

# 62<sup>nd</sup> ANNUAL INDIANA HR CONFERENCE AGENDA

\*Note: After each session title (when data available), in parentheses, is the session skill level. Skill levels are Novice (N), Intermediate (I), Advanced (A) or All.

## Tuesday, April 28

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

8:30 a.m. Continental Breakfast

### 9:00 a.m. – 12:00 p.m. Morning Workshops

#### WK1. The Journey From "Specialist" to "Strategic Business Partner": A View From the Trenches (I/A)

- Balancing legal and technical knowledge with business direction and performance
- The role of business strategy in advancing HR careers
- Considerations in building an HR career

*S. Richard Park, Ph.D., Principal & CEO, Talent Alignment, LLC*

#### WK2. Making The Leap: Leading During Uncertain Times

- Participants will be able to better understand what it means to be a leader versus leadership and how to implement effective leader attributes
- Participants will be able to distinguish traits of a fixed versus a growth mindset and how to encourage others
- Participants will be better able to manage through crisis

*Julius Rhodes, SPHR, Founder and Principal, mpr group*

12:00 – 1:30 p.m. Lunch (on your own)

### 1:30 – 4:30 p.m. Afternoon Workshops

#### WK3. MetaGagement at Work: Turning Compliance Fatigue Into Confident, Engaged Teams (All)

- Participants will be able to identify early warning signs that an HR issue is really an engagement problem in disguise, and distinguish between symptoms and root causes of conflict in the workplace
- Participants will be able to apply a practical MetaGagement conversation model to reframe compliance discussions so they build trust, protect dignity, and reduce fear for both employees and managers
- Participants will be able to design or refine at least one HR process in their own organization so that required investigations, corrective actions and documentation also serve as intentional touchpoints to strengthen culture and long-term retention

*Lyman Montgomery, PhD, Founder, Focused Driven Compliance Advisors, LLC*

#### WK4. The Language Access Playbook: From HR Policy to Practical Implementation (All)

- Identify the key legal and compliance risks associated with language barriers in the workplace, including Title VI mandates and the liabilities of using untrained staff as interpreters
- Define the core "building blocks" of a sustainable Language Access Plan and understand the practical steps for developing and implementing this policy within their organization
- Learn to differentiate between the roles of professional interpreters and bilingual employees, and acquire best practices for integrating both effectively into a strategic language access model

*Irene Paxia, CFRM, MS, MBA, Executive Director and Julie Townsend, Board Chair, The Language Access Lab*

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## Wednesday, April 29

8:00 a.m. – 5:00 p.m. Registration Desk Hours

8:00 a.m. – 2:30 p.m. Expo Hours

8:00 a.m. Continental Breakfast

### 8:30 a.m. Opening General Session

#### Keynote: MAKE MOMENTS MATTER: Creating a Culture of Belonging Through the Ripple Effects of Human Connection

Belonging isn't built by big initiatives alone – it's created in the small, everyday moments where people feel seen, heard and valued. But when those moments are missed, something else builds in their place: Invisible Friction™, the quiet tension, mistrust and disconnection that quietly erodes culture and collaboration. In this keynote, Chris Rollins helps audiences Make Moments Matter by showing how small, intentional actions – like genuine check-ins, active listening and empathy – can create ripple effects of trust and create a welcoming environment. Through powerful stories and a simple framework, participants learn how to build a culture where everyone feels like they belong.  
*Chris Rollins, Speaker | Coach | Consultant, Creator of The Ripple Effect Leader*

10:00 a.m. Stretch Break/Expo

### 10:45 a.m. Concurrent Session One

#### Compliance

##### 1A. Navigating Workplace Compliance: ADA, FMLA and PWFA

- Overview of ADA, FMLA, and PWFA requirements and basics
- Interaction of leave rights and requirements
- Overlapping responsibilities and employer duties

*Mark Wohlford, Bose McKinney & Evans LLP*

#### Culture

##### 1B. Building a KINDER Kind of Workplace: From Any Seat on the Bus (I)

- Apply the KINDER framework to strengthen empathy, accountability and resilience across teams
- Identify and address behaviors that undermine civility and belonging
- Use practical strategies to create a culture of kindness that drives engagement and retention

*David Shar, PhD; SHRM-SCP, Speaker, Trainer, Professor, illuminate PMC*

#### Leadership

##### 1C. Rewriting the Leadership Playbook: Six Plays for a People-First Future (A)

- Identify and apply the six components of the People-First Playbook – Purpose, Direction, Connection, Excellence, Enablement and Legacy – to strengthen clarity, trust and performance within their teams
- Evaluate their current leadership approach by assessing gaps between desired culture and daily behaviors, and determine which “plays” will most effectively improve team alignment, accountability and engagement
- Implement people-centered leadership practices that enhance psychological safety, improve communication and reduce friction – enabling teams to operate with greater cohesion, resilience and purpose

*Nick Reich, Chief Strategy Officer, Abundant Empowerment*

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## Talent

### 1D. The New Currency of Talent: Rethinking Workplace Benefits for Financial Wellness and Retention (All)

- Explore how financial wellness programs – including emergency savings, debt support and retirement planning – can reduce turnover and improve productivity
- Learn how non-cash compensation, health savings accounts and flexible benefits can be tailored to meet the needs of a multi-generational workforce
- Discover practical approaches for communicating benefits more effectively to drive participation and empower employees across life stages

Kevin Clemson, Director, Workplace Benefits; and Paul Redden, CPFA, Director, Workplace Benefits, Bank of America

## 11:45 a.m. Expo Lunch

## 1:00 p.m. Concurrent Session Two

## Compliance

### 2A. Your Workplace Investigation "Top 10": Top Successes and Mistakes (I/A)

- Learn the top 10 contributors to a successful workplace investigation
- Discover the top 10 ways an investigation can go awry
- Use real-life scenarios to plan a successful, defensible investigation

Bonnie Martin, JD, Office Managing Shareholder; and Scott Preston, JD, Shareholder, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

## Culture

### 2B. Elevating Your Culture and Team Connection Through Engagement and Psychological Safety (I/A)

- Participants will be able to better understand and differentiate workplace climate from culture
- Participants will be able to understand and implement tools to support engagement and psychological safety for team members
- Participants will understand the impact their personal brand has on team building

Julius Rhodes, SPHR, Founder and Principal, mpr group

## Leadership

### 2C. The Curiosity Advantage: How HR Leaders Spark Engagement, Innovation and Connection (I/A)

- Define organizational curiosity and understand its role as a strategic capability within modern HR and talent development practices
- Explain how curiosity influences engagement, innovation, retention and problem solving, supported by current research and case-based insights
- Identify practical, actionable strategies HR leaders can use to embed curiosity into leader development, team routines and organizational culture – driving more connected, adaptive and resilient workplaces

Anna Zimmerman, Leadership Development Consultant, FlashPoint Leadership

## Talent

### 2D. The Modern Workforce Reimagined: Legal and HR Strategies for Recruiting, Managing and Monitoring Today's Workforce (I/A)

- Learn about key laws, recent court decisions and regulatory trends impacting the modern workforce
- Troubleshoot workplace challenges faced by HR professionals by navigating both legal and practical solutions
- Develop actionable approaches for managing return-to-work policies, employee monitoring, pay practices, workplace technologies and more that keep your company compliant while also attracting and retaining top talent

Annee Duprey, JD, Partner; and Catherine Burgett, JD, Partner, FBT Gibbons

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2:00 p.m. Expo Break

## 2:30 p.m. Concurrent Session Three

### Compliance

#### 3A. Smart Starts: Legal Best Practices for Employee Onboarding (A)

- Identify key federal and state employment law requirements that affect the onboarding process, including documentation, wage and hour compliance, and I-9 requirements
- Apply legally sound practices for background screening, offer letters and employment agreements
- Develop a compliant and engaging onboarding framework that reduces legal risk

*Tessa Doyle, J.D., Attorney and Shannon Middleton, J.D., Attorney, Gutwein Law*

### Culture

#### 3B. Mental Fitness at Work: Building a Resilient, Psychologically Safe Culture (All)

- Connect the dots between empathy, psychological safety, and workforce resilience
- Turn well-being into action through leadership mindset and culture
- Embed psychologically safe behaviors into everyday leadership
- Practical strategies to strengthen trust, performance, and resilience

*Susan Van Hoosen, Wellness Program Manager, LHD Benefit Advisors; and Rachel Stevens, Senior Director of Human Resources, Indianapolis Airport Authority*

### Leadership

#### 3C. Readiness, Sustainability, Partnership: A Blueprint for Transformative Emerging Leader Development (I)

- Evaluate organizational readiness for leadership development by identifying the cultural, leadership and operational conditions needed for sustainable growth experiences
- Design leadership development that endures by embedding shared language, real-world application, mentoring, psychological safety and accountability structures that continue beyond the program
- Apply best practices for partnering with external consultants to co-create leadership solutions – leveraging the strengths, perspectives and roles of both internal and external HR experts

*Andrea Butcher, Abundant Empowerment; and Jeannie Ambler, SHRM-SCP, PHR, CHRO, BHI Senior Living*

### Talent

#### 3D. Is Finding the Right Talent Keeping You Up at Night?

- Better understand the principles and value of a skills-based talent approach to finding the talent they need
- Conduct practical job analysis to identify essential skills for critical roles
- Convert skills insights into stronger job descriptions
- Align recruitment and screening practices with a skills-first strategy to expand their talent pipeline

*Natalie Wenzler, Institute for Workforce Excellence*

3:30 p.m. Recharge Break

## 3:45 p.m. Concurrent Session Four

### Compliance

#### 4A. Meet the Employees' Lawyers (I/A)

- Examine how disciplinary documentation can make or break an employee's case
- Learn how employees' attorneys build retaliation claims around activity that occurs after harassment or discrimination is reported, leading to claims of retaliation
- Discuss how employees' attorneys make use of key documents such as performance evaluations, text messages, emails and arbitration agreements in the course of discrimination claims

*Amanda Couture, JD, Counsel, FBT Gibbons*

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## Culture

### 4B. Talent Magnet Benefits: Flexibility, Lifestyle Perks and Culture-Driven Incentives (All)

- This session explores practical, scalable strategies for creating benefit packages that attract top talent, increase engagement and strengthen workplace culture
- Participants will learn how leading organizations are implementing expanded paid-time-off models, volunteer time off, pet insurance, remote-work stipends, lifestyle benefits, flexible work options and well-being benefits
- The focus will be on realistic implementation and identifying benefits that align with your organization's values and workforce demographics

*Parkview Health*

## Leadership

### 4C. It's Not Your Fault, But It Is Your Problem: How HR Leaders Can Solve Employers' Business Problems by Addressing Employees' Personal Problems (I/A)

- Identify key challenges impacting employee well-being: Understand the prevalent personal and financial challenges facing American workers, including financial stress, mental health, childcare and housing instability, and how these issues impact work performance and company culture
- Recognize the business impact of addressing employee challenges: Learn why supporting employees through personal challenges isn't just beneficial for them – it's a critical strategy for reducing absenteeism, turnover and disengagement, ultimately improving productivity and company success
- Apply actionable strategies for HR programs and policies: Gain actionable insights and strategies for implementing effective HR programs, policies and initiatives to help employees manage and overcome their challenges

*Peter Dunn, CEO, Your Money Line*

## Talent

### 4D. The Sustainable Productivity Blueprint: More Done, Less Effort (I/A)

- Identify how stress and distraction affect employee performance, and apply basic neuroscience to improve focus and engagement
- Use a simple productivity system to help teams reduce overwhelm, prioritize effectively and follow through on key initiatives
- Implement at least one immediate, low-effort strategy to boost team clarity, energy and day-to-day productivity

*Leslie Minchin, PCC, PMP, President, CTL Leadership; and Alicia Mckoy, Hon.Ph.D., CCWS, Founder and CEO, Peak Mind*

4:45 p.m. Conference Reception

6:00 p.m. Conference Adjourns for the Day

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## Thursday, April 30

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 the Shift: Developing the Next Generation of Leaders Before They're in Charge

As experienced leaders retire, organizations face an urgent readiness gap: Emerging professionals are being promoted faster than they're prepared. The answer isn't more classes after the promotion – it's developing leadership before the title. In this inspiring and practical keynote, Areces shares an approach to equipping future leaders early so they build the mindsets and behaviors that drive performance on day one. Drawing on her career in leadership development, she reveals what rising leaders need most – clarity, confidence and connection – and how HR can hardwire these qualities through simple, repeatable routines leaders actually use. Attendees leave with a blueprint to close the readiness gap, accelerate leadership pipelines and sustain culture through generational transition – without adding bureaucracy or blowing up budgets.

*Amanda Areces, President, HRD\* | A Leadership Development Company*

9:40 a.m. Break

### 9:50 a.m. Concurrent Session Five

#### Compliance

##### 5A. Setting Up the Win: From Beginning to End – Winning Strategies and Tools for Employment Issues (I/A)

- Strategic framework around discipline and discharge
- Effective documentation of all human resources functions
- Tips and tricks to minimize risk from executing on human resources priorities and tasks

*Catherine Burgett, JD, MBA, Partner; and Annee Duprey, JD, Partner, FBT Gibbons*

#### Culture

##### 5B. The Human-Centered EX Map: Simple Tools to Strengthen Trust, Reduce Burnout and Build Connection (I/A)

- Diagnose moments of disconnection and friction
- Apply a humans-first, EX for Empathy Mapping Model
- Design small wins that add up to a better employee experience

*Liesel Mertes, MBA, Founder & Workplace Empathy Expert, Handle With Care Consulting*

#### Career Empowerment

##### 5C. Building High-Performance Teams Through Strategic Leadership and Talent Alignment (A)

- Focuses on building trust and psychological safety
- Draws on lessons learned from the public sector
- Applies these insights to strengthen workplace culture

*Jon Rogers, Deputy Director, Indiana Department of Child Services*

#### AI/Technology

##### 5D. AI and Employment Law: Challenges, Opportunities and Legal Implications

- Workplace policies related to AI
- Problems for employers related to AI such as hiring difficulties, disparate impact, and ADA accommodation issues
- Lack of regulation or guidance for employers to follow regarding AI

*Tyler Moorhead, Bose McKinney & Evans LLP*

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10:45 a.m. Stretch Break

## 11:00 a.m. Concurrent Session Six

### Compliance

#### 6A. Cupid in the Cubicle: What Employment Law Says About Workplace Romance (I)

- Review guidance on policy design, training approaches and real-world strategies for minimizing legal exposure while fostering a professional and healthy organizational culture
- Analyze strategies for managing the complex dynamics of workplace romance
- Review legal implications of workplace romance

*Megan Van Pelt, Attorney; and Claire Bailey, Attorney, Taft Stettinius & Hollister LLP*

### Culture

#### 6B. Six Things I'd Tell You If I Wasn't Afraid to Hurt Your Feelings (A)

- Identify the behavioral and environmental factors that shape employee experience and influence workplace culture
- Learn practical strategies to enhance leadership effectiveness, improve clarity and strengthen connection across teams
- Strengthen people strategy decisions by focusing on what truly drives long-term culture and performance

*Kristen Campbell, CEO, Founder, Kristen Campbell Strategies*

### Career Empowerment

#### 6C. The Confident Guide Communication Framework: Five Conversations That Transform You From Boss to Guide (I)

- Master the connector conversation: Participants will learn how to transform task assignments and directives into collaborative conversations that engage team members' thinking and build ownership from the start, replacing commands with questions that inspire initiative
- Implement the curious coach approach: Attendees will practice the three-question framework that develops capability in others, shifting from being the "answer machine" to the confident guide who builds problem-solving skills in their team members
- Create accountability without being the enforcer: Leaders will discover how to conduct follow-up conversations that transfer responsibility and create self-accountability, eliminating the exhausting cycle of chasing, nagging and repeating themselves while maintaining clear expectations and results

*Kathy Moore, CPC, ACC, ELI-MP, Owner, Total Potential Coaching*

### AI/Technology

#### 6D. Leading Beyond the Algorithm: Human-Centered Leadership in an AI-Enhanced Workplace (I/A)

- Identify and articulate three core human leadership capabilities (e.g., emotional awareness, strategic influence, adaptive decision-making) that are rising in value as automation proliferates
- Design a leadership rhythm or routine that pairs technology-driven workflow with human relational practices, optimizing for team trust and performance
- Develop a measurement framework for assessing the impact of human+tech leadership practices on team engagement, innovation and output

*Dr. Misty Resendez Woods, Senior Consultant, InvigorateHR*

11:45 a.m. Stretch Break

## 12:00 p.m. 2026 Human Resources Awards Luncheon

HR Awards Presentation and Luncheon Keynote Presentation

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## 1:30 p.m. Concurrent Session Seven

### Compliance

#### 7A. Compliance Made Practical: Implementing the Pregnant Workers Fairness Act (PWFA) in Your Workplace (I/A)

- PWFA in Plain English: What the law requires and how it fits alongside the ADA, FMLA and Title VII
- The interactive process, simplified: How to handle requests like schedule adjustments for prenatal appointments, limits on standing for long periods or temporary remote work arrangements
- Policy and training updates: How to align handbooks, leave policies and manager training with the new legal landscape

*Paige Wynkoop, JD, Associate; and Aaron Vance, J.D., Associate, Faegre Drinker*

### Culture

#### 7B. Creating a Culture of Engagement That Attracts and Keeps Top Talent (I)

- Reframe engagement as a multi-faceted system that can be generationally dependent
- Operationalize work-life balance and burnout prevention as core engagement levers, not perks
- Align roles with purpose and values to increase commitment

*Lauren Havey, Senior Talent Consultant, DISHER*

### Career Empowerment

#### 7C. From Order Taker to Strategic Partner: Building HR's Seat at the C-Suite Table (I)

- Translate HR initiatives into business language that resonates with executives and connects to organizational goals
- Master data storytelling techniques that command attention and drive executive action
- Develop proactive business intelligence skills to anticipate organizational needs and present solutions

*Cherilyn Stephens, PHR, Consultant, InvigorateHR*

### AI/Technology

#### 7D. Accelerating the Employee Experience in an AI World (All)

- How AI can enhance the employee experience
- What managers/leaders should do different for the employee experience leveraging AI
- How to use AI to better understand the employee experience and create better listening and feedback approaches using AI

*Jason Clark, M.S., MBA, Lead Research Consultant, People Results*

## 2:15 p.m. Stretch Break

## 2:30 p.m. Closing Workshops

#### CW1. Headline News: Recent Developments in the Law and How They May Impact Employers (All)

- Review recent developments in labor and employment law
- Identify risk to your organization associated with these developments
- Develop strategies to manage risk

*Kenneth Siepman, Shareholder; and Kenneth Kleppel, Of Counsel, Ogletree, Deakins, Nash, Smoak & Stewart P.C.*

#### CW2. Navigating Life's Seasons: Building a Workplace That Supports Every Stage (I)

- Recognize key life stages and their impact on work
- Identify organizational risks and opportunities
- Apply flexible HR practices

*Peggy Hogan, SHRM, SCP, VP of Client Services, Purple Ink LLC*

## 3:45 p.m. 62<sup>nd</sup> Annual Indiana HR Conference Adjourns