

HR Florida 2018 Program Tracks

TIME/DAY	BUSINESS MANAGEMENT & STRATEGY (B)	WORKFORCE PLANNING & EMPLOYMENT	HR DEVELOPMENT	COMPLIANCE	COMPENSATION &
Monday, Aug. 27th 10:30 am - 11:30 am	Becoming a Best-In-Class Employer Using Data Analytics and National Benchmarking Data*** (B) (Nicole Negvesky - SVP) Osceola A	How to Adapt Your Talent Strategies for Today's Emerging Technologies*** (Sunil Bagai) Naples	Assessment Best Practices and Tools for Leader Selection, Hi-Po Evaluation, Team Building and Leading Change** (Alan Griffin - VP) Tallahassee	Now You See It - A Peek Behind the Scenes of Background Investigations** (Michelle Pyan) Sarasota	Engage in the Pay Transparency Conversation** (Patsy Renolds) Sanibel
11:45 am - 12:45 pm	Design a Data Analytics Training Program* (B) (Hasanath Mohammed) Osceola A	How to Build a Better Employment Brand *** (Justin Libak & Chad Voris) Captiva	Raise Your Employee Engagement Scores: A Manager's Guide ** (Dick Finnegan) Sanibel	OSHA and Other Workplace Safety Legal Issues for HR Professionals ** (Phillip Russell, Esq.) Naples	Implement the 2 Step Tangible Plan Your Fiduciary Liability as a Plan Sponsor * (Tom Bastin, J.D., LL.M, AIF, FPA) Sarasota
1:00 pm - 2:00 pm	Strategic Thinking Shortcuts* (B) (Alan Feirer) Osceola A	Implementing An Effective Succession Plan Focused On Today's Workforce** (Lisa Perez, SHRM-SCP, SPHR) Sanibel	Recruiting is NOT Marketing. Well, Kinda...** (Joe Matar) Sarasota	Take The Employment Law Challenge** (William Grob, Esq.) Naples	Paycards: Generational Trends and the Future of Worker Pay* (George Mavrantzas, VP) Tallahassee
2:15 pm - 3:15 pm	Money Saved and Money Earned*** (B) (Colene Rogers, SHRM - SCP, PHR) Osceola A	Managing Your Workforce ** (Brett Owens & Lisa McGlynn) Captiva	Leading Through Digital Transformation: From C-Suite to Digital Suite** (Travis Black - VP, SHRM-CP, PHR) Naples	Lights, Camera, Class Actions!** (Stephanie Adler-Pain, Esq. & Amanda Simpson) Tallahassee	Rewarding Performance Effectively: Workforce Effectiveness* (Robert Greene, SHRM-SCP, SPHR, GRP, PhD) Sarasota
4:15 pm - 5:15 pm	Wicked Opportunities: Innovation as Business Strategy*** (B) (Yvette Montero Salvatico) Osceola A	3 Reasons Why Behavior-based Interviewing DOESN'T Work...And What To do Instead* (Carol Quinn, CI) Tallahassee	Afternoon Delight: Creating a Sustainable Environment of Acceptance and Belonging in a Quick Results Culture*** (John Baldino, SHRM-SCP, SPHR) Sarasota	Navigating the Leave of Absence Maze: Understanding the FMLA and the ADA** (Marina Galaturo, SHRM-CP, PHRca) Naples	Your HR Benefits Playbook: When and How to Manage Your Program** (John Kern - VP) Sanibel
Tuesday, Aug. 28th 7:00 am - 8:00 am	5 Costly Mistakes Leaders Make That Kill Profitability* (B) (Rick Dalrymple) Osceola A	High Velocity Hiring: How to Hire Top Talent in an Instant** (Scott Wintrip) Sanibel			Telemedicine, Onsite Clinics, Newfangled Plan Options - Unwary*** (Jay Kirschbaum, JD, LL.M, FPA) Sarasota
10:30 am - 11:30 am	Building a World Class HR Brand: Lessons from Top HR Organizations** (B) (Shirley Davis, Ph.D., SHRM-SCP, SPHR, CSP) Osceola A	Designing the Employee Experience: A New Talent Framework for a Competitive Market** (Angie Brainard, SVP) Captiva	How To Manage Your Manager** (Suzanne Lemen, SHRM-SCP, SPHR) Naples	You Can't Handle the Truth - Interviewing the Egotistical Subject** (David Thompson, VP, CFI) Sarasota	Managing Your Benefits Plan: Purpose** (Catherine Ratcliffe) Sanibel
11:45 am - 12:45 pm	Recalibrating Your Compass - Leading the Strategic Planning Process** (B) (Randy Anderson, CSP) Osceola A	Interoffice Dynamics: Sales vs. Service** (Tonya DeVane) Sarasota	Being Heard in a Noisy World: Speaking as an Effective HR Business Partner* (Jerrod Murr) Destin	Just Who Is The Employer? - Recent Developments in the Joint Employer Doctrine** (Ignacio Garcia, Esq.) Tallahassee	Your 401(k) Plan: The Top 5 Mistakes You are Making and How To Fix Them** (Andrew Zito) Captiva
1:00 pm - 2:00 pm	How to Lead the Way to Picture Perfect Change ** (B) (Jonathan Bowman, J.D.) Osceola A	How to Coach Your Employees for Success ** (Margi Bush, ACC, ICF Certified Coach, Certified MBTI Master Practitioner, SHRM-SCP, SPHR) Naples	Leading with Emotional Intelligence and Social Capital ** Beverly Clampett - VP Captiva	Advanced Issues and Complex Relationships Involved with Background Checks** (Elaine Keyser, Esq. & Kimberly Doud) Miami	Hiring Brand Advocates, Not Just Recruiters: Using Storytelling to Recruit Top Talent** (Justin Libak & Chad Voris) Tampa
2:15 pm - 3:15 pm	The Importance of Strategic Planning ** (B) (Anjanette Simone) Osceola A	Beyond Performance Reviews: Influencing Talent Development*** (Justin Hale) Tallahassee		It's Gotta Stop! Creating an Anti-harassment Program That Works*** (Lori Kleiman, SHRM-SCP, SPHR) Naples	Disability Inclusion: HR Issues and Best Practices*** (Nadine Vogel, MBA, CSP, CSPP) Miami
4:15 pm - 5:15 pm	Using Data to Drive Results ** (B) (Anjanette Simone - VP) Osceola A	Let's get SOCIAL! How Social Media and Branding WINS in Talent Acquisition!** (Lauren Rauch) Destin	Hawaiian Shirt Day is Not the Answer: Discover the Intrinsic Motivators That Drive Employee Success** (Tonya Devane) Tallahassee	The New State of Paid Leave Legislation: How to Ensure Compliance and Remain Competitive*** (Daniel Margolis, MBA, SHRM-CP, GPHR, PHR) Sarasota	Medicare 101 for H/R Professionals** (Cathy O'Brien) Naples
Wednesday, Aug. 29th 7:00 am - 8:00 am	If Not You, Who? How to Crack the Code of Employee Disengagement** (B) (Jill Christensen) Osceola A		Why You Should Check Candidate References and How to Get One Every Single Time** (Fletcher Wimbush) Destin	FCRA ClassActions - Still The Cash Cow** (Andrew Froman, Esq.) Captiva	
8:30 am - 9:30 am	Are Your Employees #OverIt? Coo-Coo for Culture*** (B) (Shelley Smith) Osceola A	Scrap Performance Appraisals?!?!** (Rena Somerson) Naples	Negotiate Your Best Possible Price - Group Health Insurance - How the Market Really Works** (Connie Chiara) Tallahassee	HR in the Stoned Age: Prescription Pills in the Workplace*** (John Mallios, SVP) Miami	It's All About the Data: How Marketplaces Shape Employee Behavior* (Wayne Bowling - EVP & Chief HR Officer) Sarasota
9:45 am - 10:45 am	Conscious Consultation: How to Win Support for HR Solutions ** (B) (Jennifer Currence) Osceola A	All in the Family: HR in the Family Owned Business** (Jimmy Taylor, SHRM-SPC, SPHR) Sarasota	CTR Factor Leadership: The Science of Leading Without Leading** (Suri Surinder) Naples	FLSA Strategies - New FLSA Exemption Levels and Guidance** (Eduardo Suarez-Solar, MMS, MPA, J.D., SPHR) Miami	Critical Unemployment Market Trends, Including When a Natural Disaster Strikes** (Matt Kaufer - VP) Tallahassee



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BENEFITS	EMPLOYEE & LABOR RELATIONS	RISK MANAGEMENT	HR SCIENCE	MASTERS SERIES	PROFESSIONAL DEVELOPMENT
Benefit	Performance Management Communication* (Alan Feirer) Captiva	Workplace Internal Investigations: A Novel Approach II** (Max Dubroff, SHRM-SCP, SPHR & Christine Cave) Miami	Building Winning, Inspiring, and Inclusive Workplace Cultures** (Shirley Davis, Ph.D., SHRM-SCP, SPHR, CSP) Destin	10:30 - 12:30 Different, Not Less: Employing the Developmental Disabled to Create a Superstar Team! Osceola B	How to Design and Implement a Successful Strategic Management Development Initiative ** (Rebecca Munro) Tampa
Go to Reduce Retirement (CEBS)	Emerging issues in Employment law for 2018** (David Miklas, Esq.) Tallahassee	Nervous Nancy's Day in Court * Jackson Lewis Presents a Mock Trial Addressing Disabilities (Don Works, Esq., SHRM-SCP, SPHR & Amanda Simpson, Esq.) Miami	Here Today - There Tomorrow! Leading Strategically to Ensure Your Relevance*** (Liz Weber, CSP) Tampa		From Blind Spots to Breakthroughs* (Rebecca Heiss, Ph.D.) Destin
Hands Shaping the	Taking a Knee to Free Speech: Understanding When Employers May Limit Employee Speech*** (Gregory Hearing, Esq.) Destin	Sexual Harassment Prevention in the #MeToo Era** (Candice Pinares- Baez) Miami	Innovating in HR: Harnessing Revolutionary Technologies to Increase Effectiveness and Reduce Risk** (Darrel Sandall, Ph.D., CPI) Tampa	1:00 - 3:00 Strategies and Ideas to Jumpstart Strategic Innovation*** (B) (J. Lenora Bresler, J.D., SHRM-SCP, SPHR) Osceola B	Communicate with Compassion, Clarity and Charisma** (Rebecca & Keith Scott) Captiva
Effectively: Key To SPHR, GPHR, CCP, Miami	Inside the Plaintiff's Employment Attorney's Mind** (Brett J. Schneider, SPHR & Carlos Leach) Miami	Health Solutions and the Future of Population Health Management** (Terrie Reeves, MSOD) Tampa	We Need You to Lead Us! Boldly Championing Women into Executive Leadership*** (Margaret Spence) Destin	3:30 - 5:30 How To Be A True Business Partner*** (B) (Suzanne Lemen, SHRM-SCP, SPHR) Osceola B	What Now? Creating Change to Stay Competitive* (Linda Crill) Sanibel
The What, your Benefits	Nervous Nancy's Day in Court - Part II Jackson Lewis Presents a Mock Trial Addressing Disabilities* (Don Works, Esq. Amanda Simpson, Esq.) Miami	Effectively Conducting Workplace Investigations** (JoLynn Haresign, SHRM-CP) Tampa	Effectively Managing A Culturally Diverse Workforce* (Robert Greene, CEO, SHRM-SCP, SPHR, GPHR, CCP, CBP, GRP, PhD) Destin		Solving The People Puzzle: How To Use Communication Styles To Deliver Messages That Everyone Will Understand ** (Paul Endress) Captiva
and Other Traps for the (LMI)	ACT to Build a Strong Cultural Foundation; Accountability - Civility - Trust*** (Dana Barbato, SHRM-CP, SPHR) Sanibel	Tick-Tock: Maximizing Your Productivity in an Increasingly Busy HR World** (Ken Okel) Tallahassee			
on with a	How to Prevent Passive Aggressive People from Wreaking Havoc Using Science* (Jennifer Hancock) Miami	HR Protects Against Cyber Security Threats: Personnel Policies, Programs, and Personal Devices*** (Gail Farb, Esq.) Tampa	Deploying Your Workforce Globally: Should You Hire Locally, Relocate Talent or Go Remote?*** (Chantel Rowe) Tallahassee	10:30 - 12:30 The 5 Keys to Building Trust with Your Operations Partners** (B) (Courtney Berg, SHRM-SCP, SPHR) Osceola B	
Mistakes You Them*	Using Workplace Investigations to Improve Culture and Drive Employee Engagement*** (Dana Barbato, SHRM-CP, SPHR) Naples	Trying to Reason with Hurricane Season ** (Phillip Russell, Esq.) Miami	So You've Finally Mastered Millennials, Here Comes Gen Z * (Megan Richardson, SHRM-CP, PHR) Tampa		Brace for Impact - The Importance of Self-Awareness** (Barbara Walters) Sanibel
Just Employees: Top Talent	Essential Behaviors for Better Manager/ Employee Conversations** (Alan Fine, CSP, NSA) Sanibel	Avoiding Liability When Hiring From Competitors** (Evan Gibbs, Esq.) Sarasota		1:00 - 3:00 Strategic Planning - from A to Z ** (B) (Brandon Allen) Osceola B	Ownership Mindset* (Wendy Sellers, SHRM-SCP, SPHR, MHR, MHA) Tallahassee
es & Best (CP Global)	Employee Trauma: What Happened in Vegas Didn't Stay in Vegas** (Lisa, Murfield, MBA, SPHR, GPHR, SHRM-SCP) Tampa	Criminal History Packaging*** (Greg Kirsch - EVP) Captiva	Hiring Professional Innovators - How the International Community Embraced the Evolution of an Independent Field** (Abram Walton, Ph.D.) Sarasota	3:30 - 5:30 Making a Strategic Impact: Practical Tools to Add Value to Your Business** (B) (Jennifer Currence, SHRM-SCP, SPHR, MBA, CPC) Osceola B	Vision Mindset Grit: Stand Up to Your Challenges* (Scott Burrows) Destin
essionals*	Handling Complex Issues in Workplace Accommodations Involving Invisible Disabilities, Gender Identity and Religious Preferences** (Elaine Keyser, Esq. & Kimberly Doud, Esq.) Miami	Hurricanes and Their Aftermath: Lessons Learned for Effective Trauma Response** (Cynthia Persico - VP, CEAP, MHS) Tampa	Secret Agent: How to Gather Intelligence From a Source** (Jon Henderson, Ph.D.) Captiva		The Rise of the Collaborative Leader** (Jeffrey Ruby) Sanibel
	10 Ways to Get the Most Out of Your Tuition Assistance Program** (Dale Leatherwood) Sanibel				10 Things You Should Never Do As A Leader** (Sandy Geroux, M.S.) Sarasota
ow Benefits yee Purchasing (rie Barth)		You've Been Served! Human Resources' Roles in Defending Employment Litigation*** (Gail Farb, Esq.) Tampa	Neuroscience in Talent Management** (Kim Ruyle, Ph.D.) Destin	8:30 - 10:30 Drive Human Capital Strategies That Support Your Organization's Strategic Plan!*** (B) (Liz Weber, CSP) Osceola B	Now Is Your Time - Balancing Work, Life and Education (Time Management)** (Robert Lemon, PS) Captiva
agement ural Disaster	Family Medical Leave Act Compliance Update -- The Real World*** (Edmund McKenna, Esq.) Captiva	Coping With Substance Abuse and Overuse in the Workplace** (Matthew Verdecchia, MS, CEAP) Tampa	Diversity & Inclusion: A Practical Global View** (Terri Lewis) Sanibel		

PROGRAM KEY

(B) Business
(G) Global

LEVEL

* Introductory
** Intermediate
*** Advanced