



# **An Invitation To Participants**

September 23-25, 2018  
Albany, New York

HR Professionals, Executives, Small Business Owners, Trainers and Business Leaders  
Interested in Maximizing Human Capital and Personal Performance

The Voice of Human Resources for NYS [nys.shrm.org](http://nys.shrm.org)



# WELCOME

## 2018 NYS SHRM Conference & Solution Center September 23 - 25, 2018

With much excitement and passion, I am excited to announce our NYS SHRM Annual Conference will be held in Albany, New York for the second consecutive year. 2018 will follow a highly successful conference at the new Albany Capital Center where over 50 exhibitors and 700 attendees joined us to expand their knowledge, network and enjoy all the sites and attractions our nation's capital has to offer.

This year our conference theme of **Innovate**, **Integrate**, **Motivate**, will offer attendees and exhibitors an opportunity to learn about the latest HR trends, federal/state laws, solution offerings and reconnect with their HR friends. Our keynote lineup is once again amazing and will include Cy Wakeman, John Bagyi, Lee Rubin, Margaret Reagan and Neen James. Our concurrent sessions have been selected and will offer all levels of the HR profession a platform to hear from diverse speakers and professionals.

This conference has been submitted to the Society for Human Resource Management for Professional Development Credits (PDCs) towards the SHRM-CP or SHRM-SCP along with credit hour submission to HRCI for PHR (Professional in Human Resources) and SPHR (Senior Professional in Human Resources) certifications.

In 2018, we will offer two sessions for first time attendees to help maximize all the conference events. All attendees are encouraged to attend the Solution Center where product giveaways, gift cards and food will be offered. This year is a noteworthy year for the NYS SHRM conference, as we will be celebrating our 30 year anniversary! Over the past 30 years, volunteers from throughout the state have given their time and talent to ensure a credit worthy and beneficial conference is presented.

I sincerely thank our attendees, exhibitors, volunteers and speakers who share their time and talent with our HR leaders. Hope to see you in Albany!

With sincerest appreciation,

**Kathleen Pascucci, Conference Chairperson**

# AT-A-GLANCE

## 2018 NYS SHRM Conference & Solution Center Agenda

### Sunday, September 23

9:30 - 10 a.m.  
Attendee Orientation

10:15 - 11:30 a.m.  
Bonus Session A

11:30 - 12:45 p.m.  
Lunch

12:45 - 2 p.m.  
Bonus Session B

2:15 - 3:30 p.m.  
Concurrent Session S1

3:30 - 4 p.m.  
Attendee Orientation

3:30 - 5:30 p.m.  
Opening Reception

5:30 - 6:45  
Dinner

6:45 - 8 p.m.  
Opening Keynote  
Cy Wakeman  
No Ego: How Leaders Can  
Cut the Cost of Drama, End  
Entitlement and Drive Big  
Results

### Monday, September 24

7:15 - 8:30 a.m.  
Early Bird Concurrent M1

8 - 8:30 a.m.  
Attendee Orientation

8 - 9 a.m.  
Breakfast

9 - 10:15 a.m.  
Morning Keynote  
John Bagyi  
HR Hacks You'll Wish You  
Knew Sooner

10:30 - 11:45 a.m.  
Concurrent Session M2

11:45 - 12:45 p.m.  
Lunch & Solution Center Visit

12:45 - 2 p.m.  
Afternoon Keynote  
Lee Rubin

5 Components of  
Extraordinary Teams

2:15 - 3:30 p.m.  
Concurrent Session M3

3:30 - 4:30 p.m.  
Break & Solution Center Visit

4:30 - 5:45 p.m.  
Concurrent Session M4

5:45 - 7:15 p.m.  
Social Reception & Solution  
Center Visit

Dinner On Your Own

### Tuesday, September 25

7:15 - 8:30 a.m.  
Early Bird Concurrent T1

8 - 9 a.m.  
Breakfast

9 - 10:15 a.m.  
Morning Keynote  
Margaret Reagan  
See the Future to Be the Future:  
Implications for HR

10:30 - 11:45 a.m.  
Concurrent Session T2

11:45 - 12:30 p.m.  
Lunch

12:30 - 1 p.m.  
Official Annual Meeting

1 - 2:15 p.m.  
Closing Keynote  
Neen James  
Attention Pays™: How to Drive  
Profitability, Productivity and  
Accountability

2:15 - 2:30 p.m.  
Conference Close, Prize  
Drawing & Keynote Book  
Signing

# TOP 10 REASONS TO ATTEND

## the 2018 NYS SHRM Conference in Albany

### Reason #1 > Keynote and Breakout Session Speakers

We have FIVE amazing keynote speakers: Cy Wakeman, John Bagyi, Lee Rubin, Margaret Reagan and Neen James. The breakout sessions will offer a variety of authors, consultants, business leaders, attorneys and HR practitioners to share the latest and greatest with our attendees. A diverse line up from talented professionals throughout the United States will be included.

### Reason #2 > Recertification Credits

This conference has been submitted to the Society for Human Resource Management for Professional Development Credits (PDCs) towards the SHRM-CP or SHRM-SCP along with credit hours submission to the HRCI for PHR (Professional in Human Resources) and SPHR (Senior Professional in Human Resources) certifications.

### Reason #3 > Location

Albany, NY situated on the Hudson River is a beautiful place to spend a fall weekend in Upstate NY. Enjoy the scenic area as the temperatures of a sizzling summer begin to slightly fade into the warmer breezes and the fall foliage is breathtaking. Traveling to Albany is convenient be it by car, plane or train.

### Reason #4 > The Conference Center Facility

The newly constructed Albany Capital Center which opened in 2017 is an ideal location. Located in historic downtown of New York's Capital City, the Albany Capital Center will provide state of the art convention, ballroom, and meeting space. Excellent accommodations available at one of the conference hotels: The Hilton or the Renaissance are available at conference rates.

### Reason #5 > Network with your Peers

Within one location at one time you will be surrounded by hundreds of HR professional such as yourself. Networking with your peers will allow you the opportunity to hear new ideas, share common issues and strategies from a different perspective. Connecting with other HR practitioners will broaden your network of contacts and help further your own career.

### Reason #6 > Meet with Vendors

The vendors in the Solution Center are industry experts within the field of Human Resources and are there to demonstrate how their products can assist you in meeting the heavy demands placed upon you every day. In order to stay competitive with our competition we must continue to discover new products and services. Spending time in the Solution Center will help you achieve this. Whether you visit one of your current vendors or meet with a new vendor, the time you spend in the Solution Center will be a wise investment.

### Reason #7 > Food

Mazzone Hospitality/Catering, well respected for the quality of the food they serve, will provide the food at the conference. They ensure that our event goes far beyond our expectations. It is nothing less than what you would expect from renowned restaurateur Angelo Mazzone and his team of professionals.

### Reason #8 > Learn New Skills and Upgrade Current Ones

No matter how long you've been in HR or what position you hold at your company, this is the conference you do not want to miss. With the many changes taking place within the HR industry, there is still something we all can learn. Learn new strategies and innovations and stay up-to-date on current initiatives.

### Reason #9 > Have Fun

The HR profession can be challenging and stressful. Our days in the office are extremely busy. Attending this conference will give you a break from the office, hear from industry experts and provide many fun activities to help you unwind.

### Reason #10 > See You There

Meet up with your HR friends throughout the state and enjoy the historic landmarks, waterfront, dining and night life throughout Albany. Don't miss an amazing conference in an amazing location, see you there!

# Sunday BONUS Sessions

September 23 • 10:15 - 11:30 a.m.

## A1 - Howard Ross > Our Search For Belonging: How Our Need to Connect is Tearing us Apart

Based on the newly released book of the same name, this presentation will help people understand the neuro-cognitive science behind our primary need to belong, how it motivates human behavior, and investigate how it shows up in our daily lives. We will explore the paradoxical manner in which our compulsion to connect with other human beings creates polarity in our culture, leaving us deeply connected with some, yet deeply divided as a society. The primary purpose will be to help participants understand how it effects every aspect of our daily work lives, and explore what we can do about it!

## A2 - Roseanne Berardi > Hiring Foreign Nationals: What You Need to Know Under the Trump Administration

Does your company hire foreign nationals? If so, it's critical to have up-to-date information on immigration rules, policies and trends. This session will provide HR professionals with a framework to use for hiring foreign nationals. Topics will include the interview process; the most common nonimmigrant categories; green card options and I-9 completion strategies. We will also discuss the current legislative updates such as DACA and the Travel Ban.

## A3 - Jolynn Haresign > Manage Unemployment Claims and Hearings

Learning how to recognize warning signs of potential harassment or discrimination in the workplace. Defining the roles of managers and supervisors as the first line of defense in preventing harassment or discrimination in the workplace.

## A4 - David Scott > Why Projects Fail and How HR Can Save Them

30% to 40% of projects fail significantly, in part or whole due to poor management, lack of resources, and conflict among stakeholders. HR professionals with people skills can help save many of those projects by encouraging project management to seek executive support, build and sustain project teams, engage stakeholders, and develop governing structures and processes. The session will emphasis the SEE principle: projects should be seen as being: Successful for business, Effectively implemented and Efficiently managed.



Howard Ross



Roseanne Berardi



Jolynn Haresign



David Scott

# Sunday BONUS Sessions

September 23 • 12:45 - 2 p.m.

## B1 - Tevis Trower > Living Among Dinosaurs: Integrating Employee Engagement

You get it: when employees thrive, the organization does as well. And we can all point to corporate cultures we admire as evidence of that. So why is it that with so many businesses singing the praises of engaged corporate culture, many organizations persist with a “business-as-usual” command and control framework? The truth is it takes a lot more than off-site team building, an inspiring vision statement, or sexy benefits to foster a conscious, engaged culture. This talk takes an honest look at how companies are wrestling to engender relevant, vibrant cultures, even when there are “dinosaurs” in their midst. Derived from 15 years consulting with organizations including Bloomberg, Chanel, Soros, KKR, AOL/HuffPo/Oath, Google, the NYPD, NBA, and DKNY, we’ll explore the elements of fostering conscious culture both from a personal growth and organizational behavior perspective. Join us in this candid discussion of how to evolve from human-hostile to corporate compassionate.

## B2 - John Porta > Human Resources in 2018: Old Problems, Fresh Faces and Emerging Trends

Workplaces have always been influenced by issues that arise outside the four walls of the office. Now, more than ever, the impact of politics, protests (like in the NFL) and other outside activities, enhanced by the use of social media and often strongly polarized opinions, mandate that employers be proactive in understanding the legal maze surrounding these issues. During this interactive session, we will discuss the #MeToo and #TimesUp movements and employer response to such movements. Additionally, we will discuss the game changing shifts taking place on a federal administrative agency level effecting workplace law and the newest legislation being introduced by NY State and City. And yes, this includes PFL.

## B3 - Howard Ross > Four Ways Unconscious Bias Training Can Crete Mindful Inclusion

Much has been written about unconscious bias training, especially regarding whether such training has the ability to influence organizational performance. As with many initiatives, there are a variety of ways in which unconscious bias training can be conducted, and results often depend on the approach taken. This session will reveal the results of 15 years of research and working with clients in hundreds of organizations all over the world. The comprehensive framework, which has four areas of focus, represents a strategy that is designed to impact the entire organization.

## B4 - Matthew Episcopo > Leadership Power

Use your POWER to accelerate your business! Regardless of your role in leadership, management or as a team member, there are times when you need to make an impact and create business connections for life. Matt’s “P.O.W.E.R. System” is a personal development process that demonstrates how to instantly make a strong first impression, effectively communicate under any circumstance, and create business relationships for life. Session is hands on and interactive.



Tevis Trower



John Porta



Howard Ross



Matthew Episcopo



# Sunday Afternoon Sessions

September 23 • 2:15 - 3:30 p.m.

## S1A - Mark Fogel > Decisions, Decisions, Whose Side Do You Take When Senior Management Breaks the Law

HR executives wear two hats in supporting both executive management and advocating for employees on a daily basis. But what do you do when your executive team over steps legal boundaries and it impacts your entire population? Do you stand behind management or protect your employees? What are the pitfalls? Will you be a casualty of doing the right thing? Are you the next Tyco or Worldcom? Hear real life and personal examples of looking into the legal abyss when management goes rogue. Learn options to protect your employees and yourself from a practitioners perspective.

## S1B - Robert Manfredo > How to Effectively Conduct Workplace Investigations

In today's workplace, investigations into workplace harassment, theft and other forms of employee misconduct are commonplace. Handled correctly, a workplace investigation can limit or even eliminate an employer's legal liability. Yet, all too often, workplace investigations are inadequate or ineffective. This presentation will provide a crash course in how to effectively and legally conduct workplace investigations by addressing difficult issues, including where to start an investigation, who should be interviewed, how to handle a difficult witness, and the rights of employees during investigatory interviews.

## S1C - Deb Shigley > Develop Your Best & Move the Rest

Why are we surprised when our best employees tell us they are leaving? We assume they are going to continue doing what they are doing with little or no confirmation of how great they are. Then we spend our time trying to cajole our marginal employees to do better. Let's discuss how we can support our best employees and keep them happy, while encouraging the others to move up or out!

## S1D - Jackie Phipps-Polito/Pamela Reynolds > A Corporate Balancing Act: Business Need vs. Legal Risk

Every good HR professional knows that some HR risks are worth taking while others are not. This session focuses on the balance between business need and legal compliance. It is entirely scenario-based, using videos and other tools, and each scenario will involve a specific risk-related decision where a legitimate business need seems at odds with a legal constraint.

1. Provide tips for religious accommodations
2. How to advise your CEO on discrimination issues
3. What to tell managers when background check concerns arise



Mark Fogel



Robert Manfredo



Deb Shigley



Jackie Phipps-Polito



Pamela Reynolds

# Sunday Evening Keynote

September 23 • 6:45 - 8 p.m.



## Cy Wakeman > No Ego: How Leaders Can Cut the Cost of Drama, End Entitlement and Drive Big Results

Most HR leadership philosophies are grounded in two completely faulty assumptions — “change is hard” and “engagement drives results.” Those beliefs have inspired expensive attempts to keep change from being disruptive to employees. What these engagement programs actually do is create and reinforce feelings of victim-hood and leave employees unprepared to adapt to real changes that are necessary for the health and profitability of their enterprises. Rather than driving performance and creating efficiencies these programs fuel the Emotional Waste, Entitlement, and Drama that drags down organizations. This is backwards. And expensive. Over the past three years, Reality-Based Leadership, in partnership with the Futures Company, conducted proprietary research in our client organizations such as Cisco, Medtronic, New York Presbyterian, The Nebraska Medical Center and Bayer. The findings affirm what we’ve observed in our 20+ years of

experience doing Reality-Based work in hundreds of organizations: when employees indulge in distracting drama, learned helplessness, low accountability, lack of self-awareness, and ego-driven behavior it comes at a significant cost to their organizations. We now know it can easily consume up to three months per year of each employee’s time — potentially billions of dollars annually in the U.S. alone. That’s the Drama Quotient. Cy Wakeman proposes a radically different approach to HR leadership. Changing the ways leaders think and the strategies they use in their work is a serious and critical economic issue. A leader’s role shouldn’t be — cannot be — to motivate employees. That is a choice employees make. Instead, a leader helps others develop the great mental processes they need to eliminate self-imposed suffering and choose to be accountable for driving results.

Cy Wakeman is a drama researcher, global thought-leader, and *New York Times* best-selling author who is recognized for cultivating a counter-intuitive, reality-based approach to leadership. Backed by 20 years of unparalleled experience, Wakeman’s philosophy offers a new lens through which employees and executives alike, can shift their attention inward, sharpen their focus on personal accountability, and uncover their natural state of innovation simply by ditching the drama. Deemed “the secret weapon to restoring sanity to the workplace,” Wakeman has helped companies such as Pfizer, Caterpillar, New York Presbyterian, Catholic Health Initiatives, Eli Lilly, Keurig Green Mountain, and Nationwide learn to navigate our rapidly changing world using good mental processes to harness energy wasted in workplace drama and reinvest that effort into achieving profound business results. As a highly sought-after conference headliner, Cy Wakeman holds a Certified Speaking Professional (CSP) designation from the National Speaker’s Association, placing her within the top 3% of speakers. She’s a regular contributor on *Forbes.com*, *Success.com*, *The Huffington Post*, and Arianna Huffington’s *Thrive Global*. She’s been featured on the *TODAY Show*, the *AskGaryVee Show* with Gary Vaynerchuk, *The New York Times*, *Business Insider*, *The Daily Muse*, *SHRM.com* and many more. In 2017, she was voted both Top 100 Leadership Expert to follow on Twitter and in 2018 she was voted #10 on the Global Guru’s list of Top 30 Leadership Professionals. Wakeman has published three books, the latest of which is *No Ego: How to Cut the Cost of Drama, End Entitlement and Drive Big Results* (2017). Cy also hosts her own No Ego podcast, a Facebook Watch show, *Life’s Messy, Live Happy*, and adds weekly video content on YouTube to address leaders’ biggest challenges in the workplace. For more information, please visit [Realitybasedleadership.com](http://Realitybasedleadership.com) or follow Cy on social at @cywakeman.



# Monday Early Bird Sessions

September 24 • 7:15 - 8:30 a.m.

## M1A - Jennifer Hasse > The Marketing Side of HR

HR and Marketing can and do overlap more frequently than you may think. Do you find yourself marketing jobs, creating digital and print advertisements, selling jobs, analyzing analytics, blogging, and/or managing social media platforms? Although brand recognition and awareness are historically reserved as marketing terms and initiatives, HR professionals will learn how marketing techniques are valuable and applied in the HR world.

## M1B - Michael Macomber > USERRA: Ensuring Veterans can Return to Work

Did you know the average deployment for military reservists is 12 months? That can be an eternity for a business owner. Yet, when a reservist returns from active duty, you must be prepared to rehire him or her to the same or a similarly-paid position. This right is protected under the Uniformed Services Employment and Reemployment Rights Act (USERRA). Learn about this and other rights granted under USERRA from Tully Rinckey PLLC Partner Michael W. Macomber, Esq.

## M1C - Anthony Gray > EQ for HR

Emotional Intelligence has been defined as using your emotions intelligently to gain the performance you wish to see within yourself and achieve interpersonal effectiveness with others. In other words, emotions inspire our actions. That's why they're called e-"motions"! This session will help you develop actionable strategies to manage your emotions intelligently while simultaneously leveraging this valuable skill in your unique HR role.

## M1D - Matthew Burr > Financial Wellness in the Workplace: How and Why This Impacts Our Workforce and Organizations

In a 2017 survey, nearly one-third of all employees are distracted by personal financial issues while at work, with almost half of them spending three hours or more each week handling personal finances at work. The presentation will focus on the impact this can have on our workforce, production, wellness and the health of our organizations. We will also cover financial wellness and the reasons why HR leader's should establish a strategic approach to incorporating financial wellness programs in the workforce. Financial wellness impacts all generations, more so with the ballooning student loan debt. How financial wellness programs can assist in recruiting and retaining top talent.



Jennifer Hasse



Michael Macomber



Anthony Gray



Matthew Burr

# Monday Morning Keynote

September 24 • 9 - 10:15 a.m.



## John Bagyi > HR Hacks You'll Wish You Knew Sooner

"Hack" (noun) – "a procedure or way of doing something that demonstrates cleverness or ingenuity and solves a meaningful problem." In this presentation, John will share his favorite HR hacks, arming you with tips that will enable you to more efficiently overcome all too common frustrations. Screening and hiring, the reasonable accommodation process, managing leaves and other accommodations, progressive discipline, retaliation, and more will be addressed.

One of 200 attorneys to be recognized by Human Resource Executive magazine as the Nation's Most Powerful Employment Attorneys, John counsels and represents employers on labor and employment issues helping them achieve and maintain legal compliance, while improving employee engagement and workplace productivity. John has served as a guest lecturer at Albany Law School, the University at Albany, and the School of Business at RPI and is a frequent speaker at national, regional and state conferences, including the National SHRM Conference. He also serves as the General Counsel to the New York State Society of Human Resource Management. John is AV Preeminent Rated by Martindale-Hubbell, listed in New York Super Lawyers and has been listed in The Best Lawyers in America for labor and employment law since 2007, when he was the youngest attorney in New York State to be recognized. Most recently, The Best Lawyers in America named John the 2017 Albany Labor Law - Management "Lawyer of the Year".

# Monday Morning Sessions

September 24 • 10:30 - 11:45 a.m.

## M2A - Howard Ross > Four Ways Unconscious Bias Training Can Create Mindful Inclusion

Much has been written about unconscious bias training, especially regarding whether such training has the ability to influence organizational performance. As with many initiatives, there are a variety of ways in which unconscious bias training can be conducted, and results often depend on the approach taken. This session will reveal the results of 15 years of research and working with clients in hundreds of organizations all over the world. The comprehensive framework, which has four areas of focus, represents a strategy that is designed to impact the entire organization.

## M2B - Beth Zoller > Top 2018 Compliance Challenges for HR

The workplace is evolving rapidly amidst legal, technological, societal and cultural changes and employers and HR need to be prepared. This session explores the top HR compliance challenges based on XpertHR's recent survey, including workforce planning, recruiting, cybersecurity, drug testing, workplace violence, diversity and harassment. It will explore what is at stake, the risks of noncompliance and steps to take to meet these challenges.

## M2C - Joan Hebert > Communicate With the Style of a Dynamic Presenter

Learn many "tricks of the trade" to make more professional and engaging presentations for any size group. You'll pick up tips from a 25+ year presenter/ trainer. Don't be afraid to deliver your next presentation - you'll learn how to reduce stress, make people comfortable, and how to gain participation! Join us - you'll be glad you did!

## M2D - Trent Sutton > The Global Workforce: Essentials for the HR Professional With a Multi-National Workforce

In today's global economy, HR professionals are often tasked with addressing, understanding, and undertaking multi-national or global employment decisions. This area is fraught with peril for the HR advisor who is unaware of the distinctions in employment practices and obligations across the globe. By the end of this session, participants will have a better understanding of the questions to ask and the risks to consider when dealing with employees or dependent contractors outside of the United States.

1. Strategies for understanding and addressing the extreme differences between US at-will employment and 'the rest of the world.
2. Managing the regional difference in the employee life cycle with regard to hiring, discipline, and terminations in Latin America, Asia, and Europe.
3. Considering some of the key pitfalls in related employment issues like data privacy and collective bargaining.



Howard Ross



Beth Zoller



Joan Hebert



Trent Sutton

# Monday Afternoon Keynote

September 24 • 12:45 - 2 p.m.



## Lee Rubin > 5 Components of Extraordinary Teams

Machines are evaluated based on the output of the entire unit, not the impressiveness of their individual parts. Extraordinary teams, like great machines, require certain components that hold their pieces together. While most organizations focus exclusively on building the skills of their individual members, elite organizations invest in the “stuff” that transforms a collection of talented individuals into extraordinary, machine-like teams. This presentation is packed with insights, examples, and humor that will keep attendees engaged. Attendees will leave informed and energized, eager to take their team to a higher level. Participants will be able to use the tools learned in this workshop to ensure their teams are designed to meet the strategic objectives of the organization and share their knowledge to train team leaders throughout the organization.

# Monday Afternoon Sessions

September 24 • 2:15 - 3:30 p.m.

## M3A - Mark Fogel > Decisions, Decisions, Who's Side Do You Take When Senior Management Breaks the Law

HR executives wear two hats in supporting both executive management and advocating for employees on a daily basis. But what do you do when your executive team over steps legal boundaries and it impacts your entire population? Do you stand behind management or protect your employees? What are the pitfalls? Will you be a casualty of doing the right thing? Are you the next Tyco or Worldcom? Hear real life and personal examples of looking into the legal abyss when management goes rogue. Learn options to protect your employees and yourself from a practitioners perspective."

## M3B - John Bagyi > Employee Handbooks: How to Turn a Headache Into a Valuable Resource

Employee handbooks can be a great resource for both employers and employees - but they must be drafted correctly and updated regularly. This session will discuss what employee handbooks should and should not contain, recent legal developments that likely necessitate you update your handbook, issues related to maintaining your handbook in electronic form, as well as a detailed discussion of key handbook sections, including those addressing discrimination, harassment and retaliation, timekeeping, technology use, and drugs and alcohol.

## M3C - Claire Knowles > The Two-sided Coin Metaphor: Preventing Workplace Violence - HR Already Holds the Solution

HR carries a big load--responsible for ensuring that your workplace is NOT a hostile workplace. And, HR has the solutions to prevent the epidemic of Workplace Violence. Likened to a 2-sided coin, we must (and can) reduce the violence in the Psychological Safety side (inside culture/bullying, harassment)--as well as the Physical Safety side--preventing workplace intrusions of violent perpetrators. Both are necessary. Underscore that HR cannot claim ignorance to disruptive, dysfunctional behaviors. HR holds the solutions to have much better, healthier, workplace cultures, and in turn, more profitable businesses. Find out how!

## M3D - Kristen Harcourt > The Key to Leadership Success: Self Awareness and Emotional Intelligence

Research conducted by Harvard University, the Carnegie Foundation and Stanford Research Center concluded that 85% of job success comes from having well-developed soft and people skills, and only 15% of job success comes from technical skills and knowledge. The best thing leaders can do to improve their effectiveness is become more aware of what motivates them and their decision-making. This talk will give specific strategies that leaders can implement to improve their emotional intelligence, resulting in more effective relationships, deeper empathy, a realistic assessment of strengths and weaknesses, a better idea of what gaps need to be filled and a more engaged workforce.



Mark Fogel



John Bagyi



Claire Knowles



Kristen Harcourt

# Monday Evening Sessions

September 24 • 4:30 - 5:45 p.m.

## **M4A - Eric Felsberg > Meet the New Business Partner That is Changing The Way Employers Conduct Business - Using Data Analytics to Manage Today's Workplace**

Employers hold data about their employees that, when leveraged properly, can inform business decisions, streamline operations, and even limit potential liability. From predicting attrition rates and identifying talent, to assessing employee engagement and focusing development efforts, analytics impacts the way employers conduct business. We will identify data your organization holds that can drive business decisions, offer best practices for building an analytics platform, and discuss the legal considerations of using analytics to manage the workplace.

## **M4B - Frank Cania > How the U.S. Supreme Court is Shaping the Future of HR**

With each ruling, the U.S. Supreme Court continues to shape how HR does its work. Recent and looming Supreme Court rulings—on issues ranging from class-action waivers to whistle-blower protection to President Donald Trump's travel ban—may bring significant changes to the workplace. Using a fun and interesting approach, this session will examine key employment law decisions, the court's rationale, the long-term implications and, most importantly, how the decision will affect employers. This session will also address how the recent appointment of Neil Gorsuch and possible retirement of Justice Anthony Kennedy will affect the balance of the court.

## **M4C - Donna Scimia > Best Practices for Managing Workplace Mental Health**

Mental health is an ongoing issue in the workplace. HR and management struggle with strategies to approach the situation, identify appropriate questions to ask, and utilize resources that exist. Ignoring or mishandling the situation can create a problematic workplace and set the company up for liability. This workshop is designed to provide essential knowledge on this topic and hands-on strategies.

## **M4D - Dawn Lanouette > The Opioid Crisis Enters The Workplace**

The opioid crisis is a national problem that is affecting the workplace in many ways. The session will discuss the extent of the crisis, its impact on the workplace, and practical actions employers can implement. This will include creative actions employers can take to assist addicted employees, employees in rehabilitation, and employees with family members who have addiction problem.



**Eric Felsberg**



**Frank Cania**



**Donna Scimia**



**Dawn Lanouette**



# Tuesday Early Bird Sessions

September 25 • 7:15 - 8:30 a.m.

## T1A - Ricardo Palomares > The Leaders Journey

We live in a time of change and uncertainty. Now is when The Leader's Journey has to begin. Great leaders are born in the times of change because that is when they are needed most. The Leader's Journey is a framework that will guide you to thrive in uncertainty, respond effectively when challenges arise and enjoy the process. When you undergo this transformation you will learn how to identify the unessential, maximize resources and take massive action. You will become a powerful and compassionate leader whose priority is to serve others and embrace different perspectives. Most importantly, you will be able to empower your teammates to become leaders themselves. Using the backdrop of some of his incredible adventures, facing what seem to be insurmountable hurdles, Ricardo's approach is honest, raw, powerful, with clear actionable steps to follow.

## T1B - John Bagyi > Performance Management - Motivate the Best, Manage the Rest

In his book "Good to Great," Jim Collins concluded - "People are not your most important asset. The right people are." This presentation will explore how successful leaders motivate strong performers and manage under-performing employees, while maintaining positive employee relations. Through a review of mistakes employers commonly make, participants will also gain insight into how employee discipline and discharge is scrutinized by jurors, administrative judges, and other third parties, and will learn how to avoid making similar mistakes that adversely affect employee relations and could result in legal liability.

## T1C - Rose Miller > HR's Black Eye in the #MeToo Phenomenon

We will review some of the most recent cases of sexual harassment and abuse in the workplace, particularly claimants' statements that HR was useless and even complicit. We will analyze the some of the common barriers HR professionals face in the midst of conflicting alliances, complex relationships and dual loyalties. We will provide some solutions to help HR professionals better handle claims and impactful ways HR can reverse the perception of being an enabler to sexual abuse and harassment.

## T1D - Ira Wolfe > Recruiting in the Age of Googlization

It's time for HR to get its "Shift" together! Tried and true recruiting practices aren't working. A lack of qualified candidates is slowing business growth to a crawl. Poor employer branding is turning top talent away. Candidate abandonment is epidemic. HR technologies are disrupting conventional recruitment strategies. The end result is that the competition for qualified workers is intensifying and yet many companies continue to recruit and screen talent like it was still 1970. Isn't it time for human resources to embrace the world that is and the one that will be?



Ricardo Palomares



John Bagyi



Rose Miller



Ira Wolfe

# Tuesday Morning Keynote

September 25 • 9 - 10:15 a.m.



## Margaret Reagan > [See the Future to Be the Future: Implications for HR](#)

Take a visual journey into the future with Margaret Reagan, HR consultant and futurist, to see how the workplace and workforce will change over the next 10 years? What will careers look like with Artificial Intelligence, Fretainers, Anybots, ESIs and the Evaporating Office? How will we handle HR and Talent Management as Generation Y and Z become the majority and define work differently? See examples of how some organizations are catching the wave today with innovative programs that apply Artificial Intelligence to hiring processes and focus HR work on a multidimensional integrated change process. This interactive multimedia presentation, including a trip into virtual reality, will focus on current HR challenges and opportunities and what you need to do to see the future so you can embrace the future in a VUCA world.

# Tuesday Morning Sessions

September 25 • 10:30 - 11:45 a.m.

## T2A - Frank Cania > How the U.S. Supreme Court is Shaping the Future of HR

With each ruling, the U.S. Supreme Court continues to shape how HR does its work. Recent and looming Supreme Court rulings—on issues ranging from class-action waivers to whistle-blower protection to President Donald Trump’s travel ban—may bring significant changes to the workplace. Using a fun and interesting approach, this session will examine key employment law decisions, the court’s rationale, the long-term implications and, most importantly, how the decision will affect employers. This session will also address how the recent appointment of Neil Gorsuch and possible retirement of Justice Anthony Kennedy will affect the balance of the court.

## T2B - Brian Dunham > NY Paid Family Leave Expert Panel

The creation of this cross-disciplinary event stems from ShelterPoint Life’s foundational belief that we have a responsibility to simplify the process and educational curve of this new law for employers and employees, with a deep understanding of the PFL mandate, this panel will educate attendees on the impact of PFL on all stakeholders. There will also be an opportunity for Q&A with the experts.

## T2C - Dawn Lanouette > Sexual Harassment and Sex Discrimination, One Year After #MeToo

Sexual Harassment and sex discrimination filled the media at the end of 2017 and beginning of 2018. One year later--where are we? This session will explore recent cases, EEOC best practices for policies and training, and less understood issues like implicit bias. Participants will walk away with practical ideas for moving their workplace forward in a positive manner.

## T2D - Eric Felsberg > Meet the New Business Partner That is Changing The Way Employers Conduct Business - Using Data Analytics to Manage Today’s Workplace

Employers hold data about their employees that, when leveraged properly, can inform business decisions, streamline operations, and even limit potential liability. From predicting attrition rates and identifying talent, to assessing employee engagement and focusing development efforts, analytics impacts the way employers conduct business. We will identify data your organization holds that can drive business decisions, offer best practices for building an analytics platform, and discuss the legal considerations of using analytics to manage the workplace.



Frank Cania



Brian Dunham



Dawn Lanouette



Eric Felsberg

# Tuesday Afternoon Keynote

September 25 • 1 - 2:15 p.m.



## Neen James > Attention Pays™: How to Drive Profitability, Productivity and Accountability

To get the results you want, you need to get attention. But most people don't know how to get it and keep it. People often see attention as a transaction, something to trade, but it's much more than that. Neen has identified that people pay attention at three different levels; personal, professional, and global, and she's designed a powerful methodology that makes it easy to leverage all three.

# 2018 Conference Participant Registration Information

## Early Bird ends June 30th

SHRM National and/or Local Affiliate Chapter Members \$520  
Non-members \$570

## From July 1-September 23

SHRM National and/or Local Affiliate Chapter Members \$590  
Non-members \$640

**Register Online at [nys.shrm.org/ny-state-annual-conference](https://nys.shrm.org/ny-state-annual-conference)**

Conference fees include BONUS Sessions, keynotes, concurrent sessions, all meals, cocktail receptions, conference tote bag, list of all exhibitors, and access to conference app.

Hotel Accommodations: Albany Hilton, Albany Renaissance

Hotel Reservations: We have a set number of rooms blocked off at the Albany Hilton and the Albany Renaissance starting at \$169-\$179 per night. Booking your room now will ensure that you get into the hotel that will best meet your needs. Call the Hilton at 518.427.3038 code 1NYSHR or use this link [Hilton Hotel](#). Call the Renaissance at 518.992.2500 and mention the NYS SHRM Annual Conference to receive the discounted rate or use this link [Book your group rate for New York State Council Society of Human Resource Management](#).

Cancellation Policy: Conference cancellations received in writing to [cdepeters@computersosinc.com](mailto:cdepeters@computersosinc.com) before August 12, 2018 will receive a full refund less a \$100 administrative fee. After August 12, 2018 no refund is provided. Refunds are not processed until after the event.

Additional Hotels: Will be added if needed

Tax Deductibility: Conference expenses may be tax deductible; consult your tax advisor.

Conference Payment: Payments can be made online using Visa, MasterCard and American Express

Checks and Money Orders: Should be made out to: NYS SHRM Conference and mailed to:  
Mat Petrin – 192 Benson Street Albany, NY 12206

Questions on Registration: [cdepeters@computersosinc.com](mailto:cdepeters@computersosinc.com)

Suggested Dress Code: Business casual

Networking: Remember to bring plenty of business cards!



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