

Agenda At-A-Glance

View full session descriptions at www.SOAHR.net

Tuesday, March 26, 2019 | SOAHR Day 1

HR Innovates	Mastering the Business	The Total Employee	HR Essentials	Legal-Ease
7:30-8:30 am ☀ Sunrise Session Has Anyone Told You You're Certifiable! The Real-World Value of HR Certification <i>Kevin B. Richardson</i>	7:30-8:30 am ☀ Sunrise Session Taking Care of Your Employees Through Total Rewards <i>Demetra Morgan</i>	7:30-8:30 am ☀ Sunrise Session Immigration 101: The Basics of Employment Immigration Law <i>Scott Decker & Alexandria Holland</i>		
9:00-10:30 am ★ Keynote Seize Your Power: Lessons From The Meanest Woman Alive <i>Linda Smith with Lars Mins</i>				
10:30-11:20 am Resource Partner Showcase Grand Opening				
11:20am-12:20 pm Tapping Into Your Company's DNA to Build a Winning Brand and Drive Employee Engagement <i>Carrie Schonberg</i>	11:20am-12:20 pm HR Without Boundaries – Crossing Barriers Across the Enterprise <i>Tino Mantella, Janet Barnard, Angela Long ,Shan Cooper</i>	11:20 am-12:20 pm Designing Employee Benefits To Impact Population Health <i>Jody Amodeo, RN, PAHM</i>	11:20 am-12:20 pm Shake Up Your Culture... One Shift at a Time <i>Jeff Nischwitz</i>	11:20 am-12:20 pm Workforce Trends and GDOL <i>Commissioner Mark Butler</i>
12:20-1:30 pm Lunch				
1:30-3:45 pm TechKnow Workshop, Innovating HR <i>Robert Grashuis</i>	1:30-3:45 pm Leveraging your Understanding of Financial Statements – Risks and Strategic Opportunities <i>Kyle Frigon & Matthew Urbizo</i>	1:30-3:45 pm Opioid Crisis: Strategies and Tactics to Employee Well-Being <i>Andrea Elkon Michael Elkon</i>	1:30-3:45 pm Beyond Bias <i>Brooke Cartus</i>	1:30-2:30 pm Headline News: Hot Topics in Employment Law <i>Greg Hare</i>
				2:45-3:45 pm Hiring Good Employees When Good Employees Are Hard to Find <i>Jennifer Sandberg</i>
3:45-4:15 pm Resource Partner Break				
4:15-5:15 pm The Digital Disruption of the Employee Experience <i>Cheryl Johnson</i>	4:15-5:15 4 Things Your CEO and Sales Leader Want You to Know About Sales <i>Warren Shiver</i>	4:15-5:15 pm Personalizing Health with Genetic Insights: Cancer, Heart Disease, Medications and More <i>Kornelious Bankston</i>	4:15-5:15 pm Corporate Social Responsibility: It's Personal <i>Erin Wolf</i>	4:15-5:15 The Best Class, The Wrong Class, The What Class? The Guide to Understanding Proper Classifications Under The FLSA <i>Matthew Simpson / Terri Stewart</i>
5:30-7:00 pm Happy Hour Welcome Reception				

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Wednesday, March 27, 2019 | SOAHR Day 2

HR Innovates	Mastering the Business	The Total Employee	HR Essentials	Legal-Ease
7:00-9:00 am Resource Partner Showcase				
7:30-8:30 am ☀ Sunrise Session SAFE (Security Against Forced Encounters): Defense & Evasion Techniques <i>Arlene Johnson & Bob McDaniel</i>	7:30-8:30 am ☀ Sunrise Session Alzheimers: Know the 10 Signs, Early Detection Matters <i>Kim Franklin</i>		7:30-8:30 am ☀ Sunrise Session Immigration 201: More Complex Issues in Employment Immigration Law <i>Andrea Davis & Philip Shepherd</i>	
9:00-10:00 am Innovation in the New Age: How Diversity & Digital Drive Innovation <i>Crystal Kadakia</i>	9:00-11:15 am Procurement Workshop: Best Practices for Buying HR Software and Services <i>Rob Prinzo</i>	9:00-10:00 am Partnership with Physicians to Transform Your Benefits <i>Will Hall, Dr. Brian Hill, Dr. Rob Herrera</i>	9:00-10:00 am Workplace America 2019: 15th Annual Study of Employee Engagement and Retention <i>Christopher Mulligan</i>	9:00-10:00 am Conducting Effective Investigations and Documenting The Process <i>Marty Martenson</i>
10:15-11:15 am The Impact of AI Based Technologies on HR Roles and Competencies <i>Dennis Koerner</i>		10:15-11:15 am The Impact of Financial Stress on Your Employees— And What You Can Do About It <i>Brian Ford & Caitlin Weaver</i>	10:15-11:15 am Designing Incentive Compensation to Positively Impact Organizational Profitability & Productivity <i>Malika Terry</i>	10:15-11:15 am #MeToo: What's Next <i>Sarah Lamar</i>
11:15 am-1:00 pm Lunch				
1:00-2:15 pm ★ Keynote 5 Barriers You'll Need to Break for Success in 2020 – and Beyond <i>Jim Link, CHRO, Randstad</i>				
2:15-2:45 pm Resource Partner Showcase				
2:45p-5:00 pm Measures That Matter: The Ultimate Cheat Sheet for HR Metrics <i>Denise Cooper</i>	2:45p-3:45 pm State Unemployment Costs: How HR Leadership Can Drive Tax Savings & Organizational Oversight <i>Lorri Kissell & John Doran</i>		2:45p-3:45 pm How to Master The ADA Interactive Process <i>David Mohl</i>	
	4:00-5:00 pm Student Loan and College Saving Benefits: The 401(k) for the Millennial Generation <i>Meera Oliva</i>		4:00-5:00 pm Creating and Administering Effective Performance Improvement Plans <i>Todd Stanton</i>	

View information about the Pre-Conference Workshops on March 25 at www.soahr.net/workshops