
Concurrent Sessions “NEWS” for 2024

- 19 Total credit hours available for Full-Conference Attendees
 - Special Guest: SHRM President & CEO, Johnny C Taylor, Jr.
 - 27 Sessions offer Strategic (Business) credit for SPHR's
 - 7 Sessions offer International (Global) credit
 - 5 On-Demand virtual sessions available to all Full-Conference Attendees
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Building Your Business Case for HR Strategy

7:15-8:15a | REPEAT OF Wed 3:45p

Building a business case to support your HR strategy provides a framework for critical thinking as you design and validate your goals. By developing a business case you accomplish several things – you force yourself to ask hard questions and validate the need and value; you must consider the competition and whether your return on the investment of time, money and resources will yield equal or stronger value for the organization long term; and you must develop data and analytics that applies rigor and objectivity to the business case making the case stronger to your executive team. In this session, we will consider the components of a business case, how to begin its development, and how to deliver it for maximum positive impact on your HR strategy. – Kristie White, President, HRPMO Inc.

TRACK: Strategic Planning

DEI at Work: Dead, Alive, or Somewhere in Between?

7:15-8:15a | REPEATS Thu 9:45a

This session provides a brief history of DEI initiatives in the workplace prior to the 2023 SFAA v. Harvard decision, as well as a discussion of what the Harvard decision does (and does not) mean for private employers. We will also explore recent developments in this area and provide tips for mitigating the various risks employers may face, including litigation from employees, potential contracting partners, advocacy groups, and government agencies – Jamila Mensah, Partner, and Eliot Turner, Partner, Norton Rose Fulbright US LLP

TRACK: Diversity, Equity & Inclusion

Effective and Engaging Talent Development

7:15-8:15a | REPEAT OF Wed 3:45p

Upskilling your talent is critical within any team today. Training your team effectively impacts your competitive advantage, retention efforts, and team performance. Too often, instructional design can fall short, resulting in disengaged, begrudged, theoretical, outdated training. In this session, you will learn practical action steps, strategies, and approaches that you can apply today to improve the effectiveness of your training. You'll learn how to adjust your training to the virtual, hybrid, and in-person dynamic of teams, alter activities to be engaging and practical, and strategically build in learning design in a proven 5 step process for a richer learning experience. – Amber Vanderburg, International Keynote Speaker, Founder, The Pathwayz Group

TRACK: Talent Management

Growing Through Conflict: Cultivating Constructive Conflict at Work

7:15-8:15a | REPEATS Thu 9:45a

Conflict is a powerful energy that can be used to propel us to new levels of greatness. Embracing and cultivating constructive conflict at work is a critical component of developing high-functioning work teams. Work tensions are high and stress levels compound when people bottle up their feelings and thoughts making the situation more volatile. But how can you safely invite conflict to work? Learn the steps you can take to introduce healthy conflict to your work team, diffuse the inevitable discomfort that comes with disagreement, and remove the obstacles to conflict resolution. – Deanna Ramirez, Owner and Director of Training, Wholeworx Initiative

TRACK: Engagement & Retention

Mastering Stay Interviews and Focus Groups: A Strategic Tool for Talent Retention

7:15-8:15a | REPEATS Thu 8:30a

This session will explore the power of stay interviews and focus groups as strategic tools for understanding and retaining talent. Stay interviews and focus groups, when conducted effectively, can provide deep insights into employee needs, aspirations, and potential areas of dissatisfaction. This session aims to equip HR professionals, managers, and organizational leaders with the skills and knowledge to design, conduct, and utilize focus group findings to enhance talent retention strategies. – LeAnne Lagasse, Employee Engagement Consultant and Speaker, LeAnne Lagasse Coaching and Consulting.

TRACK: Engagement & Retention

Mental Health in the Workplace: New Times, New Approaches, New Treatments

7:15-8:15a | REPEAT OF Wed 3:45p

The mental health crisis isn't going away and supporting Employees Mental Health has never been so important. We are living in an era where the understanding of emotional health of employees has evolved dramatically, and so have our approaches and treatments. More than ever, employees seek organizations that make them feel valued and provide them with high quality mental/behavioral health benefits. As we navigate these new times, it's crucial to acknowledge the significance of mental well-being in our work environment. Embracing the journey to improved well-being is not a sign of weakness; it's a testament to your strength, resilience, and unwavering commitment to self-care. – Joel Axler, National Behavioral Health Leader, Brown&Brown

TRACK: Engagement & Retention

Navigating the Crossroads: Crisis Management in Immigration and Global Mobility

7:15-8:15a

Embark on a riveting journey into the heart of crisis management at the intersection of immigration and global mobility. – Ryan Freel, Partner, Fragomen

TRACK: Global HR

Pay Transparency and Equity: Why Should I Care?

7:15-8:15a | REPEATS Thu 8:30a

Pay transparency and pay equity are two of the hottest topics in business today. It is a way for employers to build employee trust and boost engagement and productivity. Additionally, it is seen as vital for closing the gender gap. This may be because of increased awareness around diversity, equity, and inclusion topics following the upheaval of the pandemic. Employees increasingly want to work with organizations doing their part to further social equity. The term "pay transparency" can be interpreted in diverse ways. For some employers, it simply means communicating pay practices to employees and explaining how pay is determined. – Dr. Di Ann Sanchez, Chief Exceptional Officer, DAS HR Consulting LLC

TRACK: Total Rewards

The ADAAA- From hire to fire and everything in between. What you need to know to remain in compliance.

7:15-8:15a | REPEAT OF Wed 8:30a

With discrimination charges steadily increasing each year with the EEOC, it is imperative for organizations to remain up to date with the Commission's guidance. Join the experts in EEOC compliance for an insightful session that will guide you through the intricacies of the ADAAA. We will cover best practices and pit falls to avoid when making employment decision, from hiring to firing and everything in between. Do not miss this comprehensive guide to help you navigate the ADAAA landscape with confidence. – Marina Guerra, Outreach and Education Coordinator and Rayford Irvin, District Director, US EEOC

TRACK: Employment Law & Labor Relations

Top Ten Employment Law Challenges for 2024

7:15-8:15 | REPEATS Thu 8:30a

A hotly contested presidential election year will bring new challenges for employers in 2024. This presentation will cover expected regulatory changes from the Biden Administration, as well as trends in state and federal employment litigation. Learn practical tips on dealing with politics in the workplace, downsizing, reducing workplace risk from artificial intelligence, crafting an effective hybrid work policy, and more. – David Barron, Member, Cozen O'Connor

TRACK: Employment Law & Labor Relations

Transformative Conversations: Coaching Skills for HR Professionals in Shaping Organizational Culture.

7:15-8:15a | REPEATS Thu 8:30a

This enlightening presentation is designed for HR professionals eager to enhance their impact through everyday interactions. Discover how the art of coaching can empower you to become a pivotal player in your organization's cultural transformation. We will explore practical coaching techniques that can be seamlessly integrated into daily conversations, fostering a more dynamic, engaged, and inclusive workplace. By mastering these skills, HR professionals can not only advance their own careers and enhance their personal lives, but also contribute significantly to their organization's evolution one conversation at a time. Don't miss this opportunity to be at the forefront of shaping a vibrant organizational culture! – Elena Sarango Muniz, CEO & President, Sarango Executive Coaching, LLC

TRACK: Learning & Development

Are They Ready? Developing your First Time Manager Program

8:30-9:30a | REPEATS Thu 4:00p

The Great Resignation has created talent shortages across industries. But it has also created opportunities! High potential and high performing employees are being promoted to lead for the first time. HR has a key role to play in these first-time leaders' success. Attendees will leave equipped with practical strategies to enhance the development of first-time leaders, ensuring a foundation for organizational success – Abby Casey, Senior HR Consultant, Energize HR

TRACK: Learning & Development

Attract & Retain Top Talent: The Benefits Edge in a Competitive Market

8:30-9:30a | REPEAT OF Wed 8:30a

In today's hyper-competitive market, attracting and retaining top talent is more important than ever. With candidates inundated with opportunities, how can you stand out? The answer lies in crafting a benefits program that goes beyond the ordinary, one that speaks to the needs and aspirations of today's workforce. – Ryan Johnson, Senior Partner, Employee Benefits Consultant, Alera Group

TRACK: Total Rewards

Baby Steps: Balancing the "Return-to-Office" With Expanding Maternal and Family Leave Protections

8:30-9:30a

Last year brought major changes to protect working moms, with the implementation of the Pregnant Workers Fairness Act (PWFA) and the Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act. Many believe that these additional protections will help women achieve gender parity and retain them in the workplace following childbirth. This session will provide an overview of the current legal landscape of maternal and family-related protections under the PWFA, PUMP Act, the ADA, and the FMLA. Additionally, we will discuss trends with expanding family-related leaves in the wake of the post-COVID return-to-office, such as NICU, grandparent, and "furternity" leaves. Finally, we will analyze approaches that employers may take to expand leave protections and the potential risks of carving out new categories of leave protections. – Erin Murray, Associate and Kelcy Palmer, Shareholder, Littler Mendelson

TRACK: Employment Law & Labor Relations

Compliance and Consequences: Navigating the Complexities of I-9s, E-Verify+, and Employment Discrimination Laws

8:30-9:30a

Stricter enforcement of I-9s, the release of the new E-Verify system in 2024, and a dynamic and diversified workforce make this a perfect time to revisit an organization's employment verification process. Oftentimes, innocent and seemingly innocuous mistakes open organizations up to potential fines and violations. This session will focus on providing best practices and tips for avoiding common mistakes that arise during the I-9 completion process; highlighting the potential consequences stemming from a failure to fully comply with I-9 regulations; and discussing the E-Verify+ program and protocols for the remote examination of documents. The session will conclude by examining common mistakes that violate the I-9's anti-discrimination provision and how to avoid them. – Belma Burkic, Associate Attorney and Min Kim, Partner, Attorney-at-law, Chugh LLP

TRACK: Employment Law & Labor Relations

Global Compliance Insights: Engaging Case Studies of Compliance Challenges Worldwide

8:30-9:30a

As organizations expand or continue operating globally, the likelihood of HR professionals making mistakes increases. Factors such as foreign labor laws, cultural differences, and cross-border communication add complexity, raising the chances of errors. Regulations change frequently and vary from country to country, so keeping up with local legislation (especially in multiple regions) can be a huge undertaking for your HR team. Case studies shared will serve as a helpful guide and highlight pitfalls. Whether venturing into new markets or managing an international workforce for the first time, it's crucial to be mindful of these common mistakes to mitigate HR risks. – Breia Foston, CEO | Global Insurance Consultant & Advisor, Worldview Benefit Advisors, Inc.

TRACK: Global HR

Is There Any Part of the Employee Mental Health Crisis that Can Be Solved?

8:30-9:30a

The Mental Health of our employees is the cornerstone of concern for HR and Rewards Managers today. Sometimes the problem seems endless and overwhelming. But what if we take the Mental Health picture apart and examine its different components - can we see more solutions? The answer is "yes", at least for 20% of the Mental Health picture. We believe that, once understood, 20% of the Mental Health problem actually be solved. Learn how you too can solve this part of the problem. While it may not solve all the mental health issues, the employees in that 20% category will be grateful to you for taking the time to understand them. – Robert Heston, President and CEO, LegalEASE, A Legal Access Company

TRACK: Learning & Development

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TRACK: Engagement & Retention

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TRACK: Total Rewards

Revolutionizing HR: Generative AI for Employee Engagement and Organizational Success

8:30-9:30a

Generative AI and conversational AI can provide organizations with solutions to locate, analyze, and engage with their HR data to aid teams in learning, resolving issues, and planning for the future. We'll explore practical use cases in which generative AI can help HR in areas such as crafting training and engagement content, workforce planning, and providing employee assistance and support.

Understanding and implementing these solutions can enhance efficiency and improve the overall employee experience. – Steve Senterfit, President, Smartbridge

TRACK: Engagement & Retention

Should you be offering "Lifetime Income" options in your retirement plan?

8:30-9:30a

According to a recent Greenwal study, 89% of participants agreed that having guaranteed retirement income would affect their current well-being in retirement. Studies like this are making lifetime income the newest trend in helping plan participants prepare for retirement. And the Secure Act 1.0 and 2.0 have potentially made this a key future retirement benefit. But what IS lifetime income? How does it work? Are there different options for providing this in a retirement plan? What are the fiduciary considerations in offering such options? We'll discuss the landscape of lifetime income options and what it may mean to your plan and your employees. We'll cover the fiduciary aspects of evaluating these solutions and provide some recommendations on selecting one. We'll also talk about the educational needs for your employees and the portability considerations that are involved. – Robert Massa, Managing Director and Michael Smoots, ERISA Counsel, Qualified Plan Advisors

TRACK: Total Rewards

The HR Ethical Mindset

8:30-9:30a | REPEAT OF Wed 3:45p

In today's ever evolving world, the role of HR professionals has become increasingly critical. As organizations strive to perform at a high level, HR professionals must develop an ethical mindset emphasizing integrity, fairness, responsibility, self-awareness, perspective-taking, and ethical principles. By doing so, HR professionals can play a pivotal role in shaping organizational culture and ensuring ethical practices within the workplace. By the end of the presentation, participants will clearly understand the significance of an ethical mindset in HR and how to cultivate it within their organizations. They will be equipped with practical tools and strategies to make ethical decisions, promote an ethical culture, and take actionable steps towards creating a workplace that values integrity, fairness, and responsibility. – Mitch Beckman, CHRO, Webber

TRACK: Strategic Planning

The Now of Work: The Future is here, Now.

8:30-9:30a

The future of work is not on its way, it has already arrived. The pandemic, social justice issues, and exponential technologies have disrupted the traditional paradigms of work and life, creating new challenges and opportunities for organizations and their people. How can leaders navigate these unprecedented times and create a culture that fosters innovation, agility, and Technology? How can organizations leverage the power of data, digital transformation, and AI to drive growth and impact? In this session, you will hear from JeNae, the founder and CEO of CTMUnlimited, a human capital consulting firm that specializes in strategy, workforce analytics, change management, and strategic communications. She is a global thought-leader and practitioner on all aspects of the future of work, with over 20 years of experience in leading organizational transformation initiatives for Fortune 500 companies, startups, and nonprofits. She will share her insights and best practices on how to succeed. – Jenae Johnson, CEO, CTMUnlimited

TRACK: Strategic Planning

The Role of AI in Shaping Equitable Workplaces

8:30-9:30a

"The Role of AI in Shaping Equitable Workplaces" will delve into the use of AI in promoting workplace equity, spotlighting insights from a January 2024 study of 6,000 workers from Canada, the USA, and Europe on equity and inclusion. Highlighting the application of AI-driven solutions to detect biases in all forms of written content, the presentation will demonstrate how such technologies uncover and correct unconscious biases in hiring, promotions, and communications, contributing to a more inclusive environment. This includes a detailed examination of DE&I bias frequencies in 500 Texas job descriptions, underscoring the tangible benefits of AI in enhancing fairness and diversity in the workplace. – Tim Glowa, CEO and Founder, HRbrain, LLC

TRACK: Diversity Equity & Inclusion

Top Ten Employment Law Challenges for 2024

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TRACK: Learning & Development

Whatever Happened to Work-Life Balance? (Panel Discussion)

8:30-9:30a

The term Work-Life Balance sought to minimize work-related stress and establish a stable and sustainable way to work while maintaining health and general well-being. The topic was first introduced almost 50 years ago and has been the focus of countless corporate programs and products. However, the latest SHRM research reported rampant burnout in the workplace. Join this panel discussion to learn more about the steps currently being taken to combat burnout and to develop a more effective application of the term for you and your workplace. – MODERATOR – Stacey Brown ; PANELISTS: Deniece Christ-Rice, LCSW-S, Employee Wellness Program Therapist, Memorial Hermann Health System; Shannon Nelson, SPHR, SHRM-SCP, CPSP, Director, Benefits, Anthology, Inc.; Willie French, MBA, SPHR, GPHR, Sr. Vice President of HR, Cornerstone Home Lending Inc.; Jennifer Wagner, Director HRIS, Benefits & Compensation, Webber

TRACK: Engagement & Retention

Why AI doesn't work for HR: myths and realities.

8:30-9:30a

Join us to explore the myths and realities of implementing artificial intelligence in the human resources field. Many believe that AI is not suitable for HR, but in this session, we will address and debunk these common concerns, such as bias in AI, hallucinations, privacy issues, implementation complexity, lack of transparency, and accuracy in resume screening. Discover how AI can not only overcome these challenges but also transform your HR department, enhancing efficiency and promoting innovation. Learn about practical approaches and innovative solutions that ensure unbiased decision-making, data protection, ease of use, and adaptability to dynamic HR policies.

– Jay Tchakarov, CEO, Allganize

CRUSH THE MEETING: Amplifying Your Impact Through Compelling Storytelling

9:45-10:45a | REPEATS Thu 5:15p

With widespread hiring challenges, wage expansion, lower productivity and retention, HR's seat at the table has never been more vital to organizational success. Now what will you do with it? Your voice needs to come through as loudly and convincingly as Marketing, Sales, Operations, Finance etc. Learn how to transform standard HR updates into compelling storytelling. It requires interpreting key metrics, identifying critical issues, adding outside perspective, connecting the dots and delivering with executive presence. Supported by real world before & after examples, see for yourself exactly how you can make a bigger impact. – Jeff Hiller, Founder/President, Highbar Training

TRACK: Learning & Development

Curiosity Meets Science: Revolutionizing Business Innovation

9:45-10:45a

Merge the precision of scientific thinking with the boundless curiosity of Ted Lasso in this unique session. We aim to spark creativity and drive innovation in business by encouraging a blend of experimental, evidence-based problem-solving with a curious, open-minded approach. This session will guide you through incorporating a scientific mindset while maintaining the adaptability and explorative spirit exemplified by Ted Lasso. Discover how this unique combination can lead to groundbreaking ideas and foster a culture of continuous innovation in your organization. You'll learn to approach business challenges with a balanced blend of rigor and whimsy, leading to more effective and innovative outcomes. – Katie Dykstra, Client Engagement Director, Mash McLennan Agency (MMA)

TRACK: Strategic Planning

DEI at Work: Dead, Alive, or Somewhere in Between?

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TRACK: Diversity, Equity & Inclusion

DEI is Alive and Well (Panel Discussion)

9:45-10:45a

Building on the belief that the overall goal of DEI is to help put practices in place so that all employees feel engaged and included and companies can innovate, compete and thrive. It is then reasonable to assume that the goal of DEI is critical to all the efforts invested in creating that culture. Join this panel discussion centered around the elements of a great company culture and how DEI practices contribute to that strategic objective in their organizations. – MODERATOR: Anita Martin, SHRM-SCP, VP HR, Houston Texans; PANELISTS: Brandi Munoz, SHRM-CP, SPHR, CMCS, Career Coach; Sajal Javid, SHRM-SCP, Chief HR & Culture Officer, Alley Theatre; Ray McComb, SHRM-SCP, SPHR, CHRO, Community Health Choice; Christine Jefferson, Sr. Director, Inclusion & Culture, San Francisco 49ers

TRACK: Diversity, Equity & Inclusion

Embracing AI to Upgrade Your HR Skills: Because Who Wants to Be Average?

9:45-10:45a

This session will explore how to use artificial intelligence (AI) to upgrade your HR skills and stay ahead of the competition. We will discuss AI tools such as machine learning, natural language processing, and predictive analytics and how they can be used to improve your HR process. We'll look at real-life examples of companies that have successfully integrated AI into their HR systems and how it's allowed them to gain a competitive edge. We'll also discuss potential pitfalls of implementing AI in HR and strategies for averting them. This session is for anyone looking to learn about or embrace the power of AI and stay ahead of the curve. – Tracy Frazier, Head of HR, American Omni Trading

TRACK: Strategic Planning

Gamify Wellness: Strategies for Achieving Over 50% Engagement

9:45-10:45a | REPEAT OF Wed 2:30p

This presentation will provide valuable insights into why traditional programs don't work and how you can find a better solution. Learn how to design effective reward systems and remove barriers to participation so that a majority of employees, not just the healthiest ones, regularly engage. The presentation will showcase how to successfully deploy state-of-the-art technology, gamification and personalization to build a culture of wellbeing at your organization. And it will provide research on how high engagement impacts not just healthy behaviors, but also teamwork, productivity, absenteeism, and customer satisfaction. It will close with a Q&A interactive session to address audience questions and concerns. – Alan Winters, COO/Co-Founder, ProActive Health Solutions dba Vigoroom

TRACK: Engagement & Retention

Growing Through Conflict: Cultivating Constructive Conflict at Work

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TRACK: Engagement & Retention

How to Manage FLSA, State Laws, and Disability Issues with Remote Workers

9:45-10:45a | REPEATS Thu 2:45p

Remote work has taken off since the COVID pandemic. Many employers find it is convenient to hire employees who can work in their homes, sometimes in other states, to avoid real estate costs and to manage workforces more easily. But wage-and-hour laws, state discrimination laws and disability statutes can create significant hurdles with remote workers. – Annie Lau, Partner, and Pamela Williams, Partner, Fisher Phillips

TRACK: Employment Law & Labor Relations

How to Use Canva & AI - Execute Impressive Stakeholder Communications in Lightening-Speed

9:45-10:45a

Who has time for the complexities (and cost) of Adobe products? Instead, use Canva. It's not just for instructional designers it's buffet of FAST, pre-loaded and EASY tools to create training communications for any stakeholder in SECONDS. Whether it's a leadership newsletter, hiring posts on social media for new talent, unique presentation slides for executives or video reels for training - the Canva express will definitely impress. In this live demonstration, come learn all about Canva. With audience participant and requests, we'll explore how to create 3 documents together, all along using best practices and Canva's immense library. Walk away inspired and awe-struck with a deeper understanding of just how much power is in this tool, and how you can use this free/low cost tool for your organization's needs. – Megan Billnoske, President & CEO, IMSPIRE, LLC

TRACK: Learning & Development

Navigating U.S. Immigration for Global Workforces: Key Insights for HR Professionals

9:45-10:45a

This presentation will review key U.S. Immigration concepts for the hiring, onboarding, and career planning of foreign nationals by U.S. Employers. –Elizabeth Cleveland Wakefield, Senior Associate, Fragomen

TRACK: Employment Law & Labor Relations

Personalized Employee Health Benefits Provide Savings and Boost Morale

9:45-10:45a

In today's competitive market for talent, employers need to address the growing demand for personalization and communication around employee benefits. Particularly in younger generations, employees want benefits that they feel meet their individual needs both financially as well as from a health perspective. This session will include strategies to introduce personalization to your benefit strategy, measuring the return that personalization of benefits can bring, and considerations around employee communications and how that can drive better utilization and ROI of the cost of health benefits. – Grace Gosnell, Partner, Scoop Health

TRACK: Total Rewards

Skills-Based Learning: How to Build a Skills-Based Learning Program from Scratch

9:45-10:45a | REPEATS Thu 4:00p

In today's session, we will walk through the basics of how to build a skills-based learning program from scratch, ultimately tying the needs of one role for the company to the needs of the whole organization. In the process, you will see how a skills-based learning program does the hard work of creating career paths, pay bands and helps you transparently show employees how they can make a career at your firm, or even just know how they can earn their next pay increase. – Brandon Caldwell, Director of People & Culture, 365 Retail Markets

TRACK: Learning & Development

Succession Planning Shockers: When Your Bench Isn't as Deep as You Think

9:45-10:45a

Have you ever thought your succession plan was solid, only to realize it might not be as robust as you thought? As HR professionals, we continuously strive to acquire the ability to identify potential challenges in succession planning, empowering proactive and strategic responses, and promoting organizational resilience. – Sophie Miri, Director, Talent Planning & Learning, ChampionX

TRACK: Talent Management

Top 10 Things for HR Professionals to Know About U.S. Immigration Today

9:45-10:45a

U.S. Immigration is a dynamic area of law that is constantly changing. This session will touch on current trends and issues that HR Professionals should be aware of when sponsoring employees for work visas and permanent residency.– Helene Dang, Partner, Foster LLP

TRACK: Employment Law & Labor Relations

Utilizing Your 401k Plan to Navigate the Financial Mountain

9:45-10:45a

Navigating the financial mountain is daunting. Going up the mountain we try to save enough to not have to work. Going down the mountain we want to spend as much as we can without running out! Whether running a plan or offering a plan, the plan design is key, the transparency of fees is important, and the participant outcome can be the result of good education. A quality 401k plan can be the most important tool for employees on the financial mountain. (SPEAKER) 38 years of experience, as a consultant, as a parent, and as the child of aging parents gives a perspective to help guide plan sponsors and your employees. – Walter Katz, Owner/President at The K Corporation, a financial strategies firm

TRACK: Total Rewards

When Mental Health Enters the Workplace: Navigating Reasonable Accommodations for Mental Illnesses under the ADA

9:45-10:45a | REPEATS Thu 2:45p

Join Spencer Fane partner DeAndrea Washington as she discusses the rise of mental health-related issues affecting employers since the pandemic. Not surprisingly, mental health-related complaints of discrimination filed under the Americans with Disabilities Act (ADA) have been on the rise and now employees expect more from their employers when it comes to mental health support. So, what can you do to address the mental health crisis sweeping the nation and your workplace – not only to minimize the chances of getting sued but to positively impact the lives of your workforce? This session will help employers effectively manage compliance obligations, as well as better understand how the ADA, FMLA and other workplace laws interact and affect these issues. Topics include Mental health issues in the workplace; When and how mental health conditions trigger disability laws; Proofing necessary workplace accommodations; and Best practices to comply with the ADA, FMLA, and other laws. – DeAndrea Washington, Partner, Spencer Fane LLP

TRACK: Employment Law & Labor Relations

You've Been Ghosted: 3 Steps to Becoming an HR Ghostbuster

9:45-10:45a

Ghosting is an issue that has plagued employers for years, but recently, this phenomenon has seen the disappearance of more applicants than ever before, almost reaching a new high of 28% in some industries. While many employers are blaming the rising generation, laziness, lack of respect or professionalism, etc., what if part of the problem was the employer's fault? Understanding why it occurs is the only way to potentially mitigate the issue and give your organization the opportunity to attract applicants, while keeping them interested and engaged to avoid losing them along the way. Come learn to be a recruiting Ghostbuster! – Steven Smith, Chief Hiring Expert, ApplicantPro

TRACK: Talent Management

MAKING IT WITHOUT LOSING IT: THE NEW RULES FOR INNOVATION— AND MOTIVATION— THAT LASTS

11:15a-1:00p

GENERAL SESSION

Let's face it, there's always a "what's next?" Your ability to individually and collectively reach that next big milestone — without burning out— has to do with the answer to the following question: How do we create motivation that lasts when we're never done?

It turns out — while traditional leadership approaches focus on external rewards, the latest science shows us that the most flourishing contributors have a personal, internal connection to their work. That's right; people with high intrinsic motivation experience lower rates of disengagement, higher levels of innovation and more fulfillment than those focused primarily on external factors.

Forbes Top Rated keynote speaker, Jess Ekstrom, uses modern research and her experiences starting two multi-million-dollar businesses to guide audiences to deeper engagement, fulfillment, and lasting motivation in their role. If you're looking to infuse individuals at any level of your organization with unshakeable motivation through gripping storytelling and entertainment, it's here.

– Jess Ekstrom

TRACK: Engagement & Retention

A New Lens: Why the Apprenticeship Model Should be Part of Your HR Strategic Planning

2:45-3:45p | REPEATS Thu 4:00p

Integrating Apprenticeships into Your Strategic Recruitment Cycle: A New Vision for HR Planning - In this session, you will receive valuable insights into the advantages of incorporating apprenticeships into your organization's strategic recruitment process. You will be introduced to the latest trends and best practices in HR planning and learn how to make use of apprenticeships as a tool for attracting and nurturing new talent. This session will offer you a fresh perspective on HR planning that can assist you in creating a skilled and diverse workforce while also fostering long-term growth and success for your organization. – Shamyia Henderson, and Tammy Nobles, Business and Community Outreach Coordinators and Melissa Perez, Program Coordinator at HCC

TRACK: Strategic Planning

Build a Strategic Sourcing Function

2:45-3:45p

In this focused workshop, led by Sr. Talent Sourcer Mac Wilhelm Mwengi, discover how to elevate a sourcing function from basic "order taker" to a strategic organizational and cost saving pillar. Over two years, he transformed sourcing into a key business partner, through a practical process he personally developed. This session offers a deep dive into his journey, showcasing the real-life strategies and documents behind this success. Participants will leave with actionable insights to transform their own sourcing function, inspired by his proven approach and firsthand experience. – Wilelm Mwengi, Sr. Strategic Talent Sourcer, The Friedkin Group

TRACK: Talent Management

Connecting the Dots with Practical Insights - Three Mission Critical HR Issues

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And now for something completely different: Join us for a lively, engaging, interactive, roving-mic, problem-solving session tailored to your most pressing HR challenges. This session will provide practical guidance and actionable steps to tackle key HR topics while incorporating real-world experiences from our expert panelists. Mission-critical, "right now" issues around Recruiting and Retention, Change Management, and the Increasing Scope of HR Responsibility will be unpacked and critiqued with roving thought leaders and live feedback from the room. – Rod Branch, Chief Human Resources Officer, ARXIS Builder Services; Jared Hamilton, Vice President of People Operations, Calvetti Ferguson, and; Liz Townsend, Partner, Allen Austin

TRACK: Strategic Planning

Creating a Culture of Excellence: Unlocking the Blueprint for Organizational Success

2:45-3:45p

Make a strategic investment in your organizational culture today and gain a deeper understanding of the importance of why strong cultures are essential for long-term success. This session offers valuable insights and practical tips to help leaders create a healthy and productive work culture. You'll learn the keys to building a culture that fosters collaboration, engagement, and innovation, and how to initiate meaningful change. Are you ready to get the tools to help you create a thriving culture? Our speaker will be sharing practical strategies and actionable tips you can start implementing immediately. Invest in the development of your organization and build a foundation for enduring success and resilience today. – Williams, Shannon Williams, Managing Dir, Catapult Consulting Group

TRACK: Strategic Planning

Emotional Intelligence: The Vital Force Behind Building a High Performance Culture

2:45-3:45p

In today's dynamic corporate environment, nurturing Emotional Intelligence (EQ) holds a crucial role in fostering organizational success. EQ is the driving force behind HR excellence, supporting effective communication, empathetic management, and the ability to navigate emotionally charged workplace scenarios. Participants will engage in interactive activities and real-life case studies that illustrate EQ concepts in the context of HR management. Benefit from shared experiences and insights from both the facilitator and fellow HR professionals. Join Mike as he facilitates this interactive learning journey exploring the three critical EQ mindsets: Self-Awareness, Self-Management, and Relationship Management. Develop a comprehensive understanding of how these mindsets are tools that directly shape your influence on the culture of the or your organization. Employees who feel understood, respected, and supported are more likely to actively participate in professional development and follow organizational guidelines, resulting in improved HR outcomes.

– Lejeune, Mike Lejeune, President, Lighting the Path LLC

TRACK: Engagement & Retention

Empowering Financial Wellness: How Employers Can Address the Student Loan Crisis and Boost Retention

2:45-3:45p

In today's competitive job market, employers are increasingly recognizing the impact of student loan debt on their workforce's financial well-being and overall job satisfaction. This session explores innovative strategies for HR leaders to implement effective student loan benefits, leveraging recent policy changes and technological solutions to support employees while enhancing retention and recruitment efforts. – Jemila Stewart, Vice President, Broker Relations, Summer

GET LIVE De-escalation Seminar

2:45-3:45p

As stress increases across our society, anger and conflict have increased as well. For many, physical violence is becoming an ever more acceptable answer to problems, even in the workplace. Very few people have had an opportunity to learn how to successfully navigate these stormy seas. Until now. Drawing on expertise from fields as diverse as psychology, crisis management, mental health, law enforcement, and more, the GET LIVE curriculum is comprehensive in its approach to safety in interpersonal conflict. This is information that might save your career or your life. – Tim Keck, Senior Consultant, SafeHaven Security Group

TRACK: Learning & Development

How to Manage FLSA, State Laws, and Disability Issues with Remote Workers

2:45-3:45p | REPEAT OF Thu 9:45a

Remote work has taken off since the COVID pandemic. Many employers find it is convenient to hire employees who can work in their homes, sometimes in other states, to avoid real estate costs and to manage workforces more easily. But wage-and-hour laws, state discrimination laws and disability statutes can create significant hurdles with remote workers. – Annie Lau, Partner, and Pamela Williams, Partner, Fisher Phillips

TRACK: Employment Law & Labor Relations

Mediation at the EEOC: The J.E.D.I Mediation Approach

2:45-3:45p

Join the EEOC's expert conflict resolution practitioners as they provide an "out of this world" presentation that focuses on the Justice, Equity, Diversity and Inclusion (JEDI) Mediator Approach to resolve workplace conflicts. With the Star Wars Movies as a background, Federal Mediators from the EEOC will provide an informational and educational presentation on mediation and conflict resolutions skills and tips to help resolve your next dispute. – Lee Dollison and Michael Anderson, Federal Mediators, EEOC

TRACK: Employment Law & Labor Relations

Navigating an Uncertain World: Safeguard Your Organization Amid Global Crises

2:45-3:45p

Duty of care is no longer a responsibility – it is now a legal obligation. In our dynamic world, emergencies can strike without warning, leaving organizations scrambling to respond and jeopardizing a successful international trip or assignment. This session delves into risk management, emphasizing how a well-prepared company can make all the difference when navigating international crises. Discover key steps in ensuring optimal safety and well-being for a global population by properly planning, communicating, and providing the necessary support. Leave with practical ideas to start a plan with actionable steps on how to protect your most vital asset: your people.

– Breia Foston, CEO | Global Insurance Consultant & Advisor, Worldview Benefit Advisors, Inc.

TRACK: Global HR

Navigating Truth in a Sea of Disinformation: The Importance of Critical Thinking in Business

2:45-3:45p

Navigating truth among rampant disinformation is a challenge in today's business landscape. The highlight of this session is the cultivation and importance of critical thinking in business. Critical thinking allows leaders to discern factual information from misleading data. It enables professionals to analyze and evaluate to make informed decisions based on evidence. Embracing critical thinking not only safeguards a company but also fosters a culture of innovation and problem-solving, contributing to a reputable business environment.

– Gooch, Marianne Gooch, President, DynaComm LLC

TRACK: Strategic Planning

The Future of Work

2:45-3:45p

This presentation, led by Mark Denniston Huber, CEO and Amy Shepley, President of Birkman is centered around the future of work. With changing workforce demographics and employees relationships to work, they will explore five trends that are critical to HR and business leaders alike. As leaders of a global organizational performance company, together Mark and Amy have a unique perspective on transforming culture and increasing productivity. – Mark Denniston Huber, Chief Executive Officer, Birkman

TRACK: Strategic Planning

The High-Impact HR Leader: How to Be Less Anxious and More in Demand

2:45-3:45p

The role of HR leader is both exciting and challenging. From HRBPs to specialists, HR professionals are often in some of the most dynamic and difficult situations in an organization. Companies can get very anxious, very fast. People react and we can easily follow suit, sometimes losing our effectiveness. In this session participants will re-explore the role of the HR leader, learn how to navigate workplace triangles, work to be a less-anxious presence while being a resource and not a drain. And finally, you'll explore how to get out of the fix-it trap while raising the functioning of others and the organization. Robust and interactive, this session will work to encourage participants' own best thinking on what it means to be an effective HR leader. – Weiss, Phillip Weiss, Owner, Iridium Leadership

TRACK: Learning & Development

They ask you "What Happens When I Retire?" It Depends!

2:45-3:45p

As an HR professional, you will be asked "What happens when I retire?" Are you sure you can fully address the topics of compensation, benefits, policies, perquisites, stock plans, and more? Even if you can answer all (bravo), are you sure your company has the best policies in place for managing the end of the employment relationship? What is the definition of retirement anyway? – Jenny Midyat, VP Total Rewards, ChampionX Corporation

TRACK: Total Rewards

What's Happening in Pharmacy Benefits?

2:45-3:45p | REPEATS Thu 4:00p

Curious about understanding what is happening in pharmacy benefits today? Why is Ozempic costing an employer so much money? What is a GLP-1 anyways? What can we do about the increased costs? What really is a biosimilar drug? What do they have to do with an employer's pharmacy benefit? What else is happening in the world of pharmacy and medicine that could impact an employer's health plan? Answers to all of the questions to help you understand these topics as you make decisions about a health benefit. – Cody Field, Regional Director, MMA, RxSolutions

TRACK: Total Rewards

What's Wrong With Them: Building Trauma Informed Workplaces

2:45-3:45p

Approximately one in two people will experience trauma during their lifetime. This translates into about fifty percent of employees who showed up to work today are dealing with issues that may be impacting their performance. This workshop session provides an overview of trauma and starting the conversation to create trauma informed workplaces that lead to overall increased engagement and performance. How psychologically safe is your workplace, do people feel secure to take risks, speak up, or feel comfortable sharing personal barriers that are impacting their performance? These are discussions for today's evolving workforce and will shape the future of work. – Thecia Jenkins, Training Director, Harris County Domestic Violence Coordinating Council

TRACK: Engagement & Retention

When Mental Health Enters the Workplace: Navigating Reasonable Accommodations for Mental Illnesses under the ADA

2:45-3:45p | REPEAT OF Thu 9:45a

Join Spencer Fane partner DeAndrea Washington as she discusses the rise of mental health-related issues affecting employers since the pandemic. Not surprisingly, mental health-related complaints of discrimination filed under the Americans with Disabilities Act (ADA) have been on the rise and now employees expect more from their employers when it comes to mental health support. So, what can you do to address the mental health crisis sweeping the nation and your workplace – not only to minimize the chances of getting sued but to positively impact the lives of your workforce? This session will help employers effectively manage compliance obligations, as well as better understand how the ADA, FMLA and other workplace laws interact and affect these issues. Topics include Mental health issues in the workplace; When and how mental health conditions trigger disability laws; Proofing necessary workplace accommodations; and Best practices to comply with the ADA, FMLA, and other laws. – DeAndrea Washington, Partner, Spencer Fane LLP

TRACK: Employment Law & Labor Relations

A New Lens: Why the Apprenticeship Model Should be Part of Your HR Strategic Planning

4:00-5:00p | REPEAT OF Thu 2:45p

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TRACK: Strategic Planning

Are They Ready? Developing your First Time Manager Program

4:00-5:00p | REPEAT OF Thu 8:30a

The Great Resignation has created talent shortages across industries. But it has also created opportunities! High potential and high performing employees are being promoted to lead for the first time. HR has a key role to play in these first-time leaders' success. Attendees will leave equipped with practical strategies to enhance the development of first-time leaders, ensuring a foundation for organizational success – Abby Casey, Senior HR Consultant, Energize HR

TRACK: Learning & Development

Bold Civility in Divisive Times . . . and an Election Year!

4:00-5:00p | REPEATS Thu 5:15p

Here we are trying to stay afloat in the swirl of culture chaos that has flooded today's workplace ... and what should come along to sink us? A supremely divisive election! We know that the role of HR is defining, promoting, and sustaining a positive company culture, but how do we do that when we are beginning to actively loathe some of the people we work with? We know the consequences of divisiveness are significant toxic disconnects among colleagues cost businesses \$64 billion annually and lead to mental health concerns, turnover, and diminished innovation. But navigating "snowflakes" and "Karen's" can feel overwhelming. In this enlightening and entertaining session, we'll discuss how to manage our own opinions and biases, survive divisive conversations, and actively model civility to prevent social divides from undermining a healthy work climate.. – DeDe Church, Principal, DeDe Church & Associates, LLC

TRACK: Employment Law & Labor Relations

Building Bridges: Uniting Minds, Driving Achievement

4:00-5:00p

When attempting to understand other people, we inevitably confront an ironic human challenge. When working with a team of people, that challenge is compounded because each member is different, and the team's dynamics shift with every interaction. In a world of differing viewpoints, mixed perceptions, and internal agendas, leaders must learn to unify opposing forces and facilitate a common bond between team members if they hope to generate momentum and success. Explore why team objectives are so frequently derailed and how to minimize challenges to effective team leadership. Leverage that knowledge to facilitate a culture of collaboration. – Suzanne Soloman, VP of People & Culture, Teachers of Tomorrow

TRACK: Talent Management

Connecting the Dots with Practical Insights - Three Mission Critical HR Issues

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TRACK: Strategic Planning

Developing a Benefits Strategy: Creating Equity Across Your Workforce

4:00-5:00p

This session will outline the importance of creating a benefits strategy that encompasses a local, national or global workforce. Rather than instituting a "one size fits all" approach, the session will outline the importance of surveying employees, benchmarking, and defining pillars of importance to your organization's culture. – Shannon Nelson, Director, Benefits, Anthology, Inc.

TRACK: Total Rewards

Do The Right Thing - For The Right Reason - The Right Way

4:00-5:00p | REPEATS Thu 5:15p

Do you need to ensure that you foster a workplace environment that is caring and compassionate? Yes! Do you have to comply with employment law? Double Yes! Is employment law black and white? It can be. Is employee relations black and white? Hardly ever! Is it possible to comply with law AND demonstrate compassion? ABSOLUTELY! In this session we will show you practical ways to do just that...without losing your mind or pulling out your hair.– Maria Carter, President, CEO, MSB HR Compliance Consulting LLC and Allen, Brittney Allen, Head of Employee Records, Texas Children's Hospital

TRACK: Employment Law & Labor Relations

Gen Now & Gig Glow: Revolutionizing Recruitment for Tomorrow's Workforce

4:00-5:00p | REPEATS Thu 5:15p

In an era where first impressions and social media presence define brand identity, "Gen Now & Gig Glow" explores innovative recruitment strategies aimed at the younger, digitally-savvy generations. This talk delves into the art of crafting memorable recruitment experiences, highlighting the importance of embracing the gig economy not as a mere alternative, but as a strategic supplement to traditional full-time employment (FTE) models. Attendees will discover how to redefine entry-level positions to attract creative minds and how to skillfully evaluate transferable skills, moving beyond conventional qualifications to unearth hidden potential. – DeDe Kelley, Director Talent Acquisition, National HR Consulting, Marsh McLennan Agency
TRACK: Talent Management

Skills-Based Learning: How to Build a Skills-Based Learning Program from Scratch

4:00-5:00p | REPEAT of Thu 9:45a

In today's session, we will walk through the basics of how to build a skills-based learning program from scratch, ultimately tying the needs of one role for the company to the needs of the whole organization. In the process, you will see how a skills-based learning program does the hard work of creating career paths, pay bands and helps you transparently show employees how they can make a career at your firm, or even just know how they can earn their next pay increase. – Brandon Caldwell, Director of People & Culture, 365 Retail Markets
TRACK: Learning & Development

Strategies for Hybrid Success

4:00-5:00p

Is your organization utilizing a hybrid working model? Who doesn't love the flexibility to work from home but there are challenges. We are losing critical capabilities and skill sets are suffering. Organizations are experiencing challenges in: communication, developing true collaboration, connection, and creating strong organizational culture and commitment. Hybrid work environments are the future of work and not likely to go away. Join us to learn why and how we must support employees in learning these skills even in a hybrid work environment. – Sharon Lucas, Founder and Chief Training Strategist, CDT3, LLC and Joni Goodman, Principal, JDGAdvisors
TRACK: Engagement & Retention

The Challenge of Change: How organizational community and connection can support change resiliency

4:00-5:00p

We've all heard the saying that "change is the only constant", and most of us have lived this reality over the past few years. In fact, changes seem to be occurring more frequently and at a faster pace. In the current "Culture of Change", one of our most valuable resources for resiliency is our human connections. Learn how to leverage resiliency during change through the power of organizational community and connection. – Deniece Christ-Rice, Employee Wellness Program Therapist, Memorial Hermann Hospital System
TRACK: Learning & Development

The Three Big Chasms of Future Leadership

4:00-5:00p

Reduce turn over and overhaul your leadership programs by understanding the three big chasms that organizations need to intentionally overcome to fully embrace leadership development. Old leadership thinking vs. new leadership thinking, multi generations workforce and cross-cultural opportunities, are the three things affecting a leader's performance and pushing people to leave your organization. Learn how the People Smart leader uses vulnerability transparency, connection, life balance mentality and cross-cultural leadership to engage their teams. Leaders who engage employees in their work more effectively create a more motivating workplace where productivity increases and turnover decreases by as much as a 50%, compared to companies with no engagement efforts at all. – Guillermo Mendoza, Global Speaker, Executive Coach and ICC Trainer, Impact Coaching Solutions
TRACK: Engagement & Retention

Unlocking Excellence: The Power of Psychological Safety

4:00-5:00p

In every industry, ensuring safety is paramount. Today's definition of safety in the workplace extends beyond physical protection it's about fostering a culture that enables employees to feel secure about speaking up without reprisal and to make mistakes without fear. The transformative power of psychological safety in teams allows for trust, respect, open communication, risk-taking, and inclusivity. This interactive session offers insights into the science of psychological safety and strategies for leaders to create a culture where every team member feels empowered to voice their unique perspectives and take suitable risks. – Ruth Calabrese, Executive Coach, Ruth Calabrese Leadership Coaching
TRACK: Learning & Development

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TRACK: Total Rewards

Bold Civility in Divisive Times . . . and an Election Year!

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TRACK: Employment Law & Labor Relations

CRUSH THE MEETING: Amplifying Your Impact Through Compelling Storytelling

5:15-6:15p | REPEAT OF Thu 9:45a

With widespread hiring challenges, wage expansion, lower productivity and retention, HR's seat at the table has never been more vital to organizational success. Now what will you do with it? Your voice needs to come through as loudly and convincingly as Marketing, Sales, Operations, Finance etc. Learn how to transform standard HR updates into compelling storytelling. It requires interpreting key metrics, identifying critical issues, adding outside perspective, connecting the dots and delivering with executive presence. Supported by real world before & after examples, see for yourself exactly how you can make a bigger impact. – Jeff Hiller, Founder/President, Highbar Training

TRACK: Learning & Development

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TRACK: Employment Law & Labor Relations

Engaging and Inspiring Stakeholders: Building Relationships to Make Differences When You're Not in Charge

4:00-5:00p | REPEAT OF Thu 3:45p

Frequently, HR management and development professionals, whether internal or external, must drive critical organizational behaviors and performance by influencing others who have authority. Your effectiveness depends on the relationships you build with your stakeholders and your ability to deliver results that are meaningful to those stakeholders. Based on thirty plus years of global consulting experience, Jay will use insightful models, humorous anecdotes, and interactive discussions to help you establish and sustain an effective internal or external consulting function in the HR management and development space. – Jay Clancy, Learning Consultant, Adjunct Professor, Jay Clancy, University of Houston

TRACK: Strategic Planning

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TRACK: Talent Management