

2012 Ohio Human Resource Conference
c/o AM&C
PO Box 450802
Cleveland, OH 44145-0617



The Ohio SHRM State Council presents
the 40th Annual Ohio Human Resource Conference

HR: A LEAGUE OF OUR OWN

Get Your Ticket Now!!!
GENERAL ADMISSION
September 19-21, 2012

HR: A League Of Our Own
Kalahari Resort
Sandusky, Ohio
General Admission
September 19-21, 2012



WELCOME

HR: A League of Our Own

Baseball. We grew up playing and watching the game. So, it is no wonder that I wanted baseball to be the theme of this year's conference.

The sport has so many connections with our profession – team play, rules, regulations, strategy, camaraderie and just plain old fun. In Ohio we have two major league teams and a number of minor league teams around the state, which keeps us connected to the game.

Join us for an exciting and baseball-themed 40th Annual Ohio Human Resource Conferenc –HR: A League of Our Own.

We have a solid bench of all stars that will be presenting this year at the beautiful Kalahari Resort from September 19-21, 2012. And, expectations are high that this year's conference will "hit it out of the park!"

Our program committee has scouted speakers regionally, nationally and internationally to create a lineup that will leave you cheering.

Please take a moment to review this brochure to see which speakers made this year's team. Look for information about Opening Day to having fun in the "Ballpark at Kalahari." No need to go into extra innings as you'll have plenty of time to interact with our 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 big league event.

Successful baseball teams have a great starting lineup as well as strong bench strength. Our Program Committee has booked an expansive lineup of speakers that you won't want to miss.

We also have a phenomenal roster of resource partners who will be in the ball park where you can discuss your HR product and service needs with veteran players; and as always, our Thursday night social promises to be a great time full of entertainment and fun!

Best of all, you can experience this star-studded event for only \$375 if you register and pay by July 1, 2012.

Register today and get your ticket, so as to not miss out on all of the fun!

See you in September and remember to bring you favorite team's jersey and get in the game!
"The old left-hander"

Fred Eck

Fred Eck, SPHR
Chair - 2012 Ohio Human Resource Conference

PROGRAM CHAIR MESSAGE



The programming for the 40th Annual Ohio Human Resource Conference is set and we are sure that you will want to join us. This year's event will be an All-Star experience at the Ballpark at Kalahari as we present: "HR: A League of Our Own!"

A variety of talent in the league of Human Resources will kick up your batting average in a range of HR topics, certain to expand your technical knowledge and help you develop as an HR professional.

See how many credits have been pre-approved by The HR Certification Institute with our convenient "QR code" or visit http://www.ohioshrm.org/hr_conf/HRCI_News.cfm

Please take a moment to picture yourself at the ballpark and review the program schedule to get the play by play and register for this game changing event!

Heather Speer-Edwards

Heather Speer-Edwards, SPHR
Program Chair

SCHEDULE - DAILY LINE-UP

WEDNESDAY - 9/19/2012

9:00 ^{AM} -12:30 ^{PM}	Registration Kilimanjaro Entrance
10:00 ^{AM} -11:30 ^{AM}	Starting Line Up Daniel CrosbyBecoming a Strategic Five Tool Leader
11:30 ^{AM} -12:30 ^{PM}	Concession Stand
12:30 ^{PM} -2:30 ^{PM}	Opening Keynote Steve GillilandEnjoy the Ride!
2:30 ^{PM} -2:45 ^{PM}	Break
2:45 ^{PM} -4:00 ^{PM}	Top of The First –Concurrent Session Doug ShawRe-Humanising the Workplace Hunter LottPlease Sue Me 2012 - Effective Employee Relations James OfficerLeadership that Transforms-Management that Matters Eric EllisDriving Business Success Through Diversity & Inclusion
4:00 ^{PM} -4:15 ^{PM}	Break
4:15 ^{PM} -5:30 ^{PM}	Bottom of the First –Repeat Concurrent Session
5:45 ^{PM} -8:15 ^{PM}	Resource Partner Reception

THURSDAY - 9/20/2012

7:00 ^{AM} -9:00 ^{AM}	Breakfast
7:15 ^{AM} -8:30 ^{AM}	Early Morning Batting Practice Meredith SoleauRecruiting Your Designated Hitter Using Facebook and Twitter Barbara DanforthCultural Competencies: Can't We All Just Get Along? James LundquistBest Practices in Talent Management Systems: An Overview
8:30 ^{AM} -9:15 ^{AM}	Break/Open Exhibit Hall
9:15 ^{AM} - 11:00 ^{AM}	Second Inning Joe Gerstandt &Social Gravity: Harnessing the Natural Power Jason Lauritsenof Relationships
11:00 ^{AM} -11:15 ^{AM}	Break/Open Exhibit Hall
11:15 ^{AM} -12:30 ^{AM}	Top of the Third –Concurrent Session Rich Siegenthaler &Corporate Wellness in the Era of Health Care Dr. Paul KolodzikReform Susan Austin &The Five Things a Workplace Must Do to Thrive in Scott Ashleythe Modern Economy Jeff HavensBecoming a More Annoying You Joe GerstandtFreak Flag Flier
12:30 ^{PM} -2:00 ^{PM}	Concession Stand/Open Exhibit Hall
2:00 ^{PM} - 3:15 ^{PM}	Bottom of the Third –Repeat Concurrent Session
3:15 ^{PM} - 4:45 ^{PM}	Break/Open Exhibit Hall
4:45 ^{PM} -6:15 ^{PM}	Solo Acts Karen HoughThe Improvisation Edge: How to Communicate, Expand Your Executive Presence & Have Fun at Work! Jeff BirkThe Carrot Principle - Employee Recognition

FRIDAY - 9/21/2012

7:00 ^{AM} -9:00 ^{AM}	Breakfast
7:15 ^{AM} -8:30 ^{AM}	Early Morning Batting Practice Tim Tanis10 Things You Should Be Doing In Compensation Stacy HinnnersWhat Every Employer (Even Non-Union) Needs to Know about the NLRB Paul SmithAttracting & Retaining Talent Thru Choice
Management	
8:30 ^{AM} -9:15 ^{AM}	Concession Stand Open/Exhibit Hall
8:45 ^{AM} -10:00 ^{AM}	Top of the Fourth-Batters Up – Concurrent Session Scott RandallEmployee Learning, Development & Engagement Through Gamification Tim SackettWhat Your CEO Wishes HR Would Do Max MullerFLSA Got Ya's-Real Threats, Real Solutions Jason LauritsenEmployee Engagement is Broken: Unlocking the True Driver of Employee Performance
10:00 ^{AM} -10:15 ^{AM}	Break
10:15 ^{AM} -11:30 ^{AM}	Bottom of the Fourth-Batters Up – Repeat Concurrent Session
11:45 ^{AM} -2:00 ^{PM}	11th Inning Finale Jeff HavenUnleash Your Inner Tyrant

WEDNESDAY**STARTING LINE-UP****DANIEL CROSBY****Becoming a Strategic Five Tool Leader**

1. Assist participants to determine the business impact of intelligence, emotional intelligence, technical skill, leadership savvy and organizational fit.
2. Teach participants how to identify these traits in others enroute to improved selection processes.
3. Leave participants with a toolbox for developing these traits in themselves.

**STEVE GILLILAND****Enjoy The Ride!**

1. This session identifies the means to developing a cultural climate necessary to promote performance, commitment and loyalty.
2. This session is an inspiring look at how to leverage the challenges of change and unite the various generations in the workplace.
3. This session reveals the motivation concepts and applications necessary to inspire people and hold them accountable.
4. This session introduces the methodology to gain cooperation among employees to avert recurring problems.

TOP OF THE FIRST-CONCURRENT SESSION**DOUG SHAW****Re-Humanizing the Workplace. Simple ways to lead change through effective values based communication.**

1. See how real dialogue and subsequent actions encourage you and your people to lead better, work better and serve better;
2. Learn how social tools can help you and your people really live your values;
3. Take away some simple and powerful methods to help make work more engaging, collaborative and inspiring.

**HUNTER LOTT****Please Sue Me 2012 - Effective Employee Relations**

1. Will review the top 5 legal exposures in 2012 and how your company can avoid them;
2. Discover how you can improve morale and avoid legal complications by looking at the following policies - probationary periods, no-dating policies, exit interviews and are keeping salaries a secret;
3. Provide examples of preventative policies that you can implement to limit your legal liability.

**JAMES OFFICER****Leadership that Transforms - Management that Matters**

1. Assess your leadership priorities;
2. Define desired outcomes (If we are successful...);
3. Develop strategies to connect with the person inside the employee;
4. Establish peer accountability parameters;
5. Explore principles to capture the hearts of your people;
6. Learn how to increase effectiveness, efficiency, and productivity without increasing effort.

**ERIC ELLIS****Driving Business Success Through Diversity & Inclusion**

1. Identify a list of critical 21st century business and customer needs & increase participant knowledge of how to meet those diverse needs;
2. Provide action steps that will help transform perceived soft skills into hard business results and sustain progress towards diversity initiatives;
3. Present the Four Phased Diversity & Inclusion model which drives business success.

BOTTOM OF FIRST - REPEAT CONCURRENT SESSIONS**THURSDAY****EARLY MORNING BATTING PRACTICE****MEREDITH SOLEAU****Recruit Your Designated Hitter Using Facebook & Twitter**

1. Learn how to fill positions without running costly Help Wanted ads;
2. Learn how to locate passive candidates that are not in the job market on Facebook and Twitter;
3. Learn effective ways to reach out to candidates through social media that grabs their attention and solidifies that first interview.

**BARBARA DANFORTH****Cultural Competencies: Can't We All Just Get Along?**

1. Review the business case for an inclusive workplace culture;
2. Explore gender and generational differences as a platform for creating and maintaining an inclusive workplace culture;
3. Identify strategies for cultural competence.

**JAMES LUNDQUIST****Best Practices in Talent Management Systems: An Overview**

1. Learn how to identify those individuals who will best fit your culture as well as possess those competencies most important for success in a given position;
2. Learn the most current thinking of how to best get people oriented to your culture and expectations so they may be productive as soon as possible;
3. Learn the ways in which companies are developing their people not only to add to the bottom line but to increase engagement and job satisfaction and lower turnover.

SECOND INNING**JOE GERSTANDT AND****JASON LAURITSEN****Social Gravity: Harnessing the Natural Laws of Relationships**

1. Participants will leave with an broader understanding of social capital - the resources and value that exist within networks of relationships.
2. Participants will understand the importance of marshaling the resources within networks on both the individual and organizational level.
3. Participants will have The Six Laws of Social Gravity as a framework for intentional individual and organizational efforts to grow their network of relationships towards achieving higher levels of success and achievement.

TOP OF SECOND-CONCURRENT SESSION**RICH SIEGENTHALER****AND DR. PAUL KOLODZIK****Corporate Wellness in the Era of Health Care Reform**

1. Employers will learn the state of Health Care Today;
2. Employers will learn HIPAA and IRS as it relates to bonafide wellness integration;
3. Employers will learn proper incentive programming for ultimate participation and quantitative return on investment.

**SUSAN AUSTIN AND****SCOTT ASHLEY****The Five Things a Workplace Must Do to Thrive in the Modern Economy**

1. Attract Top Talent;
2. Engage Employees Beyond Their Job Descriptions;
3. Support a Mobile Workforce.

**JEFF HAVENS****Becoming A More Annoying You**

1. How to dress appropriately for various business situations;
2. How and when to send and receive emails and texts;
3. How to effectively run and participate in meetings, conference workshops, and other group events;
4. How to communicate with and relate to members of different generations;
5. How to resolve conflicts calmly and productively.

**JOE GERSTANDT****Freak Flag Flier**

1. Participants will leave with an enhanced understanding of authenticity and its significance to creating value at work and in their lives.
2. Participants will understand the common organizational dynamics that get in the way of authenticity and how to navigate or avoid those traps.
3. Participants will learn how to unleash their own authenticity and that of those around them through the mindset of Flying their Freak Flag.

BOTTOM OF SECOND - REPEAT CONCURRENT SESSION**TOP OF THE THIRD - BATTERS UP****KAREN HOUGH****The Improvisation Edge: How to Communicate, Expand Your Executive Presence & Have Fun at Work!**

1. Three techniques to manage difficult conversations in a positive way;
2. Tips to connect with people both up and down your reporting chain;
3. New ways to listen and communicate with impact;
4. Understand the critical importance of body language.

**JEFF BIRK****The Carrot Principle - Employee Recognition**

1. Building High Performance Teams by using the Carrot Principle;
2. Learn How to Get Started on A Recognition Strategy;
3. Enhance Your Current Recognition Program.

**FRIDAY****EARLY MORNING BATTING PRACTICE****TIM TANIS****10 Things You Should Be Doing In Compensation**

1. Participants will learn how to identify key compensation processes and programs to develop and implement within their organization.
2. Participants will leave with an expanded HR toolkit to address strategic and tactical compensation questions that arise within their organization.
3. Participants will learn how to identify key data trends in compensation programs based on regression analysis and the associate behaviors those programs influence.

**STACY HANNERS****What Every Employer (Even Non-Union) Needs to Know about the NLRB**

1. Educate HR professionals about scope and recent events at the NLRB and the potential impact on organizational operations;
2. Enable HR professionals to implement sound policy and practices to reduce risk of labor violations;
3. Increase HR professional's ability to identify risks and take remedial action to avoid or mitigate harm.

**PAUL SMITH****Attracting and Retaining Talent Through Choice Management**

1. Learn an alternative viewpoint to employee engagement;
2. Learn some simple methods to improve your organization's culture;
3. Understand HR's major role as a change agent for the organization.

TOP OF THE FOURTH-CONCURRENT SESSION**SCOTT RANDALL****Employee Learning, Development & Engagement Through Gamification**

1. Gain an understanding of why companies with a highly "engaged" workforce generate more revenue than their peers;
2. Have a better understanding of games and simulations as Messaging and Learning platforms with proven results;
3. Understand the metrics behind workforce learning and generate the best possible ROI from internal communications efforts.

**TIM SACKETT****What Your CEO Wishes HR Would Do**

1. Building your HR influence within your organization;
2. Developing a business acumen which allows you to be more effective and productive within your organization;
3. Leveraging senior leadership relationships to move your HR agenda forward.

**MAX MULLER****FLSA Got Ya's-Real Threats, Real Solutions**

1. Undertake a voluntary self-audit of their organizations' pay practices to determine if nonexempt employees are being properly paid for all work performed including work done "off the clock."
2. Justify "exempt" versus "nonexempt" classifications.
3. Implement the fluctuating workweek method of wage calculation in light of the Department of Labor's Final Rule on wage calculation methodologies.

**JASON LAURITSEN****Employee Engagement is Broken: Unlocking the True Driver of Employee Performance**

1. Uncover three key flaws in how the traditional employee engagement survey process is designed and implemented.
- Learn how these flaws are the reason that many company's engagement efforts are not producing the desired results.
2. Discover that personal accountability is the true driver of both employee engagement and company results. Gain a deep understanding of the four factors that make up a personally accountable mindset.
 3. Take away specific action steps for how to fix your employee engagement process by introducing a focus on the cultivation of accountability within your organization.

BOTTOM OF FOURTH - REPEAT CONCURRENT SESSION**9TH INNING FINALE****JEFF HAVENS****Unleash Your Inner Tyrant!**

1. How to create a healthy, vibrant corporate culture;
2. How to inspire trust and loyalty in your employees;
3. How to deal with mistakes and build strength through them;
4. How to approach change in order to achieve seamless integration;
5. How to engage in proper, healthy, productive communication techniques;
6. How to become the kind of leader others are excited to follow.



Join the crowd and Register Today!

Join us at the beautiful Kalahari Resort for the 40th Annual Ohio Human Resource Conference September 19-21, 2012

Register online at: www.ohioshrm.org/hr_conf.cfm before July 1, 2012 and obtain the tier two discount!

Watch the fireworks go off when you use the cool QR code below or link to the website address. We have "out of the park" news on re-certification credits.

www.ohioshrm.org/hr_conf/HRCI_News.cfm

**WELCOME TO THE EXPANDED BALLPARK AT KALAHARI!**

Experience an All Star Event at the bigger and better conference space at Kalahari - and look for a few surprises once you arrive at the conference.

1. Use the QR code (or link to the website address near the code to the right) to hear about the amazing amount of credit available for the conference. We are again offering a pre-conference session at 10:00am to gain additional knowledge and credits.
2. Be comfortable and wear jeans at the conference.
3. Enjoy the bookstore for the latest books and materials in HR.
4. The Thursday night social will be spectacular - play games, network, enjoy ballpark food and have loads of fun! And- don't forget to wear your favorite team jersey!
5. Support the SHRM Foundation and bid on great gifts in our Silent Auction.
6. Shop the "ball park" of nearly 100 exhibitors.
7. And, of course, come see our varsity line up of speakers - from our "opening day starter" Steve Gilliland to our "closer" - Jeff Havens!