

71ST ANNUAL  
**HR** CONFERENCE  
& EXHIBITION

*Together Towards Tomorrow*



PROUDLY PRESENTING

**Johnny C. Taylor, Jr., SHRM-SCP**  
*President & CEO, SHRM*

**OCTOBER 22-23, 2019**  
**DOUBLETREE BY HILTON**  
**CRANBERRY, PA**

For info, tickets & updates visit

**[PittsburghHRA.org/Event/2019](http://PittsburghHRA.org/Event/2019)**

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All sessions approved for **10 SHRM-CP & SCP** and **General HRCI accreditation**  
And **7 HRCI Business Credits**. \*

*\*If awarded HRCI Business Accreditation the session will be noted.*



# Schedule at a Glance – Together Towards Tomorrow!

**October 21, 2019**

## Business Partner Showcase & Conference Set-Up

**8:00 PM – 10:00 PM**

All business partner tables must be show ready by 7:00 AM on October 22<sup>nd</sup>.

Cedar-Dogwood  
& Atrium

**October 22, 2019**

## Day 1: Conference Opening

**7: 15 AM – 10:10 AM**

Attendee Registration & Breakfast	7:15 AM – 7:45 AM	Cedar-Dogwood
Welcome Remarks, <b>PHRA President, Janet K. Manuel</b> , City of Pittsburgh	7:45 AM – 8:00 AM	Cedar-Dogwood
Opening Keynote: <b>Johnny C Taylor, Jr. SHRM-SCP, President and CEO, Society for Human Resource Management</b> , <i>The Future State: Disrupting HR Like Nothing We've Ever Seen</i>	8:00 AM – 9:00 AM	Cedar-Dogwood
General Session Keynote: <b>TBD</b>	9:10 AM – 10:10 AM	Cedar-Dogwood

## Business Partner Showcase & Solutions Stage 1

**10:10 AM – 11:00 AM**

<b>Meet &amp; Greet with 50 Industry Experts</b>	10:10 AM – 11:00 AM	Atrium
<b>Making the Most of your PHRA Membership</b>	10:15 AM – 10:25 AM	Cedar-Dogwood
<b>Karl Bayer</b> , Sentric, <i>Is It Possible to Go 100% Paperless and Remain Compliant? Zero Model</i>	10:30 AM – 10:35 AM	Cedar-Dogwood
	10:40 AM – 10:50 AM	Cedar-Dogwood

## Concurrent Breakout Sessions 1

**11:00 AM – 12:00 PM**

<b>Mario Bordogna</b> , Clark Hill, PLC, <i>Everything HR Needs to Know About Conducting Internal Investigations</i>	Aspen-Birch
<b>Adam Primi</b> , Oncology Nursing Society <i>Problem Solving in HR: A Design Thinking Approach, Approved for Business Credits</i>	Hemlock-Hickory
<b>Carl Lander</b> , C3 Financial Services <i>Creating a Successful Financial Wellness Program</i>	Dogwood
<b>Joe Kopko</b> , HUB International Limited, <i>Mental health in the workplace; How HR and Safety Professionals can make an Impact</i>	Elm-Fir

## Business Partner Showcase, Lunch & Volunteer of the Year Announcement

**12:00 PM – 1:00 PM**

There are new challenges every day in the HR field. During lunch we challenge you to network with new connections. Return to your office ready to blaze new trails.

Cedar-Dogwood

## Concurrent Breakout Sessions 2

**1:00 PM – 2:00 PM**

<b>Erin McLaughlin &amp; Christian Antkowiak</b> , Buchanan Ingersoll & Rooney PC, <i>Employment Law Update</i>	Aspen-Birch
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<b>John Bernatovicz</b> , Willory, LLC, <i><b>HR Like a Boss</b></i> , <i>Approved for Business Credits</i>	Hemlock-Hickory
<b>Christina Bell</b> , Pittsburgh Business Group on Health, <i><b>Businesses Transforming Healthcare: Strategies to Reduce Cost</b></i>	Dogwood
<b>Ryan West</b> , EQualified, LLC, <i><b>Embracing the Difference: Personality Types in the Workplace</b></i>	Elm-Fir

<b>Business Partner Showcase &amp; Solutions Stage 2</b> 2:00 PM – 3:00 PM		
<b>Meet &amp; Greet with 50 Industry Experts</b>	2:00 PM – 3:00 PM	Atrium
<b>Paul Brahim</b> , BPU Investment Management, Inc., <i><b>Productivity and Financial Literacy in the Workplace</b></i>	2:10 PM – 2:20 PM	Cedar
<b>Andrea Flack-Wetherald</b> , &Beyond, <i><b>Using Improv Skills to Attract, Engage and Retain Fantastic Employees</b></i>	2:25 PM – 2:35 PM	Cedar
<b>Bryan Kiger</b> , Progress City LLC, <i><b>Autism at Work</b></i>	2:40 PM – 2:50 PM	Cedar

<b>Concurrent Breakout Sessions 3</b> 3:00 PM – 4:00 PM	
<b>Karen Baillie</b> , Schnader Harrison Segal & Leewis, <i><b>That’s a Protected Category Now? Or We Have to Accommodate That Too?</b></i>	Aspen-Birch
<b>Michael Couch</b> , Michael Couch & Associates Inc., <i><b>Driving Results through Talent Assessment and Analytics</b></i> , <i>Approved for Business Credits</i>	Hemlock-Hickory
<b>Jessica Nowosielski</b> , Businessolver, <i><b>Messages that Matter: Impactful Multi-Generational Communications</b></i>	Dogwood
<b>Susan DeGregorio &amp; Beth Lewis</b> , STANDING FIRM, <i><b>Partner Violence, Disclosure, and Workplace Safety</b></i>	Elm-Fir

<b>Concurrent Breakout Sessions 4</b> 4:00 PM – 5:00PM	
<b>Bryant Andrews &amp; Bethany Salvatore</b> , Cozen O’Connor <i><b>Can I Fire an Employee for That? Social Media in the Workplace</b></i>	Aspen-Birch
<b>Patrick McNellis</b> , Patrick McNellis, <i><b>Compression Planning: Accelerating Ideas Into Action...Quickly</b></i> <i>Approved for Business Credits</i>	Hemlock-Hickory
<b>Jason Youngblood</b> , Cigna, <i><b>Opioids in the Workplace</b></i>	Dogwood
<b>Todd Seitz</b> , Justifacts Credential Verification, Inc., <i><b>Limiting Risk Through the Employment Screening Process</b></i>	Elm-Fir

<b>Networking Social</b> 5:00 PM – 6:30 PM	
There is no better way to solve your challenges than with people who understand HR. Our networking social will provide an environment dedicated to making new business connections.	Cedar

# October 23, 2019

<b>Day 2: Conference Opening 7: 45 AM – 10:00 AM</b>		
Attendee Registration & Breakfast	7:45 AM – 8:15 AM	Cedar-Dogwood
<i>SHRM State of the Association</i>	8:15 AM: 8:45 AM	Cedar-Dogwood
<i>PHRA state of the Association, Peter Gabriel, PHRA President-Elect, President, Key Leadership, LLC.</i>	8:45 AM – 9:00 AM	Cedar-Dogwood
Opening Keynote: <b>TBD</b>	9:00 AM – 10:00 AM	Cedar-Dogwood

<b>Business Partner Showcase &amp; Solutions Stage 3 10:00 AM – 10:30 AM</b>		
<b>Meet &amp; Greet with 50 Industry Experts</b>	10:00 AM – 10:30 AM	Atrium
<b>United Concordia, <i>Information coming soon!!</i></b>	10:05 AM – 10:15 AM	Cedar
<b>Zero Model, <i>Information coming soon!!</i></b>	10:15 AM – 10:25 AM	Cedar

<b>Concurrent Breakout Sessions 5 10:30 AM – 11:30 AM</b>	
<b>Abigail Green, Cozen O'Connor, <i>The Current Status of Medical Marijuana Laws and the Effect on Company Policies</i></b>	Aspen-Birch
<b>Kelly Radomski &amp; Alisa Spector Angelo, Compass Business Solutions, <i>Dancing into a Comprehensive HR Strategy, Approved for Business Credits</i></b>	Hemlock-Hickory
<b>Phyllis Hartman, PGHR Consulting, Inc., <i>If You Train Them They Will Come - Using Career Development as a Recruiting Tool</i></b>	Dogwood
<b>Len Petrancosta, Sandler Training/The Leadership Quest, <i>Effective Communication in the Workplace</i></b>	Elm-Fir

<b>Concurrent Breakout Sessions 6 12:55 PM – 1:55 PM</b>	
<b>Albert S. Lee, Tucker Arensberg, P.C., <i>#MeToo: What HR Professionals and Employers Need to Know to Thrive in a Post-Harvey Weinstein World</i></b>	Aspen-Birch
<b>Paul Gormas, Breakthrough Performance Group, <i>The Employee Utilization Quotient (EUQ) Approved for Business Credits</i></b>	Hemlock-Hickory
<b>Kelly Reed, Lockton, <i>Winning with People Analytics, Approved for Business Credits</i></b>	Dogwood
<b>Judy Johnson, Aspirant, <i>Is Your Organization Ready for 2030?, Approved for Business Credits</i></b>	Elm-Fir

<b>Conference Conclusion 2:00 PM – 3:00 PM</b>	
Closing Keynote:	Aspen-Birch
<b>Conference Conclusion</b> Business Partner Prize Distribution and Grand Prize PTP Winner Announced	Cedar-Dogwood

Dear HR Professionals,

The **Pittsburgh Human Resources Association (PHRA) Annual Conference, Together Towards Tomorrow** provides proven, comprehensive learning that will boost your professional and personal potential whether you are new to the HR profession, hoping to supplement your workplace experience with strategic and tactical education, or seeking to increase your competencies for career growth.

This year we are excited to launch our **NEW Solutions Stage**. The purpose of the Solutions Stage is to provoke thoughts and new ideas so that, when it comes time to network, you will find many people discussing the pros and cons or even offering different perspectives based on their experience or ideas.

The speakers on our Solutions Stage will get you thinking outside the box and envision the changes you can make in your workplace. If HR professionals want to change the landscape of HR, especially if we really want to solidify that stance of being a “true strategic partner” then we need to take advantage of every opportunity out there to uncover new ideas.

No matter how long you've been in HR or what position you hold, chances are there is still something you want to learn. Our comprehensive programs will help you overcome challenges or develop new solutions and help you make connections that will motivate and energize you. It is our intention that you find a number of educational opportunities at our Annual Conference, **Together Towards Tomorrow!**

With over **30 sessions** that encompass the full scope of a well-rounded HR education, from business essentials to human resources innovations, you will be able to choose the sessions that provide you the tools and resources you need to achieve your professional and personal goals.

The PHRA Annual Conference is a lot of learning packed into a short amount of time, so have fun, enjoy learning and networking, and let's work **Together Towards Tomorrow!!**

Regards,

**Liz Lamping**, PHRA Executive Director



## Day 1: Keynote Session Details

**Johnny C. Taylor, Jr., SHRM-SCP, SHRM**

***The Future State: Disrupting HR Like Nothing We've Ever Seen***

October 22, 2019, 8:00 AM – 9:00 AM

As an HR professional, you can play a significant role in promoting the success of your organization by understanding your business objectives and the changing environment – nationally and globally – in which you compete. In this session, you will learn about the past, present, and future state of HR, and how to be(come) a strong contributor to the “bottom line.” Through the lens of the President & CEO of the Society for Human Resource Management (SHRM), Johnny C. Taylor, Jr., we will take a deep dive into how our profession plays a key role in three specific areas -- the work, the worker, and the workplace.

**Johnny C. Taylor, Jr., SHRM-SCP**, is President and Chief Executive Officer of the Society for Human Resource Management (SHRM), the world's largest HR professional society. Under his leadership, the Society has grown to a record 300,000 members in over 165 countries who impact the lives of 115 million workers every day.



**Bonnie Artman Fox, Conflict Resolution & Emotional Intelligence Expert**

***How Did My Family Get In My Office?!***

October 22, 2019, 9:10 AM – 10:10 AM

Did you know research has shown that unresolved conflict costs organizations approximately \$359 billion in paid hours or the equivalent of 385 million working days? How conflict is handled can make the difference between a profitable, productive organization and one that closes its doors due to disputes that never got resolved. In this eye-opening program, you will learn surprising ways your upbringing has impacted your conflict style – for better or for worse – and how you can keep what works and change what doesn't.

**Bonnie Artman Fox** knows the skills and nuances of resolving conflict without blame. With 20+ years in the healthcare and psychology fields, she's had a front row seat helping individuals and organizations change conflict patterns and implement solutions. As an accredited Boss Whisperer®, she specializes in coaching leaders to replace inappropriate behaviors with productive management strategies.



## Day 2: Keynote Session Details

**Dr. Geri Puleo, SPHR, SHRM-SCP**, Change Management Solutions, Inc.

***How to Stop Workplace Burnout and Build Employee Resiliency***

October 23, 2019, 9:00 AM – 10:00 AM

Burnout is an international epidemic that threatens organizational sustainability by depleting employee engagement and enthusiasm. Based on extensive research, Dr. Geri Puleo created the Burnout During Organizational Change Model (B-DOC) to identify burnout's causes and recovery. By expanding upon her Burnout Triumvirate, B-DOC challenges the idea that workplace burnout is the result of a worker's maladaptive response to stress. By understanding how 10 workplace stressors interact with employee personality to create burnout, organizational leaders can create a sustainable environment that decreases burnout and builds employee resiliency.

**Dr. Geri Puleo** is the creator of the Burnout During Organizational Change (B-DOC) Model, a research-based solution that defines the descent and recovery of workplace burnout.





## Business Partner Showcase & Solutions Stage

The purpose of our **NEW Solutions Stage** is to provoke thoughts and new ideas so that, when it comes time to network, you will find many people discussing the pros and cons or even offering different perspectives based on their experience or ideas.

The speakers on our Solutions Stage will get you thinking outside the box and envision the changes you can make in your workplace. The Solutions Stage will provide ideas that you may not have known about or even considered a possibility!

<b>Day 1: Business Partner Showcase &amp; Solutions Stage</b>		
<p><b>Meet &amp; Greet with 50 Industry Experts</b> Complete your PTP</p> <p>*There will be <b>50 exhibitors</b> showcasing their products and services to meet your needs as an HR professional. Visit all 50 exhibitors on <b>the Passport to Prizes (PTP)</b> and get your card marked by the exhibitor to validate your visit. When your card is complete, drop it in the collection box near the registration area.</p> <p>To be entered to win the <b>\$500 Visa Gift Card grand prize drawing</b>, you must visit all of the exhibitors on the PTP.</p>	<p>10:10 AM – 11:00 AM</p>	<p>Atrium</p>
<p><b>Making the Most of your PHRA Membership</b></p>	<p>10:20 AM – 10:30 AM</p>	<p>Cedar</p>
<p><b>Karl Bayer, Sentric, <i>Is It Possible to Go 100% Paperless and Remain Compliant?</i></b></p> <p>For decades, HR departments have used paper documents and filing cabinets to organize employee information. This is an analog solution that was developed for an analog world. And for years it worked. But, are the tried and true methods of the past the best solution for the present? In this case, no. We live in a digital world, and there are digital tools to make every job more efficient. HR is no exception. And many HR departments are transitioning from physical documents to paperless systems. But why? In this presentation, we will discuss the reasons why your business should go 100% paperless, and demonstrate how you can achieve this goal and maintain compliance.</p> <p><b>Karl Bayer</b> is a Regional Manager for SentricHR - an all-in-one HR software developer and service provider with thousands of clients across the country.</p>	<p>10:25 AM – 10:35 AM</p>	<p>Cedar</p>
<p><b>Zero Model, <i>Information coming soon!!</i></b></p>	<p>10:40 AM – 10:50 AM</p>	<p>Cedar</p>
<p><b>Meet &amp; Greet with 50 Industry Experts</b> Complete your PTP</p> <p>*There will be <b>50 exhibitors</b> showcasing their products and services to meet your needs as an HR professional. Visit all 50 exhibitors on <b>the Passport to Prizes (PTP)</b> and get your card marked by the exhibitor to validate your visit. When your card is complete, drop it in the collection box near the registration area.</p> <p>To be entered to win the <b>\$500 Visa Gift Card grand prize drawing</b>, you must visit all of the exhibitors on the PTP.</p>	<p>2:00 PM – 3:00 PM</p>	<p>Atrium</p>
<p><b>Paul Brahim, BPU Investment Management, Inc., <i>Productivity and Financial Literacy in the Workplace</i></b></p>	<p>2:10 PM – 2:20 PM</p>	<p>Cedar</p>

<p>We work longer hours with less free time. We may make more but often feel like we have less. We wonder if work will ever be optional. The general lack of financial wellness experienced by employees and the sense that they neither have the time nor the skills to change it can have a negative impact on their productivity. In fact, the Society of Human Resource Management has stated that 70% of HR professionals believe that personal financial challenges have either a large or some impact on overall employee performance. Further, employees increasingly look to their employers for resources to help them manage the income and benefits provided by you. Personal Financial Education in the workplace can improve productivity, lower turnover and increase loyalty by improving the financial wellness of employees in small and large businesses, as well as nonprofits and public entities.</p> <p><b>Paul J. Brahim</b>, CFP®, Chairman and CEO, is a shareholder of BPU Investment Management, Inc., serving as CEO, CIO and Chairman of BPU's Board of Directors.</p>		
<p><b>Andrea Flack-Wetherald</b>, &amp;Beyond, <i>Using Improv Skills to Attract, Engage and Retain Fantastic Employees</i></p> <p>Improv is about listening diligently, supporting your scene partner and exploring an ever-changing set of circumstances through a lens of curiosity instead of judgement; improv is successful when players find a balance between humility to hear each other's ideas and courage to add their own. These are the same skills that make for great leaders and strong teams. When companies learn how to harness these skills, they create environments where bright, motivated people want to come and stay. This session will provide attendees with strategies for improving employee experience by infusing improv skills into three key areas: workplace confrontation, leadership development and creating space for authenticity.</p> <p><b>Andrea Flack-Wetherald</b> is the founder of &amp;Beyond, a corporate culture consulting and coaching firm based in Pittsburgh, PA.</p>	2:25 PM – 2:35 PM	Cedar
<p><b>Bryan Kiger</b>, Progress City LLC, <i>Autism at Work</i></p> <p>This session will focus on changing the image of autism in the workplace. Based on the documentary, The Rain Man Effect, by Brian Kluchurosky (co-presenter), participants will hear some of the challenges this population faces in finding meaningful, sustainable employment. We will also present some solutions to creating a more inclusive hiring process, and supportive work environment.</p> <p><b>Bryan Kiger</b> is the CEO of Progress City LLC. He has more than 15 years of experience in both nonprofit and for-profit leadership settings and has a passion for creating workplaces that focus innovation.</p>	2:40 PM – 2:50 PM	Cedar
<p><b>Day 2: Business Partner Showcase &amp; Solutions Stage</b></p>		
<p><b>Meet &amp; Greet with 50 Industry Experts</b> *Complete your PTP</p>	10:00 AM – 10:30 AM	Atrium
<p><b>United Concordia</b>, <i>Information coming soon!!</i></p>	10:05 AM – 10:10 AM	Cedar
<p><b>Zero Model</b>, <i>Information coming soon!!</i></p>	10:15 AM – 10:25 AM	Cedar
<p><b>Conference Conclusion</b> Business Partner Prize Distribution and Grand Prize *<i>PTP Winner Announced</i></p>	3:00 PM – 3:30 PM	Cedar-Dogwood

**Concurrent Breakout Sessions 1  
11:00 AM – 12:00 PM**

<p><b>Mario Bordogna</b>, Clark Hill, PLC, <i>Everything HR Needs to Know About Conducting Internal Investigations</i></p> <p>With legal action lurking behind almost every corner for HR these days, it's imperative that t's be crossed and i's be dotted when it comes to human resource functions which particularly tend to breed lawsuits. While there are many of those functions, a fertile area rife with legal landmines for HR is internal investigations, whether they are done to rectify harassment, eradicate theft, or for some other purpose. While conducting internal investigations would seem to be straightforward, often it is not, and to keep your company out of needless legal action, they must be done thoroughly and correctly. This engaging session will detail the essential steps in conducting internal investigations – including what you must do before you start and what you do after an investigation is completed. Along the way, case studies where investigations went wrong will be examined to illustrate the real-life consequences of not doing them properly.</p> <p><b>Mario Bordogna</b> is a Member in Clark Hill's Labor and Employment Practice Group partnering with employers in Pennsylvania and West Virginia to keep them in legal compliance with labor and employment laws.</p>	Aspen-Birch
<p><b>Adam Primi</b>, Oncology Nursing Society, <i>Problem Solving in HR: A Design Thinking Approach Approved for Business Credits</i></p> <p>This session will give HR professionals the methodology and tools to become innovators in designing solutions for people and organizations by using the power of design thinking. Organizations are collections of human beings who are motivated by varying perspectives and emotions and the design thinking approach to problem solving emphasizes engagement, dialogue, and learning. Participants will learn how to examine assumptions about what's critical to solving problems, address the challenges faced in reaching superior solutions, and gain buy-in by involving employees and other stakeholders in the development of those solutions.</p> <p><b>Adam Primi, SHRM-SCP, SPHR</b>, is the Director of Human Resources for Oncology Nursing Society and has 15 years experience as an HR practitioner, leader, educator, and innovator.</p>	Hemlock-Hickory
<p><b>Carl Lander</b>, C3 Financial Services, <i>Creating a Successful Financial Wellness Program</i></p> <p>While physical wellness and healthy lifestyle education continues to be offered in the workplace, the idea of financial wellness or financially healthy employees is in its infancy. Companies are realizing the need to focus on employees financial wellness given the measureable impact it has on their levels of stress and productivity. A holistic financial wellness program includes a variety of options and services that complement each other and can flex to what each employee needs – now and in the future. Recent research has shown "Personal financial issues continue to impact employee productivity with 41% of respondents admitting that issues with their personal finances have been a distraction at work." Because every organization has unique needs this presentation focuses on providing an overview of options and resources available to create a financial wellness program that will empower employees and improve their overall financial health and well-being.</p> <p><b>Carl Lander</b> is a financial wellness speaker, coach, and author of Bite-Size Budgeting: Making Your Budget Work for You.</p>	Dogwood
<p><b>Joe Kopko</b>, HUB International Limited, <i>Mental health in the workplace; How HR and Safety Professionals can make an Impact</i></p> <p>Establishing culture is difficult, yet many organizations have embraced cultural changes and reaped the benefits of improved employee health and safe working conditions. Mental health remains a large opportunity as the stigma of "setting" someone off prevents many supervisors and leaders from meeting the problem head-on. Adding an additional responsibility or point of attention to anyone's busy schedule is rarely met with welcome arms, however with today's workforce and the increasing amount of "stress" on our employee's it has become of critical importance to take action. Mental health issues that present themselves in the workplace are often misread or avoided entirely out of convenience, or a sense of feeling helpless to assist. Human resources and safety professionals are uniquely equipped to step forward and positively contribute to improving the response and subsequent corrective actions when a mental health concern arises. Identification and intervention must not be confused with diagnosing. Mental health issues manifest in many ways and not all are work related, however harassment and bullying at work are commonly reported problems and can have a substantial adverse impact on mental health. Depression and anxiety have a significant economic impact; the estimated cost to the global economy is \$1 trillion per year in lost productivity.</p> <p><b>Joe Kopko</b> has nearly 20 years of experience proactively managing safety, risk, and employee health.</p>	Elm-Fir

**Concurrent Breakout Sessions 2  
1:00 PM – 2:00 PM**

<p><b>Erin McLaughlin &amp; Christian Antkowiak</b>, Buchanan Ingersoll &amp; Rooney PC, <i><b>Employment Law Update</b></i></p> <p>It's hard to keep up with all the recent changes to labor and employment law. Just when employers feel that they are on top of it, there is a change that affects the way in which they do business. We keep abreast of these changes so PHRA employers don't have to. In the Employment Law Update, we will present the recent updates and changes affecting PHRA employers in an interactive way so that the audience participates and learns at the same time.</p> <p><b>Christian</b> is a shareholder in the Labor and Employment group of Buchanan Ingersoll &amp; Rooney PC. He is a nationally sought after labor and employment attorney for his expertise in such areas as class action defense, single plaintiff litigation and employment counseling.</p> <p><b>Erin</b> defends clients against employment discrimination, retaliation, whistleblower, and breach of contract claims. With significant litigation and trial experience, Erin has represented clients before United States federal and state courts throughout the country.</p>	<p>Aspen-Birch</p>
<p><b>John Bernatovicz</b>, Willory, LLC, <i><b>HR Like a Boss Approved for Business Credits</b></i></p> <p>During this interactive presentation, the audience will be challenged to look at their HR department from the view of a CEO (aka boss). Learn about what leaders really care about and what means nothing to them. Bosses want effectiveness, results, productivity, and adding value. Participants will collaborate about how to effectively influence change that positively impacts the entire organization. Tactics will be reviewed that will ensure HR is in the front seat of key decisions by being brutally honest, obsessing (in a good way) about your organization, truly serving the needs of your company, and adding value with key HR initiatives that will yield results for your organization.</p> <p><b>John</b> is the President and Founder of Willory, a staffing and consulting firm solely focused in HR and payroll. The firm helps clients transform their organization through people, process and technology.</p>	<p>Hemlock-Hickory</p>
<p><b>Christina Bell</b>, Pittsburgh Business Group on Health, <i><b>Businesses Transforming Healthcare: Strategies to Reduce Cost</b></i></p> <p>Healthcare continues to be a significant problem for employers creating budget constraints and challenges with controlling cost. Corporate leadership is making healthcare a top priority due industry expectation indicating an average of 5.5% growth in the national health spend from 2018-2027. Key leaders such as human resources professionals are being tasked to bring understanding as to how to manage healthcare cost projections and identify ways to reduce cost.</p> <p>As Director of Programs, <b>Christina</b> holds primary responsibility for the operations and fiscal responsibility of the non-profit, Pittsburgh Business Group on Health</p>	<p>Dogwood</p>
<p><b>Ryan West</b>, EQualified, LLC, <i><b>Embracing the Difference: Personality Types in the Workplace</b></i></p> <p>The MBTI® continues it reign as the world's most widely used personality assessment tool, and for good reasons. Few instruments can improve communication, reduce interpersonal conflict, help build top-performing teams, and boost emotional intelligence as effectively as the MBTI®.</p> <p>Participants will be able to discuss the four dichotomous dimensions of the Myers-Briggs Type Indicator. As well as the eight possible preferences of the Myers-Briggs Type Indicator and participants will be able to identify "extraversion/introversion and "thinking/feeling" preferences in others through "Type watching".</p> <p><b>Ryan West, MS, CFI</b>, has spent the past twelve years applying his expertise of nonverbal communication and personality theories to the workplace, focusing on leadership development, team building, and customer service.</p>	<p>Elm-Fir</p>

**Concurrent Breakout Sessions 3  
3:00 PM – 4:00 PM**

<p><b>Karen Baillie</b>, Schnader Harrison Segal &amp; Lewis, <i>That’s a Protected Category Now? Or We Have to Accommodate That Too?</i></p> <p>That’s a Protected Category Now? Or We Have to Accommodate That Too? This seminar uses interactive scenarios to introduce new developments in for federal, state and local regulation, including new requirements for policies and documentation of the interactive process.</p> <p><b>Karen Baillie</b> is an attorney with Schnader Harrison Segal &amp; Lewis LLP.</p>	Aspen-Birch
<p><b>Michael Couch</b>, Michael Couch &amp; Associates Inc., <i>Driving Results through Talent Assessment and Analytics Approved for Business Credits</i></p> <p>The role that HR plays in organizations is undergoing a major shift with HR metrics and methods of measurement taking center stage. Big Data, Human Capital Analytics, Optimization Analytics . . . it all can be a little daunting. This presentation will bring the challenge down to earth by describing a place to start - a robust approach to gathering strategy-driven talent data (talent reviews) and employing simple analytics that organizations of any size can employ. The approach can help gather and analyze information to answer questions like, “Do we have the talent we need to drive the business?”, “Are our selection and promotion processes effective?” and “Where should we focus our limited resources on developing talent?”</p> <p><b>Michael Couch</b> has made a career out of improving the performance of leaders, teams and organizations.</p>	Hemlock-Hickory
<p><b>Jessica Nowosielski</b>, Businessolver, <i>Messages that Matter: Impactful Multi-Generational Communications</i></p> <p>Effective employee communication is top of mind for HR pros. Education is key, but with multiple generations in the workforce, the challenge has become more complex. We need to connect with people with personal communications and one size wont fit all. People of different generations in the workforce are at different life stages and have different needs. Understanding where employees are in their life cycle will help you begin to tailor the more personalized messaging that drives to engagement and appreciation and empowers employees to make wiser decisions. We will provide examples of how we work with our clients to move toward better health and improved benefits literacy through insights based communications.</p> <p><b>Jessica Nowosielski</b> specializes in forming partnerships with large employers, insurance consultants, brokers, and carriers to support the evaluation of Benefits Administration technology.</p>	Dogwood
<p><b>Susan DeGregorio &amp; Beth Lewis, M.Ed.</b>, STANDING FIRM, <i>Partner Violence, Disclosure, and Workplace Safety</i></p> <p>Almost one-third of all violent events in the workplace are tied to some form of partner violence. 95% of employers say that leadership should be trained on partner violence and its impact on the workplace and yet only 20% have formal training programs. This session provides organizations with the latest information on the impact of partner violence in the workplace and the steps necessary to create a culture where victims will be more likely to disclose knowing they have the support of their employer. Disclosure facilitates the employer’s ability to develop a safety plan for the employee and a safety plan for the workplace. The bottom line for employers is that they cannot mitigate an unknown risk – therefore, supportive environments need to be created to promote disclosure.</p> <p><b>Beth Lewis, M.Ed.</b>, Director of STANDING FIRM, has leadership experience in the non-profit sector including organizational development and program direction at Children’s Hospital of Pittsburgh and consulting roles with Magee Women’s Research Institute.</p> <p><b>Susan DeGregorio, M.S., J.D.</b>, STANDING FIRM’s Employer Service Coordinator, has 30 years of HR consulting experience including extensive training experience.</p>	Elm-Fir

**Concurrent Breakout Sessions 4  
4:00 PM – 5:00PM**

**Bryant Andrews and Bethany Salvatore, Cozen O'Connor, *Can I Fire an Employee for That? Social Media in the Workplace***

Aspen-Birch

Millennials are now the largest generation in the United States labor force. This is a generation that has grown up using social media as part of their everyday lives. How can, and should, employers handle employee social media use on and off the clock? When does an employee's Facebook post amount to a verbal threat against another employee? When does an Instagram comment on a co-worker's picture border on sexual harassment? When is an employee's twitter message considered protected under the law? Can I issue a written warning, suspend, or even terminate the employee? This program aims to address these questions, among others, so HR and management know how to respond when an employee says: "Hey Google, update my timeline."

**Bryant** and **Bethany** focus their practice on representing employers in all aspects of labor and employment law, including agency investigations, state and federal single-plaintiff actions, class and collective actions, and arbitrations, covering harassment, discrimination, retaliation, wage and hour, constructive discharge, breach of fiduciary duty, restrictive covenants, and breach of contract actions.

**Patrick McNellis, Patrick McNellis, *Compression Planning: Accelerating Ideas Into Action...Quickly Approved for Business Credits***

Hemlock-Hickory

Compression Planning is a seven-step visual planning process with roots in the Disney storyboarding system. It has been helping innovative leaders accelerate their ideas into action since September of 1978. It is being used in 37 of the top Fortune 200 companies as well as across countless K-12 and higher education institutions. If you look at planning from the viewpoints of sharing information, making decisions and strategy, the philosophy of Compression Planning maximizes strategy so smart decisions are made based off of strategic information. Compression Planning systematizes respect...for people, for ideas and for process.

**Pat's** role when sharing Compression Planning is that of "an experiential learning guide." His Institutes create real-world learning experiments and are based on a "learn by doing" approach versus "sit back, listen and hope that something sticks" (i.e. Lectureshops).

**Jason Youngblood, Cigna, *Opioids in the Workplace***

Dogwood

This presentation will focus on the opioid epidemic, their societal impact, behavioral links to addiction, ways to help those suffering from addiction, and actions being taken in the marketplace to control opioids.

**Jason Youngblood** is the Director for Cigna's Behavioral Center of Excellence. Jason is responsible for facilitating behavioral health (mental health and substance abuse) clinical integration and clinical programs.

**Todd Seitz, Justifacts Credential Verification, Inc., *Limiting Risk Through the Employment Screening Process***

Elm-Fir

Employment screening is vital to limiting your risk when hiring. However, navigating the complex patchwork of federal, state, and local laws implicating employment screening is tough. You'll be made aware of rules and responsibilities under the FCRA, EEOC guidelines, and "ban-the-box"/"fair chance hiring" initiatives incl. individualized assessment requirements.

**Todd Seitz** is a licensed attorney with 10+ years of human resources (employee and labor relations) and finance (payroll) management experience with a large manufacturing company.

**Concurrent Breakout Sessions 5  
10:30 AM – 11:30 AM**

<p><b>Abigail Green</b>, Cozen O'Connor, <i><b>The Current Status of Medical Marijuana Laws and the Effect on Company Policies</b></i></p> <p>The presentation would provide an overview of the current status of medical marijuana laws in the 50-states and how these laws affect employer policies such as the FMLA, ADA and drug and alcohol testing policies.</p> <p><b>Abigail</b> helps employers avoid litigation and/or business interruption through training and counseling on issues such as compliance with discrimination and leave laws; evaluating and discharging employees; drug and alcohol testing; and developing legally sound personnel policies and employee handbooks.</p>	Aspen-Birch
<p><b>Kelly Radomski &amp; Alisa Spector Angelo</b>, Compass Business Solutions, <i><b>Dancing into a Comprehensive HR Strategy, Approved for Business Credits</b></i></p> <p>Non-profit organizations are uniquely challenged in creating a comprehensive approach to human resources –this is even more apparent in arts organizations. Compass Business Solutions partnered with Pittsburgh Ballet Theatre to develop an HR strategy for the organization and implement key components to help employees thrive. From artists to administrators to students to board members, care for people within all areas of the organization is paramount for art, culture and education to flourish. Typical HR practices required a nuanced approach to foster an art form and allow for artistic expression and teaching to take precedent over traditional process. This year-long project incorporated policy development, compliance training, performance management, diversity and inclusion focus, harassment and discrimination prevention, employee engagement assessment, talent acquisition, onboarding and a leadership development program. Join us to explore this unique project and how strong human resources practice enhances an organization committed to creating beauty and art.</p> <p><b>Alisa Spector Angelo</b> is the President of Compass, a boutique agency that drives organizational performance with proven HR and business strategies. <b>Kelly Radomski</b> is the V.P. of Client Solutions for Compass. Ms. Radomski's areas of expertise include training, organizational development and process improvement.</p>	Hemlock-Hickory
<p><b>Phyllis Hartman</b>, PGHR Consulting, Inc., <i><b>If You Train Them They Will Come - Using Career Development as a Recruiting Tool</b></i></p> <p>Today's candidates expect training and development to be a part of the workplace environment. For your organization to attract and retain the brightest and the best you need to have T&amp;D programs. Besides helping you get and keep good employees, development of employees helps to ensure the organization is ready for dealing with rapid and constant change in the business world. But often training and development are the worst funded and first cut expenses. In addition, smaller and not-for-profit organizations have limits on available resources for employee development. This session will use audience participation and the speaker's 30 years of HR and employee development experience to provide participants with tips and ideas they can take back to the workplace to create a good, and attractive development plan.</p> <p><b>Phyllis G. Hartman, SHRM-SCP, SPHR</b>, the founder and President of PGHR Consulting, Inc., has 25+ years in HR.</p>	Dogwood
<p><b>Len Petrancosta</b>, Sandler Training/The Leadership Quest, <i><b>Effective Communication in the Workplace</b></i></p> <p>This session will help participants develop a truly engaging and responsive communication style, leading to positive results for them, their people, and their organization.</p> <p>Before starting The Leadership Quest, Len was the President and CEO of the Pittsburgh division of Sysco after having grown the company to 300 employees and 300 million in annual revenue. He currently is COO for Sandler Training by Peak Performance Management/The Leadership Quest, a sales and leadership training and coaching company in Pittsburgh utilizing his sales and leadership experience.</p>	Elm-Fir

## Concurrent Breakout Sessions 6

12:55 PM – 1:55 PM

**Albert S. Lee**, Tucker Arensberg, P.C., *#MeToo: What HR Professionals and Employers Need to Know to Thrive in a Post-Harvey Weinstein World*

Aspen-Birch

In October 2017, articles published by the New York Times and The New Yorker about Harvey Weinstein started a worldwide reckoning regarding sexual harassment and the dynamics of gender and power. Although it is easy to see this as a movement that targets harassers, the real focus is on the institutions - like employers - who have created and maintained cultures that have allowed these harassers to harass with impunity for decades. Albert Lee, an employment attorney, educator and professional speaker, will lead a fast-paced, legalese-free, and interactive discussion about what employers and their HR staffs need to do to understand this movement, keep pace with the legal changes that it will bring, and thrive in this new world.

A longtime member of the PHRA, **Albert Lee** is a management-oriented employment/labor law attorney who has helped employers understand and handle a wide range of human resources issues for nearly thirty years.

**Paul Gormas**, Breakthrough Performance Group, *The Employee Utilization Quotient (EUQ) Approved for Business Credits*

Hemlock-Hickory

This presentation introduces the EUQ (Employee Utilization Quotient) Assessment, the first statistically validated assessment to measure the percentage of employee utilization in an organization. The Employee Utilization Quotient (EUQ) Assessment is based on the principles of Lean Enterprise and the Toyota Production System. LEAN is all about the identification and elimination of wastes. According to LEAN principles there are eight major wastes in an organization. Unused Employee Creativity or Unutilized Employees is typically identified as the eighth waste. The EUQ Assessment is the first assessment known to measure this significant performance metric. It assesses whether an organization is utilizing its employees to their fullest potential and whether it is fully harnessing the talents of its best asset—its people. Attendees will learn how to assess and improve employee utilization overall and in six subscale categories: Culture and Development, Opportunities for Input, Job Fit, Supervisory Relations, Efficiency, and Readiness and Expectations.

**Paul Gormas** has 47 years of professional business experience, 32 in industry and 15 in consulting and training. His industry experience includes Fortune 500 and privately held companies in manufacturing, service, retailing, and healthcare.

**Kelly Reed**, Lockton, *Winning with People Analytics Approved for Business Credits*

Dogwood

The field of people analytics is growing rapidly, and organizations that are strategically and effectively harnessing their people data are winning big. But for all its promise and potential, this field also presents some unique perils. In this session, we will discuss people analytics trends and hot topics, as well as review select technologies, business cases, and cautionary tales. This session is designed for any HR professional interested in learning more about people analytics, regardless of where your organization is on its people analytics journey. Participants will gain actionable insights on how to use people analytics to build and sustain winning organizations, teams, and associates.

**Kelly** leads the Global People and Culture Solutions service line at Lockton. This practice helps organizations worldwide improve their talent, culture and business outcomes using people data and work science.

**Judy Johnson**, Aspirant, *Is Your Organization Ready for 2030? Approved for Business Credits*

Elm-Fir

From futurists, technical experts, strategy consultants and real-estate planners, everyone agrees the workplace will look significantly different by 2030. Innovation, technological advances, generational shifts and changes in customer expectations are accelerating the pace of change. By all accounts, that pace will only continue to accelerate, and many predict the workplace will look very different by 2030. Through our research, we've identified 10 trends that will have a significant impact on an organization's effectiveness. This session discusses each of the 10 trends, the impact of those trends on the workplace, and how HR and business leaders can prepare for them today. Join us to learn about each of the trends, assess how ready your organization is to compete in 2030, and determine what steps you can take to advance your position today. Participants will leave the session with concrete actions they can take to position their organizations for future success.



**Judy Johnson** is a recognized author, speaker, consultant and trusted advisor in the fields of leadership development, strategy execution, organizational effectiveness and behavior change. Judy partners with executives and leadership teams to engage and inspire employees in a way that delivers sustainable strategic results.

## FULL SPEAKER BIOS

### **Bryant Andrews, Cozen O'Connor**

*Can I Fire an Employee for That? Social Media in the Workplace*

**Bryant and Bethany** focus their practice on representing employers in all aspects of labor and employment law, including agency investigations, state and federal single-plaintiff actions, class and collective actions, and arbitrations, covering harassment, discrimination, retaliation, wage and hour, constructive discharge, breach of fiduciary duty, restrictive covenants, and breach of contract actions. In addition to representing clients in employment litigation matters, they help clients avoid the courthouse steps by developing preventative strategies to keep employers compliant with labor, employment, and wage and hour laws. Bryant and Bethany also counsel employers on a variety of personnel issues, including but not limited to compliance with discrimination laws, family and medical leave laws, and wage and hour laws. They provide on-site management and employee training on these topics as well. They also draft executive agreements, restrictive covenant and confidentiality agreements, severance packages, and personnel policies and procedures.

### **Christian Antkowiak, Buchanan Ingersoll & Rooney PC**

*Employment Law Update*

**Christian** is a shareholder in the Labor and Employment group of Buchanan Ingersoll & Rooney PC. He is a nationally sought-after labor and employment attorney for his expertise in such areas as class action defense, single plaintiff litigation and employment counseling.

### **Bonnie Artman Fox, Conflict Resolution & Emotional Intelligence Expert**

*How Did My Family Get in My Office?!*

**Bonnie** knows the skills and nuances of resolving conflict without blame. With 20+ years in the healthcare and psychology fields, she's had a front row seat helping individuals and organizations change conflict patterns and implement solutions. As an accredited Boss Whisperer®, she specializes in coaching leaders to replace inappropriate behaviors with productive management strategies.

### **Karen Baillie, Schnader Harrison Segal & Lewis**

*That's a Protected Category Now? Or We Have to Accommodate That Too?*

**Karen** is an attorney with Schnader Harrison Segal & Lewis LLP. She is co-chair of the Higher Education Practice Group, and she is a member of three additional practice groups - the Litigation Practice Group, the Labor and Employment Practice Group and the Internal Investigations Practice Group. She is experienced in counseling and defending educational institutions and businesses in all matters related to employees.

### **Karl Bayer, Sentric**

*Is It Possible to Go 100% Paperless and Remain Compliant?*

**Karl** is a Regional Manager for SentricHR - an all-in-one HR software developer and service provider with thousands of clients across the country. Karl has worked in the human resources technology space for more than two decades during which time he has experienced firsthand the shift from niche software solutions to all-in-one HRIS platforms as well as the movement from paper-intensive processes to the digital era with ESIGN legislation. Throughout his career Karl has held various roles supporting HR teams at organizations of all sizes with solutions including: payroll, tax filing, compliance, benefits as well as many others. For the last several years, with a focus on solving real

world business problems, Karl has consulted with and assisted HR stakeholders at hundreds of organizations with choosing HR technology.

**Christina Bell, Pittsburgh Business Group on Health**  
*Businesses Transforming Healthcare: Strategies to Reduce Cost*

As Director of Programs, **Christina** holds primary responsibility for the operations and fiscal responsibility of the non-profit, Pittsburgh Business Group on Health. Her role consists of being instrumental in the educational programming produced by the organization, overall membership growth, satisfaction, and retention along with engaging sponsors. Other duties related to her position is overseeing the marketing (both print and digital) and any special projects which the organization participates in ranging from grants, pilot opportunities, initiatives, and/or collaborations.

Prior to joining PBGH, Christina was a Program Manager for the Allegheny County's Department of Human Services Community-based Care Transitions Program, where she held responsibility for the program's strategic, tactical, budgetary, profitability, and overall performance to reduce avoidable readmissions across multiple care settings. In her first six months, the program was rewarded a CMS contract renewal and reached Top Performer designation out of 100 programs nationally. Under Christina's supervision, her team successfully reduced 30-day readmission rates for Medicare Fee-For-Service by 13% across 5 hospitals while growing a staff of 5 to 17 direct reports. Within a year, the program increased target enrollment by an average of 18.8%, expanded footprint 8.1% to 15.9%, and achieved 166% increase in monthly revenue.

From 2011 to 2014, Christina was a Senior Product Analyst at Highmark, Inc. managing the day-to-day operations and performance of the largest Medicare Advantage HMO product with \$2.74B in annual revenue within Western Pennsylvania. Her responsibilities extend to overseeing product life-cycle, risk assessment, market research, financial analysis, federal/state regulations, data research, project management, and strategy development within the managed care and indemnity lines of business.

Christina cultivated and led a comprehensive reengineering project worth \$600K, assisted with the development \$1.3M program for seniors, and championed an expanded member network for Pittsburgh-based pharmacy chains.

Previous to this, Christina has seven years of experience within the pharmaceutical industry. She was an Account Manager at CVS Caremark, where she gained experience in sales, performance analysis, forecasting of trends, utilization management, billing, and project management. During her time there, she generated up to 1.2M in annual revenue through direct sales of new products and solutions to create cost savings, manage utilization, and increase drug therapy adherence. Her hands-on leadership and commitment to being customer-focused resulted in receiving the Outstanding Performance award and People Choice nominations. Prior to CVS Caremark, Christina held various positions within Eckerd Health Services and Pharmicare.

Christina holds a Bachelor of Public Administration degree from University of Pittsburgh and a Master of Health Care Management from University of Phoenix. She is also a recipient of the New Pittsburgh Courier's 2012 Fabulous 40 under 40 award.

**John Bernatovicz, Willory, LLC**  
*HR Like a Boss*

**John** is the President and Founder of Willory, a staffing and consulting firm solely focused in HR and

payroll. The firm helps clients transform their organization through people, process and technology. Willory ensures our clients have the best talent in their HR and payroll department, their employee life cycle process is effective and compliant, and they are optimizing their HR technology. With over 22 years' experience within the payroll and HR niche, John has focused his working career on understanding the needs of his clients, candidates, and partners. Plus, he thrives to grow, challenge, and develop the Willory team. Willory has achieved great results including NorthCoast 99, Weatherhead 100, Crain's 52, and Inc. 5000

### **Mario Bordogna, Clark Hill, PLC**

#### *Everything HR Needs to Know About Conducting Internal Investigations*

**Mario** is a Member in Clark Hill's Labor and Employment Practice Group partnering with employers in Pennsylvania, West Virginia and elsewhere on the front end to keep them in legal compliance with labor and employment laws, and on the back end if they need a strong, experienced litigation advocate. For almost 25 years, Mario has represented employers in sectors like health care, energy, hospitality, manufacturing, education and others helping them with HR/employment counseling, labor-management relations, employment litigation, wage and hour, sexual harassment, policy development and more. Mario's wealth of skill and experience in the labor and employment arena has been regularly recognized by his clients and the legal community. He has been named a Super Lawyer three times, and recognized as a Best Lawyer in America continuously since 2016. He is a Board Member of the Pittsburgh Human Resources Association and chairs the West Virginia Manufacturers' Association's HR Committee.

### **Paul Brahim, BPU Investment Management, Inc.**

#### *Productivity and Financial Literacy in the Workplace*

**Paul** is a shareholder of BPU Investment Management, Inc., serving as CEO, CIO and Chairman of BPU's Board of Directors. Paul joined BPU in 1997 as Managing Director of Wealth Management. In that capacity, Paul led the firm's efforts to provide fee-based, comprehensive financial planning and asset management services to individual clients, retirement plans and non-profits. He also developed and introduced BPU's Personal Financial Education (PFE) program and now teaches a certificate program in financial wellness for financial advisers through the American College of Financial Services. Paul was promoted to Executive Vice President in 2006, Chief Compliance Officer in 2011, CEO and CIO in 2013; and, elected as Chairman of the Board in 2014. Paul often serves as an expert witness in financial services related cases, providing research and testimony for legal counsel and their clients in both FINRA arbitration and court cases. He is frequently interviewed by local and national media and has been named one of western Pennsylvania's top financial advisors for eight consecutive years through a survey in Pittsburgh Magazine.

### **Michael Couch, Michael Couch & Associates Inc.**

#### *Driving Results through Talent Assessment and Analytics*

**Michael** has made a career out of improving the performance of leaders, teams and organizations. His unique background in operations, business unit management, human resources, and organization effectiveness allows him to collaborate with people throughout a company to build strategy-driven leaders and organizations.

### **Susan DeGregorio, STANDING FIRM**

#### *Partner Violence, Disclosure, and Workplace Safety*

**Susan**, M.S., J.D., STANDING FIRM's Employer Service Coordinator, has 30 years of HR consulting experience including extensive training experience. Susan has worked with organizations of all sizes and in all industries to design and implement employee benefit and well-being strategies. Susan is an Executive Service Corps volunteer, a Court Appointed Special Advocate, and a member of the Three Rivers Adoption Council Board.

## **Harris N. Ferris, Compass Business Solutions**

### *Dancing into a Comprehensive HR Strategy*

**Harris** has served as Pittsburgh Ballet Theatre's Executive Director since 2006. Mr. Ferris has expanded the company's national and international profile, fortified its financial position and elevated its artistic profile and community impact. A former ballet dancer, Mr. Ferris earned a B.A. from SUNY Buffalo and an M.B.A. from Rutgers University.

## **Andrea Flack-Wetherald, &Beyond**

### *Using Improv Skills to Attract, Engage and Retain Fantastic Employees*

**Andrea** is the founder of &Beyond, a corporate culture consulting and coaching firm based in Pittsburgh, PA. Her passion is to use the foundations of improv and the strengths-based perspective inherent to her background in Social Work to create more joy, positivity and productivity in work environments. She does this through highly engaging leadership trainings, confrontation trainings and coaching programs designed to help clients attract, engage and retain fantastic employees as they grow. Andrea still performs with several improv troupes at Arcade Comedy Theater in the cultural district, and lives in the East End with her husband Kyle and their two sweet children. You can find more information about coaching and consulting with &Beyond here: [www.andbeyondimprov.com](http://www.andbeyondimprov.com)

## **Paul Gormas, Breakthrough Performance Group**

### *The Employee Utilization Quotient (EUQ)*

**Paul** has 47 years of professional business experience, 32 in industry and 15 in consulting and training. His industry experience includes Fortune 500 and privately held companies in manufacturing, service, retailing, and healthcare. Paul has held positions in IT, Production Management, and 25 years heading up both Human Resources and Process Improvement. He was the VP of Human Resources and Director of Process Improvement at Robbins, Inc. for 8 years. As a consultant and trainer Paul has worked with over 50 client companies and has conducted dozens of training programs representing all industries. Paul has a BA in Economics from Miami University, Oxford, Ohio and an MBA from Xavier University in Cincinnati, Ohio. He is a Certified Lean Six Sigma Master Black Belt. Paul also has certifications in Lean Manufacturing, Human Systems for Lean, and has the SPHR (Senior Professional in Human Resources) certification.

## **Adrienne G. Gossert, United Concordia**

## **Abigail Green, Cozen O'Connor**

### *The Current Status of Medical Marijuana Laws and the Effect on Company Policies*

**Abigail** helps employers avoid litigation and/or business interruption through training and counseling on issues such as compliance with discrimination and leave laws; evaluating and discharging employees; drug and alcohol testing; and developing legally sound personnel policies and employee handbooks. When disputes are inevitable, Abigail defends employers in matters such as state and federal single-plaintiff actions involving harassment, discrimination, retaliation, violations of wage and hour law, and restrictive covenant issues. Abigail also assists and defends employers through agency investigations. She also has experience defending employers in federal and state class actions.

## **Phyllis Hartman, PGHR Consulting, Inc.**

### *If You Train Them They Will Come - Using Career Development as a Recruiting Tool*

**Phyllis**, SHRM-SCP, SPHR, the founder and President of PGHR Consulting, Inc., has 25+ years in HR. Phyllis is a frequent speaker on HR topics for business and HR groups. She has served as a visiting professor and HR department chair for LaRoche College teaching undergraduate and graduate courses. Phyllis has written 3 books: *A Managers Guide to Developing Competencies in HR*

*Staff*, released in 2017; *Looking to Hire Looking to Hire an HR Leader?* and *Never Get Lost Again: Navigating Your HR Career* all published by SHRM. She has served in numerous volunteer leader roles with SHRM and is currently a SHRM A-team Captain for Pennsylvania's 12th Congressional District. She does volunteer work for the Ward Home and the Bayer Center for Non-Profit Management and lives in Freedom, PA.

### **Judy Johnson, Aspirant**

*Is Your Organization Ready for 2030?*

**Judy** is a recognized author, speaker, consultant and trusted advisor in the fields of leadership development, strategy execution, organizational effectiveness and behavior change. Judy partners with executives and leadership teams to engage and inspire employees in a way that delivers sustainable strategic results. She brings deep expertise and creative ideas to solve organizational effectiveness issues and closely collaborates in a way that builds internal capabilities. As a member of the Aspirant consulting team, Judy works with a team of diverse experts to combine proprietary technology with deep expertise to help companies address challenging organizational issues in new, innovative ways.

### **Bryan Kiger, Progress City LLC**

*Autism at Work*

**Bryan** is the CEO of Progress City LLC. He has more than 15 years of experience in both nonprofit and for-profit leadership settings and has a passion for creating workplaces that focus innovation.

### **Brian Kluchurosky, Progress City LLC**

*Autism at Work*

**Brian** is the founder of Pittverse Magazine, a publication produced entirely by adults with ASD; and the director of The Rain Man Effect, a documentary focused on demystifying the Autism Diagnosis. He has more than 10 years of experience working with individuals with autism.

### **Joe Kopko, HUB International Limited**

*Mental Health in The Workplace; How HR and Safety Professionals Can Make an Impact*

**Joe** has nearly 20 years of experience proactively managing safety, risk, and employee health. Prior to joining HUB, Joe spent 11 years in private industry working with leaders in the manufacturing, distribution, and construction sectors. He was awarded the National Safety Council "Top 40 under 40, Rising Star of Safety". He was also recognized by Indiana University of Pennsylvania as an "outstanding young alumni", for his work in the field of injury prevention and risk management.

Joe oversees the strategic servicing of our clients to overlap their insurance program with the appropriate technology and service strategies that will create a proactive risk management experience. As an experienced risk management professional, Joe provides a cyclical "prevent and control" methodology to help keep his clients focused on leading indicators and integrating calibration points to prevent loss, monitor engagement, and deliver savings. Joe is a published thought leader and regular speaker leading discussions on leveraging innovation and holistic risk management to establish sustainable companies. He works extensively with analytics partners to fine tune and integrate the correlations between employee health and workers compensation programs to provide; better outcome management, monitor absence, and predict future sources of loss. Your workforce and balance sheet will appreciate Joe's watchful eyes on your organization.

His primary specialty is in developing leadership and management teams to support a sustainable, culture of prevention and resiliency. Additional areas of specialization are in; safety, ergonomics,

holistic population health management productivity enhancements, organizational culture, training, and predictive analytics.

Mr. Kopko is an active member of the American Society of Safety Professionals, including past chapter President, a professional member of RIMS, Boys Scouts of America, and Indiana University of Pennsylvania Alumni Association Board of Director

### **Carl Lander, C3 Financial Services**

#### *Creating a Successful Financial Wellness Program*

**Carl** is a financial wellness speaker, coach, and author of *Bite-Size Budgeting: Making Your Budget Work for You*. He helps people change their lives by getting on a written financial plan, getting out of debt, and by providing options on how they can control their money in order to reach their short and long-term financial goals. Carl is an example of the process he teaches his clients. At one point, Carl had over \$84,000 of debt and paid it all off in 48 months! He knows the sacrifices required to accomplish personal financial goals. He resides in Wexford with his wife, Molly. Carl worked as an auditor for the U.S. Navy where his experiences developed his skills for analyzing problems and developing practical and well-designed effective solutions. These skills translate well to the challenges in personal finance and helps Carl design personalized solutions for each of his clients.

### **Beth Lewis, STANDING FIRM**

#### *Partner Violence, Disclosure, and Workplace Safety*

**Beth** brings to STANDING FIRM in-depth leadership experience in the non-profit sector including major organizational development and program direction at Children's Hospital of Pittsburgh of UPMC and consulting roles with the Magee Women's Research Institute and Foundation. After starting her career in victim advocacy and service delivery design for rape and child sexual abuse response systems, she joined the for-profit arena in the Employee Assistance field, implementing multinational corporate EAP's and local employer programs across western PA. Beth is a member of the Ethics Committee at Children's Hospital and has published articles and presented at national conferences on Patient and Family-centered Care"

### **Erin McLaughlin, Buchanan Ingersoll & Rooney**

#### *Employment Law Update*

**Erin** regularly counsels and assists employers in developing and implementing practical and legal approaches to labor and employee issues, including helping clients avoid litigation through counseling. Erin defends employers in employment litigation in state and federal courts and before administrative agencies. Her practice also includes counseling employers on diverse personnel-related issues and she has experience advising employers in union-related matters. Erin received her J.D. from Duquesne University School of Law in 2005 and her B.A. in Political Science from Ohio University in 2002

### **Patrick McNellis**

#### *Compression Planning: Accelerating Ideas into Action...Quickly*

**Pat's** role when sharing Compression Planning is that of "an experiential learning guide." His Institutes create real-world learning experiments and are based on a "learn by doing" approach versus "sit back, listen and hope that something sticks" (i.e. Lectureshops). His specialty is helping organizations and individuals cut through the clutter to laser in on a strategic target, make smart decisions and develop and an action plan quickly and effectively. Has designed and led over 200 plus Strategic Planning Sessions using Compression Planning with clients ranging from multi-billion dollar corporations to community based non-profits to strategic planning sessions for community colleges across the country. He is the author of "The Compression Planning® Advantage: A Blueprint for Resolving Complex Issues."

### **Jessica Nowosielski, Businessolver**

*Messages that Matter: Impactful Multi-Generational Communications*

**Jessica** specializes in forming partnerships with large employers, insurance consultants, brokers, and carriers to support the evaluation of Benefits Administration technology. She solves HR challenges that include talent attraction, retention, consumerism, ACA reporting, and the ever-changing marketplace.

### **Len Petrancosta, Sandler Training/The Leadership Quest**

*Effective Communication in the Workplace*

Before starting The Leadership Quest, **Len** was the President and CEO of the Pittsburgh division of Sysco after having grown the company to 300 employees and 300 million in annual revenue. He retired from Sysco in July 2011. He currently is COO for Sandler Training by Peak Performance Management/The Leadership Quest, a sales and leadership training and coaching company in Pittsburgh utilizing his sales and leadership experience. He has initiated a world-class leadership curriculum in partnership with The Leadership Challenge. He also is certified with Patrick Lencioni's company for The Five Behaviors of a Cohesive Team and has partnered for the Center For Creative Leadership (CCL) in Atlanta.

### **Adam Primi, Oncology Nursing Society**

*Problem Solving in HR: A Design Thinking Approach*

**Adam**, SHRM-SCP, SPHR, is the Director of Human Resources for Oncology Nursing Society and has 15 years of experience as an HR practitioner, leader, educator, and innovator. He holds an MA in Industrial and Labor Relations and has received training in Human Centered Design from LUMA Institute and Agile HR from iCAgile. Adam is passionate about changing the way HR professionals approach problem solving, moving away from the prescribed and traditional towards the impactful and innovative.

### **Dr. Geri Puleo, Change Management Solutions, Inc.**

*How to Stop Workplace Burnout and Build Employee Resiliency*

**Dr. Puleo** is the creator of the Burnout During Organizational Change (B-DOC) Model, a research-based solution that defines the descent and recovery of workplace burnout. A frequent and popular keynote speaker, her TEDx Talk on Burnout v. PTSD: More Similar Than You Think has been viewed over 300,000 times on YouTube. She is the President/CEO of Change Management Solutions, an eLearning and coaching company dedicated to eradicating workplace burnout in order to build employee resiliency. Holding both SPHR and SHRM-SCP senior HR certifications, she has been an entrepreneur for over 25 years, an author, blogger, career coach, university professor, and researcher.

### **Kelly Radomski, Compass Business Solutions**

*Dancing into a Comprehensive HR Strategy*

**Kelly** is the V.P. of Client Solutions for Compass. Ms. Radomski's areas of expertise include training, organizational development and process improvement. Ms. Radomski earned a B.S. from Baldwin-Wallace University and an M.A. from New York University.

### **Kelly Reed, Lockton**

*Winning with People Analytics*

**Kelly** leads the Global People and Culture Solutions service line at Lockton. This practice helps organizations worldwide improve their talent, culture and business outcomes using people data and work science. Kelly also leads the People X Institute at Lockton, which focuses on advancing workplace practices at the community level by fostering mutual learning and growth among HR and

business leaders. Prior to joining Lockton, Kelly spent more than a decade with a boutique management consulting firm in a variety of roles, ultimately as vice president and market leader.

Kelly serves in various leadership roles for charitable organizations and industry associations in the community. She also presents at conferences and events nationwide on topics related to talent, culture and organization effectiveness. Outside of work, she enjoys spending time with her husband and two daughters and seeing as much of the world as possible through travel. Kelly is a licensed psychologist in Missouri.

### **Albert S. Lee, Tucker Arensberg, P.C.**

#### *#MeToo: What HR Professionals and Employers Need to Know to Thrive in a Post-Harvey Weinstein World*

A longtime member of the PHRA, **Albert** is a management-oriented employment/labor law attorney who has helped employers understand and handle a wide range of human resources issues for nearly thirty years. For example, he has defended clients in wage-and-hour/compensation lawsuits and federal employment discrimination trials, resolved government agency investigations, negotiated union contracts, audited wage-and-hour pay practices/procedures, revised employment handbooks, conducted workplace harassment investigations, trained management and supervisors on employment law compliance, drafted and enforced non-competition and other employment agreements, etc. Albert also devotes substantial time to teaching and training employers. He is a member of the adjunct faculty of the University of Pittsburgh - Johnstown, Penn State University - New Kensington, La Roche College, and St. Francis University. Albert received his law degree from the University of Pittsburgh School of Law, and two a Bachelor degrees (in mathematics and computer science and engineering) from the University of Pennsylvania.

### **Bethany Salvatore, Cozen O'Connor**

#### *Can I Fire an Employee for That? Social Media in the Workplace*

**Bethany** focuses her practice on representing employers in all aspects of labor and employment law, including agency investigations, state and federal single-plaintiff actions, class and collective actions, and arbitrations, covering harassment, discrimination, retaliation, wage and hour, constructive discharge, breach of fiduciary duty, restrictive covenants, and breach of contract actions. In addition to representing clients in employment litigation matters, Bethany helps clients avoid the court house steps by developing preventative strategies to keep employers compliant with labor, employment, and wage and hour laws. Bethany counsels employers on a variety of personnel issues, including but not limited to compliance with discrimination laws, family and medical leave laws, and wage and hour laws. She provides on-site management and employee training on these topics as well. Bethany also drafts executive agreements, restrictive covenant and confidentiality agreements, severance packages, and personnel policies and procedures.

### **Todd Seitz, Justifacts Credential Verification, Inc.**

#### *Limiting Risk Through the Employment Screening Process*

**Todd** is a licensed attorney with 10+ years of human resources (employee and labor relations) and finance (payroll) management experience with a large manufacturing company. He works with employers to help implement or update their employment screening/background check processes to meet their unique needs while remaining compliant and limiting risk. NAPBS FCRA Advanced Certification.

### **Alisa Spector Angelo, Compass Business Solutions**

#### *Dancing into a Comprehensive HR Strategy*

**Alisa** co-founded Compass Business Solutions, a boutique agency that drives organizational performance with proven human resource and business strategies. Ms. Angelo brings direct



operations, corporate training and executive coaching expertise to clients in a wide array of industries and organizational sizes ranging from start-ups to Fortune 500 companies. Prior to starting Compass in 2003, Ms. Angelo was the Director of Human Resources, Safety and Environmental for Shandon, Inc. as well as several subsidiaries of Life Sciences International. Ms. Angelo earned a B.A. from the University of Pittsburgh and an M.B.A. from the University of Massachusetts.

### **Johnny C. Taylor, Jr., SHRM**

*The Future State: Disrupting HR Like Nothing We've Ever Seen*

**Johnny**, SHRM-SCP, is President and Chief Executive Officer of the Society for Human Resource Management (SHRM), the world's largest HR professional society. Under his leadership, the Society has grown to a record 300,000 members in over 165 countries who impact the lives of 115 million workers every day. As a global leader on human capital, culture and leadership, Mr. Taylor is a sought-after voice by C-suite executives as well as state and federal elected policy makers on all matters affecting work, workers and the workplace. He is frequently invited to testify before Congress on critical workforce issues—from sexual harassment to paid leave—and authors a weekly column, "Ask HR," in USA Today, the country's largest newspaper.

Mr. Taylor's knowledge and perspectives are shaped by his 20+ year career as a lawyer, human resources executive and CEO in both the not-for-profit and for-profit space. His decades of industry leadership include senior and chief executive roles at IAC/Interactive Corp, Viacom's Paramount Pictures and Blockbuster Entertainment Group, McGuireWoods LLC and Compass Group USA. Most recently, Mr. Taylor served as President and Chief Executive Officer of the Thurgood Marshall College Fund, which advocates and represents publicly supported Historically Black Colleges and Universities (HBCUs). Mr. Taylor serves on the corporate board of Gallup, the world's leading public opinion and consulting firm. He also actively volunteers for education, employment and other social causes by serving on the boards of the University of Miami, Jobs for America's Graduates and the American Red Cross and as an adviser to Safe Streets & Second Chances, an initiative to reduce the high rate of recidivism among the formerly incarcerated. In 2018, he was appointed Chair of the President's Advisory Board on Historically Black Colleges and Universities by President Donald J. Trump. Mr. Taylor holds both a Doctor of Jurisprudence and a Master of Arts with honors from Drake University. He obtained a Bachelor of Science with honors from the University of Miami. He is licensed to practice law in Florida, Illinois and Washington, D.C.

### **Mark Weber, Lockton**

### **Ryan West, EQualified, LLC**

*Embracing the Difference: Personality Types in the Workplace*

**Ryan** has spent the past twelve years applying his expertise of nonverbal communication and personality theories to the workplace, focusing on leadership development, team building, and customer service. Ryan firmly believes that Emotional Intelligence (EQ) is the highway upon which all top-performing teams operate; communication is the vehicle, and a positive attitude the fuel. Fortunately, anyone can increase their EQ through learning and practice, and there are many simple techniques that can boost one's EQ immediately. Ryan is certified to professionally practice the Myers-Briggs® Personality Inventory through Executive Strategies International, Inc., and maintains his Certified Forensic Interviewer® credential through the Center for Interviewing Standards and Assessment, specializing in body language interpretation. Ryan also continues work in the addictions field for Greenbriar Treatment Center, serving as the Manager of Corporate Trainings & Business Development. He received his bachelor's degree in criminology and his master's degree in psychology with an industrial-organizational concentration.

### **Jason Youngblood, Cigna**

*Opioids*

**Jason** is the Director for Cigna's Behavioral Center of Excellence. Jason is responsible for facilitating behavioral health (mental health and substance abuse) clinical integration and clinical programs. Jason has been with Cigna for 16 years. He has held positions in Behavioral Health Utilization and Case Management, including Case Manager, Lead Clinician, Clinical Team Leader, and Clinical Account Manager. Jason is a Master's Level Licensed Professional Counselor (LPC). Prior to joining Cigna, Jason provided clinical services in a variety of settings, including inpatient and outpatient treatment. Jason has a clinical sub-specialty in addictions treatment, including providing clinical services to individuals with both mental health and substance abuse concerns. Jason has a Bachelor of Science degree in Biology and Psychology from Juniata College, and a Master of Arts Degree in Psychology, from Towson University. In addition, Jason holds certification as a Personal Trainer, focusing on the link between mind and body, and the impact to overall wellness.