

# Agenda At-A-Glance

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

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

View information about the Pre-Conference Workshops on March 25 at [www.soahr.net/workshops](http://www.soahr.net/workshops)