



HRM CONFERENCE

63rd Annual Human Resources Management Conference

Courageous Explorers: New world of Opportunity for HR

Thursday, October 19, 2017



HRM CONFERENCE

9:00 - 10:00 a.m.	Lobby	Register, Check-In, Exhibitors & Continental Breakfast	
10:00 a.m.	Wynfrey ABC	Welcome and General Announcements <i>Keynote Address</i> Courageous HR Explorers and the Evolution of Work To be a Courageous Human Resources Explorer in a High Performing Organization, HR professionals must address major trends and counter trends impacting organizations both today and in the future. These trends are rendering our traditional wisdom and accepted truths basically obsolete. These trends are forcing organizations to rethink the way they operate; from strategy, to values, to operating models, to working with customers, to how work is performed. These trends are not passing fads. Jay Jamrog makes it his business to know and track business trends, measure HR and management practices against the trends and offer high level, practical solutions for addressing the trends.	Jay Jamrog Institute for Corporate Productivity
10:00 - 10:45 a.m.			
10:45 - 11:15 a.m.	Exhibit Hall	Break & Exhibitor Showcase CONCURRENT SESSIONS	
11:15 a.m. - 12:30 p.m.	Riverchase A	<i>Tech Track</i> Recruiting and Sourcing Technology An up-to-date look at the latest recruiting tech tools with quick tutorials on how to and secret tips for success.	Katie Gechijian Reveal Global Intelligence
11:15 a.m. - 12:30 p.m.	Riverchase B	<i>Legal Track</i> Developments in Wage and Hour Law Will discuss recent developments in wage and hour law, including litigation trends, hot issues, regulation changes, and recent cases.	Josh Bennett Maynard, Cooper & Gale, P.C.
11:15 a.m. - 12:30 p.m.	Wynfrey D	<i>Business Track</i> Get Your Ducks in a Row: Using Integrated Talent Management to Build a More Aligned and Resilient Organization A strong integrated talent management strategy includes processes for identifying and leveraging talent across multiple aspects of the organization: talent acquisition, development, engagement, performance management, rewards/recognition, and succession management. Using interactive mini case scenarios, this highly interactive session will demonstrate how to leverage marketplace resources, program administration budget & finances, project planning as well as legal and ethical considerations to align resources and talent to gain a competitive edge.	Maureen Orey Workplace Learning and Performance Group
11:15 a.m. - 12:30 p.m.	Wynfrey E	<i>General Track</i> Millennials in Your Workplace and HR Department! This presentation is going to bring to light the Millennial in HR perspective of the generational challenges in today's workforce. We will delve into ways to improve communication when speaking or teaching about this topic, how to stop generalizing generations while still embracing each one's uniqueness, and how to turn this knowledge into better performance management for your organization.	Kristina Minyard Ignite Education
12:30 - 12:45 p.m.		Break	
12:45 - 2:00 p.m.	Wynfrey ABC	<i>Lunch & Keynote Address</i> "Humor Rules!" This presentation is designed to show participants how to use their sense of humor to release stress, defuse anger and better relationships.	Jeff Justice Humor Resources Director
2:00 - 2:30 p.m.	Exhibit Hall	Break & Exhibitor Showcase CONCURRENT SESSIONS	
2:30-3:45 p.m.	Riverchase A	<i>Tech Track</i> Tapps - Technology Applications That Affect Today's HR Professional We will review the myriad of technology applications that are available. From HRIS to a smart phone app. We will also review the uses for each and how to determine what will work best for an organization's needs.	Concetta Lewis ProctorU, Inc.
2:30-3:45 p.m.	Riverchase B	<i>Legal Track</i> Title VII Sexual Orientation and Gender Identity: An Evolving Legal Landscape Sexual Orientation and Gender Identity raise a number of legal issues for employers, from bathroom usage to accommodation requests. This presentation focuses on this rapidly evolving legal landscape and discusses best practices to stay compliant.	Matt Scully Katy Willis Burr Forman, LLP
2:30-3:45 p.m.	Wynfrey D	<i>Business Track</i> Agile HR In this session we will do an overview of Agile practices, some frameworks to support these practices, and how they can be applied to a human resources organization.	David Wallace Deluxe Corporation
2:30-3:45 p.m.	Wynfrey E	<i>General Track</i> Combining "Old School" Tactics with "New School" Technology to Drive Employee Engagement This session will explore the benefits of putting "human interactions" back into the human resources function by identifying both traditional and tech-enabled solutions to increase employee engagement. Engagement will be defined and the benefits of increased engagement to both the employee and employer will be highlighted.	Kerry Schrader Mixtroz
3:45 p.m.- until	Winston's Lounge 1st Floor	Networking Reception Skip the rush hour and join us for cocktails and hor d'oeuvres! Great networking opportunity with peers in the HR industry!	Entertainment by: Matt Wilson Master Magician



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8:30 - 9:15 a.m.		Continental Breakfast & Exhibits	
9:15 - 9:30 a.m.		Announcements	
9:30 - 11:00 a.m.	Wynfrey ABC	<p>Keynote Address Legal Update</p> <p>In this summary of the year's developments in labor and employment law, we will review significant court workplace discrimination cases, the saga of the FLSA overtime exemption rule and likely new rules, trends in enforcement at the EEOC, the Trump Administration's regulatory reform agenda, and developing legislation in Congress.</p>	<p>Matt Stiles Constangy, Brooks, Smith & Prophete, LLP</p> <p>Tam Yelling Hibbett Sporting Goods, Inc.</p>
11:00 - 11:15 a.m.	Exhibit Hall	Break & Exhibitor Showcase	
CONCURRENT SESSIONS			
<i>Tech Track</i>			
11:15 - 12:30 p.m.	Riverchase A	<p>The Current State of the Cybersecurity Landscape</p> <p>We will examine the struggle between the bad guys and good guys in the cyber battles of today. The most common attack vectors will be looked at, and the biggest enterprise threat revealed. Phishing and ransomware will be explained, the importance of employee education will be examined, and the necessity of cyber insurance confirmed.</p>	<p>Steve Hines Threat Advice</p>
<i>Legal Track</i>			
11:15 - 12:30 p.m.	Riverchase B	<p>Pandora's Box: Pregnancy, ADA, and FMLA</p> <p>Presentation will include a discussion of pregnancy leave, the ADA, and the FMLA in the context of the relevant laws, frequent problems managing these issues, actual cases, and allow for questions and answers.</p>	<p>David Mellon Earlisha Williams Office of Counsel University of Alabama System</p>
<i>Business Track</i>			
11:15 - 12:30 p.m.	Wynfrey D	<p>Growth Management as an Integrated Organizational Strategy</p> <p>Today there is a perfect storm for organizations: 1) A severe shortage of talent; and 2) An inconsistent and unpredictable socio-political environment; and 3) Accelerating pace of change driven by technological advances in robotics and artificial intelligence. These storms of change are forcing organizations to rethink how they operate. This session will give you valuable data points you need to guide your organizational executives in creating organizational strategies to address these unprecedented changes in how they operate.</p>	<p>Jay Jamrog Institute for Corporate Productivity</p>
<i>General Track</i>			
11:15 - 12:30 p.m.	Wynfrey E	<p>It's Not Just Repeal and Replace...It's Really All About the Strategy!</p> <p>Health care costs continue to rise, leading employers to carefully balance the cost and coverage of group plans. With so many plan types and design choices, employers must carefully mitigate costs for both themselves and their employees in order to offer benefits that will attract and retain top talent. To accomplish this, employers' strategies vary widely by region, group size and industry, making benchmarking critical when sitting at the bargaining table and educating employees about their options. This session will provide an overview of the findings from the United Benefit Advisors® (UBA) Health Plan Survey, the nation's largest proprietary health plan benchmarking survey. While many health plan surveys only track the largest employers, this presentation will address employers of all sizes and types by examining findings among 11,524 employers sponsoring 19,557 health plans.</p>	<p>Cooper Johnson SS. Nesbitt & Company</p>
<i>HR Certification:</i>			
11:15 - 12:30 p.m.	Yorkshire	<p>Are You Courageous Enough to Go For It?</p> <p>HR Certification is more widely recognized and sought after than ever before and there are two distinct paths to consider. Is this the time for you? Which one should you take? How can you best prepare? Attend this session if you are contemplating this career move and want information to help you decide which way to go as well as how to study and successfully pass whichever exam you choose.</p>	<p>Lana Thompson Thompson & Associates</p>
12:30 - 1:00 p.m.	Exhibit Hall	Break & Exhibitor Showcase	
<i>Lunch & Keynote Address</i>			
1:00 - 2:15 p.m.	Wynfrey ABC	<p>Human Resources Managers: The Unsung Heroes</p> <p>This session will examine the changing dynamic of workforce demographics, workforce environments, and the use of technology in our immediate business future. Our unsung heroes tie it all together.</p>	<p>Michael Tompkins Hutchinson Consulting</p>
2:15 - 2:30 p.m.		Door Prizes /Adjourn	