

Time/Day 3.19.18	Business Management & Strategy (B)	Workforce Planning & Employment	HR Development	Compliance	Compensation & Benefits	Employee & Labor Relations	Risk Management	Global HR (G) & HR Science	Masters Series	Professional Development
Monday, Aug. 27th 10:30 am - 11:30 am	Becoming a Best-In-Class Employer Using Data Analytics and National Benchmarking Data*** (Nicole Negvesky - SVP)	How to Adapt Your Talent Strategies for Today's Emerging Technologies*** (Sunil Bagai)	Assessment Best Practices and Tools for Leader Selection, Hi-Po Evaluation, Team Building and Leading Change** (Alan Griffin – VP)	Now You See It - A Peek Behind the Scenes of Background Investigations** (Michelle Pyan)	Engage in the Pay Transparency Conversation** (Patsy Reynolds)	Performance Management Communication* (Alan Feirer)	Workplace Internal Investigations: A Novel Approach II** (Max Dubroff, SHRM-SCP, SPHR & Christine Cave)	Building Winning, Inspiring, and Inclusive Workplace Cultures** (Shirley Davis, Ph.D., SHRM-SCP, SPHR, CSP)	10:30 - 12:30 Different, Not Less: Employing the Developmental Disabled to Create a Superstar Team!	How to Design and Implement a Successful Strategic Management Development Initiative ** (Mack Munro)
11:45 am - 12:45 pm	Design a Data Analytics Training Program* (Hasanath Mohammed)	How to Build a Better Employment Brand *** (Justin Libak & Chad Voris)	Raise Your Employee Engagement Scores: A Manager's Guide ** (Dick Finnegan)	OSHA and Other Workplace Safety Legal Issues for HR Professionals ** (Phillip Russell, Esq.)	Implement the 2 Step Tango to Reduce Your Fiduciary Liability as a Retirement Plan Sponsor * (Tom Bastin, J.D., LLM, AIF, CEBS)	Emerging issues in Employment law for 2018** (David Miklas, Esq.)	Nervous Nancy's Day in Court Jackson Lewis Presents a Mock Trial Addressing Disabilities (Don Works, Esq., SHRM-SCP, SPHR)	Effectively Managing A Culturally Diverse Workforce* (Robert Greene, CEO, SHRM-SCP, SPHR, GPHR, CCP, CBP, GRP, PhD)		From Blind Spots to Breakthroughs* (Rebecca Heiss, Ph.D.)
1:00 pm - 2:00 pm	Strategic Thinking Shortcuts* (Alan Feirer)	Implementing An Effective Succession Plan Focused On Today's Workforce** (Liz Perez, SHRM-SCP, SPHR)	Recruiting is NOT Marketing. Well, Kinda...** (Joe Matar)	Take The Employment Law Challenge** (Eilliam Grob, Esq.)	Paycards: Generational Trends Shaping the Future of Worker Pay* (George Mavrantzas, VP)	Taking a Knee to Free Speech: Understanding When Employers May Limit Employee Speech*** (Gregory Hearing, Esq.)	Sexual Harassment Prevention In the #Metoo Era** (Candice Pinares- Baez)	Innovating in HR: Harnessing Revolutionary Technologies to Increase Effectiveness and Reduce Risk** (Darrel Sandall, Ph.D., CPI)	1:00 - 3:00 Strategies and Ideas to Jumpstart Strategic Innovation*** (J. Lenora Bresler, J.D., SHRM-SCP, SPHR)	Communicate with Compassion, Clarity and Charisma** (Rebecca & Keith Scott)
2:15 pm - 3:15 pm	Money Saved and Money Earned*** (Colene Rogers, SHRM - SCP, PHR)	Managing Your Workforce ** (Brett Owens & Lisa McGlynn)	Leading Through Digital Transformation: From C-Suite to Digital Suite** (Travis Black - VP, SHRM-CP, PHR)	Lights, Camera, Class Actions! ** (Stephanie Adler-Pain, Esq. & Amanda Simpson)	Rewarding Performance Effectively: Key To Workforce Effectiveness* (Robert Greene, SHRM-SCP, SPHR, GPHR, CCP, CBP, GRP, PhD)	Inside the Plaintiff's Employment Attorney's Mind** (Brett J. Schneider, SPHR & Carlos Leach)	Health Solutions and the Future of Population Health Management** (Terrie Reeves, MSOD)	We Need You to Lead Us! Boldly Championing Women into Executive Leadership*** (Margaret Spence)	3:30 - 5:30 How To Be A True Business Partner*** (Suze Lemen, SHRM-SCP, SPHR)	What Now? Creating Change to Stay Competitive* (Linda Crill)
4:15 pm - 5:15 pm	Here Today - There Tomorrow! Leading Strategically to Ensure Your Relevance**** (Liz Weber, CSP)	3 Reasons Why Behavior-based Interviewing DOESN'T Work...And What To do Instead* (Carol Quinn, CI)	Afternoon Delight: Creating a Sustainable Environment of Acceptance and Belonging in a Quick Results Culture*** (John Baldino, SHRM-SCP, SPHR)	Navigating the Leave of Absence Maze: Understanding the FMLA and the ADA** (Marina Galatro, SHRM-CP, PHRca)	Your HR Benefits Playbook: The What, When and How to Manage your Benefits Program** (John Kern - VP)	Nervous Nancy's Day in Court - Part II Jackson Lewis Presents a Mock Trial Addressing Disabilities* (Don Works, Esq.)	Effectively Conducting Workplace Investigations** (JoLynn Haresign, SHRM-CP)	Wicked Opportunities: Innovation as Business Strategy*** (Nicole Baker Rosa)		Solving The People Puzzle: How To Use Communication Styles To Deliver Messages That Everyone Will Understand ** (Paul Endress)

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Tuesday, Aug. 28th 7:00 am - 8:00 am	Tick-Tock: Maximizing Your Productivity in an Increasingly Busy HR World** (Ken Okel)	High Velocity Hiring: How to Hire Top Talent in an Instant** (Scott Wintrip)			Telemedicine, Onsite Clinics and Other Newfangled Plan Options - Traps for the Unwary*** (Jay Kirschbaum, JD, LLM, FLMI)		5 Costly Mistakes Leaders Make That Kill Profitability* (Rick Dalrymple)			
10:30 am - 11:30 am	Building a World Class HR Brand: Lessons from Top HR Organizations** (Shirley Davis, Ph.D., SHRM-SCP, SPHR, CSP)	Designing the Employee Experience: A New Talent Framework for a Competitive Market** (Angie Brainard, SVP)	How To Manage Your Manager** (Suzanne Lemen, SHRM-SCP, SPHR)	"You Can't Handle the Truth" – Interviewing the Egotistical Subject** (David Thompson, VP, CFI)	Managing Your Benefits Plan with a Purpose** (Catherine Ratcliffe)	How to Prevent Passive Aggressive People from Wreaking Havoc Using Science* (Jennifer Hancock)	HR Protects Against Cyber Security Threats: Personnel Policies, Programs, and Personal Devices*** (Gail Farb, Esq.)	Deploying Your Workforce Globally: Should You Hire Locally, Relocate Talent or Go Remote?*** (Chantel Rowe)	10:30 - 12:30 The 5 Keys to Building Trust with Your Operations Partners** (Courtney Berg, SHRM-SCP, SPHR)	Overcoming Adversity in the Marketplace** (Renona Peoples)
11:45 am - 12:45 pm	Recalibrating Your Compass - Leading the Strategic Planning Process** (Randy Anderson, CSP)	Interoffice Dynamics: Sales vs. Service** (Carletta Clyatt)	Being Heard in a Noisy World: Speaking as an Effective HR Business Partner* (Jerrod Murr)	Just Who Is The Employer? - Recent Developments in the Joint Employer Doctrine** (Ignacio Garcia, Esq.)	Your 401(k) Plan: The Top 5 Mistakes You are Making and How To Fix Them* (Andrew Zito)	Using Workplace Investigations to Improve Culture and Drive Employee Engagement*** (Dana Barbato, SHRM-CP, SPHR)	Trying to Reason with Hurricane Season ** (Phillip Russell, Esq.)	So You've Finally Mastered Millennials, Here Comes Gen Z * (Megan Richardson, SHRM-CP, PHR)		Brace for Impact - The Importance of Self-Awareness** (Barbara Walters)
1:00 pm - 2:00 pm	How to Lead the Way to Picture Perfect Change ** (Jonathan Bowman, J.D.)	How to Coach Your Employees for Success ** (Margi Bush, ACC, ICF Certified Coach, Certified MBTI Master Practitioner, SHRM-SCP, SPHR)	Leading with Emotional Intelligence and Social Capital Beverly Clampett – VP	Advanced Issues and Complex Relationships Involved with Background Checks** (Elaine Keyser, Esq. & Kimberly Doud)	The Importance of Strategic Planning ** (Anjanette Simone)	Essential Behaviors for Better Manager/Employee Conversations** (Alan Fine, CSP, NSA)	Avoiding Liability When Hiring From Competitors** (Evan Gibbs, Esq.)		1:00 - 3:00 Strategic Planning - from A to Z ** (Brandon Allen)	Ownership Mindset* (Wendy Sellers, SHRM-SCP, SPHR, MHR, MHA)
2:15 pm - 3:15 pm	Creating Order from Chaos: Linking HR Practice to Business Success*** (Tony Moore, SHRM-SCP)	Beyond Performance Reviews: Influencing Talent Development*** (Justin Hale)	Understanding the Intersection of Employee Experience and Organizational Performance** (Rusty Lindquist)	It's Gotta Stop! Creating an Anti-harassment Program That Works*** (Lori Kleiman, SHRM-SCP, SPHR)	Disability Inclusion: HR Issues & Best Practices**** (Nadine Vogel, MBA, CSP, CSP Global)	Employee Trauma: What Happened in Vegas Didn't Stay in Vegas** (Lisa, Murfield, MBA, SPHR, GPHR, SHRM-SCP)	Criminal History Packaging*** (Greg Kirsch - EVP)	Hiring Professional Innovators - How the International Community Embraced the Evolution of an Independent Field** (Abram Walton, Ph.D.)	3:30 - 5:30 Making a Strategic Impact: Practical Tools to Add Value to Your Business** (Jennifer Currence, SHRM-SCP, SPHR, MBA, CPC)	Vision Mindset Grit: Stand Up to Your Challenges* (Scott Burrows)
4:15 pm - 5:15 pm	Using Data to Drive Results ** (Anjanette Simone - VP)	Let's get SOCIAL! How Social Media and Branding WINS in Talent Acquisition!** (Lauren Rauch)	Hawaiian Shirt Day is Not the Answer: Discover the Intrinsic Motivators That Drive Employee Success** (Carletta Clyatt - SVP)	The New State of Paid Leave Legislation: How to Ensure Compliance and Remain Competitive*** (Daniel Margolis, MBA, SHRM-CP, GPHR, PHR)	Medicare 101 for H/R Professionals* (Cathy O'Brien)	Handling Complex Issues in Workplace Accommodations Involving "Invisible" Disabilities, Gender Identity and Religious Preferences** (Elaine Keyser, Esq.)	Hurricanes and Their Aftermath: Lessons Learned for Effective Trauma Response** (Cynthia Persico - VP, CEAP, MHS)	Secret Agent: How to Gather Intelligence From a Source** (Jon Henderson, Ph.D.)		The Rise of the Collaborative Leader** (Jeffrey Ruby)

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Wednesday, Aug. 29th 7:00 am - 8:00 am	Negotiate Your Best Possible Price - Group Health Insurance - How the Market Really Works** (Connie Chiara)		Why You Should Check Candidate References and How to Get One Every Single Time** (Fletcher Wimbush)	FCRA ClassActions – Still The Cash Cow** (Andrew Froman & Dianne Wilson)		10 Ways to Get the Most Out of Your Tuition Assistance Program** (Dale Leatherwood)				10 Things You Should Never Do As A Leader** (Sandy Geroux, M.S.)
8:30 am - 9:30 am	Are Your Employees #OverIt? Coo-Coo for Culture**** (Shelley Smith)	Scrap Performance Appraisals?!?!** (Rena Somerson)	If Not You, Who? How to Crack the Code of Employee Disengagement** (Jill Christensen)	HR in the Stoned Age: Prescription Pills in the Workplace*** (Martin Murtland - VP)	It's All About the Data: How Benefits Marketplaces Shape Employee Purchasing Behavior* (Wayne Bowling - EVP)	ACT to Build a Strong Cultural Foundation; Accountability - Civility - Trust*** (Dana Barbato, SHRM-CP, SPHR)	You've Been Served! Human Resources' Roles in Defending Employment Litigation*** (Gail Farb, Esq.)	Neuroscience in Talent Management** (Kim Ruyle, Ph.D.)	8:30 - 10:30 Something's Going to Change Around Here - The Five Stages to Leveraging Your HR Leadership!*** (Liz Weber, CSP)	Now Is Your Time - Balancing Work, Life and Education (Time Management)** (Robert Lemon, PS)
9:45 am - 10:45 am	Conscious Consultation: How to Win Support for HR Solutions ** (Jennifer Currence)	All in the Family: HR in the Family Owned Business!*** (Jimmy Taylor, SHRM-SPC, SPHR)	CTR Factor Leadership: The Science of Leading Without Leading** (Suri Surinder)	FLSA Strategies - New FLSA Exemption Levels and Guidance** (Eduardo Suarez-Solar, MMS, MPA, J.D., SPHR)	Critical Unemployment Management Tips, Including When a Natural Disaster Strikes** (Matt Kaufer - VP)	Family Medical Leave Act Compliance Update -- The Real World*** (Edmund McKenna, Esq.)	Coping With Substance Abuse and Overuse in the Workplace** (Matthew Verdecchia, MS, CEAP)	Diversity & Inclusion: A Practical Global View** (Terri Lewis)		
		This program has been awarded 3 PDC's. This program has been awarded 3 HRCI General Credits.	 	HR Florida is recognized by SHRM to offer Professional Development Credits (PDC's) for the SHRM-CP or SHRM-SCP. The use of this seal confirms that this activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.			PROGRAM KEY (B) Business (G) Global LEVEL * Introductory ** Intermediate *** Advanced			