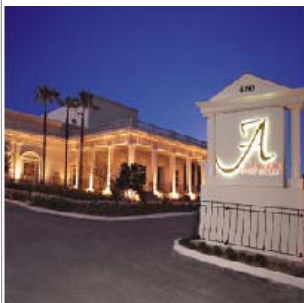


HR Tampa Fall Festival 2004 Rescheduled for November 1st



The HR Tampa Fall Festival 2004 is your opportunity to learn new skills and network with other area HR professionals and industry experts, enhance your leadership skills and help to shape the future of your profession.

Location: The A La Carte Event Pavilion
4050 Dana Shores Drive (Off of Independence & Memorial Hwy behind Rocky Point Golf Course)
Tampa, Florida 33634

Telephone: (813) 831-5390

Directions: http://www.event-pavilion.com/eventpavilion_location.html

Re-register if you are interested in attending this event.

October 20th Dinner Meeting At the Centre Club Tampa

Diversity in Corporate America is a hot topic, but best-practices news on the issue can seem difficult to come by. That's where Diversity Inc. comes in. It was formed in 1998 to track and report on all things diverse in companies: to keep up with legal wranglings, report diversity-related news, and serve as a sort of watchdog for Corporate America. It publishes an annual a list of the top 50 companies for diversity.

A frequent lecturer on the business benefits of diversity, Luke Visconti, Partner and co-founder DiversityInc is the guest speaker at HR Tampa's October meeting at the Centre Club Tampa, 5:30 p.m. to 8:30 p.m.

Bio

Presenter

Luke Visconti

Luke Visconti, partner and co-founder of DiversityInc, the magazine and DiversityInc.com, is responsible for setting the editorial agenda and direction of DiversityInc and DiversityInc.com.

He also oversees marketing and circulation and has guided the company through the creation of DiversityInc.com, transition to paid circulation, launch of the print magazine, creation and implementation of the Top 50 Companies for Diversity list, launch of the career center and creation of the benchmarking practice.



He is a recognized leader in this field, having appeared on "The O'Reilly Factor," "Hannity & Colmes," CNNfn's "Money Morning," Bloomberg Radio, Bloomberg Television, WABC-TV and "The Fortune Business Report" on NY1 Cable News. Mr. Visconti has also been quoted on diversity issues in The New York Times, Chicago Tribune, BusinessWeek, Fortune and The Wall Street Journal.

Continued on Page



"Changing Seasons, Changing Times"

HR Tampa's Fall Expo 2004, November 1st
At the A La Carte Pavilion in Tampa



Simon T. Bailey, Keynote Speaker

Simon T. Bailey is an internationally known speaker, author and consultant and a leading authority in helping individuals and organizations release their brilliance. He is the founder of the Imagination Institute, Inc., an organization dedicated to building the world's most valuable

resource - its people.

Bailey has impacted the lives of over 100,000 people from around the world through his keynote addresses, workshops/ programs and Internet presence. His mission is to help people find their passion, take action, and make their lives, their organizations, and ultimately their societies, better and more productive. Simon consistently receives high marks for his candid and practical approach to communicating key principles with a human touch. It is his unique ability to transform people's lives in a short period of time that has made Simon a highly sought after speaker and facilitator.

Simon's clients range from Fortune 500 companies and national associations to government agencies and educational institutions both in the U.S. and abroad. Notables include organizations such as McDonald's, Washington Mutual, Wyndham Hotels, and Walt Disney Swan & Dolphin Resort and national associations such as Meeting Professionals International, Professional Convention Management Association, Society for Human Resource Management, and the American Institute of Certified Public Accountants. He was also the youngest speaker to ever deliver a commencement address at Florida A&M University, where he inspired more than 10,000 people.



Jon Gordon, Afternoon Speaker, How to Become a Chief Energy Officer

Jon Gordon, is the author of *Become an Energy Addict* (Longstreet Press, Sept. 2003). He's been called "America's Premiere Energy Coach" by various

media and organizations throughout the country. His mission is to help you fuel your life, energize your career and get addicted to positive energy.

Jon's personal coaching has increased the mental and physical energy of people from all walks of life.

Jon's simple, practical tips have produced life changing results. As a professional speaker, Jon has infused energy into organizations such as The PGA Tour, The Jacksonville Jaguars, New York Life, State Farm Insurance, The United Way, The Children's Home Society, Cingular Wireless and The Ponte Vedra Inn and Club.

Jon is also the founder of PEP (Positive Energy Program) a non-profit 501C3 initiative whose mission is to fund programs that:

- Teach children how to build mental, physical and emotional muscle.
- Teach children how to overcome negative emotions such as anger, fear, hate and jealousy so they can become positive adults who share positive energy instead of negative energy, love instead of hate, kindness instead of apathy and compassion instead of violence.

Energize Your Meetings

When office meetings put your employees to sleep faster than sleeping pills an energy infusion from the Energy Addict is required. Office meetings are not the problem so don't cancel your meetings anytime soon. The problem with meetings is the way they are conducted. Unfortunately they create and promote conditions that lead to decreased productivity, decreased energy, decreased involvement and ultimately; failure. Thankfully there is another way. Jon Gordon, has a program backed by the latest scientific research to infuse energy into your meetings, your people and your organization.

During this presentation Jon will discuss the following:

- Why meetings fail and what you can do about it.
- Strategies backed by the latest research in neuro-science that will ensure peak performance.
- Techniques to eliminate the after meeting hangover which leads to decreased productivity, burn out and fatigue.
- The best foods and drinks, that increase energy and brain function, to serve at your meetings.
- Mental exercises to stimulate and enhance creativity, energy, and meeting flow.
- How to tap your creative genius
- Maximize focus, time and energy.

For more information on Jon Gordon, The Energy Addict, please visit www.energyaddict.com.

HR Tampa Fall Expo Schedule of Events

November 1, 2004, 7:30 AM to 4:00 PM

7:30 am Registration –Continental Breakfast

- Early Bird Raffle if registered by 8:15 a.m.
- Vendor Expo Opens

8:20 am Welcome and opening remarks

- Sherry Moore, President, HR Tampa

8:30 am Concurrent Sessions

- a. Legal Update / Panel Discussion - Pros & Cons of Arbitration by Employment Law Division of Carlton Fields, Attorneys at Law

A panel will focus on the pros and cons of mandatory arbitration. This will include a discussion of the relative cost of arbitration versus a court action, the possibility of runaway damage awards, and what chance an employer has in each forum to obtain dismissal short of trial, and related issues. Other options such as allowing employees to file court actions, provided they have waived the right to a jury, will be discussed. The panel will then open up the topic for questions.

- b. Sponge Bob Square Pants meets The Cleavers –Mark Hornung, Bernard HODES Group

The presentation focuses on the differences between generation gaps and building better understanding of the icons and factors of each generation and how to get them to more efficiently work together.

9:30 am Break –Vendor Fair –drawing

10:00 am Keynote Speaker from SHRM 2004 National Conference:

- Simon Bailey –Speaker, Inspirational Coach and Author of Simon “Says Dream: Live a Passionate Life”. Simon is an internationally known speaker, author and consultant and a leading authority in helping individuals and organizations release their brilliance.

11:30 am Break –Vendor Fair –drawing

12:00 pm Lunch & HR Tampa business –

Recognize vendors, discuss website overview, preview of coming events, other pertinent business

1:15 pm Concurrent Sessions

- c. The Revised White Collar Exemption Regulations and the Rising Tide of FLSA Collective Actions presented by the Employment Law Division of Carlton Fields, Attorneys at law

The new white-collar regulations promulgated by the Department of Labor under the Fair

Labor Standards Act (“FLSA”), effective August 23, 2004, will be discussed during this presentation, and the more important changes will be briefly summarized. In addition to a review of the new regulations governing white collar exempt employees, discussion will focus on the increased number of FLSA “collective” actions, which typically feature an employee request for issuance of a notice to potential class members informing them of the right to “opt-in” to the lawsuit, thereby significantly increasing potential employer liability. Collective actions in Florida have targeted a number of different industries, including restaurant chains (alleged assistant manager misclassifications as exempt, tipped employee side work, and uniform issues) and businesses which rely extensively on independent contractors, where the contractors can arguably be regarded as employees (overtime claims).

- d. Effective Communication - Marcia Hoodwin, the trainer and owner of Accents Away, holds a Master’s Degree in Speech-Language Pathology and has received specialized training in accent modification. She has helped employees, from small to large corporations, in the Chicago and Tampa Bay areas, communicate more effectively. She has been a nationally certified Speech-Language Pathologist since 1983. She is also a member of the American-Speech-Language-Hearing-Association

2:15 pm Vendor Break

2:30 pm Afternoon Keynote Speaker:

- Jon Gordon –Energize Your Meetings Jon Gordon, known internationally as The Energy Addict, is the author of Energy Addict: 101 Mental, Physical, & Spiritual Ways to Energize Your Life. He’s been called “America’s #1 Energy Coach” by various media and organizations throughout the country. Please visit www.energyaddict.com

3:45 pm Closing Remarks

- Sherry Moore, President and Final drawings from vendors

Attention SPHR/ PHR members – 4.5 hours of continuing education credits will tentatively be available for SPHR/ PHR recertification credits for attending the full day.

Visit our website at <http://www.hrtampa.org/cde.cfm?event=49567> for more information and to register online.

Luke Visconti - Bio

Continued from Page 1

Mr. Visconti is a frequent lecturer on the business benefits of diversity to corporations, business groups and non-profit organizations, most recently including: Pfizer, ESPN, United States Navy, National Association of Minorities in Cable (NAMIC), Public Relations Society of America, Association of National Advertisers, Rainbow/ PUSH Wall Street Project, Bennett College and the American Bar Association. Mr. Visconti has been appointed to the United States Navy's Diversity

Senior Advisory Group (DSAG), is a member of PRIMER (Puerto Ricans in Management and Executive Roles) and has been appointed to the Bennett College for Women's Board of Trustees.

Mr. Visconti and his business partner, Foulis Peacock, founded DiversityInc in 1998. Their company has no outside investors. Funding for DiversityInc came entirely from the proceeds of Allegiant Media, the magazine representative firm they founded in 1993. DiversityInc.com serves over 1 million monthly sessions, 300,000 unique monthly visitors and over 150,000 people receive their daily email newsletter. DiversityInc magazine has a circulation of 100,000 (ABC audited).

Formerly, Mr. Visconti was a sales representative in the New York office of Fortune magazine where he was awarded the President's Award in 1993. Prior to entering the publishing industry, he was on active duty as naval aviator and commissioned officer with the U.S. Navy, from 1982-1990 and in the reserves until 1992. Mr. Visconti holds a bachelor's of science degree in biology from Rutgers University.



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For Member information, please log onto our website at www.hrtampa.org.

Holiday Dinner, December 15th

Don't miss HR Tampa's holiday meeting with Richard Hadden at the A La Carte Pavilion.

Richard Hadden is a Certified Speaking Professional with a focus on Employee Relations and Creating a Great Place to Work. He is the co-author of Contented Cows Give Better Milk: The Plain Truth About Employee Relations and Your Bottom Line.



Richard Hadden was Director of Product Development for a software house in North Florida before starting his own software consulting business in 1986.

Since 1990 he has delivered keynote presentations and training programs for more than 500 audiences throughout the US, Canada, Australia, the Caribbean, and Europe.

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