

Attendees can choose between two parallel virtual session tracks on March 25-26, allowing them to tailor their experience to their interests. From March 27 – April 27 attendees can view all sessions on-demand.
Once all sessions are viewed you will earn 12.0 hours of SHRM and HRCI recertification credits.

Wednesday, March 25th, Morning Sessions

8:45 – 9:00 **Welcome, Liz Lamping, PHRA, Executive Director & Katherine Miller, PHRA Associate Chapter Director**

Virtual Track 1

Virtual Track 2

9:00 – 10:00

Please Hold...Your AI Strategy Is Loading: Organizational Readiness Steps Before AI Hits the Table
Liv Macedo, Liv HR Consulting

Session is worth
1 credit hour

Every organization wants an AI strategy, but few are truly ready. This session highlights the critical groundwork HR must lead before AI is added to the roadmap. Participants will learn the key elements of AI readiness—including data hygiene, decision rights, and talent capability—and how HR can guide responsible adoption and accelerate value. Attendees will leave with a practical readiness checklist they can apply immediately, regardless of organization size, budget, or technical maturity.

Fix Your Hiring Funnel: How HR Can Attract and Hire Talent in a Chaotic Labor Market
Erin Viale, UPMC

The hiring landscape has changed, and traditional recruiting tactics are no longer sufficient. Candidates expect faster, more engaging experiences while HR teams face increasing pressure to fill critical roles. This session offers a practical, data-driven roadmap to identify and repair weak points in the hiring funnel. Using simple, actionable strategies that require no major budget or new technology, participants will learn how to optimize hiring processes, improve the candidate experience, and fill roles more efficiently and effectively.

10:05 – 11:05

Identifying Impairment in the Workplace: Reasonable Suspicion for Supervisors
Dean P. Monteleone, Productivity Partners

Session is worth
1 credit hour

Attendees will learn practical, behavior-based strategies to identify potential workplace impairment. This session reframes the traditional “reasonable suspicion” approach into a supervisor-focused screening toolkit and expands the definition of impairment beyond substance use to include mental health conditions, medical issues, and sleep impairment. Participants will also explore the challenges medical marijuana presents for HR professionals, particularly in safety-sensitive industries such as manufacturing, healthcare, higher education, and financial services.

Professionals Thriving on the Outside: Struggling Within
Hongguo Wei, Robert Morris University

High-functioning depression (HFD) is a form of psychological distress often hidden behind strong performance and resilience in high-pressure work environments. This session explores the symptoms and workplace impacts of HFD, why traditional performance metrics fail to identify it, and how it can lead to burnout and diminished well-being. Participants will learn how executive coaching can support self-awareness, resilience, and sustainable growth for professionals managing HFD while maintaining high performance.

11:05 – 11:15

Break and Sponsor Video Montage

11:15 – 12:15

Navigating Religious and ADA Accommodations: Mental Health, Undue Hardship, and Post-Groff Compliance
Raeann Burgo, Fisher Phillips

Session is worth
1 credit hour

This webinar offers HR professionals practical guidance on managing workplace accommodations under Title VII and the ADA. It reviews the Supreme Court’s *Groff v. DeJoy* decision and its impact on the heightened “undue hardship” standard for religious accommodations, along with considerations for mental health accommodations under the ADA. Using EEOC guidance and real-world examples, participants will learn how to evaluate accommodation requests, conduct effective interactive processes, and document decisions to support inclusive workplaces while managing legal risk.

Strategic Workforce Planning in the Age of Industry 4.0: Building a Workforce That Learns, Adapts, and Leads at The Speed of Change
Gerald "Gerry" Peterson, Tartan Group, LLC
Deborah Bell, PCI

Organizations are changing faster than their people systems were designed to handle. As automation, data, and AI reshape work, this session provides leaders with a practical pathway to build a workforce that can learn and adapt in an Industry 4.0 environment. Participants will explore why traditional experience-based hiring is no longer effective and how capability-based workforce design and science-based assessment can replace it. Leaders will learn how to identify future-ready competencies, assess learning agility, and build resilient capability pipelines that keep pace with rapid change.



Virtual HR Academy:
Elevate: People, Performance & the Future of Work
Thursday, March 26, 1:00 PM – 4:00 PM
Approved for up to 12 SHRM and HRCI PDCs



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Thursday, March 26th, Afternoon Sessions

1:00 – 2:00	Communication Mastery: The People Skills That Will Drive the Next Decade of Work Charlie Krebs, Charlie Krebs LLC	Address It Early or Pay for It Later: The New Rules of Workplace Conflict Lauren Rozell, Western Land Services
Session is worth 1 credit hour	This session reframes “soft skills” as critical communication competencies that drive clarity, trust, and performance. Participants will learn practical techniques to communicate with precision, ensuring priorities are understood and acted on correctly the first time. The session also covers presentation strategies that shift focus from delivery to audience understanding, resulting in stronger alignment, greater ownership, and measurable improvements in team performance.	Most workplace breakdowns stem from unresolved tension and avoided conversations, not major conflicts. This session equips HR leaders with practical tools to address conflict early, navigate difficult conversations confidently, and mediate disputes without overstepping their role. Participants will leave with clear frameworks, ready-to-use language, and strategies to build a conflict-competent culture that prevents issues before they escalate.
2:05 – 3:05	Is Your Bench Ready? A Practical Guide to Succession and Workforce Agility Susan Ganz, Ganz Strategic Solutions	From People to Paychecks: HR’s Essential Payroll Briefing Tammy Gillenwater, Willory
Session is worth 1 credit hour	When a critical team member leaves, many organizations face disruption. This session addresses how to build a deep, agile workforce by developing future leaders, strengthening cross-training, and using growth opportunities to improve retention. Participants will learn practical steps to assess critical roles, launch skill-sharing initiatives, and implement a succession framework—ensuring their leadership bench is ready when it’s needed.	This session highlights payroll’s role beyond processing paychecks, focusing on its impact on compliance, financial accuracy, employee trust, and organizational stability. Participants will learn how HR and payroll can function as strategic partners to reduce risk, strengthen processes, and enhance the employee experience. Attendees will leave with practical insights to build a more unified and effective people-to-pay ecosystem.
3:10 – 4:10	Job Evaluation and Market Analysis: Laying the Foundation for Competitive Pay Megan Nail, NFP	Invisible Baggage: Microaggressions in a Global Workforce Christina M. Urrutia, Women of Global Mobility
Session is worth 1 credit hour	In today’s dynamic talent market, organizations need a clear, structured approach to evaluating roles and aligning pay with market standards. This session will provide participants with practical insights into job evaluation and market analysis - two critical components for building fair and competitive compensation programs. We’ll also explore how these practices support pay equity and pay transparency by ensuring consistent, objective criteria for role evaluation and clear rationale for pay decisions. Participants will learn how these tools help organizations communicate compensation structures confidently and foster trust among employees. Through discussion and real-world examples, participants will learn how to assess job content, interpret market data, and apply these insights to ensure internal equity and external competitiveness.	Microaggressions may seem small, but they have a significant impact on psychological safety, inclusion, and employee retention—especially in today’s global and hybrid workplace. In this interactive virtual session, Christina Urrutia draws on insights from the Women of Global Mobility to highlight the subtle biases faced by international employees, newcomers, and women leaders. Through real scenarios, live polling, and guided discussion, participants will learn how to recognize common microaggressions, respond with confidence and compassion, and build communication habits that support belonging across diverse teams. Attendees will leave with practical tools they can apply immediately in their organizations.
4:10	Event Conclusion	