



4th Annual HR Academy

Friday, March 15, 2019, DoubleTree by Hilton, Downtown Pittsburgh

Approved for 6 SHRM-CP/SCP Credits & 6 HRCI General/Business Credits

7:45 – 8:15	Registration, Breakfast and Networking (Three Rivers Ballroom)		
8:15 – 8:30	Welcome (Three Rivers Ballroom)		
8:30 – 9:30 1 credit hour	<p>Opening Keynote (Three Rivers Ballroom): Karen Bolden, Sr. Vice President, CPO, Eat'n Park Hospitality Group, At the Eat'n Park Hospitality Group, a \$400 million multi-concept foodservice provider operating multiple brands with over 10,000 team members, Karen is responsible for all HR initiatives across multiple brands including succession planning, benefits, talent management and HRIS. During Karen's keynote address she will speak to ways in which the HR department needs to become more agile and productive through better workforce management and talent acquisition. Approved for Business Credits</p>		
9:30 – 9:40	INTERMISSION		
9:40 – 10:55 1.25 credit hours	<p>Employee Engagement 301 (Philadelphia): Alice Bitzer, Alisa Spector Angelo, Moira A. Singer, Kelly T. Radomski, Compass Business Solutions, Inc., Inspiring Committed Employees</p> <p>A large body of workplace-based research has illuminated the importance of employee engagement and how it encompasses more than merely employee satisfaction. We will show you why it is critical to develop a company culture that fosters employee engagement. In the process, we help you understand the different dimensions of employee growth and show you how to leverage your employee's unique strengths to create an engaged, inspired workplace.</p>	<p>Business 201 (Pittsburgh): Peter Gabriel (ACC), Key Leadership LLC., Emotional Intelligence, Approved for Business Credits</p> <p>In this interactive workshop, learn what emotional intelligence is and how you can utilize it in your workplace. Whether you are focused on your own development or employee development across your team or organization, this workshop will provide you with a foundation for emotional intelligence and useful tools to implement on the job. The EQ-i 2.0 model, along with the background and five dimensions, including 15 sub-dimensions, will be presented and discussed.</p>	<p>Employment Lifecycle 101 (Erie): Tiffany Jenca & Mariah L. Passarelli, Cozen O'Connor All Aboard: Reducing Risk in Hiring</p> <p>Poor hiring practices can result in significant operational and legal issues. This session will focus on the best practices for on-boarding new employees, including a discussion of background checks, pre-employment drug-testing, job descriptions, job postings, and interviewing.</p>
10:55 – 11:05	INTERMISSION		
11:05 – 12:20 1.25 credit hours	<p>Employee Engagement 201 (Philadelphia): Alice Bitzer, Alisa Spector Angelo, Moira A. Singer, Kelly T. Radomski, Compass Business Solutions, Inc., Motivating the Snowflakes</p> <p>What is motivation? Understanding the importance of studying motivation – what it is and what it is not – allows you to be able to identify the limits of motivation across performance. We explain motivational theories and application (e.g., Maslow's Theory, Herzberg's Two-Factor Theory, Equity Theory) and discuss the three most common factors that drive motivation in today's workplace. Further, we provide best practices to help you and your employees create your own motivational environment to be the best you can be.</p>	<p>Business 101 (Pittsburgh): Dan Heffernan, Dale Carnegie Tale of Three Companies: How senior HR Leaders drive culture change and leadership succession through digital collaboration, Approved for Business Credits</p> <p>A pre-IPO tech company needs to change its culture to maintain its fast growth. A global hospitality company needs its directors promoted to VP in 18 months or less. A top five enterprise software company must build stronger relationships with customers and one another across wide geographic and cultural boundaries. These companies have audacious goals, lean HR teams and a strong sense of urgency. Otherwise, their business strategies, people issues and industries differ significantly. Sharpen your HR strategy and take away practical ideas for digital collaboration and culture change from these HR leader case studies.</p>	<p>Back by Popular Demand 301 (Erie): Bonnie Artman Fox, A Conscious Choice, LLC., Master Difficult Conversations: Setting Limits with Problem Employee Behavior</p> <p>When having difficult conversations, do you tend to over talk? Can't think straight and the conversation gets derailed? Intervening with unacceptable employee conduct is uncomfortable and often avoided in hopes the employee will improve on their own. When employees don't know where they stand, they miss out on knowing the negative impact of their behavior and where they need to improve. This program addresses how to manage your reactivity during difficult conversations so you set clear limits with problem employee behavior and protect your organizational health. You will leave knowing how to give direct, candid feedback and an action plan for a respectful work culture.</p>

Afternoon session on the reverse side!

12:20 – 1:30	<p align="center">Lunch (Three Rivers Ballroom)</p> <p align="center">Don't Forget to Participate in the Business Partner Passport to Prizes</p> <p>How to Play: Stop by each sponsor table listed below to learn more about their services! Discover their industry, collect their signature, and drop your game card into the raffle box located at registration. At the conclusion of the afternoon break, several gift cards & prizes will be raffled off to those who complete the game card. *WINNER MUST BE PRESENT AT TIME OF DRAWING.</p>		
1:30 – 2:45	<p align="center">AFTERNOON SESSIONS:</p>		
<p>1:30 – 2:45</p> <p>1.25 credit hours</p>	<p>Back by Popular Demand 101 (Philadelphia): Kristine Irwin, Pittsburgh Mercy Health Systems, The Silent Crime: Sexual and Domestic Violence and Sexual Harassment in the Workplace</p> <p>This presentation covers a variety of aspects about sexual and domestic violence, stalking and sexual harassment. In recent news, the #Metoo Campaign has sparked fire under many organizations sexual harassment policies. They not only need to be updated but also need to include information for someone that is experiencing sexual, or domestic violence or stalking. This presentation will help the attendee have a better understanding of what these all are, and even give a victim's perspective.</p>	<p>Business 301 (Pittsburgh): Michael Couch, Michael Couch & Associates Inc., Retooling Leadership Development: An Executive's Guide to Driving Results through Intentional Development, Approved for Business Credits</p> <p>It's time for a sea change in how we develop leaders that are able to navigate today's uncertain and rapidly changing business climate.</p> <p>By building unique connections among recent advancements in human capital management, adult learning and neuroscience, this presentation outlines the components that any organization can use to significantly improve the return on their investment in leadership development. The presenters will outline their Strategy Driven Leadership DevelopmentSM model and a step-by-step approach to building effective leaders called Intentional Development.</p> <p>Following the practices of yesterday are not sufficient to build the leaders needed for now and the future. It's time to retool leadership development.</p>	<p>Employment Lifecycle 201 (Erie): Tiffany Jenca & Mariah L. Passarelli, Cozen O'Connor, Full Steam Ahead: Navigating Employee Performance</p> <p>Companies and employees alike benefit when expectations are clear and job performance is accurately monitored – but we know that's not as easy as it sounds. This session will focus on issues that commonly arise during the course of employment and will address best practices for drafting and using employee handbooks, proper handling of employee job performance evaluations, and how to manage various types of paid and unpaid leave.</p>
2:45 – 3:00	<p align="center">Afternoon Snack (Three Rivers Ballroom): Business Partner Prizes Distributed</p>		
<p>3:00– 4:15</p> <p>1.25 credit hours</p>	<p>Employee Engagement 101 (Philadelphia): Alice Bitzer, Alisa Spector Angelo, Moira A. Singer, Kelly T. Radomski, Compass Business Solutions, Inc., Becoming...and Staying...a Great Place to Work</p> <p>We all believe our organization is the best place to work, but what do employees really think? Research from the Fortune 100 Best Companies to Work for 2018 shows that employees who believe they have a great place to work are more than four times likely to give extra to get the job done. Learn how recognition, rewards and benefits can be more than just recruitment tools. Understand how these perks and resources reflect your values and enhance your culture. Identify ways to expertly manage, motivate, engage and inspire a workforce comprised of boomers, gen X'ers, millennials and other generational groups.</p>	<p>Back by Popular Demand 201 (Pittsburgh): Phyllis Hartman, SHRM-SCP, PGHR Consulting, Inc. Get the Agility Edge for Future HR Leadership, Approved for Business Credits</p> <p>Agility involves more than just knowing about HR - it includes the ability to effectively adapt knowledge to respond to constant change. Competencies are the key to this agility. HR managers are often aware of the competencies they need for a great HR function but not sure how to best use available - often limited - resources to grow their reports and themselves. Unlocking the mystery of development is critical for current and future HR leaders. This session will provide HR current and future managers with strategies, tools and tips for building competencies to create an agile HR function.</p>	<p>Employment Lifecycle 301 (Erie): Tiffany Jenca & Mariah L. Passarelli, Cozen O'Connor, Run Aground: Best Practices for Discipline and Termination</p> <p>Breaking up is hard to do. This session will focus on employment separation issues including tips for conducting employee investigations, proper documentation of discipline, and avoiding common mistakes in employee termination.</p>