Wed, May 9, 7:30-8:30a  ROOM 600

Employment Law Lessons Learned from Hurricane Harvey
This session will address many employment-related issues facing employers that arise during and after a natural disaster. In addition to federal laws, this session will focus on state laws, especially in the Gulf Coast area. - Kevin Troutman, Partner AND Joseph Gagnon, Partner, Fisher Phillips, LLP, Houston, TX

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

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Wed, May 9, 7:30-8:30a  ROOM 601

Understanding Metrics: How to Connect HR’s Goals to Business Strategy
As an HR Professional, you’re required to add value to the overall objectives of your organization by ensuring that your department’s goals align with your company’s business strategy. In order for this parallel to occur, HR must have a firm understanding of which key metrics consist of and how they impact the overall success of an organization. Ryan will guide participants through the sometimes overwhelming world of business metrics and more importantly, how to make HR more competitive by connecting the dots between HR metrics and business strategy so that they become one and the same. - Ryan Kohler, SPHR, Chief Executive Officer, ApplicantPro, Eagle Mountain, UT

REPEATS Wed 12:45p

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

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Wed, May 9, 7:30-8:30a  ROOM 602

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

REPEATS Thu 9:30a

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

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Wed, May 9, 7:30-8:30a  ROOM 603

MEET THE GLOBALS: All You Need to Know About Gen Z
We managed with Millennials, now there's a gritty group of connected, tech savvy realists arriving with a new set of assets and liabilities. This generation came into its own during the Age of Disillusionment — from Y2K and 9/11, through the mortgage meltdown, and Great Recession. They're diverse, driven and demanding, quick to call "nonsense" when they see it. Just what Gen X leaders have been waiting for! - Jeff Hiller, Director of Learning & Development, JB Training Solutions, Chicago, IL

REPEATS Wed 2:00p

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

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Wed, May 9, 7:30-8:30a  ROOM 604

A Primer for HR Professionals on Navigating the Riskiest Pay Practices to Avoid FLSA Liability
In this presentation, you will get current information on the most troubling pay practice, and how to avoid the biggest traps for small, medium and large size employers to avoid FLSA liability. You will also learn about the latest challenges on overtime calculations, exemption classifications, and the use of contractors to mitigate liability, and how to successfully shore up soft spots in your wage/hour compliance. - David Jordan, Esq, Shareholder, Littler Mendelson, PC, Houston, TX

REPEATS Wed 12:45p

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

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Wed, May 9, 7:30-8:30a  ROOM 605

Recruiting Top Talent Using Social Media
Social media marketing expert and 16-year lawyer Stacey Burke helps law firms run their businesses better. Part of that work often includes job postings, interviews, and researching candidates. Using her social media prowess, Burke can reach the right candidate quicker, cheaper, and more efficiently than most mainstream staffing agencies or placement services. Find out her secrets! - Stacey Burke, Esq, Attorney/Owner, Stacey E. Burke, PC, Houston, TX

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

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Wed, May 9, 7:30-8:30a  ROOM 606

How to Build, Regain and Retain Trust in Your Organization
Trust is critical in today's business climate. In this session, you will learn the importance of trust in organizations and the financial impact when trust is absent. You will also learn how to make the business case to improve trust in your organization through the 4 Cores of Credibility and 13 Behaviors of Relationship Trust. If you have lost trust, you will learn steps to regain trust - Jill Koob, SPHR, SHRM-SCP, Owner, Energize HR, Houston, TX

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, RoundTable, LLC, Houston, TX

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

Behind the Curtain: Providing Deeper Meaning to Align our Employee’s Aspirations with our Organization’s Goals
You often wonder if your employees are engaged and committed to the goals of your organization. You know they care, but do they see the vision? Have they taken it on as their own? What if there was a way to align teams’ actions with your organization’s vision, objectives and strategic plans? There is and in this session, we will provide you with the method for moving them towards meaning. - Joshua Evans, President, Enthusiastic You! LLC, Sugar Land, TX


Inclusive Leadership: Engaging Diverse Teams to Drive Business Performance
Do you work in a complex environment that requires engaging a diversity of stakeholders? We'll review core models showing how our brains manage information, and the unconscious biases that result. How can we address limiting behaviors and beliefs that disengage a diverse workforce? See research demonstrating what inclusive leadership habits will engage diverse teams to achieve high performance. - Amy Hart, Founder, Hart Training Connection, Pearland, TX

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

Staying the Course with ACA?
While heated debate continues over the evolution of health care reform in Washington D.C., employers are expected to remain compliant and "stay the course" with the Affordable Care Act. In this session, we'll review pending Congressional action, explore recent changes, and contemplate future tax provisions with emphasis on key takeaways to directly impact your organization. – Rachel Thayer, Executive Vice President, Sales, Marsh & McLennan Agency, Houston, TX

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

The Inside Scoop: The Ultimate Checklist for a Compliant Immigration Program
Increased globalization means that employers must reassess the way that they manage their global immigration programs, especially in light of the heightened focus on enforcement and compliance. In an ever-changing environment, global immigration and mobility is becoming increasingly complex. HR professionals are now required to manage a multitude of considerations, including overseeing partnerships with local service providers, ensuring the global mobility experience for the assignee, managing and tracking costs, and ensuring strict compliance. This session will provide an update on the hot issues that are affecting HR professionals and how you can best manage your corporate immigration program to reduce risk and liability. You will learn the business strategies needed for quick global transfer in an environment of growing complexity and uncertainty. - Dlinaz Saleem, JD, Of Counsel, Baker, Donelson, Bearman, Caldwell & Berkowitz, PC, Houston, TX

TRACK: International HR; SHRM Competency: Critical Evaluation. HRCI: Global

The Art of Meeting: How to Conduct Effective Meetings
Meetings. A necessary – and seemingly growing – part of business life. Unfortunately, many meetings, if not a complete waste of time, can certainly be run more efficiently. How can you become the Master of Meetings? By carefully planning each meeting phase. During this session, participants will explore different types of meetings, understand how the audience determines the meeting content, and how to effectively and efficiently plan and conduct each meeting phase. - Darren Ford, SPHR, SHRM-SCP, President, ProCulture Consulting, Carrollton, TX

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

AUTHOR: 3 + 4 Equals Success; The Millennial Challenge
**The Future of Work Today: Insights from the New World of Work**

We are entering the greatest period of business transformation the world has ever known. The rigid models we’ve come to count upon for centuries are no longer reliable and in many instances, even considered relevant. The constant state of disruption we are experiencing mandates a bold new approach to leadership. Seth shares his insights to help leaders prepare to navigate a new business landscape where the pace of change is elevating and collaboration is the key ingredient to unleashing the innovation required to compete and win.

Supported with cutting edge research and category leading case studies he will prepare you today for what is going to be required to compete and thrive tomorrow.

**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

**Building a Valuable Employee Experience**

How can a company achieve destination-employer status and get continued high performance from their workforce--without incurring prohibitively higher costs? Learn how total wellbeing solutions can be an effective business strategy that drives engagement. Healthy, engaged employees provide a distinct competitive advantage by arriving at their jobs ready to work and enthusiastically providing maximum effort. - Sarah Green, MA, Wellbeing & Engagement Consultant, Arthur J. Gallagher & Co, Houston, TX

**Understanding Metrics: How to Connect HR’s Goals to Business Strategy**

As an HR Professional, you’re required to add value to the overall objectives of your organization by ensuring that your department’s goals align with your company’s business strategy. In order for this parallel to occur, HR must have a firm understanding of what key metrics consist of and how they impact the overall success of an organization. Ryan will guide participants through the sometimes overwhelming world of business metrics and more importantly, how to make HR more competitive by connecting the dots between HR metrics and business strategy so that they become one and the same. - Ryan Kohler, SPHR, Chief Executive Officer, ApplicantPro, Eagle Mountain, UT

**FMLA & ADA: New and Persistent Leave and Accommodation Issues**

This program will address common questions and challenges, and day-to-day frustrations, faced by HR professionals and the managers they support, in the management of employees with medical conditions. We will address the current state of the law and the EEOC/DOL’s enforcement positions, and claim activity, with regard to concepts like accommodations for pregnancy, light duty, telecommuting, confidentiality, return to work issues, management of intermittent leave, managing employee attendance, leave as an accommodation, and much more. - Alexis Knapp, SPHR, SHRM-SCP, Shareholder, Littler Mendelson, PC, Houston, TX
Wed, May 9, 12:45-1:45p  ROOM 605

Personality, Poise, & Prejudice: The Science of Predicting Potential
The ability to make accurate predictions about talent is important for HR professionals. Who should we hire? Promote? Who needs aggressive development? Who will derail? But people are complex – they will always delight or disappoint us. This session explores the science of predicting potential, the neuroscience of personality, methods to mitigate implicit bias, and insights to enhance selection, development, and retention of high potential talent. - Kim Ruyle, PhD, President, Inventive Talent Consulting, Melbourne, FL
REPEATS Wed 2:00p
TRACK: Talent Management; SHRM Competency: Critical Evaluation. HRCI: HR (General)
AUTHOR: Lessons From a CEO’s Journal: Leading Talent and Innovation

Wed, May 9, 12:45-1:45p  ROOM 606

Everything You Always Wanted To Know About Employment Litigation (But Were Afraid To Ask)
To be a top HR professional, a law degree is not necessary. But understanding the ins-and-outs of employment litigation and the role of outside employment counsel will make you a better and more effective advisor to the C-suite. We will put substantive rules aside and focus on the procedural/strategic “life cycle” of a lawsuit, including the discovery process, summary judgment, privilege and work-product, strategic considerations, and much more! - Steve Shardonofsky, Esq, Seyfarth Shaw LLP, Houston, TX
REPEATS Wed 2:00p
TRACK: Business Mgmt & Strategy; SHRM Competency: Consultation, Critical Evaluation. HRCI: Business

Wed, May 9, 12:45-1:45p  ROOM 607

Lead your Leaders: Five Ways HR Can Powerfully Influence Change
The struggle for HR professionals to fulfill multiple functions daily is real and exhausting! What would it take to successfully manage the processes, communication, and energy needed to effectively “lead your leaders” through constant organizational change? In this session, you will discover keys to help you achieve balance while navigating this delicate role. - Dawn Mitchell, BBA, MPA, Chief Executive Advisor, The Corporate Couch, Spring, TX
TRACK: Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation. HRCI: Business
AUTHOR: LIGHT After a Layoff: Seven Spiritual Keys to Strengthen Resilience in the Midst of a Job Loss, Career Transition, or Professional Setback; SHIFT: 20 Women Share Stories of Strength, Courage, and Succeeding Against the Odds

Wed, May 9, 12:45-1:45p  ROOM 608

The Habits of Highly Effective Employer Health Plans
Taking benefits-related decision makers through the myths and unknowns of how benefit plans perform while helping those decision makers understand how to develop and measure best-practices. Topics include how to properly measure pharmacy, prepare and insulate large dollar claims, and create a better member-experience without cost shifting! - Chris Davis, MPH, ACSM HFS, Director of Health Management & Claims Informatics, Regions Insurance, Alpharetta, GA
TRACK: Total Rewards; SHRM Competency: Critical Evaluation. HRCI: HR (General)

Wed, May 9, 12:45-1:45p  ROOM 609

Develop and Implement a Successful HR Strategy
Developing and implementing a successful HR Strategy is essential for anyone who leads an HR function or sub-function. It’s not enough to call yourself an HR Business Partner if you’re not involved in creating or delivering on the strategy of your organization. This session reviews the basics of how to build the effective strategy your business needs, sell your strategy to your executive leadership, and implement your strategy for maximum impact. - Sharon Paul, Chief Human Resource Officer, Archrock, Houston, TX
TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business

Wed, May 9, 12:45-1:45p  ROOM 610

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
REPEATS Thu 9:30a
TRACK: Talent Management; SHRM Competency: Relationship Management. HRCI: HR (General)
AUTHOR: The Career Engagement Game

Wed, May 9, 12:45-1:45p  ROOM 611

How to Achieve Success as a Fully Embodied Team
Building embodied learning into learning programs allows people to embody their entire humanness -- body, behavior, thinking, feeling, and spirit. The more fully embodied you are, the more present you can be. This approach helps people connect to a deeper sense of purpose and connection, clarify their desired future and develop skills to make this a reality. We share the value and approaches in this session. - Kathi Crawford, SPHR, MCC, RYT 200, Chief Executive Officer, People Possibilities LLC, Houston, TX
TRACK: Talent Management; SHRM Competency: Communication. HRCI: HR (General)
Wed, May 9, 12:45-1:45p   ROOM 501
Managing Up, Sideways and Down!
One-size-fits-all neither works for shoes nor leadership focus. Explore six leadership dimensions, their general tendencies and employee engagement impacts. Learn ways to maximize these leadership dimensions and manage business interactions for greater organizational effectiveness. - Lillian Davenport, SHRM-SCP, SPHR, Managing Partner, EndView Solutions, LLC, Houston, TX
TRACK: Leadership & Prof Development; SHRM Competency: Leadership & Navigation. HRCI: HR (General)

Wed, May 9, 12:45-1:45p   ROOM 502
Navigating Immigration Today and Tomorrow: Veer Right or Stay Center?
In response to the trend of populist and nationalist movements pushing immigration policy to the right, several countries have embraced open immigration strategies to further their economic, political and humanitarian goals. BAL will discuss what changes to expect and how to adapt your company's immigration program while maintaining compliance. We will look at global trends and recent immigration developments in key countries around the world. - Robert Caballero, JD, Partner AND Brendan Kinne, Director, Global Programs, Berry Appleman & Leiden, LLP, Houston, TX
TRACK: International HR; SHRM Competency: Critical Evaluation. HRCI: Global

Wed, May 9, 12:45-1:45p   ROOM 503
Disruptive Automation and Robotics: Being a Strategic Influencer
Disruptive automation is changing the workplace. Will a bookseller (Amazon) disrupt the grocery store business? Will a search engine provider (Google) disrupt the automobile market? Will transitioning of repetitive human work to machine work help employees do more data interpretation and respond to market demands faster? We will explore how HR can influence their organization's future business strategy while developing leaders for tomorrow's challenges. - Michael Goodfriend, CPA, BMCP, President, Goodfriend & Associates, Houston, TX
TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business
AUTHOR: Breakthrough Time

Wed, May 9, 12:45-1:45p   ROOM 504
#KnowingYour401(k)theNewThing
Take a deep dive into understanding retirement plan committee roles and responsibilities, investment selection, Target Date Funds, asset class diversification and allocation based on risk tolerance. - Walter Katz, CFP, CLU, ChFC, CLTC, ChSNC, AIF, President, The K Corporation, Houston, TX
TRACK: Total Rewards; SHRM Competency: Critical Evaluation. HRCI: HR (General)

Wed, May 9, 12:45-1:45p   UNIQUE ZONE
Presenting More Powerfully
HR Professionals at all levels are increasingly faced with important occasions to present information in group settings. Whether it's a briefing to the C-Suite officers, a benefits update to hundreds of staff, or a small group of managers in a meeting, we need to be able to present effectively and with confidence. - 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: Communication. HRCI: HR (General)

Wed, May 9, 2:00-3:00p   ROOM 600
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
REPEATS Thu 7:00a
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

Wed, May 9, 2:00-3:00p   ROOM 601
Practical Tips for Conducting Workplace Investigations
A timely, thorough investigation, accompanied by prompt and appropriate remedial action, will generally provide an employer with an effective defense to employment claims, as well as encourage an open workplace where employees are comfortable raising issues of inappropriate conduct, thereby promoting a discrimination and harassment-free workplace. Attend this seminar to learn practical ways to avoid allegations of an unfair/incomplete investigation and minimize risks of a subsequent litigation. - Ruthie White, Esq, Principal, Jackson Lewis, PC, Houston, TX
REPEATS Wed 3:15p
TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)
WEDNESDAY CONCURRENT SESSIONS

2018 Gulf Coast Symposium on HR Issues

Wed, May 9, 2:00-3:00p  ROOM 602
Making Business Cases for HR Spending to CEOs and CFOs
You own your company's HR strategy, but how effectively are you communicating the vision to C-Suite and other departments? Learn to build business cases for Human Resource projects that match the overall strategy of your organization, while improving your persuasion abilities to grow your influence in your company. The participant will be able to: connect HR planning to the overall strategy of the company, create clear cost-benefit analysis for HR spending, and more effectively persuade Chief, Operations, Finance and Marketing executives in high stakes conversations about strategy and resource allocation. - Ted Beasley, MBA, Chief Executive Officer, Emergent Execs, Cedar Point, TX AND Monica Scamardo, Psy.D., Trainer & Executive Coast, Emergent Execs, Round Rock, TX
REPEATS Thu 3:15p

Wed, May 9, 2:00-3:00p  ROOM 603
Top Ten Issues Keeping HR Up At Night
This session will cover the top ten legal headaches, blindspots, and risks commonly experienced by HR professionals. Learn tips on everything from "hot" wage and hour claims to handling harassment investigations or employees with medical issues under the FMLA. This session will not just cover the law, but provide practical strategies and suggested policies that will minimize and reduce the risks of employee litigation. - David Barron, Attorney, Cozen O'Connor, PC, Houston, TX
REPEATS Thu 3:15p
TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 2:00-3:00p  ROOM 604
Organizational Analysis: Becoming Strategically Aligned via Workforce Planning
Is your employee selection process strategically aligned for achieving maximum success? Organizations must hire employees who can (and do) achieve exceptional results in order to achieve their strategic goals. Without the right quality-of-hire metrics, organizations really don't know how effective their hiring managers are doing at selecting employees. This session hones in on how to analyze critical quality-of-hire metrics necessary to spawn organizational change and improvement. - Carol Quinn, CI, Chief Executive Officer, Hire Authority, Inc, Delray Beach, FL
TRACK: Business Mgmt & Strategy; SHRM Competency: Business Acumen. HRCI: Business
AUTHOR: Don't Hire Anyone Without Me!

Wed, May 9, 2:00-3:00p  ROOM 605
Personality, Poise, & Prejudice: The Science of Predicting Potential
The ability to make accurate predictions about talent is important for HR professionals. Who should we hire? Promote? Who needs aggressive development? Who will derail? But people are complex -- they will always delight or disappoint us. This session explores the science of predicting potential, the neuroscience of personality, methods to mitigate implicit bias, and insights to enhance selection, development, and retention of high potential talent. - Kim Ruyle, PhD, President, Inventive Talent Consulting, Melbourne, FL
REPEAT OF Wed 12:45p
TRACK: Talent Management; SHRM Competency: Critical Evaluation. HRCI: HR (General)
AUTHOR: Lessons From a CEO’s Journal: Leading Talent and Innovation

Wed, May 9, 2:00-3:00p  ROOM 606
Everything You Always Wanted To Know About Employment Litigation (But Were Afraid To Ask)
To be a top HR professional, a law degree is not necessary. But understanding the ins-and-outs of employment litigation and the role of outside employment counsel will make you a better and more effective advisor to the C-suite. We will put substantive rules aside and focus on the procedural/strategic "life cycle" of a lawsuit, including the discovery process, summary judgment, privilege and work-product, strategic considerations, and much more! - Steve Shardonofsky, Esq, Seyfarth Shaw LLP, Houston, TX
REPEAT OF Wed 12:45p
TRACK: Business Mgmt & Strategy; SHRM Competency: Consultation, Critical Evaluation. HRCI: Business

Wed, May 9, 2:00-3:00p  ROOM 607
MEET THE GLOBALS: All You Need to Know About Gen Z
We managed with Millennials, now there's a gritty group of connected, tech savvy realists arriving with a new set of assets and liabilities. This generation came into its own during the Age of Disillusionment—from Y2K and 9/11, through the mortgage meltdown, and Great Recession. They're diverse, driven and demanding, quick to call "nonsense" when they see it. Just what Gen X leaders have been waiting for! - Jeff Hiller, Director of Learning & Development, JB Training Solutions, Chicago, IL
REPEAT OF Wed 7:30a
TRACK: Talent Management; SHRM Competency: Communication, Relationship Management. HRCI: HR (General)
Wed, May 9, 2:00-3:00p    ROOM 608
Best Practices in the Unemployment Claims and Hearings Process(es)
This presentation will educate the audience on developing "best practice" standards as it relates to the unemployment claim and hearings process. Kaufer will break down the various separation categories and illustrate effective methods that produce the most favorable outcomes when dealing with the unemployment claim process. - Matt Kaufer, Vice President, Employment Tax Services, Equifax
Workforce Solutions, St. Louis, MO
TRACK: Employee & Labor Relations; SHRM Competency: Critical Evaluation. HRCI: HR (General)

Wed, May 9, 2:00-3:00p    ROOM 609
Cyber Security and Employee Benefits: Beyond Checking the Box
As the number of cyber attacks increases, sensitive employee data becomes a greater target. Employers must actively engage in cyber security risk management to protect that data. Join this session to learn more about potential fiduciary obligations to protect employee benefits data, creating a cyber security framework for employee benefits data, and evaluating third-party vendors handling employee benefits data on your behalf. - Petula Workman, JD, CEBS, Houston Chapter of ISCEBS, Katy, TX
TRACK: Total Rewards; SHRM Competency: Consultation, Critical Evaluation. HRCI: HR (General)

Wed, May 9, 2:00-3:00p    ROOM 610
Workplace Violence Prevention Plus Active Shooter Training
Recent injuries and losses of life have made it imperative that employers commit to strategies that minimize workplace violence and related legal risks. This informative and interactive seminar will provide specific steps that may reduce the risk of workplace violence. - Collin Warren, Partner AND Pamela Williams, Partner, Fisher Phillips, LLP, Houston, TX
TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 2:00-3:00p    ROOM 611
Train the Trainer: Disability Etiquette and Inclusion Training in the Workplace
Participants will learn best practices to increase their organization's ability to attract and retain individuals with a disability. Methods to teach supervisors how to address disability issues in the workplace will be taught and reviewed. Topics include job accommodations, technology assessment and environmental assessments. - Laura Alter, CPRP, Manager, Employment Services & JFS Alexander Institute for Inclusion, Jewish Family Service AND Wendy Dawson, Executive Director, Socila Motions Skills, Houston, TX
TRACK: Talent Management; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 2:00-3:00p    ROOM 501
Want to Increase Performance and Lower Risk? Do This!
Research shows organizations with more diverse workforces are smarter. Organizations are at risk of having society's incivility bleed into operations. And organizations are looking for ways to increase employee engagement. What cultural characteristic can organizations develop to address these items? Value others! Concentrating on our similarities, we must support each other not because we want to be valued, but because we value others! - Darren Ford, SPHR, SHRM-SCP, President, ProCulture Consulting, Carrollton, TX
TRACK: Business Mgmt & Strategy; SHRM Competency: Relationship Management. HRCI: Business
AUTHOR: 3 + 4 Equals Success; The Millennial Challenge

Wed, May 9, 2:00-3:00p    ROOM 502
Managing a Drug Free Workplace Program
Did you know that 60 percent of the world’s production of illegal drugs is consumed in the United States and nearly 75 percent of current illicit drug users are employed? One in four employed Americans between the ages of 18 and 35 have used drugs illegally, and one-third of employees know of illegal drug sales in the workplace. Workers’ compensation claims related to substance abuse are between 38 to 50 percent of all claims and abusers are one-third less productive which costs their employer between $7,000 and $10,000 per year. Join us for an eye-opening and highly informative seminar to gain tips on reducing risks and cost-effective ways to achieve a drug- and alcohol-free workplace. - Tona Troncseen, Founder/CEO, Workplace Safety Screenings, Houston, TX
TRACK: Employee & Labor Relations; SHRM Competency: Ethical Practice. HRCI: HR (General)

Wed, May 9, 2:00-3:00p    ROOM 503
CANCELED Expatriate Challenges: It is the Little Things which Get in the Way

Wed, May 9, 2:00-3:00p    ROOM 503
Do You Speak Globish? Communicate clearly with global, multilingual teams.
In this session, participants will actively learn how to effectively communicate with employees that are working in their second language daily and understand through task-based exercises (fun activities!) why they need to focus on these 4 aspects of communication: speed of talk, simplicity in vocabulary usage, asking for input, and how to give support that actually helps. – Micah Bellieu, CEO/Founder, Fluency Corp, Dallas, TX
TRACK: International HR; SHRM Competency: Global & Cultural Effectiveness. HRCI: Global
Wed, May 9, 2:00-3:00p	 ROOM 504
Form I-9 Developments in an Era of “Buy American and Hire American”
Immigration policy has been on the forefront of the public mind, but polarizing talk of Executive Orders, "extreme vetting," sanctuary cities, and a travel ban have largely overshadowed other developments which immediately impact every U.S. employer. With little fanfare, employer penalties for immigration-related hiring violations have nearly doubled and Form I-9 employment eligibility verification requirements have been significantly revised. Furthermore, the Justice Department has expanded its definition of discrimination and introduced an Immigrant and Employee Rights Section (IER). This presentation will explore the implications of these developments for employers and provide tips to ensure Form I-9 and E-verify compliance while avoiding immigration-related discrimination. - 

James Larsen, Esq, Attorney, Foster LLP, Austin, TX
TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 2:00-3:00p	 UNIQUE ZONE
Reigniting Your Engagement: An Interactive Approach to Rediscovering Your Enthusiasm for HR and Inciting Passion on Your Team
Have you ever seen someone become complacent in their role? Have you witnessed yourself or those you work with lose the spark of excitement and passion for their work? In this session, we look into how to assist HR professionals and their teams reignite their enthusiasm for human resources. Too often in organizations, people quickly disengage from the roles they are in. It is HR’s role to help these people overcome this mediocrity and reengage in a meaningful way. This will be a very interactive, workshop style presentation with exercises, games, and tools that will require a high level of audience participation. This will include team exercises as well as individual interaction. The goal is to help people rekindle the enjoyment of the work that they do and learn some tools they can use to impact those they work with. -

Joshua Evans, President, Enthusiastic You! LLC, Sugar Land, TX
TRACK: Leadership & Prof Development; SHRM Competency: Leadership & Navigation. HRCI: HR (General)
AUTHOR: Enthusiastic You! - Rediscover Your Passion and Energy

Wed, May 9, 3:15-4:15p	 ROOM 600
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 Elisaguirre, President, Workplaces That Work, Boulder, CO
REPEATS Thu 8:15a
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

Wed, May 9, 3:15-4:15p	 ROOM 601
Practical Tips for Conducting Workplace Investigations
A timely, thorough investigation, accompanied by prompt and appropriate remedial action, will generally provide an employer with an effective defense to employment claims, as well as encourage an open workplace where employees are comfortable raising issues of inappropriate conduct, thereby promoting a discrimination and harassment-free workplace. Attend this seminar to learn practical ways to avoid allegations of an unfair/incomplete investigation and minimize risks of a subsequent litigation. -

Ruthie White, Esq, Principal, Jackson Lewis, PC, Houston, TX
REPEAT OF Wed 2:00p
TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 3:15-4:15p	 ROOM 602
Making Business Cases for HR Spending to CEOs and CFOs
You own your company's HR strategy, but how effectively are you communicating the vision to C-Suite and other departments? Learn to build business cases for Human Resource projects that match the overall strategy of your organization, while improving your persuasion abilities to grow your influence in your company. The participant will be able to: connect HR planning to the overall strategy of the company, create clear cost-benefit analysis for HR spending, and more effectively persuade Chief, Operations, Finance and Marketing executives in high stakes conversations about strategy and resource allocation. -

Ted Beasley, MBA, Chief Executive Officer, Emergent Execs, Cedar Point, TX AND Monica Scamardo, Psy.D., Trainer & Executive Coast, Emergent Execs, Round Rock, TX
REPEAT OF Wed 2:00p

Wed, May 9, 3:15-4:15p	 ROOM 603
Top Ten Issues Keeping HR Up At Night
This session will cover the top ten legal headaches, blindspots, and risks commonly experienced by HR professionals. Learn tips on everything from “hot” wage and hour claims to handling harassment investigations or employees with medical issues under the FMLA. This session will not just cover the law, but provide practical strategies and suggested policies that will minimize and reduce the risks of employee litigation. -

David Barron, Attorney, Cozen O’Connor, PC, Houston, TX
REPEAT OF Wed 2:00p
TRACK: Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)
Wed, May 9, 3:15-4:15p  ROOM 604
**From Order Taker to Change Maker**
When shopping, buyers know what they want, but they may not know what they need. With investments of time, dollars, and resources, Talent Development leaders have a responsibility to inform internal buyers of optimal solutions for achieving change and influence decisions and actions for maximum impact. Learn how to become a valued and trusted organizational partner dedicated to creating collaborative solutions for sustainable change. - Jill Hickman, SPHR, SHRM-SCP, President, Jill Hickman Companies, Kingwood, TX
**TRACK:** Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation. HRCI: Business
**AUTHOR:** My Success Journal

Wed, May 9, 3:15-4:15p  ROOM 605
**FMLA & ADA: New and Persistent Leave and Accommodation Issues**
This program will address common questions and challenges, and day-to-day frustrations, faced by HR professionals and the managers they support, in the management of employees with medical conditions. We will address the current state of the law and the EEOC/DOL’s enforcement positions, and claim activity, with regard to concepts like accommodations for pregnancy, light duty, telecommuting, confidentiality, return to work issues, management of intermittent leave, managing employee attendance, leave as an accommodation, and much more. - Alexis Knapp, SPHR, SHRM-SCP, Shareholder, Littlet Mendelson, PC, Houston, TX
**REPEAT OF Wed 12:45p**
**TRACK:** Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 3:15-4:15p  ROOM 606
**Benefits During FMLA Leave: Is Your Plan Compliant?**
The Family and Medical Leave Act (FMLA) provides certain employees with up to 12 weeks of unpaid, job-protected leave per year. It also requires that their group health benefits be “maintained” during the leave. Are you confident that your FMLA policies and procedures ensure “maintenance” of benefits in accordance the law? This presentation will address common compliance gaps in benefits administration during FMLA leave, and steps you can take to limit the plan’s exposure. The session will explore a plan’s premium collection rights and obligations during FMLA leave (and how the cafeteria plan rules affect these activities), including whether and when a plan may terminate coverage for nonpayment during FMLA leave. - Kate Ball, JD, Compliance Counsel, Aurthur J. Gallagher & Co, San Antonio, TX
**TRACK:** Total Rewards; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 3:15-4:15p  ROOM 607
**Are You Sure Your Leaders are Coaching? Create a Coaching Culture**
Coaching became a buzzword, a fashion, a way to work with our people. But asking your leaders to coach is not enough, they all have different definitions and views of coaching. To create a real coaching culture in your organization, you need a structured project to adopt real coaching techniques top-down that will create a different way of working, developing people and getting results. This presentation will give you a system to implement a coaching culture in your organization by establishing the foundational changes needed in values and rules of engagement between managers and collaborators. Participants will learn how to implement a culture change by deploying a real coaching culture in their organizations. It also will give you valuable information to understand when to manage and when to coach. - Guillermo Mendoza, Executive Coach/ICC Trainer, Impact Coaching Solutions, The Woodlands, TX
**TRACK:** Business Mgmt & Strategy; SHRM Competency: Leadership & Navigation. HRCI: Business

Wed, May 9, 3:15-4:15p  ROOM 608
**A Practical Guide to Mental Health Conditions in the Workplace**
When is a mental health condition considered a disability? Are you complying with necessary workplace accommodations? What about employee drug testing? This session will help attendees better understand how the ADA, FMLA, OSHA and other workplace laws impact employer rights and obligations when dealing with employee mental health issues. - Pamela Williams, Partner AND Collin Warren, Partner, Fisher Phillips, LLP, Houston, TX
**TRACK:** Employee & Labor Relations; SHRM Competency: Consultation. HRCI: HR (General)

Wed, May 9, 3:15-4:15p  ROOM 609
**Streamlining HR Data Management and Security**
Human Resource professionals handle large amounts of employee data for a variety of reasons. The security of the data has never been more important. At the same time, streamlined data processes can help HR departments decrease risk, ensure compliance, and bottom line value to the organization. This is true across HR functions, including applicant tracking, onboarding (including I-9 and E-Verify), tax credit capture, unemployment claims management and more. - Ezrie Yellin, HiRETech, Houston, TX
**TRACK:** Business Mgmt & Strategy; SHRM Competency: Business Acumen, Critical Evaluation. HRCI: Business

Wed, May 9, 3:15-4:15p  ROOM 610
**Performance Coaching - Taking Your Team to the Next Level**
In light of today’s high-pressure, fast-paced environments, it’s more important than ever for our teams to be functioning at higher levels. The HR leader’s ability to coach their own employees is vital to equip and prepare them for future roles and responsibilities. Additionally,
being able to provide guidance to managers and leaders throughout the organization provides a platform for greater trust and influence. - Brian Brandt, MAGL, Chief Executive Officer, Core Insights, Tyler, TX

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

**Wed, May 9, 3:15-4:15p ROOM 611**

**Workplace Bullies are Too Expensive to Keep**
Learn how to address bullying using evidence-based tools. A quarter of American workers directly experience bullying; 65.6 million workers, including witnesses, are affected. Employers suffer turnover, absenteeism, presenteeism, and payouts for severances and settlements. These costs are preventable. Employers tend to ignore bullying. State laws mandating training are proliferating. Prepare your organization for compliance. - Frank Mulcahy, CITRMS, Director of Business Development, Workplace Bullying Institute, Sugar Land, TX

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

**Wed, May 9, 3:15-4:15p 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

**REPEATS Thu 8:15a**

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

**Wed, May 9, 3:15-4:15p ROOM 502**

**Employment Immigration in the Outer Continental Shelf**
Hiring foreign nationals can be tricky when dealing with offshore platforms and units. The Outer Continental Shelf Act requires that with certain and limited exceptions, all vessels and platforms operating on the shelf must employ only U.S. citizens and permanent residents. The limited exemptions are called a Manning Citizenship Exemption. Explore circumstances where foreign nationals may be employed in the OCS and what issues one must be aware of before committing international work force. - Diego Archer, Esq., Attorney AND Kelly Cobb, Partner, Fragomen, Houston, TX

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

**Wed, May 9, 3:15-4:15p ROOM 503**

**Invisible Casualties: How to Support Employees After a Mass Shooting**
Almost daily the news is reporting on a tragic event that has impacted numerous people. More and more frequently, these events are occurring in the workplace and may have a life-changing effect not only on the people directly involved, but the entire employee population. Tragic workplace accidents, regardless of whether they make headlines, require unique attention to the needs of the impacted employees. Learn how you can support your employees as they return to work and limit liability for your organization. - Alicia Cuello, MHR, SPHR, SPHR-SCP, Owner, Underlying Communications, Denver, CO

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

**AUTHOR:** Invisible Casualties: Overcoming Adversity After a Tragedy in the Workplace

**Wed, May 9, 3:15-4:15p ROOM 504**

**What the Heck is Employee Engagement Anyways?**
The more you engage your employees, the more productive they will be. Learn what employee engagement really is, and how to take action within your organization. Communicating your Total Rewards program is hard, and getting employees to understand it is even harder. You'll leave with communication techniques that incorporate marketing strategies, and an electronic benefits communication plan that you can implement tomorrow! - Monirah Bacnik, Founder/CEO, brand28, Houston, TX

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

**Wed, May 9, 3:15-4:15p UNIQUE ZONE**

**An Adventure in Being**
Employees bring every aspect of themselves to work each day. Expanding well-being concepts support having a better life and adding even more value to your team and to the organization. In this fun and interactive session, Participants will complete and learn self-discovery and experiential exercises that offer techniques to increase focus, reduce stress, improve mobility and shift one’s mindset for improved communication. - Kathi Crawford, SPHR, MCC, RYT 200, Chief Executive Officer, People Possibilities LLC, Houston, TX

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