Friday **Concurrent Sessions**



ffectively Dealing with ADA, FMLA, & WC...all at the same time!!

- 1. How do all of these various laws INTERACT with one another? 2. What do all of these laws have in
- COMMON? How do they DIFFER? 3. How can you effectively keep these laws
- STRAIGHT in any situation & what forms are needed?



CEO & CFO on Risk Management Strategies

- 1. Identifying the top organizational risks; 2. Implementing risk management best practicies to minimize or eliminate
- workplace risks; and, 3 Investigating and appropriately responding
- to safety and health incidents and workplace crises.

Carrie Van Daele

Strategically Plan Training for Measurable Training Results

- 1. Identify IP (Intellectual Property): What IP competencies must the current and/or future workforce possess? What are the IP competency gaps?;
- 2. Capture IP: How can training address the IP competency gaps? What types of training should be provided to capture IP?: and.
- 3. Evaluate how to make more money with IP.

The 401(k) As A Lifetime Financial Instrument 1. A 401(k) plan ensures workers have within their own hands the only tool they need to fashion their financial destiny. 2. Limiting the 401(k) to retirement savings

Jack Towarnicky

will guarantee that workers will save less, that workers will only save what they believe they can afford to earmark for retirement purposes.

3. Current code and regulations already allow most Americans to use the 401(k) as a "lifetime financial instrument" - however, a few tweaks are needed to ensure the 401(k) can meet everyone's needs.



2. How to identify and fill succession gaps;

3. How to use specific tools for planning your program.

Closing Session/Lunch



Passion On Purpose

- 1. Embracing change and the complexities of business in the new economy: 2. Global workforce trends and future of work forecasting from our research portfolio; and 3. The importance of building high trust, high
- value relationships & holding to a strong vision and values system

Welcome to: HR - Making Connections that Count!

Connect with 800 HR Professionals at the Kalahari Resort in Sandusky. Experience a terrific conference - as well as a few surprises!

- 1. We are offering TWO pre-conference sessions at 9:30am to gain additional knowledge and credits.
- 2. Our opening session includes lunch this year. Arrive at 11:15am to grab a good seat for the opening session and enjoy lunch!
- 3. Be comfortable and wear jeans at the conference.
- 4. Enjoy the SHRM bookstore for the latest books and materials in HR.
- 5. The Thursday night social will be spectacular.
- 6. The SPAZMATICS are back!
- 7. Support the SHRM Foundation and bid on great gifts in our Silent Auction.
- 8. Shop the expanded exhibit hall space at Kalahari of nearly 100 exhibitors.



Join us at the beautiful Kalahari Resort for the 41st Annual Ohio Human Resource Conference

September 18-20, 2013

for an exciting, educational and fun conference!

Your registration includes Lunch on Wednesday, Thursday and Friday as well as the networking event on Wednesday evening and the Social Event on Thursday Evening. You'll only need to purchase a lunch and/or social event ticket if you are bringing a guest.

Note that all speaker presentations/handouts will be available prior to the conference via a link to download materials. The link will be sent via electronic mail.

Contact information will be published in the Conference Program Guide.

Register Online from our websitewww.ohioshrm.org/hr_conf/

Regular Conference Registration-Tier 2 Discount \$375.00 \$150.00 HR Professional in Transition Rate / Retired Student Rate - Full Time HR Students \$100.00

Cancellations may be assessed a \$40.00 administrative fee. No refunds after September 1, 2013.

Ohio HR Conference Committee 2013

Katrina Plourde, SPHR **CONFERENCE VICE - CHAIR** Heather Speer-Edwards, SPHR

Ashley Patterson, PHR Sandy Manjura, PHR Sheri Caldwell, Ph.D., SPHR

Todd Sabin, SPHR Kim Robertson, SPHR **RESOURCE PARTNERS CHAIR**

Clayton Morris, SPHR Julie A. Stephens, SPHR

Beth Campbell, SPHR **MARKETING & TECHNOLOGY**

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STATE DIRECTOR Steve Browne, SPHR



Ohio Human Resource Conference 2013 Ohio Human Resource c/o AM&C PO Box 450802 Cleveland, OH 44145-0617







PROGRAM CHAIR

ARRANGEMENTS CHAIR

Kara B Kilby, PHR

REGISTRAR

Bonnie Thompson

Mike Medoro



HR-Making **Connections** that Count!



41st Annual Ohio Human Resource Conference September 18-20, 2013 Kalahari Resort, Sandusky, Ohio





Welcome



HR - Making Connections that Count! HR is about People. Connecting with People. Helping people achieve greatness by being the best they can be for both themselves and their organizations. And learning from each other.

That is why our conference theme is so important to me. It's about bringing together 800 Human Resource Professionals to build into each other's lives in meaningful ways. That is, making connections with other professionals that count!

Join us for an exciting 41st Annual Ohio Human Resource Conference - HR: Making Connections That Count! at the beautiful Kalahari Resort from September 18-20, 2013.

Please take a moment to review this brochure to plan your conference. Look for information about our two pre-conference sessions, SHRM book store, networking social, Thursday social event – and more! Remember to save time to spend time with our many Resource Partners, network with your peers, and enjoy the fun of being at Kalahari!

Continue to visit our website (www.ohioshrm.org/hr conf) for exciting updates on this annual event! Follow us on Twitter at #0HSHRM13.

The Ohio HR Conference is known for providing a quality program, large number of credits and value for your registration dollar. You can experience this amazing event for only \$375 if you register and pay by June 1, 2013.

On behalf of the Ohio SHRM State Council and the Ohio HR Conference Committee - we look forward to seeing you in September for HR: Making Connections That Count!

Katrina Plourde

Katrina Plourde, SPHR Chair - 2013 Ohio Human Resource Conference



Program Chair Message

We are so excited about the 2013 program! The 41st Annual Ohio Human Resource Conference -HR: Making Connections That Count will be an exciting, educational, and networking experience!

Our committee has connected with an amazing array of nearly 30 different speakers and you can earn 17.5 general recertification credits, with 9.25 of those being strategic credits!

Our program will cover an expansive range of HR topics that fit the needs of various levels of Human Resource professionals. They are certain to expand your technical knowledge and enable you to develop as an HR professional.

Please take a moment to review the program schedule and carefully plan out your day. We're sure that you want to join us in September!

dakley Palloron

Ashley Patterson, PHR Program Chair - 2013 Ohio Human Resource Conference



2013 Conference Schedule

Wednesday - 9/18/2013

9:00ам - 12:30рм	Registration Kilimanjaro Entrance - Registration Booth at Kalahari
9:30am - 11:00am	Pre Conference Sessions
	No Nonsense RetentionPainless Strategies to
	Retain Your Best People
	Making the Leadership Connection: Defining Your
	Leadership Point of ViewKathy Davanzo, SPHR
11:15ам - 1:15рм	Lunch Break New! Lunch provided as part of the conference registration!
	Seating available at the Kilimanjaro Room - Suites 1 & 6
	Opening Keynote
	Perfecting ConnectingSarah Michels
1:15рм - 1:30рм	Break
1:30рм - 2:45рм	Concurrent Session 1
	HR Budgeting Bootcamp: Overcoming the Prejudice of
	Being an Overhead DepartmentValerie Grubb
	Everything You Ever Wanted to Know About Employment Law
	(But Didn't Want to Pay a Lawyer to Ask)
	3 Strategies for Increasing ROI of Training InvestmentCarl Eidson, Ph.D.
	Employer Sponsored Wellness Programs & IncentivesHeather Provino
	The Power of Stay InterviewsDick Finnegan
2:45рм - 3:00рм	Break
3:00рм - 4:15рм	Repeat Concurrent Session 1
4:15рм - 4:30рм	Break
4:30рм - 6:00рм	Solo Sessions
	What To Do When There's Too Much To DoLaura Stack, MBA, CSP
	The Engagement Workout
0.00	
6:00рм - 8:30рм	Resource Partner Networking Reception Kilimanjaro - Suites 2,3,4,5
	Thursday - 9/19/2013
7:00ам - 9:00ам	Breakfast Kilimanjaro - Suites 2,3,4,5
7:15ам - 8:30ам	Concurrent Session #2
	How to Lead the Way to Picture Perfect ChangeJonathan Michael Bowman
	Strategic Workforce Planning - The Future Ain't
	What It Used to BeJeanne Kerr
	Trends in Labor Relations – Preparing for the New AgeSarah Pawlicki
	Healthcare Reform - Connecting the DotsMichael Turpin
	Connecting with RespectPaul Meshanko
8:00am	Open Exhibit Hall Kilimanjaro - Suites 2,3,4,5
8:30ам - 10:15ам	Building "Best Companies" - How to be the BEST!Peter Burke, Panelists
10:15ам - 11:15ам	Resource Partner Break Kilimanjaro - Suites 2,3,4,5
11:15ам - 12:30pm	Repeat Concurrent Session #2
12:30рм - 2:15рм	Resource Partner Networking Lunch / Open Exhibit Hall Kilimanjaro - Suites 2,3,4,5
2:15рм - 3:30рм	Concurrent Session #3
2.101	How to Think Like a CEOBonnie Cox
	Effective Employee Relations & Workplace Investigations
	that are Legal & ImpartialJathan Janove
	Contribution Reviews-Finally a Gold Medal
	Performance StrategyClint Longenecker
	The 10 Executive Compensation Issues all HR Professionals
	Need to UnderstandAdam Kahle
	Consumerification of Recruiting: The Changing
	Candidate MindsetTerry Terhark
3:30рм - 5:00рм	Resource Partner Break/Open Exhibit Hall Kilimanjaro - Suites 2,3,4,5
5:00рм - 6:15рм	Repeat Concurrent Sessions #3
6:30рм - 9:00рм	Social Event Kilimanjaro - Suites 2,3,4,5
0.30PM - 9.00PM	
	Friday - 9/20/2013
7:00ам - 9:00ам	Breakfast
8:30ам - 9:45ам	Concurrent Session #4
	Effectively Dealing with ADA, FMLA, & WCall at
	the same time!!Scott Warrick
	Connecting with your CEO & CFO on Risk
	Management StrategiesJames B. Yates, Esq
	Strategically Plan Training for Measurable Training ResultsCarrie Van Daele
	The 401(k) As A Lifetime Financial InstrumentJack Towarnicky
	Using High Potential Programs to Support
	Succession Plan ManagementMichael Charney
9:45ам - 10:00ам	Break
10:00ам - 11:15ам	Repeat Concurrent Session #4
11:15ам - 11:30ам	Break
11:30ам - 1:30рм	Closing Session Lunch/Keynote
	Passion On PurposeRvan Estis
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The conference has been pre-approved for 17.50 credits - of which - 9.25 are considered strategic! "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."

Wednesdau **Pre Sessions**



organization

transfer

retention:

interviews

ROL

Vo Nonsense Retention...Painless **Strategies to Retain Your** Best People

1. Understand and be able to articulate key drivers that result in solid performers leaving an organization

Jeff Kortes

- 2. Identify potential gaps in your organizations strategic retention plan. 3. Begin to develop a strategic roadmap of
- activities that can be implemented to improve retention.

Kathryn Davanzo

Making the Leadership **Connection: Defining Your** Leadership Point of View

1. Increase own leadership self-identity; 2. Test own beliefs about leadership; and 3. Learn how to secure greater follower support.

Opening Keynote Sarah Michels



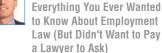
- 1. The importance of a personal network and how to develop one before you really need it; 2. The importance of NetWORTHing[™] vs.
- transactional networking and how to communicate your value-add to grow your access and influence with your network; and, 3. How to find a sponsor, not a mentor, to help you leverage your relationships to grow your

Concurrent Sessions



- HR Budgeting Bootcamp: **Overcoming The Prejudice** Of Being An Overhead Department
- 1. Understand how to create an HR Budget in-line with your company's overall financial objectives:
- 2. Calculate Return on Investment (ROI) schedule for HR-specific programs such as training and benefits programs; and, 3. Interpret financial data and statements in order
- to contribute to your organization's overall strategic plan.

Mark Toth



- 1. Up-to-the-minute information on the latest employment law developments;
- 2. Tips and tools on everything from hiring to firing; and,
- 3. Practical solutions based on real-life examples.

 - and.
 - avoid them
- Mark Toth



3 Strategies for Increasing ROI of Training Investment 1. Discover eleven practical actions proven to increase learning transfer and complete a learning transfer audit - a blueprint for improving learning transfer in your own

2. Hear about best practices used by other organizations for using technology to increase manager involvement and learning

3. Experience the power of a learning transfer technology system that maximizes training

🙈 Heather Provino

- **Employer Sponsored** Wellness Programs & Incentives
- 1. How to utilize incentives to drive ongoing employee participation:
- 2. How to design an incentive plan that supports company goals, while complying with legal regulations; and,
- 3. How to determine incentives that are meaningful to company's workforce.

Dick Finnegan

- The Power of Stav Interviews 1. Participants will learn that stay interviews
- provide far more useful data than exit surveys and engagement surveys to improve employee engagement and
- 2. Participants will learn the four specific skills managers must have to conduct stay interviews effectively; and, 3. Participants will deepen their knowledge by
- learning the unique methods organizations employed to successfully implement stay

Solo Sessions

Laura Stack

- What To Do When There Is Too Much To Do
- 1. Reduce distractions, improve concentration, eliminate multi-tasking, stay focused, and
- actually get something done! 2. Track delegation, projects, tasks, and pending items from beginning to end using technology and systems, not your brain! 3. Process and organize your email quickly and regularly empty your inbox. Know
- where to keep emails that need answers (hint: it's not your inbox).

The Engagement Workout 1. All the latest research regarding employee

2. An action plan for engaging your employees;

3. Common disengagement pitfalls and how to

Jonathan Bowman

How to Lead the Way to **Picture Perfect Change**

- 1. You will learn how to set a vision of change:
- 2. You will learn how to achieve buy-in from your team; and,
- 3. You will learn how to lead the way to capture your vision.



Strategic Workforce Planning - The Future

Ain't What It Used to Be 1. Understand the evolution of SWP and

- what makes it strategic vs. tactical; 2. How to link workforce planning to
- business strategy; and, 3. Tips for getting started with Strategic
- Workforce Planning.



Sarah Pawlicki **Trends in Labor Relations**

Preparing for the New Ade

- 1. Right to Work -- What is it and will it be coming to a state near you?
- 2. National Labor Relations Board -- How will your workplace (union or nonunion) be effected by an activist NLRB?
- 3. Positive Employee Relations -- Strategies for maintaining a union free workplace and/or minimizing union-related conflict?

Michael Turpin

Healthcare Reform -

Connecting the Dots 1. Knowledge of factors influencing reform

- public policy; 2. Perspective on future consequences of reform; and,
- 3. Ability for HR buyers to better educate C Suite on options.

Paul Meshanko

Connecting with Respect

- 1. Analyze what respect both looks and feels like within the workplace and how it impacts business results
- 2. Evaluate the critical differences between tolerance and respect, and then examine the biological origins of discrimination and other disrespectful behaviors that can damage morale and productivity.
- 3. Access the link between respect for self (self-esteem) and the capacity for respecting others using an understanding of the basic neuroscience to changing behavior

Solo Session

Peter Burke, Panelists



- Buildina "Best Companies" - How to be the **BEST**!
- 1. Why being "The Best" is important to employers and HR professionals.
- 2. Presentation of the 8 Core Focus Areas to measure employee engagement.
- 3. Secrets of "The Best" and how to improve employee engagement

Thursday

Concurrent Sessions Bonnie Cox



How to Think Like a CEO

- 1. The most important business drivers that influence an organization including and how HR can influence each of these areas
- 2. How to effectively communicate with their top executives by commanding the data and developing a mindset focused on strategy.
- 3. Simple, no-cost ways to rephrase human resource issues in ways that connect with the C-suite.



Jathan Janove

Effective Employee **Relations & Workplace** Investigations that are Legal & Impartial

- 1. Turn the instinct to avoid into a trigger to do the opposite:
- 2. Learn the tools to interview complainants effectively; and,
- 3. Learn the skills to conduct a thorough and impartial investigation.



Clint Longenecker

Contribution Reviews -Finally a Gold Medal Performance Strategy

- 1. Understand the benefits of Performance Management as a crucial management vehicle for achieving organizational goals and help align the process with the organization's human capita management plan. Also, learn how to use metrics to evaluate how the process contributes to the bottom line.
- 2. Learn trends in Performance Management including related tools and techniques, and utilize a new technique called Contribution Reviews to assess, develop & measure contributions of high potential employees.
- 3. Know how to develop/select/formulate/ implement and evaluate Contribution Reviews including their Goals/Objectives, Key Performance Indicators (KPI's). Competencies, and Performance Standards.



Adam Kahle

The 10 Executive **Compensation Issues all** HR Professionals Need to Understand

- 1. Understand Executive Compensation Governance;
- 2. Learn How Executive Compensation Impacts All Employees; and,
- 3. CEO Executive Compensation Trend Developments



Terry Terhark

Consumerification of **Recruiting: The Changing Candidate Mindset**

- 1. Explain current and projected social talent acquisition trends;
- 2. Define an organization's need for social talent solutions; and,
- 3. Develop and defend a plan for strategic talent strategy that connects companies to the right audience.