

Time/Day	Business Management & Strategy (B)	Workforce Planning & Employment	HR Development	Compliance	Compensation & Benefits	Employee & Labor Relations	Risk Management	HR Science/ Global	Masters Series	Professional (Personal) Development
3.24.19										
Monday, Aug. 26th 10:30 am - 11:30 am	Performance Measurement & Benchmarking - Why It Is Important ** (Susan Boyer)	Right Management	Leading From Where You Are ** (Suzanne Lemen)	Navigating the Leave of Absence Maze: Understanding the FMLA and the ADA** (Marina Galatro)	"Negotiate Your Best Possible Price" Group Health Insurance - How the Market Really Works Constance Chiara	The Third Wave: The Future of Work, Engagement, Inclusion & Happiness Devin Hughes	How to Legally Conduct Social Media Background Investigations to Protect Your Company from Risk* (Mario Pecoraro)	Inclusive Leadership: 21st Century Mindsets, Models, and Competencies Every Leader Needs ** (Shirley Davis)	Strategic Thinking Shortcuts ** (Alan Feirer)	Secrets to Maximizing Employee and Team Performance Jason Treu
11:45 am - 12:45 pm	Stop waiting for your invitation: Drive growth and engage strategically today (Lori Kleiman)	Driving Employee Engagement and Workplace Diversity Through Mentor 2.0 Work* (Julie Kantor)	Let's All Learn From Uber's Stupidity * (Megan Richardson)	An Employers Obligations to Mental Health Under the ADA ** (Allison Osborn D'Amour)	The Case for Financial Wellness... Taking Financial Wellness Programs to Organizations and Employees Brent Hines	Whistling While You Work: an In-Depth Overview of Florida's Public and Private Whistleblower Acts Damon Kitchen		How to Humanistically Handle Bad Bullying Bosses ** (Jennifer Hancock)		What To Do With Your Seat at the Table: Leading by Serving Amy Lein
1:00 pm - 2:00 pm	The Value of Creating a Culture of Engagement and Retention (Christopher Mulligan)	7 Things You Need To Do To Develop Your Team** (Lydia Pagan-Limardo)	Pivot Point: Prepping HR Leaders to Deal with Change without Sacrificing Results (Shawn Rhodes)	Data Security, ERISA, and the Plight of the Benefits Professional* (Gregg Moran)	5 Steps to Your Best Open Enrollment Ever Misty Guinn	The Engagement Trifecta - Beat the Odds and Create a Winning Culture Ann Sullivan	How to Control your Unemployment Insurance Costs* (JoLynn Haresign)	Learning to Lead Change and Engage Stakeholders for the HR Professional ** (Barbara Trautlein)	1:00 - 3:00 Going From Military Friendly to Military Ready – Hiring and Developing Veteran Talent (Brigadier General (Ret.) Carol Eggert)	Uncover the Valuable Leader in You. Velma Knowles
2:15 pm - 3:15 pm	Strategies for How HR Can Reinvent Themselves ** (Shirley Davis)	Building a Strong Relationship with your Hiring Manager through the Intake Session*** (Jodi Brandstetter)	The 5 Keys to Genuine Employee Engagement Thomas Topping	Right Management	Using Healthcare Benefits as a Strategic Tool to Recruit in an Almost Zero Unemployment World Marybeth Gray	What Can We Learn From Those Who Have Been Fired, Laid Off, or Let Go. Findings from a 5 year study Nancy King	Your Employees (and Candidates) Are On Drugs. Their CHEATING. Your DAMAGE. Your SOLUTION** (Andy Masters)	Emotional Intelligence - an indispensable tool for HR professionals ** (Sven Gade)	HOW TO KEEP THE TALENT YOU WORKED SO HARD TO FIND: Strategic Partnerships and Tools for Organizational Change. ** (Colene Rogers)	The Changing Landscape of the Workplace: Recruiting, Managing & Retaining 5 Generations Scott Lesnick
4:15 pm - 5:15 pm	The future of HR: Thinking and Acting Strategically (J Lenora Bresler, J.D., SHRM-SCP, SPHR)	Linking Talent Management and Professional Development to the Organizational Strategy ** (Lisa Harder)	Difficult Conversations With Your "Problem" Employees Renata Sobral	Telemedicine, On-Site Clinics, Second Opinions and other new benefits - Avoid the Traps*** (Jay Kirschbaum)	Real World Wellness: 5 Keys to Engagement, Application and Outcomes Brad Cooper, Steve Percival	TEAM - Together Everyone Achieves More (Diversity) Robert Lemon	Planning Investigations of #MeToo Allegations** (Max Dubroff Christine Cave)	3:30 - 5:30 Managing Pharmacy Costs (Val De Jesus)		Your Value Proposition – Identifying and Understanding Your Strengths and Motivations for Leadership Rebecca Bratton

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Tuesday, Aug. 27th 7:00 am - 8:00 am	The Entrepreneurial Operating System (EOS) and the Strategic Role of HR in Your Company's Growth ** (Tsilá Blomberg)	How To Create Irresistible Offers That Make Your Organization The Obvious Choice For Top Candidates** (Paul Endress)	Don't Hold People Accountable—Develop Accountable People Beth Hannan	Debunked! New Wage Garnishment Myths** (Corrinne Flores)	Shhhh - It's a Secret!! Privacy and Security for Your Employee Benefit Plans Melanie Hancock-Brown	Labor & Employment law: What will get you sued in 2019. David Miklas	JEOPARDY - The DOs and DON'Ts of Background Screening and Compliance*** (Christine Cunneen)			Sales Skills for Consultants (Brandon Allen)
10:30 am - 11:30 am	We Are Hired To Do A Job, But Paid To Achieve Results™ (Jack Gottlieb)	Veterans in the Workforce (Hon. Gregory P Holder)	The Fine Line between Stressed & Disengaged Employees (Gary Cassidy)	How to Use Data to Fight Workplace Harassment ** (Andrew Jennings)	Learning from Best in Class Employers - Using Benchmarking Data Analytics to Attract & Retain Talent Nicole Negvesky	We've Hired Them, How Can we Keep Them? Onboarding is a TEAM SPORT, not just HR (Darlene Goddard)	Where Have You Gone Joe DiMaggio – Wait, Who Is Joe DiMaggio? ** (William Grob)	Get Ready For Generation Z (iGeneration) Why bosses won't 'like' Generation Z Mohamed Mesbah	10:30 - 12:30 Let's Negotiate! (J Lenora Bresler, J.D., SHRM-SCP, SPHR)	10 Things You Should Never Do As A Leader Sandra Geroux
11:45 am - 12:45 pm	HR Metrics the Matter: How to Educate, Facilitate and Motivate ** (Seth Davies)	Improving Employee Engagement and Retention through Your Managers** (Anne Tomkinson)	Sponsor	Christmas in August: Best Practices to Avoid Employment Law Liability During the Holidays** (Dee Anna Hays)	Rewarding Performance: What Must Go Right & What Often Goes Wrong Robert Greene	Navigating Gender Transition in the Workplace Kenneth Knox	"When Domestic Violence Comes to Work: How leaders can reduce risk and support victims."** (Kelly Morrow Baez, PhD, LPC, NCC)	Survivor – Interview Island; Don't Vote off your Next Best Hire (Dave Thompson)		Leading By Influence:How to Get Enthusiastic Buy In And Cooperation Even If You Don't Have Authority (Paul Endress)
1:00 pm - 2:00 pm	Yes You Do Have a Crystal Ball: Business Megatrends Impacting Human Capital ** (Lori Kleinman)	Implementing An Effective Succession Plan Focused On Today's Workforce** (Lisa Perez)	Bridging the Generational Divide: Increasing Engagement & Motivation through Authentic Leadership Abram Walton	Tax Reform's Impact on Benefit Plans: What Employers Need to Know (Daniel Kuperstein)	The Top 10 List. What Every HR Professional Needs to Know About Medicare & Social Security. Thomas Wright	The HR Nightmare: The Socially Deficient but Technically Skilled Employee Timothy Kowalski	When Employees Return From Leave, The Journey Continues** Ignacio Garcia)	Employee Data Privacy Worldwide ** (Grant Petersen)	1:00 - 3:00 Making a Strategic Impact: Practical Tools to Add Value to Your Business (Jennifer Currence)	Five Ways Our Employees Drive Us Crazy Wendy Sellers
2:15 pm - 3:15 pm	How to Design and Implement a Successful Strategic Management Development Initiative (Mack Muro)	Sponsor	Building a Strong Organizational Culture Cathy Bush	OUCH! Handling Workplace Injuries: Workers' Compensation, OSHA, Leave, and Accommodation Issues*** (Phillip Russell Dee Anna Hays)	Employee Financial Wellness Without Breaking the Benefits Bank Phillip Senderowitz	Religious Accommodations: Employee Rights, Practices and Accommodations Majda Rahmanovic, Thania Clevenger	Changing Florida Regulations and Unemployment Cost Management** (Matt Kaufer)	How to Design a Centralized Global Recruitment Strategy That Works (Angie Brooks)	3:30 - 5:30 Build The Capability Your Organization Needs Not The Skills Your People Want (Jack Gottlieb)	The Good, Bad, and Ugly: Creating an Open Feedback Culture Lora Haines
4:15 pm - 5:15 pm	Strategic Planning - Addressing Total Rewards from the Top Down ** (Matthew Snook)	Undercover HR** (Jenni Stone)	Tactical Human Resource Marketing Chris Herzog, Sarah Stokes	Heroes in the Workplace – HR Issues Presented by Veterans and Military Spouses at the Office* (Matthew Hall)	Health and Welfare Benefit Trends: If it sounds too good to be true ...is it? Kirsten Vignec	Understanding the Union Triangle Eduardo Suarez-Solar	Surviving the Equal Pay Act and the "Me Too!" Environment** (Janet Goldberg McEnergy)	Understanding Behavior Styles to Increase Profits and Productivity Lisa Perez		You don't need to be Certified or have an MBA – unless you want a successful career in HR! Robert Garcia

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Wednesday, Aug. 28th 7:00 am - 8:00 am	Growing Your Human Capital Analytics Capabilities (Fiona Jamison)		What's Hot - Exploring Current Issues in the Modern Workplace Lisa McGlynn		Do Not Repeat the Same Wage and Hour Mistakes in 2019 Andrew McLaughlin	Effective Workplace Interventions for Decision Makers...With a special focus on Mediation Sheryle Woodruff, Sergio Delgado				
8:30 am - 9:30 am	Strategy matters. People matter more. ** (Audrey Mcguckin)	Let's Talk About 'Sex': Embracing Nondiscrimination of LGBT Employees*** (Allison Kahn)	Implementing an Effective Onboarding Strategy Brett Owens	Employer Immigration Compliance Issues in the Trump Era: Form I-9 and Beyond** (Deirdre Nero)	The Human Aspect of Cybersecurity Patrick Craven	Addressing Employee Separations and Hiring When Active Restrictive Covenants Are in Play. Gregory Brown, Jeffrey Wilcox	Cloudy, with a Chance of Truth; Interview Preparation in All Conditions** (Dave Thompson)	Defrost: Warm up your organizational thermostat and heat up profits! (Frances Rios)	Digital Signage: HR's Communication Tool of the Future ** (Sharon Klocek-Ibbotson)	The Secret Sauce to Millennial Engagement: It's Not About Happy Hour and Avocado Toast MaryBeth Hyland
9:45 am - 10:45 am	Betcha didn't see that Comin': Anticipating Future Trends that will Affect Organizational Strategy (J. Lenora Bresler)	Truth or Dare: Winning the Game Leadership Lies Make You Play ** (Monica Wofford)	Leading and Perfecting the Business Case for Your Wellness Program Kim Farmer	What Would You Do? Hear and React to Testimony About a Medical Condition Impacting Job Performance** (Tasos Paindiris)	A Better Educated Workforce: Making Tuition Assistance Your Most Powerful Benefit Dale Leatherwood	In Search of the Truth: Foolproof Interview Techniques Grant Petersen, Ina Young				Self-Care is NOT Selfish: Creative Tools for Transforming Compassion Fatigue Kay Glidden, Beth Reynolds-Lewis
							PROGRAM KEY (B) Business (G) Global LEVEL * Introductory ** Intermediate *** Advanced	 <p>HR Florida is recognized by SHRM to offer Professional Development Credits (PDC's) for the SHRM-CP or SHRM-SCP.</p>  <p>The use of this seal confirms that this activity has met HR Certification Institute's (HRCI) criteria for recertification credit pre-approval.</p>		