

CONCURRENT SESSIONS

#HRFL20

MONDAY, 10:15AM-11:15AM

HR Analytics: A Proactive Approach to Improve Business Outcomes. BMS
DeLancey Johnson, SHRM-SCP, SPHR, SHRBP, SWP, LDSS

5 Ways to Build an HR Team that Doesn't Suck! WPE
Efrain Baez Jr., SPHR, MHR
General (10:15-12:15)

Bystander Intervention: Stand up! Speak up! Act up! HRD
Kelly Charles-Collins, Esq., MBA

Identifying and Addressing Those Unintentional and Unusual Claims of Discrimination COM
Brett Owens, Esq.

The Glass Slipper: Fortune 100 HR Best Practices that Actually Fit Small and Middle Market RM
Sommer Sherrod

Recruitment Time Machine - How has recruitment changed over the years and what is next. HRS
Justin Libak

MONDAY, 11:30AM-12:30PM

Online Reputation Means Business: Strategies to Avoid Digital Damage and Defend Your Business BMS
John David

Cloudy, with a Chance of Truth; Investigative Interview Preparation in all Conditions HRD
Dave Thompson, CFI

Inside the Plaintiff's Employment Attorney's Mind, Part Deux, This Time It's Personal! COM
Brett Schneider, J.D., SHRM-SCP, SPHR
Carlos Leach, Esq.

Fully Insured vs. Self Funded - Evaluating the Risk & Reward CB
Constance Chiara

Let's All Learn From Amazon ELR
Megan Richardson

Best Practices for Responding to Workplace Mental Health Issues RM
Cynthia Persico, CEAP, LMHC

MONDAY, 1:45PM-2:45PM

HR Metrics that Matter & Making Metrics Matter BMS
Seth Davies

Productivity Across Generations: Working Effectively With Staff of All Ages WPE
Robby Slaughter

I Knew We Shouldn't Have Hired Him - Dealing With a Problem Employee HRD
Brett Owens, Esq.

Retirement Plan Regulatory Update CB
Andrew Zito

Hard Choices in Reasonable Accommodations ELR
Kevin Johnson, Esq.

The Four-Step Feedback Model HRS
Alan Feirer

Painful Meetings No-More PD
Brandon Allen, Certified Master Facilitator

Key & Room Locations

BMS - Business Mgt & Strategy | OSCEOLA A

WPE - Workforce Planning | SUN A

HRD - HR Development | SUN D

COM - Compliance | SUN C

CB - Comp & Benefits | SUN B

ELR - Employee & Labor Rel | OSCEOLA B

RM - Risk Management | MIAMI

HRS - HR Science/Global | SARASOTA

PD - Professional (Personal) Dev. | NAPLES



#HRFL20CONCURRENT SESSIONS

MONDAY, 3:00PM-4:00PM

Critical Thinking BMS

Suzanne Lemen, SHRM-SCP, SPHR

HR & the Next Normal: Creating a P.I.V.O.T.A.L. Culture HRD

Lisa Murfield, SHRM-SCP, SPHR, GPHR, MBA

Cramming for the Test: A Study Session for CBD, Marijuana, and Reasonable Suspicion in the Workplace ELR

Sarah Laboranti, MBA

HR's Role in Business Continuity Planning RM

Lorrie Coffey, SHRM-SCP, SPHR

Leading with Emotional Intelligence PD

DeLancey Johnson, SHRM-SCP, SPHR, SHRBP, SWP, LDSS

MONDAY, 4:15PM-5:15PM

How to Be a True HR Business Partner BMS

Suzanne Lemen, SHRM-SCP, SPHR

Stop Saying "It's Not a Good Fit!" #FitHappens When You Match Values WPE

Jillian Miles, SHRM-CP, CCSP, GCDF

Being Brilliant at the Basics of HR HRD

Rich Williams, SHRM-SCP, SPHR

Not the Same Old Retirement Plan -- New Ideas for a New Decade CB

Phillip Senderowitz

Engaging Employees by Leveraging the Power of Compassion ELR

Loren Murfield

TUESDAY, 7:00AM-8:00AM

Ensuring HR is Present in the Strategic Planning Process BMS

Chad Sorenson, SHRM-SCP, SPHR

Instead of Conflict Resolution, Resolve to Make Conflict Productive ELR

Alan Feirer

TUESDAY, 9:45AM-10:45AM

Developing Business Acumen BMS

Jennifer Currence, SHRM-SCP, SPHR, ACC Business (9:45-11:45)

Coaching and Developing Your People WPE

Rich Williams, SHRM-SCP, SPHR

Should You Raise Your Wages? A Step-by-Step Guide to Evaluating Your Wage Practices CB

Mary Ila Ward, SHRM-SCP, SPHR

She Partied Like a Rockstar, Now What ELR

Jenni Stone, MM, HRM, SHRM-CP, PHR

Organizational Assessment - how to dig into your organization to make it better HRS

Brandon Allen, Certified Master Facilitator

Leading Up: learning the secrets to winning with the boss PD

Chip Roper, PhD

TUESDAY, 11:00AM-12:00PM

What Every HR Professional Needs to Know about Sponsoring Employees for Work Visas and Green Cards WPE

Deirdre Nero, Esq.

Hold on to Your Hard Hat! What HR Pros Need to Know About OSHA and Workplace Injuries/Illnesses COM

Phillip Russell, Esq.
Dee Anna Hays, Esq.

The Boss's Money: Practical and Legal Considerations for Executive Compensation CB

Gregg Moran, Esq.

Assessing Vulnerabilities to Social Media Platforms RM

Peter Warmka, CFE, CPP

Candidate Journey-How today's Candidate Experience Look HRS

Justin Libak, MBA

From the Heart: A Practical Approach to Building Compassion and Empathy in Your Culture PD

Wade Thomas, MBA, SHRM-SCP

#HRFL20 CONCURRENT SESSIONS

TUESDAY, 1:30PM-2:30PM

The Art and Science of Critical Thinking BMS
Darrin Finley, MBA

The iGen: Understanding and Communicating with GenZ WPE
Gary Campbell

Tails and Tales of Engaging and Training a Remote Workforce HRD
Jillian Miles, SHRM-CP, CCSP, GCDF

Tiptoeing Through the FLSA Minefield: How to Navigate the Pitfalls & Not Get Tripped Up COM
Amanda Simpson, Esq.

The Evolution of Worker Pay and Talent Management CB
George Mavrantzas

Dealing with Claims of Sex and Gender Discrimination in an Evolving Workplace ELR
Gregg Moran, Esq.

Handling Workplace Bullying and Practical Tips to Preparing for a Threat of Violence/Active Shooter RM
Lillian Moon, Esq.
Christopher Sonne, Esq.

Why Modern Business Communication is Killing Productivity (and what you can do about it) HRS
Alan Hoffer

Jerks at work and how to deal with them as coworker or supervisor PD
Wendy Sellers, SHRM-SCP, SPHR, MHA, MHR



Get the
#HRFL20 APP!
for the most complete and up to date information. Point camera at QR Code to download!

TUESDAY, 2:45PM-3:45PM

The Future of HR: Strategic partnerships that create acquisition, engagement and retention solutions BMS
Colene Rogers, SHRM-SCP
Business (3:15-5:15)

Three Keys to Building Resilient Teams WPE
Chip Roper, PhD

Superstar Hiring: How To Use Assessments To Select, Develop, and Retain A High Quality Workforce HRD
Paul Endress

Top 25 Employee Discipline Tips to Avoid Employment Lawsuits COM
David Miklas, Esq.

Psychological Safety in the Workplace ELR
Lorrie Coffey, SHRM-SCP, SPHR

Your Parents Were Wrong, Talking to Strangers Is Cool: Developing Rapport RM
Dave Thompson, CFI

The Sound of Silence: Innovative Listening Strategies in 5 Critical HR Situations HRS
Loren Murfield, PhD

The New Science of Time Management PD
Robby Slaughter

TUESDAY, 4:30PM-5:30PM

Retention-Based Onboarding WPE
Jennifer Currence, SHRM-SCP, SPHR, ACC

Achieving Business Results Begins With A Successful Learning Strategy HRD
Mark Griffiths

Enforcement and Defense of Restrictive Covenants in the New Normal RM
Jeff Wilcox, Esq.
Greg Brown, Esq.

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WEDNESDAY, 7:00AM-8:00AM

The workforce of the future is built on a new ROI BMS
Gina Potito

Deep dive into 1099 vs. W2 – make sure you are properly classifying workers COM
David Miklas, Esq.

Is Sheldon on Your Staff? Supporting Employees with Social Difficulties ELR
Timothy Kowalski

Reinvent Staff Onboarding to a Transformational Experience HRS
Mark Griffiths

Narcissistic Leaders and Bully Bosses: The Lessons and Opportunities PD
Jason Fair

Surviving the Storm: A Case Study of Organizational Responses in the Bahamas to Hurricane Dorian
Robert Robertson

WEDNESDAY, 8:30AM-9:30AM

HR's Strategic Role in Accelerating Business Transformation BMS
Gina Potito

People Challenges: Start with Organizational Design WPE
Wade Thomas

Branding and Social Media - A Strategic Approach to Talent Acquisition HRD
Jenni Stone, MM, HRM, SHRM-CP, PHR

Compliance Complexities and Exposures COM
Angela Surra, CIC, CPCA, SHRM-CP

Investing in Employees - The Power of Financial Wellness CB
Lisa Garcia

Has Man's Best Friend Gone to Work? ELR
Sacha Dyson, Esq.

Winning Communication: Strategies to Connect and Convince in the Workplace PD
Alan Hoffer

WEDNESDAY, 9:45AM-10:45AM

HR Metrics Matter BMS
Wendy Sellers

ABC's and 123's of Accounting for the HR Professional HRD
Chad Sorenson, MM, HRM, SHRM-CP, PHR

Confessions of a Spy - The Artful Manipulation of Insiders to Breach Security COM
Peter Warmka, CFE, CPP

Group Health Insurance - Negotiate Your Best Possible Price CB
Constance Chiara

Civility in the Workplace, Potholes, and Paving the Road for Success. Caution: Employee Work Zone. ELR
Greg Freshour, SHRM-CP, PHR

HOLY COW! How to Create an Amazing Workplace that Steers Passion, Performance & Prosperity HRS
Tracy Butz, CSP

RE-CERTIFICATION INFORMATION

The 2020 HR Florida Conference & Expo is pre-approved for a maximum of 16 PDC's and 16 general re-certification credits.

Document your credit hours for the conference in your online re-certification file available through the SHRM website at www.shrm.org and the HRCI website at www.hrci.org.

