

# HR Marathon

Setting the Pace for the Future



## 42<sup>nd</sup> Annual Ohio Human Resource Conference

September 17-19, 2014

Kalahari Resort

Sandusky, Ohio



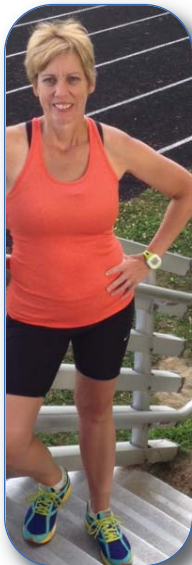


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# Welcome



## HR Marathon. Setting The Pace For the Future.

Our conference has "running" as a central component to this year's theme. Many of you know that I like to run, and it's a good thing. Like many HR professionals, I find myself running throughout the entire day. In today's business climate, we have to hit the ground running hard. That is why I wanted a theme about running as it is so important to me.

We're glad that you are joining us for: HR Marathon: Setting The Pace For the Future. We have a speaker line up that is broad and diverse. Our program committee, Sheri Caldwell and Clay Morris, has focused on providing a schedule of topics that should meet the ongoing educational needs of our over 800 registrants! We're pleased to announce that the 18.50 credits - pre-approved by the HR Certification Institute - is a personal best for this year's line-up of conference speakers. The result is an amazing list of speakers to learn from and enjoy.

We have a number of surprises for you:

- Download our awesome app for this year's conference from our website.
- Follow us on Twitter at #OHSHRM14.
- Look for the Retriever system for a recap of photos, tweets and other information!
- We are having a 5k race on Thursday morning to benefit the SHRM Foundation.
- NUHOP Group is back again for a fun networking activity.
- Shop and explore the Exhibitor Expo and meet our terrific exhibitors and sponsors. Don't forget to join us on Wednesday night for our networking event in the exhibit hall.
- The Thursday night social is an awesome Game Night of FUN! We have options like: Gladiator Jousting, Texas Hold Em', Cornhole, Photo Booths, Guitar Hero, Caricature Artists, Blackjack, Basketball and Shootout to name just a few!

On behalf of the Ohio SHRM State Council and the Ohio HR Conference Committee - we are excited to connect with you at HR Marathon: Setting the Pace for the Future. Thank you for coming, and please let our committee know if there is anything we can do to enhance your experience over the course of the next few days.

*Heather Speer-Edwards*

Heather Speer-Edwards, SPHR  
Chair - 2014 Ohio Human Resource Conference



### Back by popular demand - the SHRM Bookstore!

The SHRM Bookstore joined us in 2012 and we are again excited to have them at the Ohio HR Conference. In addition to being "The World's Largest HR Bookstore" they will also be bringing other great HR-related items to purchase. The SHRM Bookstore will be located in the hallway between the Zambezi room and the restrooms in the north hallway. You can't miss it!

#### Hours of operation are:

Wednesday September 17th - 9:00 am - 6:30 pm  
Thursday, September 18th - 7:00 am - 6:30 pm  
Friday, September 19th - 8:00 am - Noon



We are so excited about the 2014 Ohio HR Conference and our line-up of programs! Our committee has networked with a wide array of speakers - locally, nationally and globally!

You can choose from 30 speakers in this year's program with topics on all of the important HR issues of the day. Our program covers an expansive range of HR topics, which are certain to expand your technical knowledge and enable you to develop even further as an HR professional.

An amazing number of credits are available for the 2014 conference and a Personal Record (PR) best for the Ohio Conference!

I would like to extend my thanks to Clay Morris for his assistance in producing an exciting and educational line up of speakers for the 42nd annual Ohio HR Conference. We have several new ideas this year and are anxious to see

what you think.

Speaking of suggestions, something else that is new this year is that our cool conference app has the conference survey built in! Once you have finished a session - please feel free to complete the speaker survey. We strive to be a better conference each year and your feedback is important to us.

Please take a moment to review the program schedule and carefully plan out your days. We appreciate that you are joining us for our **HR Marathon: Setting The Pace For the Future.**

*Sheri W. Caldwell*

Sheri Caldwell, PhD, SPHR  
Program Chair

### 2014 Ohio SHRM Book Signing Schedule

All book signings take place near the Bookstore

#### Wednesday, September 17, 14

1:15PM - 1:30PM	Bill Taylor	Practically Radical
2:45PM - 3:00PM	Max Muller	Manager's Guide to HR, 2nd ed.
6:00PM - 6:15PM	Brian Blasko	Cruisin Through Life at 35 MPH
	Todd Hunt	Communication Bleeps and Blunders in Business

#### Thursday, September 18, 14

6:15PM	Cy Wakeman	Reality-Based Leadership
		Reality-Based Leadership - DVD
		Reality-Based Leadership Self Assessment
		Reality-Based Leadership Workshop Deluxe Facilitator's Guide Set
		Reality-Based Rules of the Workplace

#### Friday, September 19, 14

8:30AM - 8:45AM	Zonya Foco	Lickety-Split Meals for Healthy People on the Go
		Water with Lemon: The DIET FREE Novel
	Dale Dwyer	Got a Solution?
		Got a Minute?
10:00AM - 10:15AM	Sara Christiansen	Critical LeaderShift
	Linda Gravett	Bridging the Generation Gap
		Using Your Emotional Intelligence to Develop Others



# 5K Race/Walk



## New: The 5K Race/Walk Thursday, September 18th

Race at the Kalahari  
Conference Center.

We're excited to have a 5K Race to Benefit the SHRM Foundation. We're working with Hermes Sports and Events for registration for our first 5K to support the SHRM Foundation. Run, jog, or walk, to support a great cause. Race date will be Thursday Sept. 18th at 7 am on the Kalahari property.

Interested in Participating? Please use the link to register on our website: [ohioshrmHRC.org](http://ohioshrmHRC.org)

The SHRM Foundation is a 501(c)(3) nonprofit affiliate of the Society for Human Resource Management (SHRM). The Foundation is a legally separate organization and is not funded by SHRM membership dues. The SHRM Foundation's work includes innovative academic research grants, scholarships and educational resources. The work of the SHRM Foundation is made possible by your generous tax-deductible donations.

Thank you to our main race sponsor:



- Start in front of the Convention Center entrance A.
- Head North out of parking lot to Kalahari Drive
- Turn RIGHT on Kalahari Drive.
- Follow Kalahari Drive around resort twice.
- After second loop turn RIGHT into Convention Center Entrance.
- Finish in front of Convention Center entrance A.

# Welcome



## State Director's Welcome Letter

Welcome to the 42<sup>nd</sup> Annual Ohio Human Resource Conference, sponsored by the Ohio SHRM State Council! We are pleased to host this event and hope that you will enjoy the **HRMarathon Setting the Pace for the Future**. The annual conference is a great event to network with peers and an opportunity to learn leading-edge HR practices in the beautiful setting of the Kalahari Resort.

Like Heather, I too am a runner and am thrilled with this year's theme. I hope that you will join me at the 5K Race/Walk on Thursday morning to benefit the SHRM Foundation.

This event takes a tremendous amount of planning. On behalf of the Ohio SHRM State Council, I wish to thank our Chair Heather Speer Edwards, our Program Chair Shari Caldwell and all of the members of the outstanding conference committee! Our thanks for their contribution, dedication, and time to make this conference the best ever!

And, our conference wouldn't be possible without the financial support of many organizations. **THANK YOU** to all the Ohio HR Conference exhibitors and sponsors for making this conference possible and allowing us to put on the best event possible.


The Ohio SHRM State Council, along with our 26 local affiliated SHRM chapters, is dedicated to leading, educating, and inspiring the over 12,000 HR professionals in Ohio and educating, serving as HR experts to, and positively impacting other business professionals in Ohio. The Ohio SHRM State Council is a non-profit organization and exists as an affiliate of The Society for Human Resource Management, the world's largest

association devoted to Human Resource Management. Membership is made up of approximately 50 volunteers who are elected or appointed to The Council and includes the Chapter Presidents of the 26 local SHRM affiliated chapters in Ohio.

One way you can make connections come to life after this great Conference is to consider joining a local chapter in Ohio. Attending local meetings gives you professional development opportunities, wonderful networking opportunities and much more! You can get more great information about a local chapter near you by visiting our council website – [www.ohioshrm.org](http://www.ohioshrm.org)

I encourage you to consider also joining SHRM, which represents more than 250,000 members in over 140 countries. You will receive the HR Magazine, access to HR experts, opportunities to attend national conferences at a discount, webcasts, research papers, etc.

Ohio has one of the most active groups of HR professionals in the SHRM organization and we can be proud of who we are, all that we accomplish, and the valuable roles we play within our business communities. The Ohio SHRM State Council is pleased to be able to help advance the profession and serve HR professionals.

  
Bob Bethel, SPHR  
Ohio SHRM State Council Director



## Thursday Night Social

**6:30pm - 11:00pm**

**Join us for our Social Event / Dinner and Entertainment in the Exhibit Hall.**

We're having an awesome Game Night of FUN!

We have options like: Gladiator Jousting, Texas Hold Em', Cornhole, Photo Booths, Guitar Hero, Caricature Artists, BlackJack, Basketball and Shootout to name just a few!

Sponsored by Fun Services




The Ohio HR Conference has dedicated wifi coverage.  
Please use the following information:  
**WIFI SSID: OHSHRM14**  
**WIFI PASSWORD: marathon**

Download our cool new app by clicking on the QR code with your smartphone.

The app will include the conference schedule, session descriptions, handouts, surveys and lots more!  
Note - you'll love this app so much you'll want to place it on the home page of your smart phone.

Look for the icon with instructions on how to save the app after downloading.



**On Your Mark  
Get Set....Go**

# 2014 Ohio Human Resource Conference Schedule

**WEDNESDAY**

<b>8:00 AM</b>	Conference Registration/Check-In is Open		
<b>9:00 AM-11:00 AM</b>	Pre Conference Sessions	<b>Doug Shaw</b>	<b>The Art of Leadership</b> <span style="float: right;">Zambezi</span>
<b>9:30 AM-11:00 AM</b>	Pre Conference Sessions	<b>Val Grubb</b>	<b>Built to Grow: Turning your HR Department into an Engine for Growth</b> <span style="float: right;">Orange/Nile</span>
<b>11:00 AM-1:15 PM</b>	Lunch Break/Opening Keynote	<b>Bill Taylor</b>	<b>Practically Radical: Transforming Your Company and Challenging Yourself</b> <span style="float: right;">Kilimanjaro Suites 1 &amp; 6</span>
<b>1:15 PM-1:30 PM</b>	Break		
<b>1:30 PM-2:45 PM</b>	Concurrent Session 1	<b>Kimberlie England and Debra Crow</b>	<b>Navigating Change: A Proven Model for Influencing Employee Behavior</b> <span style="float: right;">Leopard/Rose Wood</span>
		<b>Led by Gretchen Carrol &amp; Scott Warrick</b>	<b>Arbitration Mock Trail</b> <span style="float: right;">Sage/Zebra Wood</span>
		<b>Max Muller</b>	<b>HR Metrics that Matter</b> <span style="float: right;">Zambezi</span>
		<b>Bruce Boguski</b>	<b>Achieve the Impossible</b> <span style="float: right;">Nile</span>
		<b>Jennifer McClure</b>	<b>The Future of HR: 4 Keys For Creating Competitive Advantage Through Innovative People</b> <span style="float: right;">Orange</span>
<b>2:45 PM-3:00 PM</b>	Break		
<b>3:00 PM-4:15 PM</b>	Repeat Concurrent Session 1		
<b>4:15 PM-4:30 PM</b>	Break		
<b>4:30 PM-6:00 PM</b>	Solo Acts	<b>Brian Blasko</b>	<b>Leadership...It's Not Just A Fancy Title</b> <span style="float: right;">Zambezi</span>
		<b>Todd Hunt</b>	<b>Communication Bleeps and Blunders in Business</b> <span style="float: right;">Orange/Nile</span>
<b>6:00 PM-6:30 PM</b>	The New SHRM Certification		
		<b>Steve Brown, Nancy Conway</b>	<span style="float: right;">Kilimanjaro 1 &amp; 6</span>
<b>6:30 PM-8:30 PM</b>	Exhibitor/Sponsor Reception		<span style="float: right;">Kilimanjaro 2, 3, 4 &amp; 5</span>

**THURSDAY**

<b>6:45 AM-9:00 AM</b>	Breakfast		<span style="float: right;">Hallway</span>
<b>7:00 AM-8:30 AM</b>	5K Run - On Kalahari Property		
<b>7:15 AM-8:30 AM</b>	Early Bird Sessions	<b>Cari Gray, CSP</b>	<b>Running the SAFETY Marathon</b> <span style="float: right;">Orange</span>
		<b>Scott Schreiber and Dan Ripberger</b>	<b>Improving the ROI on Your Compensation Investment</b> <span style="float: right;">Nile</span>
		<b>Mark Butler</b>	<b>Diversity and Inclusion: Your Success as an HR Professional Depends on it!</b> <span style="float: right;">Leopard/Rose Wood</span>
<b>8:30 AM-9:00 AM</b>	Break		
<b>9:00 AM-10:15 AM</b>	Concurrent Session 2	<b>Meg Ressler</b>	<b>Leadership Development and Succession Planning - Developing Your Race Participants and a Path to the Future</b> <span style="float: right;">Orange</span>
		<b>Scott Warrick</b>	<b>Moving from Tactical to Strategic HR: 2014 Employment Law Update</b> <span style="float: right;">Zambezi</span>
		<b>Val Grubb</b>	<b>Preparing to Lead: Essential Project Management Skills for the HR Executive</b> <span style="float: right;">Nile</span>
		<b>Anne Warfield</b>	<b>Executive Presence-Are You Giving Up Your Power?</b> <span style="float: right;">Leopard/Rose Wood</span>
		<b>Doug Shaw</b>	<b>Collaboration - For The Long Run</b> <span style="float: right;">Sage/Zebra Wood</span>
<b>10:15 AM-10:30 AM</b>	Break / Open Exhibit Hall		



**On Your Mark  
Get Set....Go**

# 2014 Ohio Human Resource Conference Schedule

**THURSDAY**

<b>10:30am-12:00am</b>	Panel Session	<b>Strategic Management / Leadership Development(Panel)</b>	<b>Kilimanjaro Suites 1 &amp; 6</b>
	Session Presenter/Moderator <b>Kevin Ames</b>		
	Session Panelists <b>Karri Anthony, Nikki Mosier and Paula Russell</b>		
<b>12:00pm-1:45pm</b>	Lunch / Exhibit Hall		
	<b>1:00 pm Prize Drawings</b>		
<b>1:45pm-3:00pm</b>	Repeat Concurrent Session 2		
<b>3:00pm-4:45pm</b>	Exhibit Hall/Final Drawing		
	<b>3:30 5K Race/Walk Winners and Door Prizes to be announced</b>		
	<b>4:00pm Final Prize Drawing</b>		
<b>4:45pm-6:15pm</b>	Solo Acts	<b>The 11 Facts Of Life</b>	<b>Zambezi</b>
	<b>Commander Drew Brown</b>	<b>Hardwiring Accountability into Your Workforce</b>	<b>Orange</b>
	<b>Cy Wakeman</b>	<b>Through Coaching for Great Performance</b>	<b>Kilimanjaro Suites 1 &amp; 6</b>
<b>6:30pm-11:00pm</b>	Social Event / Dinner and Entertainment		

**FRIDAY**

<b>7:00am-8:30am</b>	Breakfast		<b>Hallway outside Exhibit Hall</b>
<b>7:15am-8:30am</b>	Early Bird Sessions		
	<b>Ed Byers</b>	<b>Managing the Media and Social Media Before They Manage You</b>	<b>Orange</b>
	<b>Dale Dwyer</b>	<b>Got A Solution? HR Approaches to 5 Common and Persistent Business Problems</b>	<b>Nile</b>
	<b>Clay Morris</b>	<b>The Strategy Behind Corrective Action and Performance Improvement in the Public Sector</b>	<b>Leopard/Rose Wood</b>
	<b>Zonya Foco</b>	<b>Conviction over Convenience: Staying Healthy in a Culture that's ANYTHING BUT!</b>	<b>Sage/Zebra Wood</b>
<b>8:30am-8:45am</b>	Break		
<b>8:45am-10:00am</b>	Concurrent Session 3		
	<b>Carrie Sponseller</b>	<b>Finish Strong: Managing LOA's Under the ADA and FMLA</b>	<b>Orange</b>
	<b>Steve Browne</b>	<b>LeadHRship!! 5 Keys to Integrate HR Throughout Your Organization</b>	<b>Zambezi</b>
	<b>Linda Gravett</b>	<b>Recruiting and Retaining for Learning Agility</b>	<b>Nile</b>
	<b>Sara Christiansen</b>	<b>Critical Leadership: Why Traditional Management Techniques Are Counter-productive in the Modern Workplace</b>	<b>Leopard/Rose Wood</b>
	<b>Tom Dixon</b>	<b>Harassment in the Workplace</b>	<b>Sage/Zebra Wood</b>
<b>10:00am-10:15am</b>	Break		
<b>10:15am-11:30am</b>	Repeat Concurrent Session 3		
<b>11:30am-2:00pm</b>	Closing Lunch / Keynote		
	<b>Dick Hoyt</b>	<b>Together- You Can Do Anything!</b>	<b>Kilimanjaro Suites 1 &amp; 6</b>

**Program ID: 207516 – Title: 2014 Ohio Human Resource Conference**

Start Date: 9/17/2014

End Date: 9/19/2014

Recertification Credit Hours Awarded: 18.50

Specified Credit Hours: HR (General)

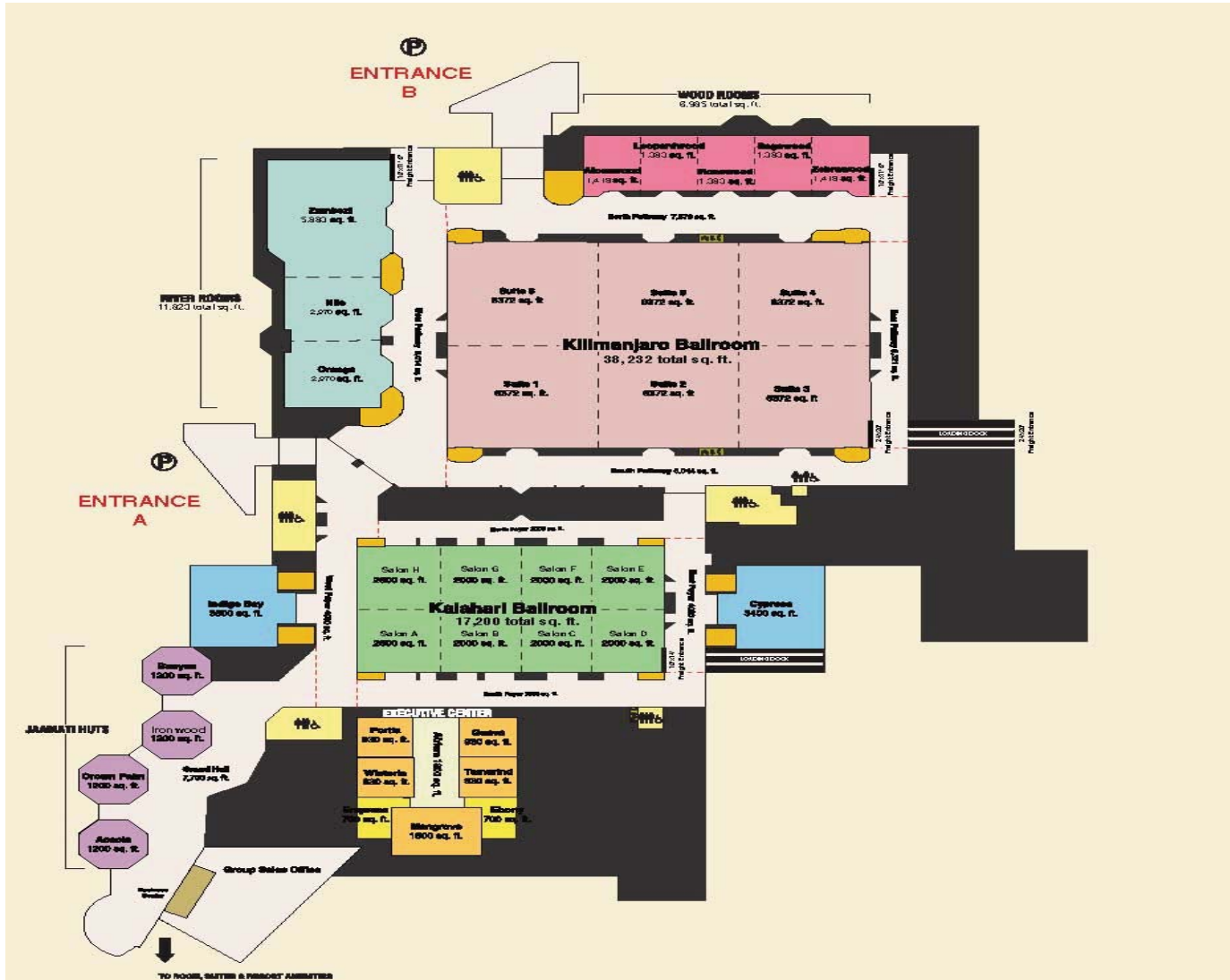
This program, 207516, has been approved for 18.50 (HR (General)) recertification credit hours toward PHR, SPHR and GPHR recertification through the HR Certification Institute. Please be sure to note the program ID number on your recertification application form. For more information about certification or recertification, please visit the HR Certification Institute website at [www.hrci.org](http://www.hrci.org).

Look for additional information on sessions designated for Business Credit included in the conference app and on a handout in the conference bags.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



# Map of Kalahari



**V B A**

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Main 5K Race – endēvis



Thursday Afternoon Break  
Alliance Solutions Group



Hut/Hospitality Room  
Ahola Payroll & HR Services



Longnecks – USI



5K Race Shirts  
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5K Race Shirts  
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leadership + change agency

How is Your HR Team Setting the Pace For Your Company?

# strategic support

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Booth #65

Lisa Gick, CEO & Founder

[www.TheCuriousAgency.com](http://www.TheCuriousAgency.com) . 513-378-7211 . [lisa@TheCuriousAgency.com](mailto:lisa@TheCuriousAgency.com)

# Session Descriptions

## WEDNESDAY: PRE CONFERENCE SESSIONS



**DOUG SHAW**

### The Art of Leadership

- Develop and integrate collaborative practice into HR strategy and your wider organizational strategic requirements.
- Develop an understanding of what makes a high performing team and how to build and sustain one.

In addition to the functional expertise HR already does so well, there is more we can do to create greater value for our organizations. This is more than just being a strategic partner, or being commercially focused, this is a role only HR can play. HR is uniquely connected with all other parts of the organization and it is through a systemic approach that these connections can be tuned to help create additional strategic value. This session highlights some of the challenges that present themselves when trying to collaborate at work, for example, reward mechanisms, working in silos, and 'busyness'. We outline some real workplace challenges and look at a number of collaborative techniques and how they were applied to solve those challenges, some of which have worked, some not. Through the session we'll use real examples plus a range of published research to illustrate the importance of collaboration.

About Doug Shaw. I am a facilitator, consultant and international speaker working with successful, curious and adventurous leaders at all levels in business, using a mix of conversational and artistic techniques and social technology to unlock knowledge and enable it to flow to where it is needed most, and can make the biggest impact. Connecting different groups of stakeholders is a vital part of my work. I am known for my work in influencing culture change and employee engagement, and smart use of social media. People typically ask me to help when they want to achieve something collaborative and creative, and they want to do this with each other, rather than to each other. Prior to setting up What Goes Around in 2009 I spent 12.5 years with BT in a variety of roles including sales, marketing, and HR specializing in change management and employee engagement.



**VALERIE M. GRUBB**

### Built to Grow: Turning your HR Department Into an Engine for Growth

- Attendees will learn how revenue growth affects a company's structure;
  - How to prepare your HR department and organization for expansion; and,
  - What it takes to earn a "seat at the table" with your CEO.
- Unfortunately, more often than not, HR leaders are so focused on the day-to-day tasks, you miss that your own department is not structured properly and can actually hurt your company's growth opportunity. This session will provide a step-by-step guide on how to create a dynamic team and flexible structure that can support the organization as it expands to meet customer demands. You will learn that what you do today may not support your organization in the face of expansion (and what to do about it!). Walk away with the 10 secrets of creating a department and organization built to grow. You will learn how to develop your strategy for leading organizational change as well as how to evaluate your organizational effectiveness and where you should focus first to maximize your benefit to the company.

Valerie Grubb is the principal of Val Grubb & Associates, Ltd., which she founded after holding a succession of leadership roles within major corporations. Valerie focuses on the world of executive leadership and management, and has a special expertise in transposing company vision into strategic training initiatives that resonate with both senior management and employees. She has taught senior leaders and high potential employees throughout the US, Asia, Europe, South America and Central and Eastern Europe (CEE). Prior to founding Val Grubb & Associates, Ltd., Valerie served as the VP of strategic operations at NBC Universal where she oversaw the purchase of the Weather Channel. She played a seminal role in the 1999 formation of the Oxygen Channel, where she served as VP of operations. Valerie graduated with a mechanical engineering degree from Kettering University (formerly General Motors Institute) and obtained her MBA from the Indiana University Kelley School of Business.

## WEDNESDAY: OPENING KEYNOTE



**BILL TAYLOR**

### Practically Radical: Transforming Your Company and Challenging Yourself

- What you see shapes how you change. The most successful companies don't just outcompete their rivals; they redefine the terms of competition by embracing unique ideas.
- Where you look shapes what you see. The most creative CEOs aspire to learn from innovators far outside their industry as a way to leapfrog their rivals.
- There's nothing wrong with your organization that can't be fixed by what's right with our organization. Savvy change agents don't disavow the past. They rediscover and reinterpret what's come before as a way to develop a line of sight into what comes next.

We are living through the age of disruption. You can't do big things anymore if you are content with doing things a little better than everybody else or a little different from how you did them in the past. In an era of hyper-competition and nonstop reinvention, the only way to stand out from the crowd is to stand for something special. Originality has become the acid test of strategy.

Bill Taylor is a best-selling author, celebrated entrepreneur and groundbreaking thinker on leadership and innovation. The author of the New York Times best seller *Mavericks at Work: Why the Most Original Minds in Business Win*, Taylor's new best seller, *Practically Radical: Not-So-Crazy Ways to Transform Your Company, Shake Up Your Industry, and Challenge Yourself*, is based on his in-depth access to 25 organizations that are making deep-seated changes under the most trying circumstances imaginable. These organizations (from hard-charging technology companies to long-established non-profits, from hospitals to automakers to banks) are mastering a set of strategies and practices that define the work of leadership in turbulent times- ideas from which every leader can learn. Having made his name as a hugely successful editor and entrepreneur who co-founded and took *Fast Company* magazine from start-up to a \$340 million sale in less than six years, Taylor speaks with authority and experience on embracing people-centric approaches to leadership, a network approach to cultivating ideas and a relentless focus on being extraordinary all in the name of creating market dominance. Provocative and inspiring, Bill offers firsthand accounts of how game changers are transforming their companies and shaking up their industries - and insights into how you can do the same in your own organization.



# Session Descriptions

## WEDNESDAY CONCURRENT SESSIONS



**KIMBERLIE  
ENGLAND AND  
DEBRA CROW**

### Navigating Change: A Proven Model for Influencing Employee Behavior

- Understand the process for successfully implementing change at an organization;
- Identify the key components in creating a change management strategy; and,
- Review many examples of best practices in assessing change readiness and strong communications.

Change is on the horizon for just about every viable organization. Rapid growth plans, evolving technologies, health care reform, and mergers/acquisitions all create the need to look at how you manage change at your organization. Findley Davies and The Andersons have worked together for a number of years on managing change at the organization. Leaders from both organizations will share the process for managing change and provide specific examples of how they've implemented change and associated results. In this session, you will get to preview:

- A visual model representing the process for successfully implementing change;
- An efficient effective method for developing any change management strategy;
- Case studies about the process, including lessons learned;
- Metrics used to assess change readiness and evaluate success of the change; and
- Best practices for strong communications.

There will also be open discussion to allow the audience to ask questions and share their own experiences with change management.

Kimberlie England is a Principal and National Practice Leader of the Change Management Practice. She joined the Firm in 1998. Prior to joining Findley Davies, she held an employee benefits management position at a large architectural firm.

"The natural reaction to change is resistance," notes Kimberlie, which is why she specializes in managing and driving organizational change. By developing effective communication strategies and channels, Kimberlie helps clients achieve improved employee engagement and reduced turn over. Her personal approach to communications ensures that each client receives a creative solution that will work at that particular organization.

Kimberlie is a Toledo Rotarian and serves as Secretary on the Board of The Ability Center of Greater Toledo. She is a member of the Toledo HR Association and the International Association of Business Communicators (IABC). She has been certified as a Professional in Human Resources (PHR) by SHRM and earned her Certified Employee Benefit Specialist (CEBS) designation.

Kimberlie has a M.B.A., Health Care Management and a B.B.A., Human Resources Management with areas of Expertise in Communication Strategy, Personalized Communication Solutions and Online Communication.

Debra Crow Corporate Communications Manager The Andersons, Inc., Maumee, Ohio Debbie has worked in the public relations and communications

field for more than 20 years. Her experience also includes two years as a reporter following her graduation from Ball State University with a bachelor's degree in journalism. Prior to joining The Andersons almost eight years ago, Debbie worked 13 years for Cooper Tire & Rubber Company in Findlay, Ohio, and also for The University of Findlay. As with many in the corporate communications field, her responsibilities span media relations, employee communications, investor communications, company websites and social media activities and managing the corporate brand. During her leisure time, Debbie enjoys spending time with her husband Rob and their two daughters ages 18 and 15.



**LED BY  
GRETCHEN  
CARROL AND  
SCOTT WARRICK**

### Arbitration Mock Trial

As HR professionals we are painfully aware of the increase in employment related law suits. For most employers, it is not a question of "if" but rather "when" they may be the next company to be sued. However, unless you have actually participated in a lawsuit, it is often a mystery as to what actually transpires. The process can strain company personnel and resources on many levels -from the CEO, to the CFO, to the Human Resource Manager to other key personnel. Do not miss this unique experience to witness and participate in a mock trial. It will focus upon an actual employment discrimination and retaliation case that will be tried by outside attorneys before a "judge" and jury beginning with the opening statements and culminating with the jury verdict!

Listen in as the "facts" of an Age/Disability Discrimination case are presented by defendant and counsel and plaintiff and counsel.

Understand the typical motions that lawyers and judges consider.

Gain insight into the various strategies used by both plaintiff and defendant.

Weigh the testimony, consider the facts and participate as a member of the jury.

Debrief the entire process as an audience clarifying the nuances of the employment litigation process.

Gretchen Carroll is currently the Senior Manager of Organization and Talent Development at Buckeye Cable System and an employment law attorney. Prior to joining the Buckeye team, she held a variety of positions in higher education and private industry including: Professor of Organizational Behavior and Human Resource management at Tiffin University, Dean of the School of Business at Owens Community College, Leadership Coach for Promedica Health System, Executive Director of a non-profit association, and National Sales and Marketing Manager for Fresh Products. Additionally, she has been actively engaged in numerous organizational development and change initiatives and has provided leadership development and employee engagement training to hundreds of leaders in Northwest Ohio. Her passion is helping people enhance their capacity for excellence so that they can "lead their best life." Gretchen has earned several degrees including a Bachelor of Science from Purdue University, an MBA and JD from the University of Toledo, and a doctorate in Leadership & Policy Studies from Bowling Green State University.

Scott Warrick is President of Scott Warrick's Consulting and Employment Law Services. Scott uses his unique HR Consulting and Legal background to operate as an Employment Attorney and Human Resource Consultant to "Solve Employee Problems BEFORE They Happen." Scott also coaches and trains managers and employees in over 40 different topics in his own unique, practical, entertaining and humorous style. Scott is a nationally Certified Emotional Intelligence Counselor and Diversity/ Tolerance presenter who travels the country presenting his "Intolerance of Intolerance: Adopting A Skill-Based Tolerance Program," "Healing The Human Brain" and "Emotionally Intelligent Communication For Humans." In 2012, "Business First" named Scott as one of the "20 People in Human Resources To Know." Scott was also named by "CEO Magazine" a "Human Resources Superstar" and in 1991 received the Ohio State Human Resource Council's David Prize for Creativity in HR Management. Scott is also a 6 Time SHRM National Diversity Conference Presenter.



**MAX MULLER**

### HR Metrics That Matter

- Employ a three-part process in measuring HR's impact on various organizational processes and operations;

- Create HR-related formulae; and,
- Interface raw data collection, metrics and analytics to create meaningful information

The management truism, "You can't control what you don't measure," certainly applies to HR initiatives and operations within any organization. During this information packed session participants will learn exactly how to identify which metrics are most important to their respective organizations and, significantly, how to construct the formulae by which to measure both the costs and impacts of their HR efforts.

Max Muller possesses more than 38 years of business experience as an attorney, businessman and consultant. Max has presented more than 3,000 seminars, webinars, podcasts and audio-conferences throughout the United States, England and Canada, attended or participated in by over 100,000 individuals.



**BRUCE BOGUSKI**

### Achieving the Impossible

- Identify the personal effects of positive belief on health, confidence, performance and success.

- Using attitude adjustment techniques to succeed in challenging situations.
- Discuss the impact of finding humor and fun in what you experience and how they can affect performance.

An enlightening and entertaining presentation exploring what it takes to produce amazing results in anything we attempt. The presentation contains powerful techniques that can alter a person's belief system so that they can accomplish goals previously thought to be impossible.

Bruce Boguski, author, motivational speaker, columnist, and media personality is well known for his ability to inspire others to "do the impossible". Bruce is President of The Winner's Edge, a peak performance consulting firm in Findlay, Ohio. He is a nationally known presenter on motivational tactics and mental toughness training for schools, sports and business professionals.



# Session Descriptions



**JENNIFER MCCLURE**

## The Future of HR: 4 Keys For Creating Competitive Advantage Through Innovative People Strategies

- Increase understanding of the business and take a longer term, "big picture" approach to HR in order to participate as a contributing partner in the organization's strategic planning process.
- Collaborate effectively with internal and external partners to deliver products and services that enable the organization to be agile, innovative and responsive to the needs of customers and employees.
- Use data to develop systems and processes to measure and quantify results in order to gain executive support.

Today's business climate continues to change at a rapid pace. Ongoing economic uncertainty and market volatility, combined with a changing global landscape, requires human resources professionals to possess a high level of business acumen and deliver value to multiple stakeholders. To thrive in the business environment of the future, the competencies and capabilities of human resources professionals must evolve. HR must know the business, focus strategically, solve business problems and influence change to impact business results and deliver strong competitive advantage. In this session, Jennifer McClure will define four critical skills today's HR leaders must develop to fully participate as business leaders - not just human resources leaders - in an increasingly complex global environment. She'll also highlight the most effective ways to collaborate with internal and external partners to deliver products and services that enable the organization to be agile, innovative and responsive to the needs of customers and employees.

Jennifer McClure is President of Unbridled Talent LLC, a consulting and advisory firm providing services to clients in the areas of recruiting & human resources strategy, employment branding and leadership/career development. Jennifer is a popular speaker who has spoken at over 175 industry-related conferences and events and she's provided workshops and training for HR, recruiting and leadership teams at a variety of organizations - including Fortune 100 clients. In both her consulting work and at speaking events, Jennifer brings perspective and prior experiences as a Human Resources executive in privately held and Fortune 500 companies, as well as experience as an Executive Recruiter and Executive Coach. Throughout her career, she has partnered with business and executive leaders to develop the best strategies to find, attract, recruit and develop the talent needed in their organizations to achieve business objectives.

## WEDNESDAY: SOLO ACTS



**BRIAN BLASKO**

## Leadership...It's Not Just a Fancy Title!

- Participants will learn how to motivate and influence others;
- Participants will view change as opportunity; and,
- Participants will be able to recognize and engage in leadership quality vs. quantity.

People follow people...not titles! This fun-filled and educational program focuses on gaining interpersonal skills for your leadership development. A great leader will motivate, inspire and educate everyone and anyone who is interested in listening. An OUTSTANDING leader will do the same thing...even if their audience is "not" interested! Come be the leader others "want" to follow, not "have" to. Brian learned early in his teaching career that he had a knack for connecting with students in a way that was both fun and productive. Not only did they connect with the course material being covered, Brian helped them become better students by sharing what it takes to be successful in life. This ability was not lost on his mentor/college professor who urged him to take his show on the road. His advice . . . why limit yourself from impacting a handful of students when there are so many more people out there who could benefit from your positive message.

Fast forward to today and you'll find that Brian has become one of the most sought after speakers in the country having connected with thousands through his keynotes, seminars and books. Known for his high-energy presentation, engaging style and infectious sense of humor, Brian's thought-provoking messages have connected with organizations and audiences of all shapes and sizes . . . from Fortune 100 companies to Ma and Pa retail shops. Brian loves them all.

Brian is also an author of two books, Cruisin' through Life at 35 MPH and Sending Signals. Cruisin' through Life at 35 MPH is a companion to his popular keynote of the same name . . . a program that invites you to discover and maximize your own personal potential. In Sending Signals, Brian shares strategies and tactics for becoming a successful leader. Brian is currently working on his third book due out this fall.

In addition to Brian's master's degree in interpersonal communication, collegiate level teaching experience and years working as a professional speaker, what makes him tick is helping people. While some speakers talk at their audience, Brian talks with them . . . getting them involved in keynotes, seminars and workshops to discover new strategies and techniques to better themselves.

Brian, a native of Youngstown, OH spends most of his time with his fabulous family (wife Laura, Benjamin, Angelee and Natalie) and friends but can be found occasionally on the golf course working toward that perfect round.



**TODD HUNT**

## Communication Bleeps and Blunders in Business

- Tune in to where your listener is "coming from," and tailor your communication style to leverage people and process in pursuit of profitability.
  - Discover the eight problem words that could cost you customers or members.
  - Re-think your voice mail greeting to eliminate confusion and save valuable time.
- You said one thing; your customer or coworker heard something else. Nobody was wrong, but now everybody's confused...and you have to fix it. Laugh and learn as Todd Hunt shares examples from business, revealing how to communicate -- not just so clearly that we're understood, but so precisely that we cannot possibly be MISunderstood. We'll laugh at ourselves too, with Todd leading the way. He's a Recovering Anal Retentive Professional (RARP), who finally learned to lighten up!

Funnier than a business speaker; more informative than a comedian, Todd Hunt speaks to organizations that want to add fun to their meetings and send members back to work smiling - with tips to improve communication and success. As an executive at Ogilvy & Mather, one of the world's largest advertising agencies, Todd learned the inner workings of communication. Additional positions with an insurance administrator, retailer and his own marketing company confirmed what he suspected all along -- we miscommunicate every day! Now a professional speaker, he inspires thousands of people each year to communicate better and become more successful.

## THURSDAY: EARLY BIRD SESSIONS



**CARI GRAY, CSP**

## Running the SAFETY Marathon

This session is meant for companies who are struggling to keep up with safety. Employers of all sizes will benefit from this class by leaning the main elements for a successful safety program and common pitfalls they may face. We will discuss the hazards and deficiencies commonly found in safety programs for companies of this size. We will also focus on many of the available resources for companies to tap into to enhance their safety programs. Explain the main elements in an effective safety program Identify common hazards and deficiencies in safety programs Locate resources to get your safety program on the "right track"

Cari has been a Safety Consultant with the BWC since May 2005. She works with a diverse range of companies in many different industries, from public entities to a wide variety of private companies. She helps customers evaluate their current situations, set goals and create plans of action to successfully achieve their goals. She also teaches many safety related classes for the BWC.



# Session Descriptions



**SCOTT SCHREIBER & DAN RIPBERGER**

**Improving the ROI on Your Compensation Investment**

- Understanding the components of compensation and the alignment to organization strategy;
- Best practices in motivating and rewarding individual performance; and,
- Best practices in annual incentive / bonus plans

With salary increase budgets expected to be 3.0% again in 2014, for the 4th year in a row, organizations must begin to better differentiate pay for their top performance or risk losing them as the economy begins to turn. Current conditions dictate that the successful companies will find better ways to link compensation to the individual's performance. This session will begin by reviewing historical salary planning past practices. We will explore better ways to identify key performers and distinguish the allocation of pay in order to better align pay and performance. The redistribution of limited budgets through the use of Merit Increase Guidelines will be reviewed and analyzed. The various approaches of annual incentive / bonus designs for all levels of employees will be explored in-depth. Additionally, the application of Long-term incentive plans, typically reserved for senior management, will be reviewed as a valuable tool for recognizing key performers.

Scott Schreiber, Managing Director. Scott applies a multidisciplinary background to assist clients in maximizing the return on their compensation investment. He provides consulting services in the areas of employee pay, sales incentives, annual incentives, and executive compensation. Prior to RSC, Scott founded the Compensation service Group, served as a regional compensation practice leader for Watson Wyatt and a practice leader for Mercer. His experience also includes several corporate HR leadership roles.

Dan Ripberger, Managing Director. Dan is a performance and rewards strategist, advisor and analyst. His expertise, professional approach and consulting style are the product of a well-rounded background in big-firm consulting and corporate management and administration. He began his career at Towers Perrin and Aon Consulting. He helped found PRM Consulting in Washington, DC and most recently managed the consulting practices for a boutique consulting firm in the Midwest.



**MARK BUTLER**

**Diversity and Inclusion: Your Success as an HR Professional Depends on it!**

- Participants will be able to articulate the difference between affirmative action and Diversity;
- Participants will be able to articulate the business case for diversity and inclusion for their organization; and,
- Participants will understand the value diversity and inclusion adds to the HR professional

This session is for the HR practitioner who wants to have a practical, high-level understanding of why diversity and inclusion is necessary for organizational

success. This session will establish the proper definition of diversity; identify the five elements needed in the diversity mission statement and the key differences between affirmative action and diversity; and discuss a diversity business case, the strategic approach needed to ensure success, the pros and cons of metrics and practical metrics to gauge success.

Mark Butler graduated from Bowling Green State University in 1979 with a Bachelor of Science in Communications. He joined Marathon Oil Company in 1981 in their Findlay, Ohio office as an Associate Employee Relations Representative. During his 30+ years with the Company, Mark has held a variety of positions within the human resources function. In 2002, Mark was assigned to his current position as Manager of Diversity for Marathon Petroleum Company. In this capacity, he's responsible for the development and implementation of diversity initiatives that create an environment where the talents and differences of all employees are respected and valued for business success. Mark enjoys triathlons, Martial arts and wilderness backpacking.

## THURSDAY: CONCURRENT SESSIONS



**MEG RESSLER**

**Leadership Development and Succession Planning...Developing Your Race Participants and a Path to the Future**

- Confidence in bringing forward the business case for leadership development & succession planning;
- A path to launch or refresh leadership development and succession planning processes; and,
- Practical insights, templates, methods & tools for immediate application

Integrated Development Strategy & System...the Playbook Overview...a holistic view

- Components and how they fit together
- The Case for Succession...
  - Why it's essential
  - Getting your leaders on board and creating ownership and commitment
- Leadership Development...
  - Getting started
  - Sample tools and templates
  - Best practices and lessons learned
  - Communication
- Succession Planning
  - Trends and insights about Succession Planning
  - Aligning succession planning with business strategy
  - Sample tools and templates
  - Best practices and lessons learned
  - Communication

Meg Ressler is a recognized change leader with experience in organizational re-design, complex project implementations and process re-engineering...all centered around the integration of people, process and technology.

She brings nearly 30 years of diverse, global experience and a unique combination of skills across a broad range of disciplines including Human Resources, Supply Chain, Information Technology,

Sales and Customer Service. As a respected change leader, she is known for building engaged and high performing teams, developing successful leaders and building internal and external partnerships.



**SCOTT WARRICK**

**Moving from Tactical to Strategic HR: 2014 Employment Law Update**

- Understand the critical relationship between what it means to be a "STRATEGIC PARTNER" and being a "TACTICAL" HR person.
- Understand the difference between "CONTRACTS" and "POLICIES" and when HR needs to use each to reserve rights for the organization.
- Understand what important changes have occurred in the law across the last year and what HR needs to do to reserve the necessary rights for their organizations.

How should HR use the law to "RESERVE RIGHTS FOR THE EMPLOYER" to accomplish their Strategic Goals? What are the legal differences between CONTRACTS and POLICIES and when each should be used by HR? How did the U.S. SUPREME COURT re-define who a "SUPERVISOR" is under TITLE VII? What is the new definition of "PSYCHOLOGICAL CONDITIONS" under WORKERS' COMPENSATION? Why was getting to work on time NOT seen as an "ESSENTIAL FUNCTION" under the ADA? Which laws cannot be limited to a "SIX MONTH STATUTE OF LIMITATIONS"? What is the new FMLA rule on "CARING FOR ADULT CHILDREN"? Is "VEGANISM" a religion? ...and MUCH, MUCH more... Join Scott Warrick as he reviews the most important employment law changes and updates in his own practical and entertaining style. Scott will use his three decades of Legal/Human Resource Management experience to tell you how to use this information IMMEDIATELY!

Scott is President of Scott Warrick's Consulting and Employment Law Services. Scott uses his unique HR Consulting and Legal background to operate as an Employment Attorney and Human Resource Consultant to "Solve Employee Problems BEFORE They Happen." Scott also coaches and trains managers and employees in over 40 different topics in his own unique, practical, entertaining and humorous style. Scott is a nationally Certified Emotional Intelligence Counselor and Diversity/Tolerance presenter who travels the country presenting his "Intolerance of Intolerance: Adopting A Skill-Based Tolerance Program," "Healing The Human Brain" and "Emotionally Intelligent Communication For Humans." In 2012, "Business First" named Scott as one of the "20 People in Human Resources To Know." Scott was also named by "CEO Magazine" a "Human Resources Superstar" and in 1991 received the Ohio State Human Resource Council's David Prize for Creativity in HR Management. Scott is also a 6 Time SHRM National Diversity Conference Presenter.



# Session Descriptions



**VALERIE M. GRUBB**

**Preparing to Lead:  
Essential Project Management  
Skills for the HR Executive**

- Garnering support across the organization to ensure success of new business initiatives.
- Essentials of Project Management: In-depth analysis of pre-project planning; identifying goals, deliverables and requirements (even when constantly shifting); creating the work breakdown structure; developing comprehensive time and cost estimates that fit
- Developing metrics to measure your human capital to determine fit for your project management team including how to organize and inventory skills, knowledge, personality, availability and previous experience to meet a project's requirements.

Managing projects can be challenging, especially if they span multiple divisions, time zones and even countries. Done wrong, it can destroy careers (or your company!). Done right, it can garner you a "seat at the table." From global outsourcing to rolling out an ERP system to leading change management initiatives, the HR executive has the unique opportunity to spearhead projects that can directly affect the company's bottom line. To do so though requires your Project Management skills to be in peak performance and constantly at the ready. This highly interactive session will help you be prepared to lead by providing in-depth step-by-step instructions on how to 1) Plan for Success, 2) Manage and Execute and 3) Deliver Results all while 4) Meeting Budget constraints.

Valerie Grubb is the principal of Val Grubb & Associates, Ltd., which she founded after holding a succession of leadership roles within major corporations. Valerie focuses on the world of executive leadership and management, and has a special expertise in transposing company vision into strategic training initiatives that resonate with both senior management and employees. She has taught senior leaders and high potential employees throughout the US, Asia, Europe, South America and Central and Eastern Europe (CEE). Prior to founding Val Grubb & Associates, Ltd., Valerie served as the

VP of strategic operations at NBC Universal where she oversaw the purchase of the Weather Channel. She played a seminal role in the 1999 formation of the Oxygen Channel, where she served as VP of operations. Valerie graduated with a mechanical engineering degree from Kettering University (formerly General Motors Institute) and obtained her MBA from the Indiana University Kelley School of Business.



**ANNE WARFIELD**

**Executive Presence -  
Are You Giving  
Up Your Power?**

- How to strategically communicate so you speak with authority & authenticity;
  - How to take the complex and make it simple and focused; and,
  - How to build trust and move people to action
- Executive Presence-Are You Giving Up Your Power? Have you ever wondered why two people can say the same thing, where one message inspires people to action and the other falls flat? Ever wondered why some people just seem to command respect and trust? As the world becomes more virtual, it is more important than ever that leaders can move people to action when they aren't in the room with them. In this session you will learn how to use Outcome Thinking®, a brain-based methodology, to exude Executive Presence and be more influential.

Anne Warfield, CSP and CEO of Impression Management Professionals, is instrumental in helping executives influence their productive outcomes. By expanding the way they think, listen and speak Anne's multitude of audiences and clients see and hear opportunities that others simply miss. With her groundbreaking Outcome Thinking® Methodology, Anne provides leaders under high pressure, the tools they need to remain calm, focused and strategic. Helping others always say the right thing at the right time, Impression Management Professional's clients enjoy saving time and dramatically increasing their productivity and profitability.



**DOUG SHAW**

**Understanding the critical  
importance of collaboration to help  
support and develop the  
organization's strategy.**

- Develop long term human capital needs in partnership with and support of the organization strategic process and plan.
- Develop and integrate the HR strategy with the wider organizational strategic requirements.
- Learn and apply new techniques to aid creative thinking and improve problem solving.

Recent research shows how we excel at creativity and collaboration as young children, only to experience alarming declines in these critical and strategic abilities as we move through the education system and into work. Today's world of work places a high value on our ability to collaborate strategically yet we continue to cling to formulaic, safe, predictable practices which often fail to deliver the results we need. Once people begin to use creative methods to explore ideas, solve problems and create value, their ability to think laterally and to generate options increases significantly and quickly. It is time to get back to exercising some creativity basics in order to help foster a more strategic collaborative culture at work. We invite you to join us for this inspiring workshop to identify some practice that can help you and your organization bring more collaboration and creativity to bear on your work.

About Doug Shaw. I am a facilitator, consultant and international speaker working with successful, curious and adventurous leaders at all levels in business, using a mix of conversational and artistic techniques and social technology to unlock knowledge and enable it to flow to where it is needed most, and can make the biggest impact. Connecting different groups of stakeholders is a vital part of my work. I am known for my work in influencing culture change and employee engagement, and smart use of social media. People typically ask me to help when they want to achieve something collaborative and creative, and they want to do this with each other, rather than to each other. Prior to setting up What Goes Around in 2009 I spent 12.5 years with BT in a variety of roles including sales, marketing, and HR specializing in change management and employee engagement.



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# Session Descriptions

## THURSDAY: PANEL SESSION

### MODERATOR:



**KEVIN AMES**

**SPEAKER/PANEL LEADER**

**Appreciating Great Work: How to Win your Marathon of Sustaining a Great Culture; Panel Session: Strategic Management / Leadership Development Panel**

Kevin Ames speaks to the essential role recognition plays in establishing a culture of appreciation. With insights from extensive global research, he discusses the importance of engagement and its impact on results. With a keen understanding of three essential ways to appreciate great work and their associated best practices, leaders are empowered to align appreciation to drive their organization's culture, values, and objectives.

Go out into the world and make your mark. Kevin Ames has been doing that for more than twenty years.

He's traveled the globe as a trainer and motivational speaker, entertaining and inspiring audiences from Washington, D.C., to Beijing.

Kevin has successfully coached employees in some of the world's biggest organizations, including Coca-Cola and American Express. Now he helps our clients discover how recognition strengthens a company's team-building, personal development, and leadership initiatives.

He defines great work as "consistent action around correct principles over time."

When Kevin isn't traveling to train and speak, he kicks back with his family and blazes trails through the Rocky Mountains by running or biking. Robin Woodall Klein. Since joining Root in 1999, Robin has been a member of Root's leadership team, using her talents and passion to connect people and business outcomes. She loves problem solving and new challenges and has had the opportunity to work with amazing clients who are curious, thoughtful, hard driving, and committed to making their organizations stronger and more effective. Her specialties include organizational transformation, culture, talent development, and connecting strategy with individual change.

### PANELISTS:



**KARRI ANTHONY**

Karri Anthony joined United Way of Greater Toledo in January 2007 as a Director, Human Resources, after completing a six month consulting project with the organization. She is responsible for all talent management functions, including recruitment, performance management, staff development, policies & procedures development and administration.

Under Karri's leadership, United Way of Greater Toledo was recognized as a Top Workplace in 2013.

Karri's professional career began with Kelly Services as an On-Site Account Manager for Xerox and Owens Corning. She worked for Bunting Bearing Corp as a Human Resource Assistant, and Rieter Automotive, as a Human Resource Specialist, responsible for all aspects of HR including union negotiation. Immediately prior to joining United Way, Karri worked as a Human Resource Consultant, where she performed auditing functions, and developed HR policies & procedure for several non-profit agencies.

Karri holds a Bachelor of Business Administration with a concentration in Human Resources from the University of Toledo, Ohio. She held a certification as a Professional in Human Resource Management (PHR). She is currently a member of Society for Human Resource Management (SHRM).

Karri lives in Toledo with her fiancé, Doug, and two cats.



**NIKI MOSIER**

Niki Mosier, Director-Human Capital, Spangler Candy

Company. Niki joined Spangler Candy Company in 2003. She has 15 years of HR experience in a union environment. Niki is a member of the Spangler Candy Management Committee. The Management Committee is the company's senior leadership team which develops strategic plans of the company and oversees all company operations and decisions.

Spangler Candy Company received the University Of Toledo College Of Business and Innovation's Human Resource Management Award for Excellence in 2013.

Niki is a graduate of Defiance College with a bachelor's degree in Human Resource Management and a Master's degree in Organizational Leadership.

Niki is an active member of the Society for Human Resource Management (SHRM) and is certified as a Senior Professional in Human Resource Management (SPHR). Niki serves as a board member for the Employer's Association in Toledo, OH and President of a local HR professional group, Northwest Ohio Industrial Relations Association. She also serves on the HR Committee at the Williams County YMCA and is an active church member.

Niki resides in the Bryan area with her husband and two boys' ages 8 and 5.



**PAULA RUSSELL**

Paula Russell has worked for Owens Corning since June

1999, when she joined the company as part of its Finance Leadership Program. She shifted her field of focus to Human Resources and served in a variety of HR Leadership positions in the company's manufacturing, supply chain, corporate IT, and customer service organizations. Paula subsequently accepted a highly impactful, global role in which she was responsible for the design and execution of a Global Research and Development talent strategy. She was a core member associated with a start up of the company's new, state-of-the-art technology center in Shanghai, China, and completed an expatriate assignment working directly with OC's European R&D center (located in Chambéry, France) where she also served as the business partner for the regional Composites business. Following her expatriate experience in France, Paula was appointed to the role of Vice President of HR for Composite Solutions, a \$2.0 billion business with approximately 7,000 employees located in 26 countries.

Paula earned the Senior Professional Human Resource (SPHR) certification through the Human Resource Certification Institute. Paula attended The Ohio State University in Columbus, Ohio, USA, where she earned an Executive MBA. She also holds an undergraduate degree in International Business and Finance from Bowling Green State University in Bowling Green, Ohio, USA.

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# Session Descriptions

## THURSDAY: SOLO ACTS



### COMMANDER DREW BROWN

#### The 11 Facts Of Life

Fact #1 WAKE UP, SHOW UP, and PAY ATTENTION, especially to detail. Fact #2 BE HAPPY, BE NICE, and HAVE FUN! Fact #3 The Circle Theory EVERYTHING YOU DO COMES BACK TO YOU. Fact #4 HAVE PURPOSE. Find your gift and use it. Fact #5 The Art of Thought, The Art of Communication, The Art of Action Fact #6 GOOD WILL OVERCOME EVIL. Fact #7 USE COMMON SENSE AND MODERATION. Fact #8 EMIT INTEGRITY and RESPECT! Fact #9 DEVELOP SELF-DISCIPLINE Fact #10 TREAT OTHERS, AS YOU WANT TO BE TREATED. Fact #11 YOU GOTTA BELIEVE! THE ELEVEN FACTS IN LIFE ARE TO BE READ, STUDIED, LIVED, TAUGHT, OR IGNORED.

Drew Brown was born and raised in New York City on January 20, 1955. He was the only child of Rhoda Palestine and Drew "Bundini" Brown Jr. Drew's father Bundini was the trainer and motivational force behind three-time world heavyweight champion Muhammad Ali. Bundini's famous slogan "Float like a Butterfly and Sting like a Bee" is timeless and world renown. Brown graduated Southern University in New Orleans with a major in Business Administration and minor in economics. Drew joined the United States Navy where he earned Wings of gold. He was then assigned to attack squadron 35 "The Black Panthers" the oldest attack squadron in naval aviation history. At one time he was the only black Naval jet pilot flying attack aircrafts (A-6 Intruder). Drew now flies Boeing -777 for Fed Ex. Drew has been awarded The Meritorious Service Medal by The President of the United States, The Freedom Foundation Medal by The US Supreme Court, and the Congressional Black Caucus Male Achievement Award. Among Drew's other numerous awards is the United States Chamber of Commerce's Special Salute for outstanding leadership. Millions of people have seen and heard Commander Drew Brown in person or via his appearances on NBC's Today Show, NBC Nightly News, CBS This Morning Show, and hundreds of local TV and national radio broadcast. He has been featured in the New York Times, The Washington Post, Fortune Magazine among other publications. His autobiography, "You Gotta Believe" reached the best seller list and is in its seventh printing and continues to receive rave reviews. Commander Brown has spoken to thousands of people, both young and old and is nationally known as one of the most dynamic and no holds barred speakers of our time.



### CY WAKEMAN

#### Hardwiring Accountability into Your Workforce Through Coaching for Great Performance

- Gain a true understanding of the four elements of the competency of accountability with a variety of performance management techniques such as one on one sessions, hosting tough conversations.
- Adopt interviewing and hiring techniques through understand the relationship between accountability and engagement and become fluent in a new employee value metric that measures accountability.
- Understand the importance of coaching and mentoring in the development process and learn to practice a simple model for feedback including an introduction to a new developmental tool "Feedforward."

Everyone is talking about accountability but few organizations are actually successful in ensuring that personal accountability is hardwired into their talent and everyday business operations. Join Cy as she breaks down the core competency of personal accountability and gives you no nonsense, workable strategies to hire for, coach for, and develop for accountability in your workforce! After all, personal accountability is the foundation of Reality Based Leadership - a revolution in leadership.

Cy Wakeman is a highly sought after conference headliner, business consultant, New York Times bestselling author, and trainer who has spent over 20 years cultivating a revolutionary approach to leadership. Grounded in reality, Wakeman's philosophy teaches people how to turn excuses into results and transform unhappy employees into accountable, successful members of the workforce. An expert blogger on FastCompany.com and Forbes.com, Wakeman's ideas have been featured in The Wall Street Journal, The New York Times, The New York Post, and on SHRM.com. She has written two books: Reality Based Leadership - Ditch the Drama, Restore Sanity to the Workplace, & Turn Excuses Into Results (Jossey-Bass; 2010) and The Reality-Based Rules of the Workplace: Know What Boosts Your Value, Kills Your Chances & Will Make You Happier (Jossey-Bass; 2013). Wakeman holds a Certified Speaking Professional (CSP) designation from the National Speaker's Association, placing her within the top 3% of speakers worldwide. For more information, please visit [realitybasedleadership.com](http://realitybasedleadership.com).

## FRIDAY: EARLY BIRD SESSIONS



### ED BYERS

#### Managing the Media and Social Media before they manage you.

- Protecting your Company from viral Social Media Attacks;
  - Protecting your Company's reputation in a Media crisis; and,
  - Protecting your Company's brand- get out in from of "the buzz" before it gets out in front of you.
- Today's Social Media platforms can spell disaster for unprepared businesses. However, with the right policies, skills and knowledge, social media does not

need to be a threat to your brand or reputation. HR professionals need to know where these viral threats originate and how to deal with them before they become a crisis of epic proportions - and what do you do when the news media then comes calling? Now what? Are you prepared?

Ed Byers has been manager of media relations at Medical Mutual of Ohio for the past 10 years and was instrumental in establishing Social Media monitoring and policies for the oldest and largest Ohio-based health insurance company before the advent of Twitter and FaceBook He is veteran journalist whose print and broadcast career in Cleveland and Detroit spanned 30 years.



### DALE DWYER

#### Got A Solution? HR Approaches to 5 Common and Persistent Business Problems

- To discover why organizational problems don't get solved and what to do about it.
- To explore the five persistent problems that keep executives up at night.
- To learn how HR professionals can develop approaches that will address the five major business problems that all organizations face.

If your organization is like most organizations, it continues to be plagued with problems in the wake of economic turbulence, realignment of workforce demographics, global competitiveness, and other environmental, cultural, and legal challenges. Most organizational problems are not usually able to be solved completely or even at all, but require ongoing resolution. Ironically, the very problems that lead managers to decide to downsize, reduce pay, increase employee contributions to insurance, or lock out unionized workers could be addressed, and in many cases resolved, by the very people who are most affected by such decisions. In this session you will learn how to involve employees at all levels in addressing the challenges and problems in your organization. Best of all, you will learn new approaches to help your organization deal with five of the most common and persistent organizational problems.

Dr. Dale Dwyer joined The University of Toledo faculty in 1989 and is a Professor of Management and former Chair of the Department of Management. He holds a Ph.D. in Business Administration from the University of Nebraska-Lincoln, and both an M.A. and B.A. in Communication from the University of Cincinnati. Dr. Dwyer has received the "University Outstanding Teaching Award," a distinction conferred only once upon a faculty member, as well as the first UT "Student Impact Award" in 2011. He is the author of the top-selling SHRM-published book, "Got a Minute? The 9 Lessons Every HR Professional Must Learn," as well as the new book, "Got A Solution? HR Approaches to 5 Common and Persistent Business Problems," both with co-author Dr. Sheri Caldwell. He continues to publish in management and human resource management journals, and he holds board membership and offices with several professional societies and community boards.



# Session Descriptions



**CLAY MORRIS**

## The Strategy Behind Corrective Action and Performance Improvement in the Public Sector

- Attendees will learn to contribute as a partner in the organization's strategic planning by providing and leading workforce planning discussions with management, developing and presenting long-term forecast of human capital needs at the organizational level. (Business Management and Strategy #3)
- Attendees will be provided with the tools to develop and execute annual goals and objectives that correlate with the organization's strategic plan performance expectations which include new programs/services expectations. (Business Management and Strategy #12)
- Attendees will learn the value of developing and implementing a discipline policy based on organizational code of conduct/ethics, ensuring that no disparate impact or other legal issues arise. By ensuring that no disparate impact or other legal issues arise. (Employee and Labor Relations #6 & #7)

More Public sector employers are faced with budgetary constraints that require higher levels of performance and accountability out of their employees. Unfortunately Collective Bargaining, Classified and Civil Service rules and laws have done more to protect employees and their inherent right to employment than to allow management to demand higher levels of performance.

Clayton Morris has maintained a Senior Professional in Human Resources (SPHR) Certification since 1999. He received his Bachelor's Degree from the University of Akron and a Certification in Labor Relations from Cleveland State University. Most recently he has obtained a professional certification in Human Resources through the International Public Management Association (IPMA-CP). He over 15 years of public sector Human Resources Management at the city, county and state level. In positions such as Director of Human Resources, Summit County Engineer's Office, Deputy Director of Business and Human Resources, Ohio Department of Transportation, Director of Human Resources, City of Twinsburg, equal Employment Opportunity Officer and Consultant for the City of Ravenna and the Village of Woodmere, Director of Human Resources City of Streetsboro. Clay has conducted employment practices and supervisory skills training and consulting for several clients including the The Medina County Career Center, the City of Lyndhurst, the City of Bedford Heights and the Village of Walton Hills.



**ZONYA FOCO, RD, CSP, CHFI**

## Conviction over Convenience: Staying Healthy in a Culture that's ANYTHING BUT!

- Better understand the underlying forces behind the obesity/diabetes epidemic and how we must lead our culture in a total paradigm shift.
  - Cite simple strategies that can be used to re-wire the brain creating innate healthier food preferences.
  - Understand the value and power of "community" among team members, both physical and in making lasting lifestyle habit changes.
- From simple strategies to re-wire the brain for healthier food preferences to capturing the power of "community" for lasting lifestyle changes, Zonya delivers a compelling plan for embracing a healthy lifestyle "paradigm shift" with conviction over convenience.

Registered Dietitian and Certified Health and Fitness instructor Zonya Foco is host of "Zonya's Health Bites" on national public television and also the public television special "DIET FREE with Zonya Foco, RD." She is the author of Lickety-Split Meals and Lickety-Split Diabetic Meals cookbooks, and creator of the DIET FREE lifestyle program being used by worksites nationwide. She has been a guest presenter for "Oprah & Bob's Best Life Challenge" and partners with Health Alliance Plan (HAP) of Michigan to deliver their award-winning Weight Wise member programs. She is the only Registered Dietitian (RD) and Certified Health and Fitness Instructor (CHFI) in the country to have earned the prestigious Certified Speaking Professional (CSP) designation from the National Speakers Association. Learn more about Zonya at [www.Zonya.com](http://www.Zonya.com). (and view her speaking demo videos at [http://www.zonya.com/speaking\\_clips.html](http://www.zonya.com/speaking_clips.html))

## FRIDAY: CONCURRENT SESSIONS



**CARRIE SPONSELLER**

## Finishing Strong: Managing Leaves of Absence Under the FMLA and ADA

- Understanding and identifying the intersection of various leave laws with an emphasis on the ADA and FMLA;
- Understanding legal obligations after expiration of the FMLA leave; and,
- Understanding leave as a reasonable accommodation under the ADA.

Managing leaves of absence under the FMLA and ADA

Carrie L. Sponseller, member, joined Eastman & Smith Ltd. in 2001 and practices in the Firm's Labor & Employment Practice Group. Ms. Sponseller's practice covers the range of employment issues, including counseling on employment policies and handbooks, training, representing employers in administrative proceedings, defending against discrimination claims and providing guidance on the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), drug testing, privacy, harassment, workers' compensation and a host of other employment law issues. In 2009, Ms. Sponseller was certified by the Ohio State Bar Association as a Labor and Employment Law Specialist. Ms. Sponseller is licensed to practice in Ohio, and is a member of the Ohio State, American and Toledo Bar Associations.



**STEVE BROWNE**

## LeadHRship!! - 5 Keys to Integrate HR Throughout Your Organization

- Confronting Conformity - using the diversity of strengths in your organization to identify, develop and designate talent in roles that move the company forward. (Employee & Labor Relations - #3)
- Liberate Leaders - working strategically with the CEO to leverage executives currently and position the company for sustainability through effective development and succession planning. (Strategic Management - #4)
- Allow Anarchy - Create a work environment that allows innovation, creativity and inclusion by all generations in the workplace. Mix the institutional knowledge of tenured employees with the new perspectives of younger workers. (Strategic Management - #10)
- Smash the Silos - Have HR woven throughout departments to bring the human factor into their work intentionally and consistently. Go TO people and no longer allow them to come TO you !! (Strategic Management - #1)
- Harness Humanity - Empowering and engaging the people of an organization to instigate, implement and drive change is key. We no longer can have top/down companies. We have to be one tribe that expects growth, profitability and value. (HR Development - #9)

Too often when "Leadership" is discussed, HR is on the outside looking in. This may be by choice or company culture. If HR isn't integrated throughout company leadership, it ceases to be relevant.

This session takes on this issue intentionally and shows HR professionals how to leverage their strengths in organizations. It's unapologetic, strategic and applicable. Leadership is expected of ALL business professionals and it's time for HR to step up !!

Steve Browne, SPHR is the Executive Director of Human Resources for LaRosa's, Inc. - a regional Pizzeria restaurant chain in Southwest Ohio with 16 locations and over 1,200 Team Members.

Steve has been an HR professional for 25+ years and has worked in the Manufacturing, Consumer Products, and Professional Services industries in various HR roles.

A current Membership Advisory Council (MAC) representative for the North Central Region of SHRM and Immediate-Past Ohio State Council Director for SHRM, Steve facilitates a monthly HR Roundtable as well as an HR internet forum called the HR Net which reaches over 6,200 people globally each week.

Steve is an accomplished speaker who has been featured at local, regional and national Conferences, Chambers of Commerce, HR chapters and businesses. He is very active in Social Media and has a nationally recognized HR blog - Everyday People.



# Session Descriptions



**LINDA GRAVETT, PH.D.**

## Recruiting and Retaining for Learning Agility

- Define learning agility and its importance in recruitment, employee development and retention;
- Explore how to use the interview process to identify learning agility; and,
- Understand concrete steps as a leader to foster learning agility in employees.

This fast-paced, interactive session addresses what learning agility is and why HR leaders should care about how to recruit for and develop learning agility in employees. The session will include interview excerpt role plays and discussion breakouts using the concepts introduced. Concrete steps to build and sustain a workplace environment that fosters learning agility will be provided.

Linda Gravett, Ph.D., is founder and senior partner of an international management consulting firm, Gravett and Associates. As an industrial psychologist, she has helped organizations such as Procter & Gamble, Williams Sonoma and Voith develop and retain employees to ensure company growth and success. Linda is the author or co-author of books on HR ethics; generational differences; emotional intelligence; entrepreneurship; leadership; and learning agility. Living and working in Japan, Canada and Mexico have helped her gain a multi-cultural perspective on her consulting and writing. Linda has a Ph.D. in Industrial Psychology, a Masters in Labor and Employment Relations, and a Bachelors in Accounting.



**SARA CHRISTIANSEN**

## Critical Leadership: Why traditional management techniques are counter-productive in the modern workplace

- Attendees will discuss the role of strategic HR in the modern workplace;
- Attendees will learn how to quantify employee value and the return on their human capital investments; and,
- Attendees will explore progressive performance management techniques

Our traditional ideas about leadership and talent management are becoming less and less effective at driving success in the modern workplace. Our organizations are changing at an incredibly rapid pace and in order to lead change we must change how we lead. If HR hopes to be embraced as a strategic business partner, we must step forward and start leading the leaders in our organizations. This program will present innovative techniques to drive high levels of engagement and accountability in your organization. All of which will lead to an improved work culture and increased business results.

During her 20 year career as a Social Scientist, Sara Christiansen has had the privilege to work with very diverse companies in many varying industries in the private and public sectors. As the CEO at Ideation Consulting, Sara is responsible for providing customized human resource services that drive true business results. She has developed organizational development, talent development, and customized training solutions that have improved employee engagement and performance in many organizations.



**THOMAS A. DIXON**

## Harassment in the Workplace

- Explore legal and cultural implications of workplace misconduct;
- Evaluate "must have" aspects of harassment policies; and,
- Examine how "legal" harassment policies are bad employee relations tools.

Thomas A. Dixon practices in the area of management labor and employment law. His practice covers the range of employment issues, including counseling on employment policies and handbooks, training supervisors and managers, representation in administrative proceedings, defending discrimination claims, and providing guidance on the Americans With Disabilities Act, Family and Medical Leave Act, drug testing, sexual harassment, wage-hour matters and a variety of other issues. He also provides advice on union organizational campaigns, union prevention, negotiation and administration of labor contracts, labor arbitration, wrongful discharge, employment-at-will litigation and civil rights litigation.

## FRIDAY: CLOSING KEYNOTE



**RICHARD E (DICK) HOYT**

## Together- You Can Do Anything!

- Disability awareness;
- Overcoming adversity; and,
- Do the best that you can to achieve your goals.

The one hour motivational speech has an inspirational message of "Yes You Can" - which is the motto of Team Hoyt. It also promotes teamwork and a "Can Do" attitude, and touches upon disability awareness.

Rick Hoyt uses a wheelchair. That has not stopped him from living a very full and amazing life. He, along with his dad, Dick, have formed "Team Hoyt" and they have competed around the world doing marathons and triathlons.

The Hoyts have competed in over 1100 athletic events in the last 34 years. They have run in 70 marathons - 31 of them being the Boston Marathon. They have also completed in 252 triathlons, 6 of them being Ironman distance events.

Dick, 73, is a retired Lt. Colonel, having served in the military for 35 years. Rick, 51, is a graduate of Boston University with a degree in Special Education.

Rick was born in 1962 as a spastic quadriplegic with cerebral palsy and as a non-speaking person - but despite these disabilities, Rick's mind and spirit have always been strong. His family supported his quest for independence and inclusion in community, sports, education and the workplace, culminating with his



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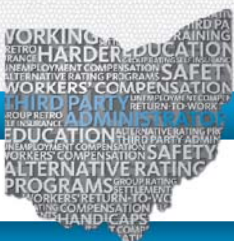
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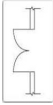
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# Map of Exhibitors

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Suite 4

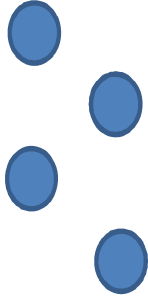


## Water Station

12 -CareWorks Consultants Inc.	13 -Health Design Plus
11 -Accelerated Benefits	14 - Valentine Training Companies, Inc.
10 - CBC Companies - People Facts	15 -Bowling Green State University
9 -Superior Dental Care	16 - Cox Media Group Ohio
8 - Humana Pharmacy Solutions	17 - C.A. Short
7 - Ohio ESGR	18 - RCSN Executive Search

36 - Meijer	37 - Lynda.com
35 - Crimcheck.com	38 - Willory
34 - 1-888-ohiocomp.com	39 - OC Tanner
33 - AccuShred, LLC	40 - Kastner, Westman & Wilkins, LLC.
32 - Graydon Head & Ritchey LLP	41 - Alliance Solutions Group
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## Food Station



58 - Comp Mgmt. Inc. - Sedgwick	59 - Oracle
57 - USI Insurance	60 - Global Cash Card
56 - College Advantage	61 - Information Management Services
55 - SafeGuard Background Screening	62 - BackTrack, Inc.
54 - PeopleFluent	63 - Stevens Worldwide Van Lines
53 - Delta Dental of Ohio	64 - Talentwise

## Water Station

82 - Corporate College	83 - Best Employers of Ohio
81 - Vision Service Plan (VSP)	84 - CompSource, TPA
80 - The Matrix Companies	85 - Health Advocate
79 - Southam Consulting	86 - Michigan International Speedway
78 - Movable	87 - Justifacts Credential Verification
77 - Hylant	88 - V&A Risk Services, LLC

95 - Society of Human Resources Management
96 - Ohio SHRM State Council

Lounge & Food Station



Lounge & Food Station

Suite 5

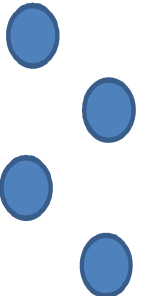


## Water Station

6 - Zonya Wellness International	19 - Corporate Intelligence Consultants
5 - RSC Advisory Group	20 - Employers Resource Association
4 - Indiana Wesleyan University	21 - Barada Associates, Inc.
3 - Credential Check Corporation	22 - Rx Ohio Collaborative
2 - Dave and Busters	23 - Britton Gallagher
1 - Employment Plus/Pro Logistix	24 - Thomson Reuters

30 - Endevis	42 - Kegler Brown
29 - Ahola Payroll & HR Services	43 - Everstaff
28 - Medical Mutual	44 - Premier Wealth Mgmt. Group
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25 - UltraSound Special Events	47 - MTM Recognition

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52 Fun Services	65 - The Curious Agency, LLC.
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50 -Liberty Mutual Insurance	68 - Integrated Wellness Solutions
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## Water Station

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**Lisa Gick**

CEO & Founder  
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**Katherine Gregorski**

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**Scott Vaka**

Chief Sales Officer  
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## CareWorks Consultants Inc.

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**Jennifer Lescsak**

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# Exhibitors



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**Holly Ewart**

Vice President

holly.ewart@innovativecareerconsulting.com

513-404-1304



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**Rich Siegenthaler II, MEd, CBP**

President & CEO

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**Dan Cubarney**

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**Kristin Wead**

Manager of Local Accounts

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Sales Consultant, Medical Mutual

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614-336-7444



## Ohio SHRM State Council

The Ohio SHRM State Council, along with our 26 local affiliated SHRM chapters, is dedicated to leading, educating, and inspiring the over 12,000 HR professionals in Ohio and educating, serving as HR experts to, and positively impacting other business professionals in Ohio. The Ohio SHRM State Council is a non-profit organization and exists as an affiliate of The Society for Human Resource Management, the world's largest association devoted to Human Resource Management. Membership is made up of 51 volunteers who are elected or appointed to The Council and includes the Chapter Presidents of the 26 local SHRM affiliated chapters in Ohio.

Bob Bethel, SPHR

[state-director@ohioshrm.org](mailto:state-director@ohioshrm.org)



# Exhibitors



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### Cynthia Crews, Southwest Region

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### Stephanie Branco, Northwest Region

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### Jon Hackathorn, Northeast Region

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## SHRM

Founded in 1948, the Society for Human Resource Management (SHRM) is the world's largest HR membership organization devoted to human resource management. Representing more than 275,000 members in over 160 countries, the Society is the leading provider of resources to serve the needs of HR professionals and advance the professional practice of human resource management. SHRM has more than 575 affiliated chapters within the United States.

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# Exhibitors



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2 <sup>nd</sup> Frank Neal	1974	24 <sup>th</sup> Rick Kellerman	1996
3 <sup>rd</sup> A. J. Harmata	1975	25 <sup>th</sup> Loren Obert, SPHR	1997
4 <sup>th</sup> Robert Wendt, PHR	1976	26 <sup>th</sup> Harry R. Walker	1998
5 <sup>th</sup> Tom Wagner	1977	27 <sup>th</sup> Mary Carol Parker, PHR	1999
6 <sup>th</sup> Regina Blackmore	1978	Ann Byrnes, SPHR	
7 <sup>th</sup> Howard Walker	1979	28 <sup>th</sup> Dan Amann	2000
8 <sup>th</sup> Les Stauske, AEP	1980	29 <sup>th</sup> Jane Robinson, PHR	2001
9 <sup>th</sup> Fred Pinetti	1981	Kim Anderson, SPHR	
10 <sup>th</sup> Joann Baker	1982	30 <sup>th</sup> Robert Bethel, PHR	2002
11 <sup>th</sup> Bob Dawson, AEP	1983	31 <sup>st</sup> George Kademenos, SPHR	2003
12 <sup>th</sup> Lou Falk, SPHR	1984	32 <sup>nd</sup> Thomas Mobley, SPHR	2004
13 <sup>th</sup> Bette Chambers, PHR	1985	33 <sup>rd</sup> Sherry Gordon, SPHR	2005
14 <sup>th</sup> Chuck Gallagher, SPHR	1986	34 <sup>th</sup> Teresa Terranova, SPHR	2006
15 <sup>th</sup> Roger Nicol	1987	35 <sup>th</sup> Karen Luther, PHR	2007
16 <sup>th</sup> Jim Sims, PHR	1988	36 <sup>th</sup> Andrea Gurcsik, SPHR	2008
17 <sup>th</sup> Becky Mascari-Cox, SPHR	1989	37 <sup>th</sup> Andrea Gurcsik, SPHR	2009
18 <sup>th</sup> Robert Wendt, PHR	1990	38 <sup>th</sup> Martine Scheuermann, SPHR	2010
19 <sup>th</sup> Jerilynn Ferguson	1991	39 <sup>th</sup> Steve Browne, SPHR	2011
20 <sup>th</sup> Jack Young	1992	40 <sup>th</sup> Fred Eck, SPHR	2012
21 <sup>st</sup> Linda Gravett, PhD, SPHR	1993	41 <sup>st</sup> Katrina Plourde, SPHR	2013
22 <sup>nd</sup> Rick Taylor, SPHR	1994	42 <sup>nd</sup> Heather Speer-Edwards, SPHR	2014





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