

Thu, May 10, 7:00-8:00a ROOM 600

**Annual Legal Tune-Up**

Using music and humor, this session will educate HR professionals about recent legislative, court and agency decisions and initiatives from the past year and provide guidance regarding best practices to avoid liability and unnecessary legal claims. - **Laurence Stuart, Esq,**

**Managing Principal, Stuart PC, Houston, TX**

REPEATS Thu 8:15a

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 7:00-8:00a ROOM 601

**How to Engage Employees in Uncertain Times**

Are your employees fully engaged in moving your company forward? Here's how to release their untapped talent and energy. Imagine an organization where most employees are fully engaged. Not only do they show up, but they consistently do exceptional work. They innovate. They deliver superior customer service. And they go out of their way to help the company manage costs and make a profit. Here's the best part: They behave this way, not because they have to, but because they want to. This session will deliver five proven methodologies for unlocking employee potential in your organization: Through inspiring examples, including research on Blue Ocean Leadership, learn how you can help leaders at every level turn their employees into reservoirs of energy and passion -- for a real competitive advantage. - **Marianne Gooch, DynaComm LLC, Houston, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation, Relationship Management. HRCI: Business*

Thu, May 10, 7:00-8:00a ROOM 602

**Fraud, Abuse, and Accommodations: Practical Strategies Under FMLA and ADA**

Learn the latest successful approaches being taken by employers when confronted with thorny FMLA and ADA leave issues. Recognize situations where employees are taking advantage of the company under the law, and learn practical and effective methods to respond to employees who try to "beat the system." - **Stephen Hart, Attorney, Ogletree, Deakins, Nash, Smoak & Stewart, PC**

REPEATS Thu 8:15a

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 7:00-8:00a ROOM 603

**Managing Up! Developing Effective Relationships at All Levels**

Myths we hold regarding managing our bosses hold us back from developing productive effective relationships with higher ups. It is important to determine our strengths, weaknesses, work styles and expectations and those of our bosses to develop effective working partnerships. In this session, we will examine those parameters and make an action plan to develop relationships at all levels. - **Margaret Johnson, PE, President, Ideal Training, Inc., Friendswood, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Communication, Relationship Management. HRCI: Business*

*AUTHOR: From SOS to WOW! Your Personal Coaching Adventure*

Thu, May 10, 7:00-8:00a ROOM 604

**Breakthrough Diversity and Inclusion**

Despite the mounting evidence that D&I makes sound business sense, organizations still struggle to achieve it. Advances in neuroscience and innovative technologies like machine learning, natural language processing and virtual reality are ushering in a new evolution for D&I, making it possible for individuals to profoundly understand and embrace their differences. Emerging from this approach is a whole new set of collective organizational skills, or hybrid skills, that reflect the unique talents, backgrounds and perspectives of all employees. - **Jarik Conrad, EdD, SPHR, SHRM-SCP, Sr. Director, HCM Innovation, Ultimate Software, Weston, FL**

REPEAT OF Wed 2:00p

*TRACK: Business Mgmt & Strategy; SHRM Competency: Consultation, Critical Evaluation. HRCI: Business*

*AUTHOR: The Fragile Mind: How It Has Produced and Unwittingly Perpetuated America's Tragic Disparities*

Thu, May 10, 7:00-8:00a ROOM 605

**Organizational Strategic Planning - Recalibrating Your Compass**

If you'd like to have more influence in your organization's long-range planning, this presentation will equip you to lead your team through the process. After attending, you'll understand how to identify key objectives for creating measurable growth. We'll also explore the key considerations for laying out a viable plan, and a strategy for achieving the goals within it. - **Randy Anderson, CSP, Independent Training Consultant, E3 Professional Trainers, Lubbock, TX**

REPEATS Thu 8:15a

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business*

Thu, May 10, 7:00-8:00a ROOM 606

**How To Assess A Candidate's ATTITUDE Using Motivation-Based Interviewing**

A Harvard Business School study found information, skill and intelligence combined only accounted for 7% of success. The right attitude accounts for 93%. All interviewers want to hire the best, however, hiring based on skill level alone can be a big mistake. This session explains the powerful role attitude plays in job performance and success, as well as, how to easily assess it using motivation-based interviewing, a globally-used interviewing method specifically for hiring top performers. - **Carol Quinn, CI, Chief Executive Officer, Hire Authority, Inc, Delray Beach, FL**

REPEATS Thu 9:30a

*TRACK: Talent Management; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

AUTHOR: Don't Hire Anyone Without Me!

Thu, May 10, 7:00-8:00a ROOM 607

**Accountability Bootcamp - Elevating Expectations of Engagement, Execution, and Ultimately Earnings**

Without Non-Negotiable systems, organizational leaders will never be able to truly "Transform the Business." The ability to collectively harmonize often contrasting functions into a cohesive team is a must. This session will challenge attendees to examine their current operating systems and functionality, while providing proven and practical solutions for improvement. - **Seth Davies, Principal/Author, Competitive Solutions, Alpharetta, GA**

REPEATS Thu 8:15a

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Leadership & Navigation. HRCI: Business*

Thu, May 10, 7:00-8:00a ROOM 608

**A Playbook to Building Communities**

All companies seek to be diverse and inclusive while remaining focused on their mission. That's easier said than done. Over the past 10 years, Lone Star Veterans Association has worked to build the community of veterans. Veterans are a great cross section of the American population, diverse and active in their communities and businesses. Utilizing a framework to build affinity groups within this community, the organization created a template that works across various demographics and industries. This talk will cover the process of assessing, planning, and building an affinity group in the context of a larger community. Leader profile mixes, engagement frequency, and other best practices will be discussed from real world results. At the end of the session, you should have the tools necessary to build out a community of affinity groups internal to your organization that will advance careers and strengthen your employees. - **Kevin Doffing, Executive Director, Lone Star Veterans Association, Houston, TX**

REPEATS Thu 4:00p

*TRACK: Talent Management; SHRM Competency: Relationship Management. HRCI: HR (General)*

Thu, May 10, 7:00-8:00a ROOM 609

**Their Past Impacts Your Future: Hiring Ex-Offenders.**

When it comes to your background screening program, don't forget to consider the EEOC's guidance on the use of criminal history information. How do you effectively link a past criminal conviction to future conduct on the job? When is it safe to hire an ex-offender? We will explore the recommended components of an effective program, with a particular emphasis on navigating the EEOC's 2012 guidance. -

**Todd Higey, Esq, General Counsel, Employment Screening Services, Inc, Birmingham, AL**

*TRACK: Employee & Labor Relations; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

Thu, May 10, 7:00-8:00a ROOM 610

**Beyond 401K Participation: What Real Financial Wellness Looks Like**

In a recent SHRM study, 70% of HR professionals indicated personal financial problems impact employee performance. But most wellness offerings focus only on 401k participation. Those that provide avenues to educate and deal holistically with financial challenges provide better long-term outcomes. Whether you are for profit or non-profit, large or small, we will show you a path to implementing real financial wellness at work. - **Amy Lins, MBA, Sr. Director Learning & Development, Money Management International, Richland, WI AND Susan Hillebrand, Med, Learning & Development Manager, Money Management International, Sugar Land, TX**

*TRACK: Total Rewards; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 7:00-8:00a ROOM 611

**Trump Administration Immigration Proposals and Phase-Out of DACA Program**

The Trump Administration has drafted Immigration Principles & Policies setting forth for its plan for overhauling the country's immigration system. Though the Administration's proposed reforms have been under discussion for some time, a letter to Congress makes clear that the reforms are the Administration's pre-conditions to legislative relief for Deferred Action for Childhood Arrivals (DACA) recipients. The 70-item list of demands focuses on several critical areas - border enforcement, interior enforcement, family-based immigration and merit-based immigration. In this session we will discuss the latest in the agenda and how they may impact employers in Houston. - **Diego Archer, Esq., Attorney AND Kelly Cobb, Partner, Fragomen, Houston, TX**

*TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness. HRCI: Global*

Thu, May 10, 7:00-8:00a UNIQUE ZONE

**10 Ways to Build Morale**

You've likely read plenty of research about the productivity of strong teams. Do you know concrete ways to build a better culture? Are you taking steps that will aid in recruitment and make a significant impact on retention? Join us for this fast-paced, upbeat program where you'll EXPERIENCE researched and proven methods for building morale. - **Brian Brandt, MAGL, Chief Executive Officer, Core Insights, Tyler, TX AND Ashley Kutach, SHRM-SCP, Talent & Human Resources Director, Mentoring Minds, Tyler, TX**

*TRACK: Leadership & Prof Development; SHRM Competency: Relationship Management. HRCI: HR (General)*

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REPEAT OF Thu 7:00a

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Thu, May 10, 8:15-9:15a ROOM 601

**How HR Leaders Become Business Leaders**

HR has the opportunity to be seen as effective business leaders by developing a workforce aligned with performance goals directly impacting the bottom line. We'll discuss how to develop and execute employee engagement and retention plans to contribute to achieving the organization's strategic goals and objectives. We'll explore this powerful opportunity to demonstrate what "strategic HR" can be -- a powerful resource to drive business results. - **Christopher Mulligan, Chief Executive Officer, TalentKeepers, Winter Park, FL**

REPEAT OF Wed 12:45p

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business*

*AUTHOR: Talent Keepers: How to Engage and Retain Great People*

Thu, May 10, 8:15-9:15a ROOM 602

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REPEAT OF Thu 7:00a

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Thu, May 10, 8:15-9:15a ROOM 603

**Tough Conversations: Tackle Any Topic With Sensitivity and Smarts**

When it comes to touchy topics with bosses, employees or colleagues, many find themselves at a loss for words. We'll address pressing questions about what to say and how to say it and cover workplace conversations you dread most. Learn to confront challenging conversations with improved skills; communicate with employees during performance reviews; investigations or terminations; and learn to influence bosses to meet your goals. - **Lynne Eisaguirre, President, Workplaces That Work, Boulder, CO**

REPEAT OF Wed 3:15p

*TRACK: Leadership & Prof Development; SHRM Competency: Communication. HRCI: HR (General)*

*AUTHOR: "We Need to Talk" Tough Conversations With Your Boss; "We Need to Talk" Tough Conversations With Your Employee*

Thu, May 10, 8:15-9:15a ROOM 604

**20/20 Compensation: The Vision for Future Compensation Trends**

In this interactive presentation, participants will learn about key trends, legislation and emerging best practices that will impact the future of compensation, including key legislative proposals and initiatives, excessive executive compensation concerns, gender pay gap concerns, compensating employees through extreme market volatility, attracting and retaining the best talent in a declining market segment, and succeeding the baby boomer wave exiting the workforce. - **Brent Longnecker, CBP, CCC, CCP, GRP, CECP, Chairman AND Chris Crawford, CCC, CCP, CECP, President, Longnecker & Associates, Houston, TX**

REPEATS Thu 9:30a

*TRACK: Total Rewards; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

*AUTHOR: The Power of Restricted Stock (3rd edition); Stock Option Alternatives*

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REPEAT OF Thu 7:00a

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business*

Thu, May 10, 8:15-9:15a ROOM 606

**Were They Dead When We Hired Them, or Did We Kill Them?**

Why do some people who we think are going to be "rockstars" in interviews turn out to be "rocks"? Have you ever hired people that you could not wait to get on board; and a few months later, you could not get rid of them fast enough? What happened? Was it you? Was it them? Was it something else? This session will leverage presentations, learning exercises, group discussion, and action plans to help you answer these questions and provide practical methodologies you can deploy to ultimately improve hiring success and employee engagement, so you don't hire dead people and don't kill your live ones! - **Amy Leslie, CEO, Perspective Consulting, Inc, Olathe, KS**

REPEATS Thu 2:45p

*TRACK: Talent Management; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

Thu, May 10, 8:15-9:15a ROOM 607

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REPEAT OF Thu 7:00a

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Leadership & Navigation. HRCI: Business*

Thu, May 10, 8:15-9:15a ROOM 608

**Ten Wage-Hour Traps Everyone Needs to Know**

Wage-Hour lawsuits are the most prolific kind of lawsuit filed in federal courts. This session will review ten of the more common areas in which employers can unknowingly run afoul of the Fair Labor Standards Act and suggest ways in which to avoid liability. - **Joseph "Chip" Galagaza, Esq, Principal, Jackson Lewis, PC, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 8:15-9:15a ROOM 609

**The 5 Keys to Building Trust with our Operations Partners**

PricewaterhouseCoopers found 55% of surveyed global CEOs were concerned about the lack of trust within their organizations. Trust is the foundation of any company and the lack of it decreases profits and employee performance. Effective HR professionals must build trust within the organization. This presentation will identify five practical keys to building an atmosphere of trust within your organization. -

**Courtney Berg, SHRM-SCP, SPHR, President/CEO, CourtSide Consulting, Broomfield, CO**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation, Relationship Management. HRCI: Business*

AUTHOR: Enjoy The Ride: What My Bike Taught Me About Managing People

Thu, May 10, 8:15-9:15a ROOM 610

**When Jane Becomes John: LGBTQ Issues in the Workplace**

The rights of Lesbian, Gay, Bi-sexual, Transgender and Questioning (LGBTQ) have become a "CNN Breaking News" topic in today's America. Many federal and state courts have analyzed cases involving sexual orientation discrimination, gender stereotyping, and other LGBTQ issues. What all of this means is an almost ever-changing legal and political landscape related to LGBTQ individuals and the businesses that employ them. - **Mark Smith, JD, MBA, SPHR, SHRM-SCP, Partner, Smith Reed & Armstrong, PLLC, Pearland, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 8:15-9:15a ROOM 611

**The M&A Traps: Don't Let Your Health Plan Spoil the Deal**

This session will outline several common health and welfare issues that plan sponsors and plan administrators confront when their organization is involved in a merger or acquisition. We will discuss transaction types, COBRA issues, cafeteria plan issues, account based plans, HIPAA, MEWAs and PPACA implications. After the session, the listener should be able to better navigate issues related to health and welfare plans when involved in a business transaction, helping their organization avoid the common pitfalls of the M&A benefits world. -

**Janet Downs, JD, Compliance Counsel, Arthur J. Gallagher & Co, Houston, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Critical Evaluation. HRCI: Business*

Thu, May 10, 8:15-9:15a ROOM 501

### **Romance in the Workplace**

This session is offered to help educate the HR department on office romance and sexual harassment, the differences and policy suggestions to help try to avoid sexual harassment at your place of business. - **Mark Levine, Esq, Attorney, Weycer Kaplan Pulaski & Zuber, PC, Houston, TX**

REPEAT OF Wed 3:15p

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 8:15-9:15a ROOM 502

### **Who, Where, What, When and How? Global Insurance and Assistance/Risk Programs**

Is my organization offering the right global benefits? What are the gaps in coverage? How do we even get started offering global benefits? Now more than ever, multinational corporations (MNCs) face constant challenges as they globalize and expand their diverse and international workforce. This introductory course reviews the multiplicative factors of global benefit package: who's covered, who's building the programs, what benefits are offered and how exactly are these programs implemented. This presentation concludes with a current and future state analysis, offering insight into the evolution of global benefits supporting those employees that live, work and travel outside of their home country. - **Robert Burns, Vice President of Sales, UnitedHealthcare Global, Dallas, TX**

*TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness. HRCI: Global*

Thu, May 10, 8:15-9:15a ROOM 503

### **Worksite Lactation Support: Strategies and Successes for Corporate Environments**

The Texas Mother-Friendly Worksite Program recognizes employers who develop and maintain policies to provide support to breastfeeding employees. Lactation support policies demonstrate proactive support for breastfeeding and can increase morale as well as attract and retain employees. By presenting case studies of two corporate, "mother-friendly" worksites, we will highlight best practices for the development and implementation of a worksite lactation support program. - **Cristell Perez, Research Specialist, The University of Texas Health Science Center in Houston School of Public Health, Austin, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 8:15-9:15a ROOM 504

### **Graphic Facilitation - A Mechanism to Optimize Learning and Retention**

Graphic Facilitation is an innovative and creative way to impact employees' retention of material. Images are processed faster than words and the majority of today's workforce are visual learners. We will explore how using a Graphic Recorder to visualize content, materials, ideas, or objectives can stimulate and help the employee retain the information. We will have a live demonstration of Graphic Facilitation during the presentation. - **Sharon Lucas, MD, ISD, President/Certified Behavior Analyst AND Jessica Du Preez, BFA, Graphic Recorder, CDT3 Training, Katy TX**

*TRACK: Talent Management; SHRM Competency: Communication. HRCI: HR (General)*

Thu, May 10, 8:15-9:15a UNIQUE ZONE

### **Experiencing the Unique Power of Mindfulness and Precision in Coaching Conversations**

Coaching is now recognized as a successful way to develop people. There is a powerful impact when people get their own answers instead of being directed to them. You get an increase in the level of commitment and conviction and you create sustainable results. For that to happen, you need to know how to incorporate powerful questions in your coaching conversations. In this Unique Session, you will learn about the power of mindfulness and precision and you'll be able to experience it yourself. Experience how coaching works by playing some question games to understand the art of mindful powerful questions. Learn how to better form your questions, improve your conversations and acquire some basic techniques to coach for success. - **Guillermo Mendoza, Executive Coach/ICC Trainer, Impact Coaching Solutions, The Woodlands, TX**

*TRACK: Leadership & Prof Development; SHRM Competency: Communication, Relationship Management. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 600

### **Own It and AMP It! Amplify HR's Influence to Impact the Bottom Line**

Let's face it, regardless of title, HR is in sales, leadership, and service, just to name a few of its responsibilities. Technical skills? Sure, they're needed, but they will only take you so far. To be successful in ALL of these areas, it boils down to Influence. In this engaging presentation, learn to AMPLify HR's strengths, performance, and results to influence internal and external stakeholders and positively impact the bottom line. - **Jennifer Ledet, SHRM-SCP, SPHR, CSP, CSPF, Ledet Management Consulting, Thibodaux, LA**

REPEATS Thu 2:45p

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Leadership & Navigation. HRCI: Business*

*AUTHOR: Lead, Follow, or Get Me the Hot Sauce! Cajun Wisdom to Spice Up Your Leadership*

Thu, May 10, 9:30-10:30a ROOM 601

**An EEOC Update for 2018: A New Administration Always Means Something to Look Out For!**

This current update will focus on the EEOC's newly updated Administration and Strategic Enforcement Plan. It is one approach on how the agency plans to enforce the law. In this session, attendees will see where the EEOC's focus will be. Plus a preview of the latest example of Workplace Civility Training as a new approach to anti-Harassment refresher classes and the latest news from the new administration. EEOC's Joe Bontke and Rayford Irvin will give you all you need to get a good night's sleep. - **Joe Bontke, M.Ed., Outreach & Education Coordinator AND Rayford Irvin, District Director, Houston District Office of the Equal Employment Opportunity Commission, Houston, TX**  
REPEAT OF Wed 7:30a

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 602

**Influencing Great Cultures**

This presentation is an informative and inspiring session that focuses on the critical elements needed for any organization to succeed. Based on extensive research and years of experience working with many of the most successful organizations in the world, we present specific ways to build organizational cultures that attract the best people, develop a highly effective workforce, and inspire loyalty and commitment to the company. - **Joel Bishop, Manager, Speaking & Training, O.C. Tanner Institute, O.C. Tanner, Salt Lake City, UT**  
*TRACK: Leadership & Prof Development; SHRM Competency: Leadership & Navigation. HRCI: HR (General)*

*AUTHOR: Appreciate: Celebrating People, Inspiring Greatness*

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**How To Assess A Candidate's ATTITUDE Using Motivation-Based Interviewing**

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*AUTHOR: Don't Hire Anyone Without Me!*

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REPEAT OF Thu 8:15a

*TRACK: Total Rewards; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

*AUTHOR: The Power of Restricted Stock (3rd edition); Stock Option Alternatives*

Thu, May 10, 9:30-10:30a ROOM 605

**Hiring and Firing and All Things In Between**

This informative and entertaining presentation is based on working with over 48,000 employees currently on our system which exposes us to over 35 problems a day. With 30 years of doing this, we have developed strategies and processes that will prevent the attendee from hiring problem employees and share with them methods to successfully deal with issues they will face during the employment term. - **Jeff Jeans, President/CEO, HRFix.com (and) DrivenHire.com, McKinney, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Relationship Management. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 606

**Deception in Body Language**

Have you ever had that gut feeling something "wasn't right", then ignore it, only to find out you were right? Deception is a common workplace event. As a member of the HR Department, it's your job to determine who's telling the truth. By the end of this session, you'll be able to apply proven techniques that signal when something is "off" in any situation. - **Alicia Cuello, MHR, SPHR, SPHR-SCP, Owner, Underlying Communications, Denver, CO**

*TRACK: Leadership & Prof Development; SHRM Competency: Communication, Ethical Practice. HRCI: HR (General)*

*AUTHOR: Body Language for Success*

Thu, May 10, 9:30-10:30a ROOM 607

**Top 10 Ideas to Build Small Business HR Departments**

Human Resources is not just paperwork and payroll. Even in small companies, the Human Resource department can play a vital role in the organization. This session will focus on actions small business Human Resource departments should take to strategically better support and lead the business from within. Ten key actionable tips will be presented in an interactive and dynamic session that will inspire Human Resource professionals to walk into their organizations on Monday with a new perspective on the value they can provide. - **Ashley Kutach, SHRM-SCP, Director of Talent & Organizational Development, Mentoring Minds, Tyler, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business*

Thu, May 10, 9:30-10:30a ROOM 608

**Communication Differences Affecting the Advancement of Women in Your Organization**

As the profile of leadership teams change from male-centric to mixed-gender, leaders must understand how to communicate effectively with each other. This session explores key communication differences that cause issues for leaders in a mixed-gender team. These factors have a strong effect on leaders and cause women to be selected as more appropriate for front-line leadership and men as more appropriate for senior leadership. - **Rebecca Cooke, MBA, Founder/CEO, RoundTableau, LLC, Houston, TX**

REPEAT OF Wed 7:30a

*TRACK: Leadership & Prof Development; SHRM Competency: Communication, Relationship Management. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 609

**Hire Smarter: Talent Acquisition from an Economist's Perspective**

Drawing on public and proprietary data, this session will provide an overview of recent trends in U.S. hiring and provide an economist's perspective on not only the job market as a whole, but also the challenges of recruiting itself. We will evaluate what the new frontiers of economic data and HR metrics mean for our ability to analyze hiring trends and the job market. - **Josh Wright, Chief Economist, iCIMS, Matawan, NJ**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Critical Evaluation. HRCI: Business*

Thu, May 10, 9:30-10:30a ROOM 610

**The Employee Group Your Wellness Programs Still Aren't Reaching**

The statistics are clear: Caregiving monumentally affects the workplace and the physical, mental, and financial well-being of employees. Employee caregivers miss an average of 7 hours of work per week due to caregiving responsibilities, which affects their overall well-being. There is a growing need to support this overly stressed demographic of the workforce, and statistics show us it is not just limited to Generation X and baby boomers, but also Millennials. This presentation explores the physical, mental, and financial impacts of employee caregiving, and will identify ways that HR professionals and the leaders of the company can empower and provide support for employee caregivers. - **Jeryn Laengrich, CCC, SLP, Chief Service Officer, Cariloop, Dallas, TX**

*TRACK: Total Rewards; SHRM Competency: Relationship Management. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 611

**Tips and Traps in Texas Non-Compete and Trade Secret Litigation**

The Texas Restrictive Covenant statute has been interpreted more liberally by the Texas Supreme Court in recent years, making it easier to enforce non-compete agreements, and the federal Defend Trade Secrets Act provides another avenue to protect an employer's highly confidential material. And other causes of action exist when an employee walks off with critical information, including breach of contract, breach of fiduciary duty, Computer Fraud and Abuse Act and other claims. But employers seeking to protect themselves by utilizing these legal protections should look out for potential traps and take steps to ensure the law works in their favor. - **Steve Roppolo, Regional**

**Managing Partner, Fisher Phillips, LLP, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 501

**Career Pathing in a World of Disruption**

With fast accelerating change surrounding us, employees and millennials in particular hunger for career transparency and growth. We know that 84% of people leave their employers because of lack of career development. Learn how you can transform the career experience in your organization. - **Anne Fulton, CEO, Fuel50, McKinney, TX**

REPEAT of Wed 12:45p

*TRACK: Talent Management; SHRM Competency: Relationship Management. HRCI: HR (General)*

AUTHOR: The Career Engagement Game

Thu, May 10, 9:30-10:30a ROOM 502

**Putting 401(k) / 403(b) Themes in Focus**

This session is focused on three themes that are developing across the country - one by attorneys and two by plan sponsors using empirical data to improve retirement readiness for participants. - **Danford Meischen, CFP, CRPC, Institutional Consultant/Senior Retirement Plan Consultant, UBS Financial Services, Inc, The Woodlands, TX**

*TRACK: Total Rewards; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a ROOM 503

**Global Mobility Hot Topics - When One Size Doesn't Fit All**

As an HR person who is new to Global Mobility or whose job only touches on Global Mobility, you may find it's easy to get overwhelmed by the "hot topics" at conferences and in articles. In this session, we will discuss how these topics are not one size fits all and how thinking more about how your company operates can be beneficial before moving forward and improving your Global Mobility program. - **Heather Falk, GMS, Area Awards Advisor-Americas, Lloyd's Register Americas, Houston, TX**

*TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness. HRCI: Global*

Thu, May 10, 9:30-10:30a ROOM 504

**What HR Needs to Know About Medicare for those Working Past Age 65**

Many people are choosing to work well past age 65. It is important that organizations understand Medicare, the differences between Medicare and most employer Group Health Plans, and who pays first when an employee is enrolled in Medicare. Participants in this session will examine how their Group Health Plans work with Medicare, and will be able to demonstrate how to best support and guide employees who are Medicare eligible. - **Mallory Freitag, MPH, Lead Benefits Counseling Coordinator AND Alex Rischan, Benefits Counselor, Houston-Galveston Area Agency on Aging, Houston, TX**

*TRACK: Total Rewards; SHRM Competency: Consultation, Critical Evaluation. HRCI: HR (General)*

Thu, May 10, 9:30-10:30a UNIQUE ZONE

**Are You Smarter than a Plaintiff's Lawyer?**

You might be smarter than a fifth grader, but how about a plaintiff's lawyer? Come watch your colleagues test their street smarts against a shark. (Or take the challenge yourself.) From stray remarks, to religion at work, to HR arbitration policies, to other recent legal trends, we'll pepper you with some gems. You'll be ready to get the jump on plaintiff's counsel. - **Alan Bush, Bush Law Firm, The Woodlands, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Wed, May 9, 11:30a-1:00p KNOWLEDGE ARENA

**GENERAL SESSION with KEYNOTE by Kathy Dempsey**

**Shed or You're Dead®: How to Stay Alive & Thrive in the Midst of Change**

Millions of dollars and thousands of hours are lost by organizations each year due to the inability to get employees and teams to move forward with changes. Why do 75% of all change efforts fail? Largely because people feel left out of the process and lack the skills, knowledge and motivation to adapt to the organization's new systems, processes and procedures. Employees are stuck in the rut of doing it the same old way. They need to SHED the old and bring in the NEW! Organizations that equip their people to SHED faster and quicker will be the ones that survive and thrive! This interactive keynote session is packed with practical strategies for immediate implementation! Leave empowered to SHED for Success™

*TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation. HRCI: Business*

*AUTHOR: Shed or You're Dead; Shed or You're Dead: Survival Guide; Shed Evaluation: 52 Thought-Provoking Questions*

Thu, May 10, 2:45-3:45p ROOM 600

**27 Things Plaintiff's Counsel is Begging You to Do**

Sneaking through the bushes. That's what we called interviewing employees as potential clients--at least back in my old days as plaintiff's counsel. Now, I'm reformed and a 100% company man. Would you like to hear what the plaintiff's lawyers talk about around the campfire? I'll gladly spill the beans on the common mistakes that plaintiff's counsel desperately wants you to make, then help you see a better way. -

**Alan Bush, Bush Law Firm, The Woodlands, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Critical Evaluation. HRCI: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 601

**Were They Dead When We Hired them, or Did De Kill Them?**

Why do some people who we think are going to be "rockstars" in interviews turn out to be "rocks"? Have you ever hired people that you could not wait to get on board; and a few months later, you could not get rid of them fast enough? What happened? Was it you? Was it them? Was it something else? This session will leverage presentations, learning exercises, group discussion, and action plans to help you answer these questions and provide practical methodologies you can deploy to ultimately improve hiring success and employee engagement, so you don't hire dead people and don't kill your live ones! - **Amy Leslie, CEO, Perspective Consulting, Inc, Olathe, KS**

REPEAT OF Thu 8:15a

*TRACK: Talent Management; SHRM Competency: Critical Evaluation. HRCI: HR (General)*



Thu, May 10, 2:45-3:45p ROOM 602

#### **Complaint Investigations: The American Ninja Warrior Approach**

In this fast-paced session, we will face the daunting obstacle course of an employee complaint, and we will virtually investigate it together. We will learn how to avoid traps (requests for counsel, recording in the workplace, NLRB rules) and spot hazards (lying witnesses, ever-changing stories). To clear these hurdles, we will rely on best practices for investigative processes including note-taking, getting additional information, and knowing when you have enough witnesses. In the end, we will be rewarded with the knowledge that we ran the best race we could, and we did not embarrass ourselves on national TV. - **DeDe Church, Esq, DeDe Church & Associates, Austin, TX**

REPEATS Thu 4:00p

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCl: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 603

#### **The Bulletproof Method for Building Better Jobs**

Most business problems boil down to people problems, so few things in business are more important than hiring well. Yet, the hiring process often goes off the rails before you've talked to the first candidate. Great hiring starts with creating a clear vision. You'll learn a bulletproof system for building better jobs, making better hires, and potentially experiencing fewer business problems. - **Tracy Timm, Human Capital Advisor, Tracy Timm, LLC, Dallas, TX**

REPEATS Thu 4:00p

*TRACK: Talent Management; SHRM Competency: Consultation. HRCl: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 604

#### **Can "Pay for Performance" Survive without a Formal Performance Appraisal Program?**

We will discuss the impact of ending formal performance appraisal programs; the impact on traditional "pay for performance" compensation programs and the evolving alternatives in determining pay increases. - **Gary Winters, Esq, Vice President, Winternational, Houston, TX**

*TRACK: Total Rewards; SHRM Competency: Critical Evaluation. HRCl: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 605

#### **Alternative Dispute Resolution - Mediation, Arbitration and Other Options**

Many employers have considered alternative dispute resolution (ADR) programs for resolving workplace disputes. Employer mandated ADR programs are not new. But, do they provide value to employers and employees? Are ADR plans enforceable? This presentation will provide a brief orientation to ADR programs, including the key differences and costs of mediation and arbitration. In addition, this presentation will look at the main advantages and disadvantages of ADR programs, together with studies reporting on the outcomes of mandated ADR plans. We will look at the current state of the law on employer mandate ADR plans. May an employer force its employees to skip the courthouse, and submit all disputes to arbitration? What is the status of employer mandated waivers of employee rights to participate in class action lawsuits? - **Robert Rice, Esq, Rice & Associates, PC, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCl: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 606

#### **Own It and AMP It! Amplify HR's Influence to Impact the Bottom Line**

Let's face it, regardless of title, HR is in sales, leadership, and service, just to name a few of its responsibilities. Technical skills? Sure, they're needed, but they will only take you so far. To be successful in ALL of these areas, it boils down to Influence. In this engaging presentation, learn to AMPLify HR's strengths, performance, and results to influence internal and external stakeholders and positively impact the bottom line. - **Jennifer Ledet, SHRM-SCP, SPHR, CSP, CSPF, Ledet Management Consulting, Thibodaux, LA**

REPEAT OF Thu 9:30a

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Leadership & Navigation. HRCl: Business*

*AUTHOR: Lead, Follow, or Get Me the Hot Sauce! Cajun Wisdom to Spice Up Your Leadership*

Thu, May 10, 2:45-3:45p ROOM 607

#### **Affirmative Action and Equal Employment Opportunity Fundamentals**

In order to have effective Affirmative Action policies and stay on the right side of Equal Employment Opportunity (EEO) laws and regulations, it is critical to understand the difference between several sets of concepts that are distinct, but often erroneously used interchangeably. Frequently, the assumption is that key staff understand these words or phrases, but in practice, terms relating to EEO are misunderstood by not only hiring managers, but often Human Resource professionals as well, and even among government compliance officers. When EEO and Affirmative Action concepts are not clearly defined, it can lead to dysfunction in the workplace, deteriorating work product and even a violation of the law. This of course can lead to great problems during an audit by the OFCCP. - **Lisa Kaiser, Esq, DeDe Church & Associates, Trophy Club, TX AND Amy Hariston, Esq., Hariston Law, PLLC, Grapevine, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCl: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 608

### **Preparing for Post-Merger Integration & the Motivations behind Mergers & Acquisitions**

The presentation will review the challenges of integrating two companies post-acquisition or merger—with an emphasis on the human aspect, in addition to the top factors and considerations for both the purchaser (Buyer) and the Seller of 'Why' they have completed the transaction. By understanding the top transaction considerations, the preparation should be company-wide to position for either a higher selling price and/or a successful post-merger integration. - **Justin Lurie, Partner, Sterling Concord Partners, Houston, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business*

*AUTHOR: The Profit, A Concise Guide to Corporate & Management Strategy, Implementation, & Sales Execution*

Thu, May 10, 2:45-3:45p ROOM 609

### **Remaining Compliant within Business Realities**

Can a foreign national enter the US for business purposes or must he/she obtain a work visa? Questions like these are consistently asked by HR and Global Mobility professionals. With pressures by the business to cut costs and remain as lean as possible, this presentation will provide a practical overview of why cutting costs from an immigration perspective may not be in the Company's best interests. Though there are many business realities, thoroughly and proactively vetting through the immigration components of a matter affecting your foreign national workforce is extremely vital to keeping the company compliant, and will ultimately save over the long term and provide peace of mind. With our new administration taking the helm, being hyper sensitive to compliance of immigration matters is of the utmost importance. - **Sang Shin, Esq, Attorney, Foster LLP, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 610

### **Are we Employers or Parents?**

Have you ever felt like your employees expected you to be more of a parent than an employer as their HR manager? Using Eric Berne's Transactional Analysis theory, we'll investigate the parallels between the Parent-Child-Adult model and insidious roles we can fall into as both employers and employees. Through comical, interactive exercises, join us to uncover how you influence expectations with awareness and communication. - **Laurie Hall, MS, PCC, BB, Facilitator/Coach/Speaker/Consultant, New Horizon Strategies LLC, Houston, TX**

REPEATS Thu 4:00p

*TRACK: Leadership & Prof Development; SHRM Competency: Relationship Management. HRCI: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 611

### **Rise of the Machines: What Digital Labor Means for HR**

Discussion of the digital labor trends (where is it taking hold, how are organizations adapting, where do we see it going in the next few years) and what HR needs to do to adapt, prepare and thrive in this environment—as well as how HR can help the leadership of their organizations do the same. - **Zoe Thompson, Principal and Bhavini Patel, Director, KPMG, Houston, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Critical Evaluation. HRCI: Business*

Thu, May 10, 2:45-3:45p ROOM 501

### **How Can HSAs Boost Retirement Plans**

HSAs have become the latest tool to help employers reduce benefit expenses while also empowering employees to make healthcare decisions that are more consumer driven. But many people don't realize how they can also help employees prepare for retirement. In this session, we'll review the concepts of "High Deductible Health Plans" (HDHP) and some of their advantages as a benefit to employers and employees. We'll also discuss using HSAs as a retirement savings tool and how they can be coupled with a 401(k) plan to increase retirement readiness in an era of increasing healthcare costs. - **Robert, Massa, ChFC, CPFA, CEBS, AIF, CBC, Managing Director, Houston Operations Retirement Practice Leader, Qualified Plan Advisors, Houston, TX**

*TRACK: Total Rewards; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 2:45-3:45p ROOM 502

### **HR Stronger: "HR as the Eye of the Storm"**

This session will provide an understanding of the unemployment system and will empower HR professionals in impacting a company's bottom line through payroll tax savings. What do unemployment claims represent to a company and what role/responsibility does HR play in eliminating these unnecessary expenses? - **Bob Scott, President AND Teresa Chadorski, UCCS, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

*AUTHOR: I Love Everything About Human Resources (Except The Humans): Creating a Culture of Engagement, Loyalty & Retention*

Thu, May 10, 2:45-3:45p ROOM 503

### **Managing the Risk of Your Globally Mobile Talent**

This session explores key behavior, physical and environmental risk factors that can impact the performance of your globally mobile employees: expatriate assignees and their families, global business travelers, and short term or rotational assignees. Not only are risk factors explored, but different approaches to mitigating risk are also introduced, specifically the role of assessment, training and development in leveraging performance and ensuring a positive return on investment. - **Mercedes Naficy D'Angelo, Director of Global Business Solutions, Cultural Awareness International, Inc, Dallas, TX**

*TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness. HRCI: Global*

Thu, May 10, 2:45-3:45p ROOM 504

**Position for Success: Succession Planning for Small/Mid-Market Business**

All business need to devote time and energy to developing a succession plan for their small business. With a succession plan, HR can help small and mid-size businesses identify the leaders of the future who can continue the business when the current owner decides to retire or sell, or in the event that tragedy strikes. A succession strategy is a long-term event that takes months and, in some cases, years to implement successfully within the business, and it is worth every minute spent! - **Diana Rose-Schilling, SPHR, SPHR-SCP, Managing Partner AND Melissa Joseph, SPHR, SHRM-SCP, HR Consultant, ProvisHR, Houston, TX**

*TRACK: Talent Management; SHRM Competency: Leadership & Navigation. HRCI: HR (General)*

Thu, May 10, 2:45-3:45p UNIQUE ZONE

**The Trust and Teamwork Workshop**

Have you felt something is amiss in your organization? Are your operations partners not coming to you with issues until it is too late? Or maybe you feel a lack of connection between people or departments? The foundation in any relationship is trust and when it is missing, it impacts communication, performance, and profits. In this session, you will experience hands-on learning that will teach you to deepen the trust within your organization so you can build the connections necessary to best serve your customers - **Courtney Berg, SHRM-SCP, SPHR, President/CEO, CourtSide Consulting, Broomfield, CO**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation, Relationship Management. HRCI: Business*

AUTHOR: Enjoy The Ride: What My Bike Taught Me About Managing People

Thu, May 10, 4:00-5:00p ROOM 600

**What's Hot in Employment Law**

This topic will provide a fast-paced update of recent employment law developments and trends affecting employers. The speaker will discuss recent U.S. Supreme Court decisions, Texas rulings, and legislative changes in the labor and employment arena. - **Carolyn Russell, Esq, Shareholder AND Stephen Quezada, Esq, Associate, Ogletree, Deakins, Nash, Smoak & Stewart, PC, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 601

**Resilience Work: Organizing and Communicating to Sustain Business and Organizational Functionality**

This talk describes organizational and communication strategies that impact organizational and community resilience. Best practices are based on research projects that examine organizations and businesses whose routines get disrupted by disasters. Points covered include thinking strategically about social networks, communication and information technologies, and meaningful organizational policy. The talk presents a "Resilience Work Dashboard" that summarizes the key action items needed for managing disruptions. - **Marya Doerfels, PhD, Professor, Rutgers University, New Brunswick, NJ**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Communication, Relationship Management. HRCI: Business*

Thu, May 10, 4:00-5:00p ROOM 602

**Complaint Investigations: The American Ninja Warrior Approach**

In this fast-paced session, we will face the daunting obstacle course of an employee complaint, and we will virtually investigate it together. We will learn how to avoid traps (requests for counsel, recording in the workplace, NLRB rules) and spot hazards (lying witnesses, ever-changing stories). To clear these hurdles, we will rely on best practices for investigative processes including note-taking, getting additional information, and knowing when you have enough witnesses. In the end, we will be rewarded with the knowledge that we ran the best race we could, and we did not embarrass ourselves on national TV. - **DeDe Church, Esq, DeDe Church & Associates LLC, Austin, TX**

REPEAT OF Thu 2:45p

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 603

**The Bulletproof Method for Building Better Jobs**

Most business problems boil down to people problems, so few things in business are more important than hiring well. Yet, the hiring process often goes off the rails before you've talked to the first candidate. Great hiring starts with creating a clear vision. You'll learn a bulletproof system for building better jobs, making better hires, and potentially experiencing fewer business problems. - **Tracy Timm, Human Capital Advisor, Tracy Timm, LLC, Dallas, TX**

REPEAT OF Thu 2:45p

*TRACK: Talent Management; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 604

**Workforce Transformation: Trends from Leading Companies**

This session describes how leading companies are adapting their workforce in response to competitive pressures, demographic changes and disruptive threats. It is based on detailed interviews with over 35 HR leaders, CEOs and Board members from 12 companies (including

Cisco, Western Union, The Broadmoor, Claire's and others). We will focus on 4 areas: Leadership, Skills, Demographics and Employment models. - **Avneet Jolly, Chief Consultant, Insightory Consulting, The Woodlands, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen, Critical Evaluation. HRCI: Business*

Thu, May 10, 4:00-5:00p ROOM 605

#### **Human Resources (HR) in Crisis Management**

Preparing for the loss of an employee or a workplace death is an HR function. Standard HR checklists may not go beyond the first few hours or address the more complex circumstances of deaths. Learn how to set and manage the expectations of the family, coworkers and the public through having a strategic plan, resources, and knowledge of what to expect before something happens to respond with compassion while supporting business operations. - **Robert A. Jensen, CEO, Kenyon International Emergency Services, Spring, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Consultation, Critical Evaluation. HRCI: Business*

Thu, May 10, 4:00-5:00p ROOM 606

#### **The Affordable Care Act**

This session will provide attendees with information concerning existing and future compliance considerations under the Affordable Care Act (ACA). The session will also cover common pitfalls that are to be avoided when complying with ACA. - **Suzanne McGarey, CEBS, CLU, Managing Principal AND Kenneth Powell, JD, ERPA, Consultant, Compliance, Ascende - a Division of EPIC, Houston, TX**

*TRACK: Total Rewards; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 607

#### **Build a DYNAMIC Culture for Extraordinary Results**

Company culture is the overall spirit of the company, driven and reinforced by both leadership and employees. In this interactive session, we will use the DYNAMIC™ model to help you begin to transform your culture to become a best place to work. We will explore the elements that make your company unique and how to align and attract the right people that share your values, mission, and vision. -

**Michelle Howison, CSP, SPHR, SHRM-SCP, Chief Executive Officer, Extraordinary Dynamics, Friendswood, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation. HRCI: Business*

Thu, May 10, 4:00-5:00p ROOM 608

#### **A Playbook to Building Communities**

All companies seek to be diverse and inclusive while remaining focused on their mission. That's easier said than done. Over the past 10 years, Lone Star Veterans Association has worked to build the community of veterans. Veterans are a great cross section of the American population, diverse and active in their communities and businesses. Utilizing a framework to build affinity groups within this community, the organization created a template that works across various demographics and industries. This talk will cover the process of assessing, planning, and building an affinity group in the context of a larger community. Leader profile mixes, engagement frequency, and other best practices will be discussed from real world results. At the end of the session, you should have the tools necessary to build out a community of affinity groups internal to your organization that will advance careers and strengthen your employees. - **Kevin Doffing, Executive**

**Director, Lone Star Veterans Association, Houston, TX**

REPEAT of Thu 7:00a

*TRACK: Talent Management; SHRM Competency: Relationship Management. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 609

#### **The Law of Social Media - What HR Professionals Need to Know**

This session will explore the rapidly developing law surrounding social media use in the workplace, as well as an employer's ability to regulate it and take action in response to certain kinds of posts. We will explore the developing legal framework surrounding social media use in the workplace, including employer handbook policies, discipline and hypothetical harassment scenarios. This presentation will analyze recent Texas court decisions and national legal trends regarding an employer's social media policies, discipline or censorship of social media posts. Finally, we will discuss pro-active strategies and practical solutions for limiting an employer's legal liability and potential for costly litigation. - **Aaron Hold, JD, Attorney, Cozen O'Connor, Houston, TX**

*TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 610

#### **Are we Employers or Parents?**

Have you ever felt like your employees expected you to be more of a parent than an employer as their HR manager? Using Eric Berne's Transactional Analysis theory, we'll investigate the parallels between the Parent-Child-Adult model and insidious roles we can fall into as both employers and employees. Through comical, interactive exercises, join us to uncover how you influence expectations with awareness and communication. - **Laurie Hall, MS, PCC, BB, Facilitator/Coach/Speaker/Consultant, New Horizon Strategies LLC, Houston, TX**

REPEAT OF Thu 2:45p

*TRACK: Leadership & Prof Development; SHRM Competency: Relationship Management. HRCI: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 611

**Rewire Your Work Climate! Leveraging Work Style Awareness To Support Effective Collaboration**

Supporting effective teamwork requires effective coaching to help individual contributors and leaders adapt their interpersonal style to connect with all team members. Understanding productivity style differences is essential to building relationships, managing conflict, and contributing to a climate of collaboration. In this workshop, we will explore how to assess work style preferences and use this awareness to tailor communication and leadership strategies. - **Philippa Strelitz, PhD, DeDe Church & Associates LLC, Austin, TX**

*TRACK: Leadership & Prof Development; SHRM Competency: Communication. HRCl: HR (General)*

Thu, May 10, 4:00-5:00p ROOM 501

**Consulting for Impact: Driving Results When You're Not In Charge**

Frequently, HR management and development professionals, whether internal or external, must drive critical organizational behaviors and performance by influencing others who have authority. Your effectiveness depends on the relationships you build with your stakeholders and your ability to deliver results that are meaningful to those stakeholders. Based on twenty plus years of global consulting experience, Jay will use insightful models, humorous anecdotes, and interactive discussions to help you establish and sustain an effective internal or external consulting function in the HR management and development space. - **Jay Clancy, MS, President, Strategic Ascent, Houston, TX**

*TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation, Relationship Management. HRCl: Business*

*AUTHOR: Frugal is the New Posh!*

Thu, May 10, 4:00-5:00p UNIQUE ZONE

**Recruiting 2019: Where Are We Now and What's Next? From the Supplier's Perspective [Panel]**

Recruiting is a fast-paced, often reactionary environment and will impact your organization's future. This interactive panel will take a close look at how recruiting is positioned today and how the evolution of technology can shape recruiting teams of tomorrow. We'll also discuss best practices from industry experts that will help you move the needle in your organization. – MODERATOR: **Arron Daniels, Sr. Recruiting Sourcer, H-E-B / Source Houston. PANEL: Alaina Rivas, Director, Recruiting Services, Insperity, Houston; Annie Hartman, HR Technology Sales Executive, Avature, Phoenix, AZ; Joshua Jones, Director, ERE Media, Houston.**

REPEAT of the topic featuring a Panel of Practitioners, Fri, 9:00a

*TRACK: Talent Management; SHRM Competency: Relationship Management; HRCl: General*