecht and Meg Krinke. Business Acumen and HR Strategy, Personal and Leadership Development.
10:15 – 11:30 am	E and F	Direct Contracting Myths and Realities Affecting Benefits Cost. Jennifer Smith-Hulbert. Total Rewards.
10:15 – 11:30 am	Guava/Tamarind	6 Steps to Building a Robust Career Development Solution. Taura Prosek. Personal and Leadership Development.
10:15 – 11:30 am	Portia/Wisteria	The Best Anywhere: Strategies for Retaining Top Talent in a Remote and Hybrid Workforce. Michael Rampolla. Business Acumen and HR Strategy, Personal and Leadership Development.
11:00 – 11:30 am	East Corridor	Exhibitor Lunch
11:30 – 11:45 am	Africa Ballroom Foyer	Book Signing: Jamie Schmitt and Katie Labeledz
11:30 am – 12:45 pm	Africa West	Attendee Lunch (Sponsored by Concordia University Wisconsin)
12:45 – 2:00 pm	Learning Sessions #2	
12:45 – 2:00 pm	1 and 2	Coaching for Career Development: Engaging Employees in Their Career Development. Tom Daniels. Personal and Leadership Development.
12:45 – 2:00 pm	3 and 4	Equity Leadership: Meeting Individual Employee Needs Across Organizations. Matthew Hurtienne and Laura Hurtienne. Personal and Leadership Development.
12:45 – 2:00 pm	5 and 6	Remodeling Your Affirmative Action Programs: Strategies to Upgrade Your Program. Sally Makreff and Lori Stewart. Business Acumen and HR Strategy, Employment Law and Legislation.

CONFERENCE AT A GLANCE

Thursday, October 12		
Time	Location	Event
12:45 – 2:00 pm	7 and 8	The Top 10 Culture Killers ... and What to do About Them. David Schwallier. Global HR, Talent Acquisition and Retention.
12:45 – 2:00 pm	A and B	Growth Mindset Culture: Bringing Out the Best in Your People. Kristin WhiteHorse. Personal and Leadership Development.
12:45 – 2:00 pm	C and D	Recruiting Process Improvements to Create Strong Teams. Jaime Schmitt and Katie Labeledz. Business Acumen and HR Strategy, Personal and Leadership Development.
12:45 – 2:00 pm	E and F	Nontraditional Benefits That Support Talent Attraction and Retention. Alicia Kiser. HR Technology, Talent Acquisition and Retention.
12:45 – 2:00 pm	G and H	Solving for the Employee Engagement Puzzle. Milan Batinich. Personal and Leadership Development, Talent Acquisition and Retention.
12:45 – 2:00 pm	Guava/Tamarind	Hybrid Leadership: Essential Skills to Lead From Anywhere. Alexis Haselberger. Personal and Leadership Development.
12:45 – 2:00 pm	Portia/Wisteria	HR, It's a New Day! Christie Engler. Business Acumen and HR Strategy.
2:00 – 2:15 pm	Africa Ballroom Foyer	Book Signing: Christie Engler
2:00 – 2:30 pm	Africa East	Afternoon Break - Exhibit Hall (Sponsored by HPS/Pay/Medix (Health Payment Systems))
2:30 – 3:45 pm	Learning Sessions #3	
2:30 – 3:45 pm	1 and 2	Holding Steady: Navigating Emotionally Charged Conversations. Sarah Noll Wilson. Personal and Leadership Development.
2:30 – 3:45 pm	3 and 4	Benefits Compliance in a Nutshell. Sue Sieger. Business Acumen and HR Strategy.
2:30 – 3:45 pm	5 and 6	Appealing to the Ages: Recruit, Reward, and Retain Across Generations. Nicki Johnson and Shay Sherfinski. Talent Acquisition and Retention.
2:30 – 3:45 pm	7 and 8	Helping Teams Thrive in a VUCA World. Rachel Breitbach. Business Acumen and HR Strategy, Personal and Leadership Development.
2:30 – 3:45 pm	A and B	Attract and Retain Employees With Financial Wellness. David Mancl, Hallie Lienhardt, Joe Saari, and William Weyers. Business Acumen and HR Strategy, Talent Acquisition and Retention.
2:30 – 3:45 pm	C and D	SECURE ACT 2.0 - Its Impact on Your Retirement Plan and All of Your Admin Processes. Roger Fuerstenau, Paul Dowd, and Neil Decker. Employment Law and Legislation, Total Rewards.
2:30 – 3:45 pm	E and F	Leverage Your Team's Superpowers and Build a StrengthsFirst Culture. Tiffany Weigand. Personal and Leadership Development, Talent Acquisition and Retention.
2:30 – 3:45 pm	G and H	What Employees Want: Using Data to Optimize Your Rewards Program. Taylor Orton. Talent Acquisition and Retention, Total Rewards.
2:30 – 3:45 pm	Guava/Tamarind	The Employer Healthcare Success Formula. Matt Ohrt. Business Acumen and HR Strategy.
2:30 – 3:45 pm	Portia/Wisteria	A Deep Dive Into Student Loan Repayment Assistance. Amy Nelson. Talent Acquisition and Retention.
3:45 – 4:00 pm	Africa Ballroom Foyer by Reg East	SHRM Foundation Booth - Pick Up and Pay for Won Items
4:00 – 5:15 pm	Learning Sessions #4	
4:00 – 5:15 pm	1 and 2	The Quest for Culture: Is It an Impossible Dream? Shawn Gulyas. Business Acumen and HR Strategy, Personal and Leadership Development.
4:00 – 5:15 pm	3 and 4	What's New in Benefits: Lifestyle Spending Accounts. Sarah Fowles. Total Rewards.

CONFERENCE AT A GLANCE

Thursday, October 12

Time	Location	Event
4:00 – 5:15 pm	5 and 6	Cultivating Charisma. Kristin Bock. Personal and Leadership Development, Talent Acquisition and Retention.
4:00 – 5:15 pm	7 and 8	Psychological Safety Fosters Positive Change. Rachel Breitbart. Business Acumen and HR Strategy, Personal and Leadership Development.
4:00 – 5:15 pm	A and B	You've Been Ghosted: 3 Steps to Becoming an HR Ghostbuster. Steven Smith. Talent Acquisition and Retention.
4:00 – 5:15 pm	C and D	Creating a Winning Culture in Times of Chaos. Ryan Festerling. Business Acumen and HR Strategy, Talent Acquisition and Retention.
4:00 – 5:15 pm	E and F	The Importance of Employee Engagement - An Update on Union Growth and Developments With the NLRA. Christopher Toner. Business Acumen and HR Strategy, Global HR.
4:00 – 5:15 pm	G and H	Be Smart About Artificial Intelligence in the Workplace. Jesse Dill. Business Acumen and HR Strategy, HR Technology.
4:00 – 5:15 pm	Guava/Tamarind	The Changing World of Compensation. Rena Somersan. Total Rewards.
4:00 – 5:15 pm	Portia/Wisteria	An Elephant Hunt: Is Your Team Thoughtfully Fit? Jill Mueller. Personal and Leadership Development.
5:15 – 5:30 pm	Africa Ballroom Foyer	Book Signing: Steven Smith
5:30 – 7:00 pm	Africa West	Attendee Appreciation Dinner (Bar Sponsors: Ogletree Deakins, ADP)
6:25 – 6:30 pm	Africa West	Platinum Sponsor Welcome - UKG
6:30 – 6:45 pm	Africa West	Certification Recognition
6:45 – 8:30 pm	Africa West	Evening Entertainment - Deuces Wild! Dueling Pianos
8:30 – 8:40 pm	Africa West	Grand Prize Drawing (Sponsored by Cottingham & Butler)

Friday, October 13

Time	Location	Event
6:00 – 6:30 am	South Hallway	Early Bird Refreshments - Water, Coffee, Soda Only (Sponsored by Ceridian)
6:00 am – 1:15 pm	Registration West	Registration and Information Desk Open
6:00 am – 1:15 pm	Ebony	Volunteer Registration Open
6:00 am – 1:15 pm	Ebony	Volunteer/Speaker Lounge
6:00 am – 2:00 pm	Maji Lounge	SHRM Book Store
6:15 – 7:00 am	West Corridor	Yoga - Led by Kyle From Dragonfly Yoga
6:15 – 7:15 am	Early Bird Learning Sessions	
6:15 – 7:15 am	A and B	Making Your Way Through the Haze of Marijuana Legalization. Terri Dougherty. Employment Law and Legislation.
6:15 – 7:15 am	C and D	Employees Can Take Leave for That? Darlene Clabault. Employment Law and Legislation.
6:15 – 7:15 am	E and F	The Change Tools You Can't Lead Without. Kristin Derwinski. Business Acumen and HR Strategy, Personal and Leadership Development.
7:30 am – 1:00 pm	Barranco Lounge	Relaxation Station - Workstation

CONFERENCE AT A GLANCE

7:30 – 8:30 am	Africa West and Africa 10-40	Attendee Breakfast (Sponsored by Anthem Blue Cross and Blue Shield)
Friday, October 13		
Time	Location	Event
8:00 – 8:30 am	Africa West and Africa 10-40	Premier Sponsor Welcome - Anthem Blue Cross and Blue Shield Diversity Director Introduction and Recognition of Diversity Award Winner
8:30 – 9:45 am	Africa West and Africa 10-40	Keynote Presentation: The Three T's of Confidence. Erik Dominguez.
9:45 – 10:00 am	South Hallway	Morning Beverage Break (Sponsored by High Point Capital Group)
10:00 – 11:15 am	Learning Sessions #5	
10:00 – 11:15 am	1 and 2	Confident Communication for Leaders. Erik Dominguez. Personal and Leadership Development.
10:00 – 11:15 am	3 and 4	Leadership Lessons to Keep Your Emerging Leaders Energized and Loyal. Bill Vinson. Personal and Leadership Development.
10:00 – 11:15 am	5 and 6	Focus on the 5th Question: Networking Know-How for Real Relationships. Gina Glover. Personal and Leadership Development.
10:00 – 11:15 am	7 and 8	The Resilient Mindset: A Tactical Approach to Business Success. Chas Fields. Personal and Leadership Development.
10:00 – 11:15 am	A and B	Market Dynamics - Ways to Dissect and Plan. David Gramer. Total Rewards.
10:00 – 11:15 am	E and F	Child Care - A Critical Piece of the Workforce Recruitment and Retention Puzzle. Audra Wieser and Michelle Sampson. Talent Acquisition and Retention.
10:00 – 11:15 am	G and H	The Reality of Fertility Impact on Employee Well-Being and Your Bottom Line. Elise Zielicke, Laura Bermudo, Jake Siudzinski, Morgan Ramaker Klaas, and Kathy Waligora. Total Rewards, Diversity and Inclusion.
10:00 – 11:15 am	Guava/Tamarind	How Transparent Are Your Pay Practices? Kristi Foy and Kayla McCann. Business Acumen and HR Strategy, Employment Law and Legislation.
10:00 – 11:15 am	Portia/Wisteria	Mental Health in the Workplace. Matt Glowacki. Personal and Leadership Development, Diversity and Inclusion.
11:15 – 11:30 am	Africa Ballroom Foyer	Book Signing: Erik Dominguez
11:30 am – 12:13 pm	Africa West and Africa 10-40	Lunch
12:13 – 12:15 pm	Africa West and Africa 10-40	Keynote Introduction by Anthem Blue Cross and Blue Shield
12:15 – 1:30 pm	Africa West and Africa 10-40	Keynote Presentation: From Surviving to Thriving: Helping Team Members Navigate Change. Sarah Noll Wilson. (Sponsored by Anthem Blue Cross and Blue Shield)
1:30 – 2:00 pm	Africa Ballroom Foyer	Book Signing: Sarah Noll Wilson