

CONFERENCE AT A GLANCE
38th Annual WI SHRM State Conference

October 8-10, 2025
Kalahari Resort, WI Dells, WI

September 18, 2025

WEDNESDAY, OCTOBER 8					
Time	Code	Location	Room Capacity	Event	Recert hours
6:00 a.m. - 8:00 p.m.		Empress		Committee Lounge	
9:30 a.m. - 12:00 p.m.		Portia Wisteria		State Council Meeting	
12:00 p.m. - 1:30 p.m.		Portia Wisteria		District Directors Meeting	
12:00 p.m. - 1:00 p.m.		Guava/Tamarind		Council/Committee Lunch	
12:00 p.m. - 5:00 p.m.		Ebony		Volunteer Registration Open	
12:00 p.m. - 5:00 p.m.		Ebony		Volunteer/Speaker Lounge (Sponsored by Training Tracker)	
12:00 p.m. - 4:00 p.m.		Registration East (inside Africa East)		Exhibitor Registration	
12:00 p.m. - 7:30 p.m.		Registration East & West		Registration & Information Desk Open	
12:00 p.m. - 7:30 p.m.		Maji Lounge		SHRM Store (Sponsored by QPS Employment Group)	
1:00 p.m. - 4:30 p.m.				Pre-Conference Sessions	3.50
1:00 p.m. - 4:30 p.m.	PRE-1	A and B	317	Multi-Generational Management: Communicating and Influencing from Boom to Z. Kelly Hirn. Inclusion & Belonging.	
1:00 p.m. - 4:30 p.m.	PRE-2	E and F	317	Emotional Intelligence: Leading with Heart & Mind. Paula Rauenbuehler. Personal and Leadership Development.	
1:00 p.m. - 4:30 p.m.	PRE-3	G and H	276	Building Powerful Teams by Overcoming Avoidance and Freeing the Elephants in the Room. Sarah Noll Wilson. Personal and Leadership Development.	
1:00 p.m. - 4:30 p.m.	PRE-4	Africa West	300	The Annual Legal Update from Boardman Clark. Brian Goodman, Sandy Cohen, Storm Larson, Jennifer Johnson. Employment Law & Legislation.	
3:00 p.m. - 5:30 p.m.		Portia/Wisteria		HR Games & Professional Panel (Sponsored by M3 Insurance)	
4:00 p.m. - 7:30 p.m.		African Ballroom Foyer by Reg East		SHRM Foundation Booth/Silent Auction Open	
4:00 p.m. - 7:30 p.m.		Africa East and Africa 50-80		Exhibit Hall Open (Claw Activity Sponsored by Ascendium)	
4:00 p.m. - 7:30 p.m.		Africa East (in Exhibit Hall)		Photo Opportunity (Sponsored by Spherion Staffing & Recruiting)	
4:30 p.m. - 4:45 p.m.		Africa Ballroom Foyer		Money Booth (Sponsored by Hausmann Group)	
				Book Signing: Sarah Noll Wilson	
5:00 p.m. - 7:00 p.m.		Africa East and Africa 50-80		Evening Hors d'oeuvres Reception for Attendees (Bars sponsored by Marsh McLennan Agency, Strategic Retirement Partners, Amundsen Davis Law, Paylocity)	
				Food Station (Sponsored by Employee Benefits Corporation)	
				Evening Dessert (Sponsored by Corporate Traditions)	
8:00 p.m. - 10:30 p.m.		Volcano Lounge		Reception - Committee & Council Members provided by WI SHRM Council	
THURSDAY, OCTOBER 9					
Time		Location		Event	
6:00 a.m. - 6:45 a.m.		South Hallway		Early Bird Refreshments - Water, Coffee, Soda only (Sponsored by Novo Nordisk)	
6:00 a.m. - 5:00 p.m.		Registration East & West		Registration & Information Desk Open	
6:00 a.m. - 5:00 p.m.		Ebony		Volunteer Registration Open	
6:00 a.m. - 5:00 p.m.		Ebony		Volunteer/Speaker Lounge (Sponsored by Training Tracker)	
6:00 a.m. - 5:00 p.m.		Empress		Committee Lounge	
6:15 a.m. - 5:30 p.m.		Maji Lounge		SHRM Store (Sponsored by UW-Platteville)	
6:15 a.m. - 7:15 a.m.				Early Bird Learning Sessions	1.00
6:15 a.m. - 7:15 a.m.	EB1-1	E and F	660	Adapting to Remote and Hybrid Work Models. Kim Groshek. Global HR.	
6:15 a.m. - 7:15 a.m.	EB1-2	G and H	660	Mastering the Corrective Action Process: A Guide for HR Professionals and New Managers. Kayla Ebert. Employment Law & Legislation.	
6:15 a.m. - 7:15 a.m.	EB1-3	Guava/Tamarind	612	Develop an Effective Benefits Strategy That Saves Time, Money, and Talent. Veronika Binney. Total Rewards.	
7:15 a.m. - 7:45 a.m.		Africa West and Africa 10-40		All-Attendee Breakfast	
7:25 a.m. - 7:30 a.m.		Africa West and Africa 10-40		Welcome from Conference Co-Chairs	
7:30 a.m. - 7:38 a.m.		Africa West and Africa 10-40		Welcome from Jeff Palkowski, WI SHRM State Director	
7:38 a.m. - 7:39 a.m.		Africa West and Africa 10-40		Jen Zahari to introduce Keynote Sponsor- UKG	
7:39 a.m. - 7:44 a.m.		Africa West and Africa 10-40		UKG Welcome	
7:44 a.m. - 7:45 a.m.		Africa West and Africa 10-40		Keynote Sponsor- UKG to introduce Cheri Tree	
7:45 a.m. - 9:15 a.m.		Africa West and Africa 10-40		Keynote Presentation: (Sponsored by UKG)	1.00
8:00 a.m. - 2:15 p.m.		Africa Ballroom Foyer by Reg East		SHRM Foundation Booth/Silent Auction Open	
8:00 a.m. - 2:30 p.m.		Registration East (inside Africa East)		Exhibitor Registration	
9:00 a.m. - 5:00 pm		Barranco Lounge		Relaxation Station - Workstation	
9:15 a.m. - 10:15 a.m.		Africa East		Morning Break (Sponsored by von Briesen & Roper, s.c.)	
9:15 a.m. - 2:30 p.m.		Africa East		Exhibit Hall Open (Claw Activity Sponsored by Delta Dental of WI)	
9:15 a.m. - 2:30 p.m.		Exhibit Hall- Africa East		Photo Opportunity (Sponsored by Spherion Staffing & Recruiting)	
				Money Booth (Sponsored by Hausmann Group)	
10:15 a.m. - 11:30 a.m.				Learning Sessions #1	1.25
10:15 a.m. - 11:30 a.m.	L1-1	1 and 2	660	Thinking Differently for a Change. Kathie Rotz. Personal and Leadership Development.	
10:15 a.m. - 11:30 a.m.	L1-2	3 and 4	660	Tactical vs. Strategic HR: Finding the Balance for Business Success. Kayla Schaller-Greenwood. Business Acumen & HR Strategy.	
10:15 a.m. - 11:30 a.m.	L1-3	5 and 6	660	Beyond the Comfort Zone: Empowering HR to Lead with Courage and Innovation. Dave Molenda. Personal and Leadership Development.	
10:15 a.m. - 11:30 a.m.	L1-4	7 and 8	660	The Power of 1 on 1's: Driving Engagement & Performance through Meaningful Conversations. Janell East and Beth Weiler. Personal and Leadership Development.	
10:15 a.m. - 11:30 a.m.	L1-5	A and B	612	Mutual Mentorship: Empowering Generations to Teach and Thrive Together. Skot Waldron. Personal and Leadership Development.	

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10:15 a.m. - 11:30 a.m.	L1-6	C and D	532	Measuring What Matters in Employee Benefits. Joseph Backus. Total Rewards.	
10:15 a.m. - 11:30 a.m.	L1-7	E and F	532	The Trust Triangle: Unlock Productive Conflict. Paula Rauenbuehler. Personal and Leadership Development.	
10:15 a.m. - 11:30 a.m.	L1-8	G and H	612	Bridging the Wealth Gap: Tailoring Financial Wellness Benefits for a Diverse Workforce. Elizabeth Aidoo and Kasey Miller. Total Rewards.	
10:15 a.m. - 11:30 a.m.	L1-9	Guava/Tamarind	320	Wait... You're Not Done with Your Organizational Restructure. Jeff Chan. Business Acumen.	
10:15 a.m. - 11:30 a.m.	L1-10	Portia/Wisteria	320	Elevating Employee Benefits: Strategies for a Competitive Edge with the Next Generation. Jillian Gorres and Alicia Schwartz. Total Rewards.	
11:30 a.m. - 11:45 a.m.		Africa Ballroom Foyer		Book Signing: Kathie Rotz, Dave Molenda, and Skot Waldron	
11:00 a.m. - 11:30 a.m.		East Corridor		Exhibitor Lunch	
11:30 a.m. - 12:00 p.m.		Africa Ballroom Foyer		Attendee Lunch	
12:00 p.m. - 12:45 p.m.		Africa West and Africa 10-40		Exhibit Hall/Scratch Off Activity (<i>Sponsored by UKG</i>) /Dessert Stations	
12:45 p.m. - 2:00 p.m.				Learning Sessions #2	1.25
12:45 p.m. - 2:00 p.m.	L2-1	1 and 2	660	Will the "Sansdemic" (without people) Ever End?. Jim Morgan. Talent Acquisition and Retention.	
12:45 p.m. - 2:00 p.m.	L2-2	3 and 4	660	The Power of Employee Experience: How HR Can Shape a Thriving Workplace Across Every Touchpoint. Kayla Schaller-Greenwood. Talent Acquisition and Retention.	
12:45 p.m. - 2:00 p.m.	L2-3	5 and 6	660	Moving Target: Understanding The Framework Behind Evolving Employment Laws. Cecilia Heberling. Employment Law & Legislation.	
12:45 p.m. - 2:00 p.m.	L2-4	7 and 8	660	Creating a Culture that Conquers Imposter Syndrome. Carolyn Goerner. Inclusion and Belonging.	
12:45 p.m. - 2:00 p.m.	L2-5	A and B	612	Building HR's Influence: How to Earn Trust and Become a Strategic Partner in the C-Suite.	
12:45 p.m. - 2:00 p.m.	L2-6	C and D	532	Empowering Career Growth: Unleashing Team Member Potential Through Coaching & Connection. Kris Hackbarth-Horn. Personal and Leadership Development.	
12:45 p.m. - 2:00 p.m.	L2-7	E and F	532	Next Generation Inclusion: Creating a Disability-Confident Workplace. Mallory Bryan and Nicole Greetan. Inclusion and Belonging.	
12:45 p.m. - 2:00 p.m.	L2-8	G and H	612	Mastering the Framework of Influence: Empowering HR to Lead Organizational Success. Cheri Tree. Personal and Leadership Development.	
12:45 p.m. - 2:00 p.m.	L2-9	Guava/Tamarind	320	Workforce Energy Management. Kelly Bubolz. Personal and Leadership Development.	
12:45 p.m. - 2:00 p.m.	L2-10	Portia/Wisteria	320	Unlocking the Power of Relationships for Leadership Growth: A Strategic Investment in Your Network. Melanie Stuber. Personal and Leadership Development.	
2:00 p.m. - 2:15 p.m.		Africa Ballroom Foyer		Book Signing: Cheri Tree and Kelly Bubolz	
2:00 p.m. - 2:30 p.m.		Africa East		Afternoon Break - Exhibit Hall (<i>Sponsored by HPS/Pay Medix (Health Payment Systems)</i>)	
2:30 p.m. - 3:45 p.m.				Learning Sessions #3	1.25
2:30 p.m. - 3:45 p.m.	L3-1	1 and 2	660	AI in HR: Let the Revolution Begin. Jim Morgan. Business Acumen & HR Strategy.	
2:30 p.m. - 3:45 p.m.	L3-2	3 and 4	660	Culture by Design vs. Culture by Default. Dustin McClone. Business Acumen & HR Strategy.	
2:30 p.m. - 3:45 p.m.	L3-3	5 and 6	660	Using Alphabet Soup to Heal Your Group Health Plan. Caleb Schultz and Jason Gensler. Total Rewards.	
2:30 p.m. - 3:45 p.m.	L3-4	7 and 8	660	Tips for Minimizing Workplace Drama and Litigation. Sara Ackermann and Nicole Stangl. Employment Law & Legislation.	
2:30 p.m. - 3:45 p.m.	L3-5	A and B	612	NO SESSION.	
2:30 p.m. - 3:45 p.m.	L3-6	C and D	532	NO SESSION.	
2:30 p.m. - 3:45 p.m.	L3-7	E and F	532	Lead by Letting Go: How to Multiply your Team's Results. Steve Aune. Personal Leadership and Development.	
2:30 p.m. - 3:45 p.m.	L3-8	G and H	612	Breaking Down Silos: Collaboration and Communication Strategies for the Future of Work. Vanessa Zamy. Personal and Leadership Development.	
2:30 p.m. - 3:45 p.m.	L3-9	Guava/Tamarind	320	The Queen's Gambit: Strategic Workforce Planning Like a Grandmaster. Shari Simpson. Business Acumen & HR Strategy.	
2:30 p.m. - 3:45 p.m.	L3-10	Portia/Wisteria	320	Beyond Busy: How Leaders Create Focused and Fulfilled Teams. Jenna Piche. Personal and Leadership Development.	
2:30 pm - 4:00 pm		Africa East		Exhibit Breakdown	
2:30 pm - 5:30 pm		Africa West and Africa 10-40		Dueling Pianos Sound check	
2:15 p.m. - 4:00 p.m.		Africa Ballroom Foyer by Reg East		SHRM Foundation Booth- pick up and pay for won items	
4:00 p.m. - 5:15 p.m.				Learning Sessions #4	1.25
4:00 p.m. - 5:15 p.m.	L4-1	1 and 2	660	Bridging the Leadership Gap: Practical Strategies to Strengthen Your Leadership Pipeline. Christy Siegle. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-2	3 and 4	660	The Missing Piece of Employee Engagement: How Leader Engagement Creates a Cascade Effect of Success. Consuela Munoz. Business Acumen.& HR Strategy.	
4:00 p.m. - 5:15 p.m.	L4-3	5 and 6	660	The big decision: moving from fully insured to self-funded health insurance. Theresa Hasz. Total Rewards.	
4:00 p.m. - 5:15 p.m.	L4-4	7 and 8	660	NO SESSION.	
4:00 p.m. - 5:15 p.m.	L4-5	A and B	612	From Awareness to Action: Strengthening Allyship in the Workplace. Melanie Stuber. Inclusion and Belonging.	
4:00 p.m. - 5:15 p.m.	L4-6	C and D	532	Creating a Comprehensive Approach to Financial Wellbeing and Retirement Readiness. Rick Jones and Melissa Elbert. Total Rewards.	
4:00 p.m. - 5:15 p.m.	L4-7	E and F	532	Mastering Change: HR's Essential role in Navigating Disruption and Driving Resilience. Steve Aune. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-8	G and H	612	Shaping Tomorrow's Manufacturing Workforce: Implementing Workforce Planning Strategies. Ryan Festerling. Talent Acquisition and Retention.	
4:00 p.m. - 5:15 p.m.	L4-9	Guava/Tamarind	320	Inside Out Leadership: Understanding and Managing Emotions in the Workplace. Shari Simpson. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.	L4-10	Portia/Wisteria	320	5 Ways to Win Back 10 Hours a Week. Jenna Piche. Personal and Leadership Development.	
4:00 p.m. - 5:15 p.m.		Ebony		Meeting - State Conference Liaison - 2026 Conference Planning Committee Chairs	
5:15 p.m - 5:30 p.m		Africa Ballroom Foyer		Book Signing: Consuela Munoz	
5:15 p.m - 6:00 p.m		Africa Ballroom Foyer		Cocktail Reception	

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6:00 p.m. - 7:00 p.m.		Africa West and Africa 10-40		Attendee Appreciation Dinner (Bars Sponsored by: Centivo, MRA, Spectrum Investment Advisors)	
6:40 p.m. - 6:41 p.m.		Africa West and Africa 10-40		Conference Co-Chair Introduces Kalahari	
6:41 pm. - 6:44 p.m.		Africa West and Africa 10-40		Kalahari Welcome	
6:44 p.m. - 6:45 p.m.		Africa West and Africa 10-40		Introductions Thursday Entertainment Activities	
6:45 p.m. - 8:30 p.m.		Africa West and Africa 10-40		Evening Entertainment - Deuces Wild Dueling Pianos (Sponsored by Empower)	
6:45 p.m. - 8:30 p.m.		Africa West and Africa 10-40		Prize Drawings including Grand Prize Drawing (Sponsored by Cottingham & Butler)	
FRIDAY, OCTOBER 10					
Time		Location		Event	
6:00 a.m. - 6:45 a.m.		South Hallway		Early Bird Refreshments- Water, Coffee, Soda only (Sponsored by gThankYou, LLC)	
6:00 a.m. - 1:15 p.m.		Registration West		Registration & Information Desk Open	
6:00 a.m. - 11:15 p.m.		Ebony		Volunteer Registration Open	
6:00 a.m. - 11:15 p.m.		Ebony		Volunteer/Speaker Lounge (Sponsored by Training Tracker)	
6:15 a.m. - 2:00 p.m.		Maji Lounge		SHRM Store (Sponsored by Sana Benefits)	
6:15 a.m. - 7:15 a.m.				Early Bird Learning Sessions	1.00
6:15 a.m. - 7:15 a.m.	EB2-1	E and F	660	People Analytics → Analytical Aptitude & Business Acumen. Kim Groshek. Business Acumen & HR Strategy.	
6:15 a.m. - 7:15 a.m.	EB2-2	G and H	660	You've made the decision to achieve your SHRM certification, now what do you do? Kortney Jenks and Margaret Baltus. Personal and Leadership Development.	
6:15 a.m. - 7:15 a.m.	EB2-3	Guava/Tamarind	660	Let's talk about mental health: Using your perks, policies, and programs to support well-being. Terri Dougherty. Wellness and Safety.	
7:15 a.m. - 7:30 a.m.		Africa Ballroom Foyer		Book Signing: Kim Groshek	
7:30 a.m. - 1:00 p.m.		Barranco Lounge		Relaxation Station - Workstation	
7:15 a.m. - 7:45 a.m.		Africa West and Africa 10-40		Attendee Breakfast	
7:20 a.m. - 7:22 a.m.		Africa West and Africa 10-40		Co-chairs greet attendees	
7:23 a.m. - 7:38 a.m.		Africa West and Africa 10-40		Welcome from Art Gloria, Membership Community Initiatives at SHRM National	
7:39 a.m. - 7:44 a.m.		Africa West and Africa 10-40		Certification Recognition - Kortney Jenks	
7:45 a.m. - 8:08 a.m.		Africa West and Africa 10-40		Inclusion and Belonging Director Introduction and Recognition of Diversity Award winner	
8:09 a.m. - 8:14 a.m.		Africa West and Africa 10-40		Platinum Sponsor Welcome - Aurora Health Care	
8:15 a.m. - 8:16 a.m.		Africa West and Africa 10-40		Jen Zahari introduces Keynote Sponsor - ADP	
8:17 a.m. - 8:19 a.m.		Africa West and Africa 10-40		Keynote Sponsor- ADP to Introduce Jeff Butler	
8:20 a.m. - 9:50 a.m.		Africa West and Africa 10-40		Keynote Presentation: Jeff Butler (Sponsored by ADP)	1.50
9:50 a.m. - 10:00 a.m.		South Hallway		Morning Beverage Break (Sponsored by Payroll Complete)	
10:00 a.m. - 11:15 a.m.				Learning Sessions #5	1.25
10:00 a.m. - 11:15 a.m.	L5-1	1 and 2	660	Cracking the Gen Z Code: Unlocking the Secrets to Engaging and Retaining the Digital-First Workforce. Dan Truehl. Talent Acquisition and Retention.	
10:00 a.m. - 11:15 a.m.	L5-2	3 and 4	660	Leadership Development on a Budget: Creative Ways to Develop Talent. Erika Van De Yacht. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-3	5 and 6	660	Safety Program Pitfalls: Six Critical Missteps and How to Avoid Them. Jen Remsik. Wellness and Safety.	
10:00 a.m. - 11:15 a.m.	L5-4	7 and 8	660	From Expert to Trusted Advisor: Building Trust and Influence as HR Leaders. Stacey Murphy. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-5	A and B	612	Fostering Civility in the NextGen Workplace. Kendra Dodd. Inclusion and Belonging.	
10:00 a.m. - 11:15 a.m.	L5-6	C and D	532	Future-Ready Leadership: Accountability as the Key to Innovation & Collaboration. Leah Roe. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-7	E and F	532	Labor Market Trends: Impact on Talent Acquisition and Total Rewards Strategies. Matt Duffy and Matt Shefchik. Total Rewards.	
10:00 a.m. - 11:15 a.m.	L5-8	G and H	612	Medicare, COBRA, HSAs and More — Welcome to Vipers' Nest. Melinda Caughill. Total Rewards.	
10:00 a.m. - 11:15 a.m.	L5-9	Guava/Tamarind	320	Communication & Connection: Insights from a hostage negotiator. Scott Tillema. Personal and Leadership Development.	
10:00 a.m. - 11:15 a.m.	L5-10	Portia/Wisteria	320	How to Read Corporate Financials for HR Professionals - You'll gain confidence & know the drivers. Susan Thomson. Business Acumen & HR Strategy.	
11:15 a.m. - 11:30 a.m.		Africa Ballroom Foyer		Book Signing: Jeff Butler, Kendra Dodd and Susan Thomson	
11:30 a.m. - 12:15 p.m.		Africa West and Africa 10-40		Lunch	
12:15 p.m. - 12:24 p.m.		Africa West and Africa 10-40		Thank you from 2025 Co-Chairs & Introduction of 2026 Co-Chairs	
12:25 p.m. - 12:30 p.m.		Africa West and Africa 10-40		Keynote Introduction by Jen Zahari	
12:30 p.m. - 1:30 p.m.		Africa West and Africa 10-40		Keynote Presentation: David Atkins (Sponsored by Anthem Blue Cross and Blue Shield)	1.25
1:30 p.m. - 1:32 p.m.		Africa West and Africa 10-40		Co-chair's Thank you and Closing	
1:32 p.m. - 1:45 p.m.		Africa Ballroom Foyer		Book Signing: David Atkins	
					15.50