

CHAPTER PROGRAMS 2018



The Executive Committee offers great programming to the local chapters.

To Schedule an Executive Committee Presentation Visit our website's

[SpeakerBureau Page](#)



HEATHER DEYRIEUX, MSM, SHRM-SCP, SPHR

Heather is the Director of Strategic Development at Dental Care Alliance leading the campus and social media recruiting. She previously served as the Director of Strategic Development at the International Business Innovation Association (InBIA), a non-profit, membership association that is the world's leading organization advancing business incubation and entrepreneurship. Heather also serves as a volunteer on the Executive Committee for the HR Florida State Council. She is currently serving as President-Elect and has previously served as the Conference Director, Secretary, Treasurer, Emcee and other roles for the conference. Heather earned a Bachelor of Science in General Business and a Master of Science in Management with a concentration in Human Resources at the University of Central Florida. Go Knights!

“How (and WHY) to Hire Intrapreneurs”

Did you know that Gmail and Google Maps, which are some of Google’s most successful products, were results of Google’s 20% time program—which allowed Googlers to devote one-fifth of their work week to pursue independent projects?

“While the need to innovate has gotten through to the business world, there is still major uncertainty about how to do this. Because saying you think innovation is important is one thing; releasing money and resources for innovation goes a lot further. The real art is to actually develop new products and services that success in the market and secure the future of the company.” - Alexandre Janssen | Head of Innovation EMEA | Deloitte

Fostering innovation and new ideas can not only result in financial gain for an organization, it is a critical for the organization to survive.

Outcomes from this session:

1. Define “intrapreneur” and learn why you need them on your team to help achieve the organization’s strategic plan
2. Develop a business plan to influence key management
3. Conduct job analysis and create job descriptions for this new type of employee
4. Create a recruitment plan to attract and retain them in your organization

Chapter References:

Sun Coast

SMA

MARTHA BRYSON, SHRM-SCP, SPHR

Martha Bryson has been an HR practitioner for 20 plus years. Her career has been in hospitality, entertainment and healthcare. As the Director of Staff Services, she oversees HR functions that provide for staff member wellbeing such as occupational health, retirement, insurance, leave of absence/ADA and worker's comp programs for Hope HealthCare Services. Marty, as she is known to those around her, also serves as a mentor for department managers assisting them with staff relations and leadership development to sustain success in their role and allow them to be a catalyst to excite staff members to do their best work. An active SHRM volunteer, Marty served in numerous roles at the chapter level including president in 2006. She was awarded the HRMA of Southwest Florida Human Resources Award of Excellence in 2003. Marty has served the HR Florida State Council as a District Director, Treasurer, Registrar, Secretary and Vice President.

ADAAA Regulations and Impact on the Work Place

Learn about and truly understand what is a disability and what are the effective steps for an interactive process of discovery. The course defines "Major Life Activities" and how they may impact an individuals ability to work.

Learn what types of reasonable accommodation are a good remedy and how leave of absence may actually be a reasonable accommodation. Explore what undue hardship means for your business and how safety becomes an important determining factor.

The presentation was been approved by both SHRM and HRCI for one recertification credit.

JIM GALLO, SHRM-SCP, SPHR

Jim has 20+ years of leadership experience as a senior executive in Human Resources and Organizational consulting. Jim has Ph.D. in industrial and organizational psychology and three master's degrees in business, human resources and psychology. He is currently the Director at The Center for Organizational Effectiveness, a university based consulting firm that provides human capital measurement and talent management strategies.

He is a certified executive coach (ACTP), published author and has been teaching at the collegiate level, including HR certification courses for over 15 years. He is a veteran speaker who combines science, practice and sometimes a little comedy in all of his speaking topics

Performance Feedback: Time to get off the Hamster Wheel

Effective on-going feedback is key to the success of any performance management program. The lack of a performance feedback dialoged within organizations can be a silent killer. Alternatively, environments with a favorable feedback culture lead to numerous beneficial outcomes. In regards to performance management systems, we believe the practice of revamp, revise and incorporate are misguided strategies and of little value to organizations without understanding the context in which they exist. Research suggests we've been looking in the wrong direction and perhaps it is not our systems that are broken but the context in which they operate. This session will provide tips and tools for creating a climate that is supportive of feedback and coaching for your employees.

"Panel Debate" Is it time to eliminate the performance appraisal?

We can use existing members to participate on this panel along with myself. There is some minimal pre-work for the debaters and moderator.

"The Dating Game"

How to hire right and increase your chances of a long-term relationship? This program takes an in-depth look "through a creative lens" at the psychological games played by both parties in regards to employee selection (the courtship) retention (the marriage) and termination (the divorce). Just like in dating, personality matters! Ultimately poor matched personalities will end relationships sooner than later regardless of the level of skill and could be a costly venture. Dysfunctional turnover has both indirect and direct costs that can be detrimental to organizational effectiveness. Therefore finding, hiring and keeping top talent should be on the top of the priority list.

This program takes a creative view of these relationships with an interesting twist that anyone who has been on the dating scene, married or wished they were back on the dating scene can relate to. We will also discuss some of the best practices that organizations are using for talent management that will keep relationships strong and enduring.

JIM GALLO, SHRM-SCP, SPHR

“Let’s make a deal” The psychology of persuasion

Negotiation is part of life. If you are married, have kids or are employed you are probably engaging in some sort of negotiation. The outcomes of these negotiations can determine your success in both your professional and personal life. This program will discuss the key principles of negotiation and influence. In order to get that project approved or position yourself for the next promotion you need to be able to influence and negotiate. Negotiation results are better when we know what we are doing!

“Tool Time”

There are just as many employee assessments as snake oil consultants trying to sell you one. What are the pros and cons of using employee assessments? This program will discuss the pros and cons of using employee assessments, the many types of individual and organizational assessments, and the things to consider including the type of assessment, administration, and how to interpret and use the results.

“How Big is My Fish? HR Metrics and the Tale of the Tape ”

The HR community is often inundated with the message that measuring indicators of change and/or success is a necessary evil, and that “you can’t manage what you can’t measure”. Now the focus on measurement is so strong that practitioners are concentrating on measurement as an end, and not as a means to improve HR systems and other business outcomes. However, measurement provides little value if the wrong measure is chosen for the job. This session will provide insight on

how to match the goals of the organization with the appropriate performance metric and how to determine the quality of key measurement systems.

“A Wolf in Sheep's Clothing: Applicant Deception and the Risk to the Employer”

Despite advances in talent management tools and the pre-employment practices of HR professionals, organizations lose 300 billion dollars each year to counterproductive work behaviors (CWB), and employees are responsible for almost 50% of that loss. In addition, employee negligence claims have increased in frequency and in punitive damages, now averaging over a million dollars a year. While pre-employment assessments (e.g. the resume’) can be useful screening tools, they are susceptible to falsification by applicants. Our research suggested that 20-30% of applicants falsify self-reports and resumes, while more than 50% of applicants provide false information during an interview. We examined the accuracy of almost 2 million applications collected from March 2007 to March 2009. Our data suggested that on average 14.5% of applicant resumes contained verifiably false information regarding previous employment, educational background, etc. An additional 14% of the resumes contained claims that could not be verified as true. As the economy worsened over the two-year period we examined these rates of applicant falsification rose 30%. One of the top predictors of falsification was the applicant’s level of impulsivity. The trait of impulsivity has strong links to academic cheating, criminal

Chapter References:

Jacksonville

Volusia/Flagler SHRM

JENNIFER GUNTER, SHRM-CP, PHR, CEBS

Jennifer Gunter is an "HR Enthusiast" whose passion for inspiring and leading change efforts have given credibility to the Human Resources Profession while improving the well-being of the organizations she has supported for the past 13 years. As the Manager for Total Rewards for the National Council on Compensation Insurance (NCCI), Jennifer has implemented company-wide employee health and wellness programs all with the employee experience in mind.

Jennifer earned a Bachelor's in Public Administration from Florida International University and holds a Master of Science Degree in Human Resources Management from Nova Southeastern University. She is an active member of the HR Association of Palm Beach County (HRPBC) and served as the chapter president in 2013. Currently, she serves on the Executive Committee of HR Florida State Council, a Society for Human Resource Management (SHRM) affiliated organization which advocates for the workplace on behalf of 14,000 HR professionals and 6,300 employers within the state of Florida.

Jennifer was recently recognized as a Finalist for the 2016 Up & Comer Award for the South Florida Business & Wealth Magazine. She is a sought after presenter, having delivered presentations and served on panels for the EBN Employee Benefits Forum & Expo, SHRM Leadership Summit and

Transforming Your Employee Experience into a Culture of Engagement

Creating a WOW experience for employees is just as important as creating great experiences for your customer base. Understanding, managing and improving organizational culture in an age of constant change is the next "big thing" HR professionals will face in the war for talent. Motivating employees to give their ALL each day can vary in terms of having the right mix of challenging work, performance feedback and total rewards incentives. As culture change agents, HR practitioners have an opportunity to create employee experiences that will positively impact your company's brand and ability to attract and retain employees.

Learning objectives:

During this interactive session attendees will be provided with strategic yet practical examples of how to transform their overall employee experience.

Participants will also:

- (1) Examine best practices of small and large employers who have created a culture of organizational success
- (2) Explore quality management tools used to identify organizational stakeholders and create employee experience change management plans
- (3) Identify the most critical step in the SWOT Analysis process for discovering employee experience issues

Chapter References:

Human Resource Association of Palm Beach County

Human Resource Association of Broward County

CHAD V. SORENSON, SHRM-SCP, SPHR

Chad is the President and founder of Adaptive HR Solutions, LLC and has over 20 years of diverse business, communications and human resource experience. He works with companies that range from 5 to 1,200 employees and focuses on leadership development, manager training, employee performance management and employer compliance in industries such as healthcare, manufacturing, construction trades, and professional services organizations. Prior to founding Adaptive HR Solutions in 2008, Chad has been Vice President, Director and Manager of Human Resources for a number of companies in the Jacksonville area. He is certified as a SHRM-Senior Certified Professional (SHRM-SCP) and a Senior Professional in Human Resources (SPHR). He is the Past President of Society for Human Resource Management's Jacksonville Chapter, having served as President in 2015 and 2016.

Chad regularly speaks to other SHRM Chapters and business associations across the state on topics such as leadership development and employee engagement. Chad will also be the Treasurer for the HR Florida State Council in 2017. Chad is an Eagle Scout and a graduate of Morningside College in Sioux City, Iowa. The keys to his success are Devotion to God, Dedication to Family, Continuous Service, Lifetime Learning, and Always Remembering to Laugh.

Engagement Sessions for Human Resource and Industry Organizations

- Become the Driving Force for Performance and Productivity
- Building Relationships and Strengthening your Presence in the Organization
- Cutting Edge Leadership - Discovering What It Takes
- Developing Leaders Through Strategic Performance Management and Engagement
- Driving Change in the Organization
- Ensuring HR is Present in the Strategic Planning Process
- Onboarding - Getting It Right from the Beginning
- Putting the Brakes on the Revolving Door
- Transformational Discipline

Leadership Development for Employers

- Your Role as a Supervisor
- Creating a Shared Vision
- Enhancing your Team and Individual Communications Skills
- Motivating the Individual and the Team
- Leading by Example
- Establishing Accountability
- Being the Coach and the Counselor
- Identifying and Managing Conflict
- Delegation and Engagement
- Challenging the Team
- Developing and Maintaining Trust in your Team
- Growing the Next Generation

The SHRM Competency-Based Education for Chapters

Created to help HR professionals develop effective strategies for applying competencies in their day-to-day HR functions.

These workshops focus on viewing HR competencies in action as delivered by HR experts. Each workshop is tailor-made to present at Chapter events and aligns with at least one behavioral competency, allowing for practical application of the knowledge gained throughout the workshop. These workshops are free to SHRM affiliated Chapters and each workshop is easily downloadable and comes equipped with all the resources necessary to facilitate the interactive workshop.



To ensure these workshops are used as intended, and for effective tracking and use so we can continually provide quality resources, please submit a request form to gain access to the workshop resources. Within five working days of submission, you will be contacted regarding your request.

[Request Workshop from SHRM](#)

Eve Sweeting – Diversity Director

“recruitABILITY: Recruiting Employees with Disabilities.”

The presentation covers casting a broader net when recruiting, partnering with resource groups and agencies, reviewing and revising the application and interview process, and accommodating and retaining employees.

Partner Organizations

Department of Defense ESGR

USERRA presentation by LTC (RET) Roger Trout, DOD-ESGR National Training Director

RLTrout@aol.com

(571) 275-8980 (mobile)

Coming soon.....

Veterans Florida

Chris Meinhardt, Employer Outreach Specialist

meinhardt@veteransflorida.org

(850) 898-1421 office

(850)545-75767

NAMI Florida (National Alliance on Mental Illness)

CARD, USF (Center for Autism and Related Disabilities)