

Human Resources Management Conference 2016

“Future Driven HR”

Thursday, October 13, 2016

9:00 - 10:00 a.m.	Lobby	Register, Check-In, Exhibitors & Breakfast	
10:00 a.m.		<b>Welcome and General Announcements</b>	<b>Teresa Faulkner</b> Human Resources Manager The University of Alabama
10:00 - 10:45 a.m.		<b>What I Need From HR - Beyond Business Partnership to Reality</b> Perspective on the human resource management needs of executives. Presentation will discuss the types of information, insight, guidance and advice that is most relevant and helpful in managing a complex organization.	<b>Michele Adams</b> VP, Risk Management Services Walt Disney World Resort
10:45 - 11:15 a.m.		Break & Exhibitor Showcase	
		<b>CONCURRENT SESSIONS</b>	
11:15 a.m. - 12:30 p.m.	Breakout Room #1	<b>Mock Trial</b> See how your everyday situations would play out in front of a jury. Witness how common HR pitfalls can spell big trouble and what you can do to be prepared.	<b>Kathryn Willis</b> Attorney Burr & Forman LLC <i>Moderator: Matthew Scully</i>
11:15 a.m. - 12:30 p.m.	Breakout Room #2	<b>*Strategic Hours*</b> <b>Workforce Analytics in Real World Applications</b>	<b>Stan Duncan</b> Chief Human Resource Officer Raymond James Financial <i>Moderator: Larry Baldwin</i>
11:15 a.m. - 12:30 p.m.	Breakout Room #3	<b>Engaging the Workforce of the Future with Mobile Technology</b> The current business climate is increasingly comprised of mobile access and Millennials. This generation of workers is the largest percentage of current job seekers — and the biggest force behind the mobile trend. Yet many companies are still lagging in using mobile capabilities to engage their current and potential workforce. By applying social media and mobile resources to your talent processes, you can provide a friendly, personalized platform to both candidates and employees, and results can include better recruitment, retention, and productivity. The next generation of workers is here, and mobile technology can raise performance and engagement for long-term business success.	<b>Mitch Maddox</b> Presales Tech Consultant Ultimate Software <i>Moderator:</i>
11:15 a.m. - 12:30 p.m.	Breakout Room #4	<b>Millennials at Work</b> Gain an understanding of the values, behavior, and trends of Millennials entering the workforce. This presentation offers market insight into Millennial management and Millennial menials.	<b>Brandon Chicotsky</b> Coordinator of Experiential Learning The University of Alabama <i>Moderator: Bob Prescott</i>
12:45 - 1:15 p.m.		Seated Lunch	
1:15 - 2:15 p.m.		<b>Building Culture With A Purpose</b> If you’ve ever visited Daxko’s office space, checked out our culture blog, or heard Dave speak, you know culture is important at Daxko. Our unique culture is more than sleek office design, relaxed dress code, and free Friday lunch. Daxko’s culture is our single greatest competitive advantage. Join Dave Gray for discussion on why culture comes first for successful executive teams.	<b>Dave Gray</b> President & CEO Daxko <i>Moderator: Dawn Burke</i>
2:15 - 2:45 p.m.		Break & Exhibitor Showcase	
		<b>CONCURRENT SESSIONS</b>	
2:45-4:00 p.m.	Breakout Room #1	<b>Immigration Update: Happy Fiscal Year?</b> As government fines continue to rise, the employer must be prepared to defend its immigration practices and ensure that its documentation is complete and error-free. This session covers a variety of immigration topics to assist the employer with its compliance efforts, including trends in I-9 audits and investigations, recent developments with E-Verify and avoiding document abuse claims at the Office of Special Counsel. This session also describes the most commonly-used temporary visa options for employees seeking work in the U.S.	<b>Stephen Davis</b> Attorney Maynard, Cooper & Gale, PC <b>Reilly Ward</b> Attorney Maynard, Cooper & Gale, PC <b>Anton Mertens</b> Attorney Burr & Forman <i>Moderator: Matt Cannova</i>
2:45-4:00 p.m.	Breakout Room #2	<b>*Strategic Hours*</b> <b>HR Business Leader: How To Move From Transactional To Strategic HR</b> This workshop is designed for the HR professional that is interested in moving from a transactional role within an HR department to one that is more strategic. The HR Business Partner is a resource for line managers to assist in solving business problems and creating value for the organization. This workshop can prepare you for your next HR opportunity even if currently not in a strategic position.	<b>Cathy Missildine</b> Chief Performance Officer Intellectual Capital Consulting <i>Moderator: Russ Bradley</i>
2:45-4:00 p.m.	Breakout Room #3	<b>Healthy for the Hectic: Creating a Culture of Workplace Wellness</b> This session will focus on common struggles employees face that impair their ability to implement healthy changes. Tips and tools will be provided to equip audience members to set realistic goals that promote mental, emotional and physical wellness. Discussion will include various wearables currently used in the workplace to promote overall wellbeing.	<b>Anna Threadcraft</b> Director of Wellness UAB Health Systems <i>Moderator: Kelly Mayer</i>
2:45-4:00 p.m.	Breakout Room #4	<b>The Terrible Truth About Performance Appraisals!</b> <i>And how you can make the best of them.</i> Management Guru Ed Deming dubbed the performance appraisal a “deadly disease.” Both the session and it can be terminal for all parties concerned. Many of us know this from first hand experience. Now, there’s a rash movement among American companies to eliminate performance appraisals altogether. But is this a good idea? Find out in this fun and informative session. Take away many useful tools, tips and ideas.	<b>Bill Schabel</b> Chief Learning Officer Hyperformance Learning, Inc. <i>Moderator:</i>
4:00- until		<b>Networking Reception - HR Improv Theatre ft. David Grissom</b> Come laugh, network, and play as David Grissom employs volunteers to play out everyday HR situations played out on stage	

Human Resources Management Conference 2016

“Future Driven HR”

Friday, October 14, 2016

8:00 - 8:45 a.m.		Breakfast & Exhibits	
8:15 - 8:30 a.m.		<b>Announcements</b>	<b>Teresa Faulkner</b> Human Resources Manager The University of Alabama
8:30 - 9:45 a.m.		<b>Legal Update</b> In this summary of the year's developments in labor and employment law, we will review significant court cases expanding LGBTQ rights in the workplace, the final FLSA overtime exemption rule, trends in enforcement at the EEOC, and potential legislation in store for the next Congress and new president.	<b>Matt Stiles</b> Attorney Maynard Cooper & Gale, PC <i>Moderator: Teresa Faulkner</i>
9:45 - 10:00 a.m.		Break & Exhibitor Showcase	
<b>CONCURRENT SESSIONS</b>			
10:00 - 11:15 a.m.	Breakout Room #1	<b>Diversity in Alabama: Update on Initiatives</b>	<b>Nichelle Nix</b> Director of Minority Affairs Office of the Governor <i>Moderator: Shanna Ullman</i>
10:00 - 11:15 a.m.	Breakout Room #2	<b>*Strategic Hours*</b> <b>Developing Leadership Agility: A Business Imperative for HR in a VUCA World</b> Enhance your ability to respond to complex and unpredictable business changes...master the competencies of agile leadership! Change rules! Whether it's in economic conditions, customer expectations, core technologies, business regulations and more, change requires agile leaders who can anticipate it, adapt to it and use it to their competitive advantage. This seminar will help you lead with greater foresight and entrepreneurial thinking and expose you to the behaviors and processes associated with agile people and agile organizations.	<b>Nick Horney</b> Principal & Owner Agility Consulting and Training <i>Moderator:</i>
10:00 - 11:15 a.m.	Breakout Room #3	<b>Neuroscience and HR: Exposing the Little Voice Behind our Decisions</b> Have you ever thought about what happens in your brain when faced with HR decisions like hiring, promoting, performance management, employee engagement, stress management and more? And more importantly, what if we could expose the thoughts of others as they deal with their own decision-making dilemmas. Attend this cutting-edge session to hear the science behind how our brain makes decisions and how the science of neuro-assessment imaging technology can help Human Resource professionals improve the accuracy of their decisions and/or recommendations significantly.	<b>Dr. Ron Bonnstetter</b> Senior VP of Research & Development Target Training International <i>Moderator: Ted G?</i>
10:00 - 11:15 a.m.	Breakout Room #4	<b>The Impact of the "Gig Economy" on HR</b> Many members of the modern workforce are choosing to be part of what's often dubbed the "on-demand economy" or the "gig economy," the growing collection of app-based startups providing services to clients at the click of a button. This shift in business typology also comes with challenges – not only for the new "app" organization but also for more traditional organizations competing in the same market space. Come investigate the potential impact on your business.	<b>Dr. Robert Prescott</b> Director of Coporate Engagement The University of Alabama <i>Moderator: Larry Baldwin</i>
11:00 - 11:30 a.m.		Break & Exhibitor Showcase	
11:30 - 12:00 noon		Seated Lunch	
12:00-12:30 p.m.		<b>Birmingham Business Journal Awards Ceremony</b>	<b>Joel Welker</b> Birmingham Business Journal
12:30 - 1:15 p.m.		<b>Creating Agile HR</b> Find out what a VUCA world is and the implications for Human Resource professionals. A case will be made for HR professionals to build their agile capabilities.	<b>Nick Horney</b> Principal & Owner Agility Consulting and Training <i>Moderator: Larry Balwin</i>
1:15 - 1:30 p.m.		<b>Door Prizes /Adjourn</b>	