55th ANNUAL HUMAN RESOURCES CONFERENCE & EXPO AGENDA

**Note: After each session title (when data available), in parentheses are the session skill level and appropriate company/employee size. Skill levels are Novice (N), Intermediate (I), Advanced (A) or All. Company size ranges from zero to 250+ employees, or Any.*

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Sponsored by:

TUESDAY, APRIL 23

8:30 a.m. – 4:30 p.m. Registration Desk Hours

Sponsored by:

8:30 a.m. Continental Breakfast

Sponsored by:

9:00 a.m. – 12:00 p.m. Half-day Morning Workshops

WK1. Up in the Air: A Movie and TV-Based Boot Camp (All; Any) [HR; PDC]

- Learn what risks there are in making employment decisions
- Learn best practices for addressing complaints or misconduct
- Learn what to consider when making a disciplinary decision

Heather Wilson, Member in Charge and Alex Oxyer, Attorney, Frost Brown Todd LLC

WK2. Emotional Intelligence: Its Role and Impact on Success (All; Any) [HR; PDC]

- Understand emotional intelligence and its impact on leadership, introduce EQ-i2.0 emotional intelligence model
- Connect the interplay of all aspects of emotional intelligence, identify and learn how to apply key emotional competencies
- Discuss activating events and the impact on physical, mental and social well-being, learn strategies to help you manage counterproductive tendencies

Denny Faurote, President, The Faurote Group

12:00 – 1:30 p.m. Lunch (on your own)

1:30 – 4:30 p.m. Half-day Afternoon Workshops

WK3. Sexual Harassment - Title VII Trial (All; Any) [HR; PDC]

- Professionalism in the workplace
- Compliance with Title VII and avoiding sexual harassment
- How a jury of peers will perceive facts and written evidence/emails

Dottie McDermott, JD, Principal; Mike Padgett, JR, Principal; and Scott Preston, JR, Principal, Jackson Lewis

WK4. Burnout: Prevention and Recovery (I; Any) [HR; PDC]

- Understand the factors that lead to burnout
- Identify activities and perspectives that reduce the incidence of burnout
- Synthesize interventions that will discourage burnout in your organization

Robert Bogue, President and Terri Bogue, COO, Thor Projects LLC

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Sponsored by:

WEDNESDAY, APRIL 24

8:00 a.m.-4:45 p.m. Registration Desk Hours

8:00 a.m. Continental Breakfast

Sponsored by:

8:00 a.m.-2:30 p.m. Expo Hours

8:30 a.m. Opening General Session
Welcome and Opening Comments
Heather Wilson, JD, Member, Frost Brown Todd LLC

Keynote Presentation: Rubber Band Resilience: How HR Professionals Can Stretch Without Snapping
It's easy to think it won't happen to you: the tragic event, the lost client, the economic downturn. Roadblocks and unforeseen adversity, both personal and professional, stretch us every day. In this powerful keynote, Kathy will share how devastating news led her on a journey to discovering the keys to thriving in the face of challenging circumstances. Kathy will inspire and encourage you to stretch, not snap, when faced with disruption. Learn the secrets, tips and tactics to becoming Rubber Band Resilient.
Kathy Parry, Corporate Energy Expert

9:30 a.m. HR Expo Stretch Break

Sponsored by:

10:30 a.m. Concurrent Session One

HR Compliance
1A. A Conversation With the EEOC on Reasonable Accommodations Under the ADA (All; Any) [HR; PDC]
- How to properly engage in and document the ADA interactive process
- Examples of accommodations for both physical and mental disabilities
- How to determine if a suggested accommodation is reasonable based on the job requirements and your workplace

Amy Wilson, JD, Member, Frost Brown Todd and Alessandra Rosa, JD, Trial Attorney, EEOC

Leadership
1B. Top Trends in Program Design for Leadership Development (I; 250+) [B; PDC]
- Learn current best practices and what the experts say should be included in your leadership development program design
- Gain insights from case examples that will help you make decisions to improve your programs
- Explore fresh ideas to help you assess and shape your leadership agenda for now and the future

Bill Mugavin, CPLP, Senior Consultant, Account Lead, FlashPoint

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Engagement and Retention

1C. Engagement Unplugged (All; Any) [HR; PDC]

- Learn how to utilize the passion of your employees to increase engagement
- Discover how to be okay with positive attrition
- Ways to empower employees to unleash their full potential (in both their personal and professional lives)

Brea Dantin, AIF, Co-Founder, ProCourse Fiduciary Advisors

Diversity and Inclusion

1D. Diversity and Inclusion: How to Grow Your Business (All; Any) [B; PDC]

- Learn the definitions of diversity and inclusion and their application to the workplace
- Understand the impact that diversity and inclusion have on driving employee traits such as creativity, innovation and loyalty
- Discuss the business case for diversity and inclusion: how it relates to attracting and retaining talent, absenteeism, productivity, industry market share and ROI

Misty Resendez, EdD, Consultant, InvigorateHR

11:30 a.m. Roundtable Discussion Lunch with Conference Sponsor Frost Brown Todd LLC

1:00 p.m. Concurrent Session Two

HR Compliance

2A. Getting in Front of the 8-Ball (N/I; Any) [HR; PDC]

- Assist attendees in developing forms and procedures for common human resource functions
- Give attendees the tools to customize programs to enable proactive thought rather than reactive action
- Provide a compliance foundation upon which human resource professionals can build

Catherine Burgett, JD, MBA, Attorney, and Anne Duprey, JD, Attorney, Frost Brown Todd LLC

Leadership

2B. Staying Power: Why Your Employees Leave (and How to Keep Them Longer) (All; Any) [HR; PDC]

- Discover current employee turnover trends and future staffing projections
- Uncover the real reasons employees leave most organizations and ways to encourage them to stay
- Learn ways to become a M.A.G.N.E.T. employer that attracts better applicants and keeps staff longer

Cara Silletto, MBA, President and Chief Retention Officer, Crescendo Strategies

Engagement and Retention

2C. Exceptional Goal Setting – The Ride of a Lifetime (All; Any) [HR; PDC]

- How to map out and create steps for a grand, "stretch goal" achievement
- R.I.D.E. = Resilience, Influence, Decisiveness and Expectancy
- What it takes to keep going and when and how to influence others to help reach your goal
- How to be clear and pick your battles

Annie Meehan, Speaker, Author and Coach

Diversity and Inclusion

2D. Creating a Welcoming Environment for LGBTQ Employees (All; Any) [HR; PDC]

- Define LGBTQ terms and their importance
- Understand common mistakes and their impact
- Learn practical steps to make LGBTQ employees welcome

Christopher Handberg, M.Ed., Executive Director, Indy Pride, Inc.

2:00 p.m. Dessert Break in Expo

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2:30 p.m. Concurrent Session Three/Expo Closes

HR Compliance

3A. The Hidden Rocks of Labor and Employment (A; Any) [HR; PDC]

- Employers will learn about their requirements under commonly overlooked laws and regulations
- Employers will be assisted in structuring internal policies to ensure compliance with a variety of laws tangentially related to labor and employment
- Employers will develop strategies for mitigating risk

Catherine Burgett, JD, MBA, Attorney, and Anne Duprey, JD, Attorney, Frost Brown Todd LLC

Leadership

3B. Elevating Women in Leadership: How Organizations Make Sustainable Change (All; Any) [HR; PDC]

- Identify how organizations miss the mark when it comes to making progress on their gender diversity agenda
- Explore what development efforts are most effective in advancing women and the differentiating behaviors of people who support them
- Evaluate what defines a gender inclusive culture and which table stakes practices and policies every organization must have

Angela Staley, Talent Development Manager, Lee Hecht Harrison

Engagement and Retention

3C. New Strategies for New Hires: Improving Recruiting, Onboarding and Training (All; Any) [HR; PDC]

- Discover ways to improve your employer brand to increase the number of qualified applicants
- Learn best practices for welcoming new hires and ensuring they have a great experience entering your company
- Take away tips for improving your onboarding and training

Cara Silletto, MBA, President and Chief Retention Officer, Crescendo Strategies

Diversity and Inclusion

3D. Ensuring Everyone is Heard: Communication Strategies and Disability Inclusion (I; Any) [HR; PDC]

- Understand why it makes good business sense to focus on disability inclusion in your company
- Hear from large companies about their successful disability inclusion strategies
- Takeaway strategies for communication that lead to higher talent acquisition and retention numbers

Panelists: Ben Trockman, Diversity and Inclusion Outreach Specialist, Old National Bank; Rebecca Buchan, Director of ASL Services and Education, LUNA Language Services; and Gina Clevenger, Sr. LD&T Resource Supervisor, and Dustin Maynard, LD&T Supervisor, Gatorade PepsiCo. Moderator: Jane Richardson, Director of Human Resources, Tangram

3:30 p.m. Recharge Break

3:45 p.m. Concurrent Session Four

HR Compliance

4A. #MeToo Madness: Crafting a Cohesive Policy and Training Approach (I/A; Any) [HR; PDC]

- Learn in what states #MeToo statutes and regulations have been enacted
- Identify whether any of the new statutes or regulations impact your organization
- Identify ways to comply with varying statutes and/or use such statutory requirements to improve your organization's harassment prevention program

Bonnie Martin, JD, Shareholder, Ogletree Deakins Nash Smoak & Stewart, P.C.

Leadership

4B. Leading with Emotional Intelligence (All; Any) [HR; PDC]

- Identify the benefits of emotional intelligence
- Learn the four core skills required to practice emotional intelligence
- Interpret and manage your emotions to effectively impact others

Misty Resendez, EdD, Consultant, InvigorateHR

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Engagement and Retention

4C. Effective Management and Employee Engagement (N/I; Any) [HR; PDC]

- Barriers to effective management and employee engagement
- Legal liability issues which managers should be aware with regard to their conduct
- Steps businesses can use to increase managerial effectiveness and create a culture of engaged employees

Craig Borowski, JD, Shareholder, Littler Mendelson, P.C.

Diversity and Inclusion

4D. Employees with Autism: Strategies for a More Inclusive (and Compliant) Workplace (I; Any) [HR; PDC]

- Educate attendees on the prevalence of autism in the workforce and the strengths and challenges for employees with autism
- Discuss the legal protections for applicants and employees with autism
- Develop strategies for a more inclusive workplace for employees with autism

Catherine Burgett, JD, MBA, Attorney, and Anne Duprey, JD, Attorney, Frost Brown Todd LLC

4:45 p.m. Adjourn for the Day

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Sponsored by:

THURSDAY, APRIL 25

8:00 a.m. – 4:00 p.m. Registration Desk Hours

8:00 a.m. Continental Breakfast

8:30 a.m. Morning General Session: Leading With Impact
Annie Meehan, Speaker, Author and Coach

Sponsored by:

9:30 a.m. Stretch Break

9:45 a.m. Concurrent Session Five

HR Compliance
5A. Ten Rules to a Better HR Life (All; Any) [HR; PDC]
- Learn key principles to a better HR life
- Setting the example in your organization
- Finding solutions to your company's problems

Brian McDermott, JD, Principal, Jackson Lewis

Leadership
5B. Optimizing HR Strategy for Organizational Effectiveness (A; Any) [B; PDC]
- Learn how to link HR strategy to overall organizational strategy (and how to lead your organization's human capital strategies)
- Understand how HR metrics should and shouldn't be used

Gary Kushner, SPHR, CBP, President and CEO, Kushner & Company

Hot Topics in HR
5C. Should You Accept that Friend Request? The Legal Pros and Cons to Social Media in the Workplace (All; Any) [HR; PDC]
- Learn when to use social media when making an employment decision
- Learn when too much information from social media carries legal risk
- Learn the best practices to monitoring employees' social media habits

Alex Oxyer, Attorney, Frost Brown Todd LLC

HR Potpourri
5D. Four Generations in The Workplace (All; Any) [HR; PDC]
- Learn about characteristics and events that shaped each generation's perspectives and work style; understand how these elements factor into workplace interactions and communications
- Understand how to address gaps/challenges/differences of the generations by creating strategies to align work and their specific ways of working
- Discuss keys to relating to the various generations of the workplace

Jeremy York, SPHR, SHRM-SCP, Lead Consultant and President, InvigorateHR

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10:45 a.m. Recharge Break

11:00 a.m. Concurrent Session Six

HR Compliance

6A. Don't Even Think About It! How to Avoid Retaliation Claims (All; Any) [HR; PDC]

- What conduct is deemed "protected activity" that could give rise to a retaliation claim?
- What is deemed an "adverse action" that could support a retaliation claim?
- What steps an employer can take to avoid retaliation claims

Michael Terrell, JD, Partner, Taft Law

Leadership

6B. Turn Change and Conflict From Destructive to Productive (All; Any) [HR; PDC]

- Understand responses to change by exploring the journey through change cycle
- Learn a framework for adapting your destructive conflict tendencies into productive responses
- Learn a change model to influence others during times of conflict and change

Amanda Areces, Director of Talent Development, HRD Advisory Group

Hot Topics in HR

6C. An Employer's Worst Nightmare: Recognizing Workplace Violence and Responding to an Active Shooter (All; Any) [HR; PDC]

- Educate attendees on the best practices for preventing workplace violence and preparing for an active shooter in the workplace
- Discuss the important measures employers should take in response to an active shooter in the workplace
- Foster dialogue about the very real concerns in responding to an active shooter in the workplace

Anne Duprey, JD, Managing Associate, Frost Brown Todd LLC

HR Potpourri

6D. Best Practices for Retirement Plan Reviews and RFPs (All; Any) [B; PDC]

- How to create an effective committee within an organization
- How to structure an agenda staying focused on the goals and priorities of the company
- How to coodinate outside propsals to meet organizational needs

Jeff Graf, CPFA, Qualified Plan Consultant and Jim Trujillo, CFP, CCFS, Financial Advisor, ARGI

12:00 p.m. 2019 Human Resources Awards Luncheon

Keynote Presention: Management Lessons I Learned from My Children

In this fun, engaging session, Marlin Smith will address seven key points that are critical for HR leadership to employ in order to retain top talent. Included in those seven points: the importance of creating safe space for learning; being aware of cultural norms we set; obtaining high levels of discretionary effort; and creating a culture of appreciation.

Marlin D. Smith, SHRM-SCP, Founding Partner, Mandrake HR Consulting, LLC

1:30 p.m. Hydration Break

1:45 p.m. Concurrent Session Seven

HR Compliance

7A. Drugs in the Workplace: Best Practices in an Ever-Changing Arena (All; Any) [HR; PDC]

- Learn when drug testing is still appropriate or mandatory
- Learn the risks in addressing or failing to address employee drug use
- Learn if or when employee drug use should be accommodated

Alex Oxyer, Attorney and Alex Will, Attorney, Frost Brown Todd LLC

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Leadership

7B. You Don't Have to Have a Title to Be a Leader (A; 0-100) [HR; PDC]

- Recognize the importance of building influence to get others to want to follow you
- Dispel common myths surrounding leadership
- Share the Leadership Progression Model

Sarah Turner, CPA, Principal Consultant, The Faurote Group

Hot Topics in HR

7C. 15,000: The Story of Indiana's Anonymous and Available Workforce (All; Any) [HR; PDC]

- Examine the data surrounding Indiana's population in recovery from substance use disorder
- Learn how to engage and hire job seekers in early recovery
- Examine best practice models for retaining talent post treatment

Mike Thibideau, Director, Indiana Workforce Recovery, Wellness Council of Indiana

HR Potpourri

7D. Safety? I'm an HR Manager! OSHA Compliance Guidance for the HR Professional (N/I; Any) [HR; PDC]

- OSHA programs that may be applicable to a location
- Compliance with applicable OSHA programs
- Improved safety performance for the organization

Scott Dendler, CSP, REM, CEA, President and Senior Consultant, ComplianceEHS, Inc.

2:45 p.m. Get Moving Break

3:00 p.m. Concurrent Session Eight

HR Compliance

8A. Form I-9 and E-Verify: Mistakes Big or Small … Avoid Them All!! (All; Any) [HR; PDC]

- How to conduct employment eligibility verifications correctly, using form I-9/E-Verify
- Consistently use real world day-to-day examples that will assist in understanding and answering questions
- Provide many resources to improve employment eligibility verification compliance processes and programs

Dave Basham, Program Analyst, U.S. Citizenship and Immigration Services

Leadership

8B. Why Your Hi-Po (High Potential) Programs Still Aren't Working (A; Any) [HR; PDC]

- Enhance awareness of the effectiveness of your company's Hi-Po program
- Understand three fundamental concepts for successful Hi-Po programs
- Identify which fundamental concepts your company needs to implement

Thresette Briggs, SHRM-SCP, DDI, MBA, John Maxwell Speaker, Trainer and Coach, President and Chief Performance Officer, Performance 3, LLC

Hot Topics in HR

8C. Mental Health Issues? What Should I Do? (A; Any) [HR; PDC]

- Recognizing behavioral health issues in the workplace
- Best practices in dealing with behavioral health issues in the workplace
- Practical advice from an HR professional and an EAP professional

LouAnn Dobbins, MS, Coordinator of EAP Business Development and Nancy Pietrangeli, MS, Coordinator of EAP Corporate Services, New Avenues, Inc.

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HR Potpourri

8D. $how Me the Money: The Value of Financial Health (All; Any) [HR; PDC]

- Review the current state of employees' financial well-being
- Understand how it impacts employee performance and effectiveness
- Learn methods and opportunities to assess and support your employees' financial well-being

Jessica Raddemann, CHES, Associate Director and Beth Stewart, MS, RD, Director, Health Management, Willis Towers Watson

4:00 p.m. 2019 Human Resources Conference & Expo Adjourns