



c/o Cleveland SHRM
P.O. Box 32148
Cleveland, OH 44132



Register now for
Off Balance - On Purpose
at the 46th Annual NOHRC by
visiting our website
www.nohrc.org

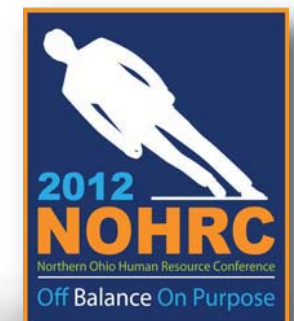
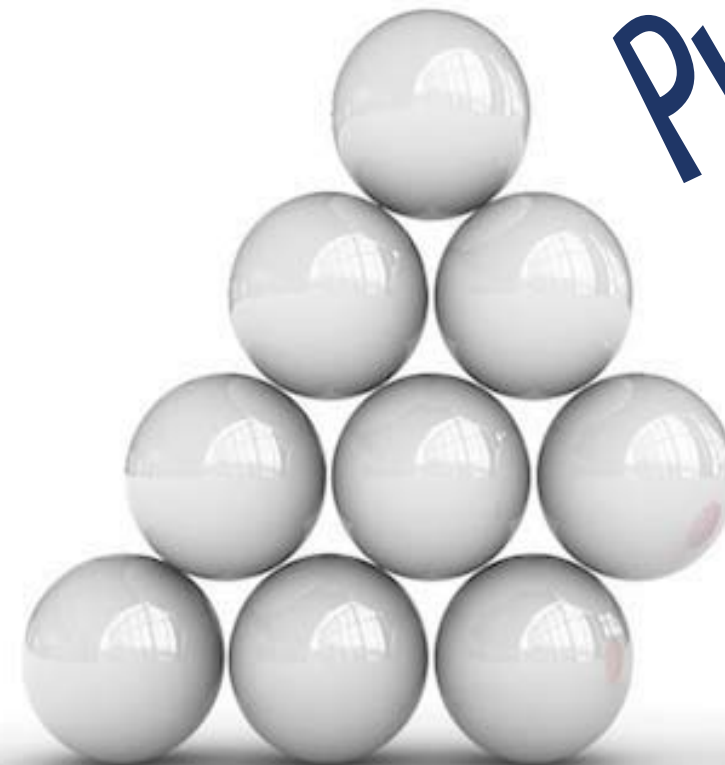
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Contact Rob Bernath, Business Development Manager - 440.250.4306

Off
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Purpose



2012 NORTHERN OHIO HUMAN RESOURCE CONFERENCE
MARCH 9, 2012 • I-X CENTER • CLEVELAND, OH

Welcome from NOHRC

Join us for the 46th Annual Northern Ohio Human Resource Conference – **Off Balance – On Purpose** - on March 9, 2012 at the International Exposition Center in Cleveland, OH.

Join us as we enhance our skills to lead, strategize, and become business partners within our organizations – while remaining in balance to perform at your best every day!

So many reasons to join us...

Networking opportunities with 600+ HR professionals

Recertification Credits – Hear from many HR experts and earn HRCI credits for PHR, SPHR and GPHR recertification. We're excited to let you know that the conference has been pre-approved for 5.5 recertification credits – 3.5 of which may be considered strategic!

Shop The Exhibit Hall – In the market for new HR products/services? We'll have over 80 exhibitors for you to visit.

Bookstore – Staffed by Horizontal Books. Shop for books, CDs and other materials at the bookstore. We'll also host Speaker book signings.

We'll start the day with Laura Stack speaking on HR's Strategic Role in Improving Workforce Productivity. Don't miss out on a terrific way to start off the conference! Our luncheon keynote is the dynamic Dan Thurmon. Thurmon is the author of two books, a renowned speaker, and a recognized expert in delivering peak performances - on stage and in the workplace. He will be showing us how to be Off Balance on Purpose in our careers and everyday lives.

We have included a number of concurrent sessions to choose from this year. Our late morning and our early afternoon sessions will have five speakers each. And, we'll end the day with power speakers that will earn you valuable Strategic Credits – NOHRC favorites Jim Smith and Tom Tomasula - and "new-to-NOHRC" – Kostas Voustas.

And NOHRC is pleased to announce that we'll be supporting Achievement Centers for Children.

We'll end the day with our famous "After Hours Social" generously sponsored by Alliance Staffing Solutions.

Visit our website for more information and the latest updates at www.nohrc.org.

Don't miss this opportunity to enjoy & learn to be "Off Balance – On Purpose."



Kelly Davis
Kelly Davis
Chairperson, NOHRC



Tamara Hagerty
Tamara Hagerty
Vice-Chairperson, NOHRC

A Note from the Cleveland SHRM President about Greater Cleveland's Premier Human Resource Organization

The Cleveland Society for Human Resource Management (Cleveland SHRM) is the local affiliate chapter of the Society for Human Resource Management (SHRM). SHRM is the world's largest association devoted to human resource management. Representing more than 250,000 members in over 140 countries, the Society serves the needs of HR professionals and advances the interests of the HR profession. Founded in 1948, SHRM has more than 575 affiliated chapters within the United States and subsidiary offices in China and India.

With over 500 members, Cleveland SHRM's membership includes practitioners from all HR disciplines and professional levels. Industries represented include manufacturing, services, health care, and financial services, plus many other diverse organizations, including those in the public and not-for-profit sectors.

Cleveland SHRM is your source for shaping and leading HR excellence. If you seek to build your professional acumen, your network of professional associates or have expertise to share, we are confident that the Cleveland Society for Human Resource Management is the organization for you.

For details on how you can become a member of Cleveland SHRM, visit www.clevelandshrm.com!

Cleveland SHRM is pleased to host the 46th Annual Northern Ohio Human Resource Conference for "Off Balance – On Purpose." I look forward to seeing you there.



SueAnn Naso
SueAnn Naso
President, Cleveland SHRM

Off Balance on Purpose NOHRC 2012 **Platinum Sponsor**

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nohrc.org

SCHEDULE

Time	Title of Session / Speaker
8:00-9:15 AM	Opening Keynote: HR's Strategic Role in Improving Workforce Productivity: Balancing High Performance and Engagement <ul style="list-style-type: none"> Increase headcount without increasing salary expense; Manage the two critical dimensions of productivity impact; Uncover the five productivity personalities your employees will exhibit. <p>Laura Stack</p>
9:15-10:00 AM	Visit the Exhibit Hall
10:00-11:00 AM	Concurrent Sessions
	Organizing Your Office And Your Life: Survive Information Overload And Clear The Clutter <ul style="list-style-type: none"> Understand the difference between being "tidy" and "organized." Learn six crucial brain shifts you must make to be organized in today's workplace. Implement six simple, practical options for handling voice mail. <p>Laura Stack</p>
	'They Just Don't Get It!' Changing Resistance Into Understanding <ul style="list-style-type: none"> Learn a process for building mutual understanding and shared commitment instead of perpetuating resistance and misunderstanding; Learn five key behaviors of communication that promote understanding and accountability; Learn how to coach organizational leaders to deliver important messages and facilitate conversations that promote engagement. <p>Leslie Yerkes</p>
	The Generational Mix - Contention Or Collaboration? <ul style="list-style-type: none"> Participants will learn to recognize the subtle ways in which generational differences create interpersonal conflicts among employees. Participants will identify work practices of each generation in behavioral examples, not merely the theoretical approach most generations information is presented. Participants will identify the ways in which generational differences affects organizational policies in areas such as customer service, employee personal time, and how work style preferences affect performance appraisal ratings. <p>Deborah Easton</p>
	Activity Based Training-Keeping Them Off Balance <ul style="list-style-type: none"> Introduction to Accelerated Learning 5 phase cycle; How participants need to be engaged to learn; How to create more interactive and creative exercises and activities. <p>Susan Aldrich</p>
	Change Anything - The New Science of Career Success <ul style="list-style-type: none"> Help participants understand the perils of five career derailers; unreliability, "it's not my job," procrastination, resistance to change, and negative attitude. Help participants address behaviors that hinder performance and career development. Help participants understand the Change Anything model with performance and career focus. <p>Kurt Southam</p>
11:15-1:15 PM	Luncheon Keynote Off Balance on Purpose <ul style="list-style-type: none"> Demonstrate Top Performance "In Action." Inspire and energize the audience to recommit to their objectives. Present techniques and strategies to initiate changes and sustain personal productivity and motivation. <p>Dan Thurman</p>
1:15-2:00 PM	Visit the Exhibit Hall

Time	Title of Session / Speaker
2:00-3:00 PM	Concurrent Sessions
	Rock The Boat: Leadership Programs That Get Down To Business <ul style="list-style-type: none"> Isolate leadership competencies most critical to the organization's current and future success. Use organizational goals as the foundation for leadership development initiatives. Recognize leadership development best practices, share them with the executive team, and integrate them into your programs. <p>Susan Pyles</p>
	Blazing New Trails - The State Of Engagement <ul style="list-style-type: none"> Make a convincing business case for employee engagement. Explain how specific HR practices impact engagement levels. Detail how extraordinary leaders and organizations engage their employees as well as teach them how to empower employees to own their own engagement. <p>Don MacPherson</p>
	What's Hot And What's Not: Understanding Legal Topics Affecting Your Workplace Today <ul style="list-style-type: none"> Identify potential risks arising out of and relating a variety of current legal issues impacting employers; Understand the potential for employer liability; Assess policies and procedures for potential trouble spots; and develop strategies for limiting or reducing potential liability. <p>Kelli Michaud</p>
	Serious Cost Containment Without Cost Shifting To Employees: Managing Costs By Managing Detail <ul style="list-style-type: none"> To educate those in a Human Resource role, directly involved in benefit decision-making or not, on current and future cost drivers and practical implications of health reform beyond the laws themselves, and how to provide a low cost health plan that still fulfills employee needs. Provide tools and solutions to assist those in the HR role to properly evaluate benefit solutions and alternatives and proactively create a strategy for keeping employee satisfaction high. Learn about savings opportunities and plan design solutions for your health plan. <p>Jim Farley</p>
	90% Of Life Is Showing Up: Legally And Effectively Addressing Employee Absenteeism <ul style="list-style-type: none"> Keys to delivering proactive and hard-hitting messages when dealing with chronic abusers and rule breakers. Legal do's and don'ts of effective policies that reduce absenteeism and provide appropriate disciplinary sanctions. New approaches to stemming problem absenteeism, including supervisory, values and policy changes. <p>Jodie Beth Galos</p>
3:00-3:30 PM	Visit the Exhibit Hall/Break
3:30-4:45 PM	Closing Sessions
	Secrets to Making Diversity Work <ul style="list-style-type: none"> Learn about the human and public relations costs of not dealing with diversity as a systemic organizational change. Recognize how cultural and other differences affect productivity and how that translates to the bottom line of an organization. Learn how to change the entire organizational culture and get support from the top and throughout the organization. <p>Kostas Voustas</p>
	Happiness, Stress, And The Body Of Leadership <ul style="list-style-type: none"> Participants will examine a core set of seven Universal Leadership Competencies that show up across all industries and professions, and that are required for success in tomorrow's world. Learn why it is important for leaders to learn to BALANCE -- intellectually, emotionally, and physically -- and why they need to focus on developing their leadership skills independent of functional expertise. Practice (physically embody) several somatic skills that support a more powerful personal/leadership presence, embody positive attitude when in conversation, and actively reduce stress. <p>Jim Smith</p>
	Strategically Aligning the Talent Acquisition and Talent Development function <ul style="list-style-type: none"> Identification of the core similarities of Talent Acquisition and Talent Development; Leveraging the core similarities of Talent Acquisition and Talent Development; Recommendations to integrate and align Talent Acquisition and Talent Development. <p>Tom Tomasula</p>
4:45-5:15 PM	Prize Drawing

This program has been approved for 5.5 recertification credits by the HR Certification Institute – 3.5 hours of which may be considered strategic.