

VIRGINIA SHRM

STATE CONFERENCE

TAKING HR TO A WHOLE NEW LEVEL

APRIL 23 - 25, 2012

THE HOMESTEAD | HOT SPRINGS, VIRGINIA

Take a look at what we have planned for HR2aT. Five amazing keynote speakers. More than 35 breakouts in concurrent sessions. The Homestead Resort's famous breakfast buffet in the Main Dining Room. Evening entertainment you won't want to miss. It all adds up to your opportunity to earn more than 16 HRCI recertification credits, socialize with colleagues from around the state, and meet with valued partners in the Exhibit Hall. You won't believe everything you can accomplish in just 2½ days!

SUNDAY, APRIL 22

12:00pm - 6:00pm Conference Registration

1:00pm - 5:30pm Golf Tournament

MONDAY, APRIL 23

7:00am - 12:00pm Conference Registration

7:00am - 10:00am Breakfast Available

8:30am - 8:45am Opening Remarks Pam Thornton, Conference Chair

8:45am - 10:00am **Keynote** Art Jackson S
Hangin' Round The Barrel: How to Get Paid Everything
You're Worth and Be Worth Everything You're Paid

10:00am Exhibit Hall Opens

10:00am - 10:45am Break

10:45am - 11:45am Coaching: A Vital Leadership Competency Alma Hughes S

Disaster Planning and Recovery Shelly Trent S

Leading in the Legal Environment Karen Michael S

Organizational Effectiveness: HR's Strategic Opportunity Victoria McCoy IS

11:45am - 12:45pm Lunch

12:45pm - 1:45pm The Awakening Arab Market Dan Zehr IS

Developing Your HR Strategy from Business Strategy Lynn Lorenz S

Harassment 911 Karen Michael G

Health Care Reform: What's Next? Frasier Ives G

G submitted for General recertification credit
I submitted for International recertification credit
S submitted for Strategic Recertification Credit



MONDAY, APRIL 23 continued

2:00pm – 3:15pm	Keynote Lie Spotting for HR Professionals: A Scientific Approach	Michael Johnson	S
3:15pm – 4:00pm	Afternoon Tea		
4:00pm – 5:00pm	Bending the Cost Curve: The Role of Employers	Karen Bray	G
	Compensation Strategy 2012	Stephanie Penner	S
	Workplace Flexibility: The Next Imperative	Lisa Horn	S
	USERRA: The Law	Cynthia Norwood	G
5:15pm – 6:15pm	How Deep Is Your Bench?	Andrew Ansoorian	S
	The Power of Mentoring	Mary Kitson	G
	Managing the Intergenerational Workforce	Knight, Engel & Fahrenbruch	G
	Selecting the Right HR App	Beth Williams	G
5:30pm – 10:00pm	Dinner and Evening Entertainment		

TUESDAY, APRIL 24

7:00am – 10:00am	Breakfast Available		
7:30am – 8:30am	2012 Employment Law Trends and Hot Topics	Kristina Keech Spitler	G
	New Leader Integration	Lynn Lorenz	G
	Strategy: Competing for Global Advantage	Ed Moore	IS
	Taking the I-9 Process Electronic	Gordon Middleton	G
8:45am – 10:00am	Keynote The Learn and Earn Baker's Dozen	Mark Milliron	S
10:00am – 10:45am	Break		
10:45am – 11:45am	Americans with Disabilities Act	Kristina Keech Spitler	G
	Innovative Benefits Strategies: A Holistic Approach	Donna Briggs	S
	Managing Your Global Workforce: A Positive Approach	Debra Dowd	IS
	Strategic Sensitivity: The Impact of Inclusion	Colleen McLaughlin	G
11:45am – 12:45pm	Lunch		
12:45pm – 1:45pm	The Courage to Lead a Lean Journey: WHO Before WHAT	Joseph Barto	S
	Employee Engagement: Why All the Fuss?	Tom Coffy	G
	Labor Pains: Union Avoidance	Lou Pugliese	G
	Watch Your Back: Preventing/Addressing Employee Theft	John Bredehoft	G
2:00pm – 3:15pm	Keynote The Orange Revolution	Joel Bishop	G
3:15pm – 4:00pm	Afternoon Tea		
4:00pm – 5:00pm	EEOC and Employment Discrimination Claims	Todd Leeson	G
	Three Talent Multipliers that Engage the Workplace*	Elizabeth Lacroix	G
	Total Rewards Across Borders	Mike Piker	G
	A Win-Win: Top-Down Guidance and Bottom-Up Input	Michelle Prosser	S
5:15pm – 6:15pm	The Loss of Sensitive Data	Laura Millen	G
	State of SHRM	Shelly Trent	
5:30pm – 10:00pm	Dinner and Evening Entertainment		

WEDNESDAY, APRIL 25

7:00am - 10:00am	Breakfast Available		
7:30am - 8:30am	Navigating Difficult Conversations	Allison Linney	S
	A Powerful Wellness Strategy	Anna McKean	G
	A Reflection of Workforce Downsizing	Franco Gandolfi	G
	Taking Control of Group Healthcare Costs	Robert Fiacco	G
8:45am - 10:00am	Keynote Effective Leadership: Transformational Leadership and Organizational Mission	Kenneth Moss	S
10:00am - 10:45am	Break		
10:45am - 11:45am	The Ecosystem of Internships	C. Mason Gates	G
	Retaliation Claims	Ray Hogge	G
	Textual Harassment	King F. Tower	G
	The WIN Method for Optimal Performance	Sharon Drake Petro	S