

HR Academy In-Person Conference Schedule

March 19, 2024, 8:15 AM – 4:15 PM, *Approved for 10 SHRM and HRCI PDCs*

All in-person sessions are being recorded live and will be available in the HR Academy Learning Hub until April 20th.

8:15 – 8:45	Registration, Breakfast and Networking
8:45 – 9:00	Welcome, Dylan Jenkins, PHRA Learning and Professional Development Chair
9:00 – 10:00	The Winning Formula: Cracking the Code of Leadership Styles And Employee Engagement, Sonia Layne-Gartside, Global Consultant
Session is worth 1 credit hour	Research consistently shows that the primary driver of employee engagement and retention is the style of leadership dominant in an organization’s culture. There is a cost to not examining and understanding the symbiotic relationship between effective leadership and heightened employee engagement. It lays the groundwork for sustained success in a dynamic world. In this session, we'll explore how to leverage leadership styles to foster change, continuous improvement, and innovation throughout your organization.
10:00 – 10:45	In-Person: Meet and Greet with Business Partners
10:45 – 11:45	Inclusalytics: How HR Analytics Can Drive Diversity, Equity, and Inclusion Efforts, Victoria Mattingly, Mattingly Solutions, LLC
Session is worth 1 credit hour	In business, what gets measured gets done and diversity, equity, and inclusion (DEI) is no different. As it turns out, HR professionals are already swimming in data they can (and should!) use to make better decisions about how to run—and measure the impact of—their DEI efforts. Whether it’s generational, gender, racial, or any other type of workforce diversity, HR professionals can make better decisions about which groups to prioritize and how to best serve them by taking a more data-driven approach to DEI. Join Dr. Victoria Mattingly, organizational psychologist and author of the book, <i>Inclusalytics: How DEI Leaders Use Data to Drive their Work</i> , to learn how you can better leverage that goldmine of data you’re already sitting on to make your DEI programs more effective as well as demonstrate the ROI of DEI to senior leaders.
11:45 – 12:30	Lunch
12:30– 1:30	The Resilience Recipe: Creating a Workforce that is Physically and Mentally Resilient, Niki Campbell, The Flourish Group LLC
Session is worth 1 credit hour	The Resilience Recipe educational experience provides information for employees of all levels on how to become a more resilient person by focusing on the 4 key areas of resilience. They will learn how to identify and prevent stress triggers and avoid burnout through intentional resilience, mindfulness and lifestyle practices. It will also teach them the skills to use with their teams to strengthen their resilience. Coming out of the workshop they will have the Resilience Recipe guidebook and a 7-day "challenge" to get them on the path to a resilient and healthy lifestyle.

- 1:35 – 2:35 **Personal Branding in HR: Elevating Your Impact and Influence**
Erin Viale, UPMC
 Session is worth **1 credit hour**
 A brand is two things: promise and performance. Companies use brands to let customers know that they are buying a quality product, and a great brand inspires confidence in the consumer. In the professional setting, brands are just as important as they are in the commercial setting. In a dynamic and competitive world, your personal brand is your most valuable asset. Whether you are aware of it or not, you already have a personal brand. Your co-workers, stakeholders, and management team have an association with the work you bring to the table. The question is - are you in control of your brand? Are there ways you can improve your personal brand? A strong brand is especially important for HR Professionals, who need to work across departments and foster collaboration. This seminar is designed to empower you with the knowledge, strategies, and practical tools to shape and communicate a compelling personal brand.
- 2:35 – 3:00 **Afternoon Snack**
- 3:00 – 4:00 **Stop Dangling the Carrot: Will Equal Pay Ever Be a Reality in the United States?** **Valerie Nance, Penn Hills Charter School of Entrepreneurship**
 Session is worth **1 credit hour**
 This presentation will examine the history of gender-based pay inequity in the United States. From municipal and county-level anti-vagrancy laws in the South that forced formerly enslaved women into low paying domestic work; to the persistence of the pay gap in spite of legislation like the Equal Pay Act and Lily Ledbetter Fair Pay Act; to the disparate challenges women face in balancing caregiving and careers; and the increasing pay gap as broken down by race; the presentation will ask whether pay transparency laws at the municipal and county level as well as states like Colorado, California, Connecticut, Maryland, Nevada, NY, and Rhode Island will appropriately address the problem of pay inequity. Drawing from legal precedent, the analysis of legal scholars, and economic history, the presentation will provide a historical framework for pay inequity while also providing best practices for the visionary HR professional.
- 4:00 **Sponsor Prize Distribution & Event Conclusion**

Speaker Bios

Niki Campbell, Founder and CEO of The Flourish Group is a health coach, workplace wellness consultant, and keynote speaker who is passionate about helping people live a happier, healthier, and more integrated lifestyle. Her company's approach to well-being is rooted in simple, safe, and sustainable solutions. The company also provides wellness strategy and programming to organizations that value employee well-being through engaging wellness content and events that educate and empower employees to be their healthiest selves. Founded in 2019, The Flourish Group serves organizations of all sizes, across all sectors and around the globe. Campbell is active in the community as well. She serves as a board member of the Pittsburgh North Regional Chamber and volunteers with The United Way of SW PA, Dress for Success, and the Passavant Hospital Foundation. She can also be found on faculty with Chatham University teaching nutrition and wellness courses in the Exercise Science department.

Sonia Layne-Gartside is an accomplished global consultant, coach, author and bungee jumper. A cheerleader of people and ideas, she holds certifications as a DEIA Specialist, Master Trainer™, Change Manager, Strategist, and Instructional Designer. She has been co-creating with corporations for the past 12 years, helping leaders to champion the behaviors that create a more equitable, inclusive, and diverse culture. As well as facilitate more inclusive, compassionate, and effective communication and action around DEIA. Sonia is an International Speaker and author of the book *Workplace Anxiety: How to Refuel and Re-Engage*. Her undergraduate degree is in Business Management and her master's degree is in Education. She describes herself as full of energy, enthusiasm, and determination, a problem solver and a wide achiever. Her Superpowers are providing clarity and empowering people to act.

Dr. Mattingly (Dr. V) is founder and CEO of Mattingly Solutions, a workplace inclusion consulting firm. Dr. V is a published author, an academic researcher and adjunct professor, and an esteemed speaker and leading voice in the diversity, equity, and inclusion (DEI) field. She has delivered DEI measurement & allyship solutions for companies such as Intel, Human Rights Watch, American Eagle Outfitters, and Dollar Bank. Before starting Mattingly Solutions, Dr. V worked as an external DEI & L&D consultant at DDI, MindGym, and on Amazon's talent assessment team. She co-authored *Inclusalytics: How Diversity, Equity, and Inclusion Leaders Use Data to Drive Their Work*. Dr. V earned her PhD in organizational psychology from Colorado State University and is a proud alum of Pitt and Woodland Hills. When not trying to eradicate workplace bias, you can find her singing karaoke or enjoying a non-alcoholic beer at a local brewery.

Valerie Nance is the Human Resources Director at Penn Hills Charter School of Entrepreneurship, located in Pittsburgh, PA. Her human resources career began in 2006 at Carnegie Museums of Pittsburgh, where she held progressively responsible positions within the HR department until she left the organization in 2014. Valerie worked in the nonprofit sector and insurance, construction, and real estate industries before obtaining her current role in 2018. Her first HR director and professional mentor was an employment law attorney, who, from the time Valerie was an administrative assistant, instilled in Valerie reverence for the deep connection between the law and HR. Valerie earned her SHRM-SCP certification in 2020, and she obtained her Master of Jurisprudence degree in Labor & Employment Law from Tulane University Law School in 2023.

Erin Viale is a Human Resources Director for the Insurance Services Division of UPMC. She has worked in HR for 12 years and has served on the board of the PHRA for three years.