



presented by **Kentucky Career Center** **UI SIDES**
State Information Data Exchange System

30th Annual Kentucky SHRM Conference | September 24-26, 2014 | Louisville, Ky.



**Attend the
full-day
preconference
workshop!**

Earn 7 Business
Management & Strategic
credit hours



**Earn Business Management
& Strategic credit hours or
HR General credit hours*!**

**Credit hours are pending with HR
Certification Institute. Please visit the
conference website for details as they
become available.*

Registration and Lodging

4 Easy Ways to Register

ONLINE: kyshrmconference.com

PHONE: 502-848-8727

EMAIL: lhill@kychamber.com

FAX/MAIL: Download a registration form from our website



Registration Fees

KYSHRM and/or Kentucky Chamber Member

3-Day | Wed/Thu/Fri

\$499 includes Wed-Afternoon Workshops

\$678 includes Wed-Preconference*

2-Day | Wed/Thu

\$399 includes Wed-Afternoon Workshops

\$578 includes Wed-Preconference*

2-Day | Thu/Fri

\$399

1-Day | Wed

\$199 Wed-Afternoon Workshops

\$349 Wed-Preconference*

1-Day | Thu or Fri

\$299

Non-Member

3-Day | Wed/Thu/Fri

\$599 includes Wed-Afternoon Workshops

\$828 includes Wed-Preconference*

2-Day | Wed/Thu

\$499 includes Wed-Afternoon Workshops

\$728 includes Wed-Preconference*

2-Day | Thu/Fri

\$499

1-Day | Wed

\$299 Wed-Afternoon Workshops

\$449 Wed-Preconference*

1-Day | Thu or Fri

\$399

*Preconference Workshop worth 7 Business Management & Strategic credit hours.

Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions welcome. Special accommodations made upon request.

Conference Hotel Information

Louisville Marriott Downtown

280 West Jefferson Street, Louisville, KY 40202

Phone: 502-627-5045 or 800-533-0127

Room Rate: \$146**

Cutoff Date for Hotel Rooms is Sept. 2, 2014

Please reference KYSHRM Conference when making your reservation. **The advertised KYSHRM Conference room rate cannot be guaranteed after the cutoff date.

Consent to Use of Photographic Images

Registration and attendance at or participation in Kentucky Chamber/KYSHRM meetings and other activities constitutes an agreement by the registrant to the Kentucky Chamber/KYSHRM's use and distribution (both now and in the future) of the registrant or attendees image or voice in photographs, videotapes, electronic reproductions and audiotapes of such events and activities.

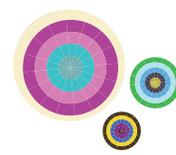
Important Note

Wednesday's full-day Preconference Workshop and afternoon workshops take place concurrently. You may only register for one or the other.

KYSHRM Welcome Reception

FREE to
conference attendees.
Your guest(s) pay
\$75/per guest.

Schedule



Wednesday, September 24, 2014

- 8 a.m. Preconference Workshop attendee registration
- 8:30 a.m. - 4 p.m. Preconference Workshop
(lunch included for preconference attendees)
- 12 p.m. Attendee registration
- 12:30 p.m. Concurrent 1.5-hour workshops
- 2 p.m. Break (Level 1)
- 2:15 p.m. Concurrent 1.5-hour workshops
- 3-6 p.m. Exhibitor registration and setup
- 3:45 p.m. Break (Level 1)
- 4 p.m. Keynote: Bob Carragher, Senior State Affairs Advisor, Society for Human Resource Management (LMD)
- 5 p.m. KYSHRM welcome reception (LMD)
sponsored by Fisher & Phillips LLP
- 7 p.m. 30th Annual Kentucky SHRM Conference day one adjourns

Thursday, September 25, 2014

- 6:30 a.m. Attendee registration
Continental breakfast in corridor outside HR Marketplace
- 7:30 a.m. Concurrent 1-hour workshops
- 8-9:30 a.m. Exhibitor registration and setup
- 8:30 a.m. Morning break in corridor outside HR Marketplace
- 9 a.m. Keynote: Sam Glenn, The Attitude Guy (LMD)
- 10:15 a.m. HR Marketplace opens
Morning break in HR Marketplace
sponsored by ARGI
- Bookstacks Bookstore opens
Internet Café opens
sponsored by KCTCS
- 10:45 a.m. Concurrent 1-hour and 1.5-hour workshops
- 11:45 a.m.-1:30 p.m. Buffet lunch in HR Marketplace
sponsored by Littler Mendelson, P.C.
- 1 p.m. Concurrent 1.5-hour workshops
- 1:30 p.m. Concurrent 1-hour workshops
- 2:30 p.m. Afternoon dessert break in HR Marketplace
sponsored by Stoll Keenon Ogden PLLC
- 3:15 p.m. Concurrent 1.5-hour workshops
- 4:45 p.m. Networking reception in HR Marketplace
sponsored by Anthem Blue Cross and Blue Shield of Kentucky
- 6 p.m. \$1,000 cash giveaway in HR Marketplace *must be present to win*
30th Annual Kentucky SHRM Conference day two adjourns

Friday, September 26, 2014

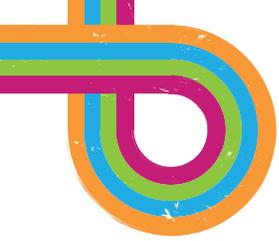
- 6:30 a.m. Attendee registration
Continental breakfast in HR Marketplace
Bookstacks Bookstore opens
Internet Café opens
sponsored by KCTCS
- 7:30 a.m. Concurrent 1-hour workshops
- 8:30 a.m. HR Marketplace opens
- 9 a.m. Keynote: TBD (LMD)
- 10:15 a.m. Morning break in HR Marketplace
- 10:45 a.m. Concurrent 1-hour and 1.5-hour workshops
- 11:45 a.m.-1:30 p.m. Buffet lunch in HR Marketplace
sponsored by University of Louisville
- 1 p.m. Concurrent 1.5-hour workshops
- 1:30 p.m. Concurrent 1-hour workshops
HR Marketplace closes
- 2:30 p.m. \$1,500 grand prize giveaway (Level 1) *must be present to win*
30th Annual Kentucky SHRM Conference adjourns

Note

All events takes place at the Kentucky International Convention Center unless otherwise noted as LMD (Louisville Marriott Downtown)



#kyshrm14



Keynote Speakers



Wednesday, Sept. 24 | 4 p.m.

Bob Carragher Senior State Affairs Advisor, Society for Human Resource Management

SHRM Advocacy Team: Shaping HR Public Policy

As an HR professional, you are uniquely positioned to shape the development of federal and state workplace laws and regulations. This presentation takes you through the basic steps of becoming involved in the public policy process; best practices for contacting, meeting and building lasting relationships with elected officials and their staffs; and effective ways to communicate the HR professional's perspective on key workplace issues. You will also learn about the initiative SHRM has launched to create a nationwide member advocacy network of HR Advocates, collectively known as the Advocacy Team or A-Team.

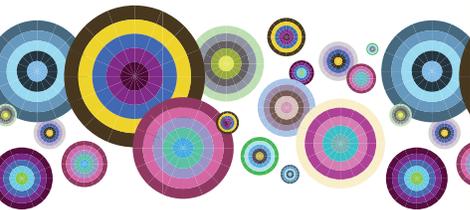


Thursday, Sept. 25 | 9 a.m.

Sam Glenn The Attitude Guy

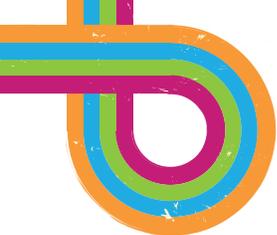
The Gift of Attitude

Every day, we choose the face of our attitude and give it away through the experiences we create for others: customers, co-workers, strangers, associates, employees, family and friends. Glenn will show you how to use your attitude to connect with others and create a meaningful gift that makes others feel remarkable, recognized and valued. If you are in the business of creating positive experiences for customers and making a difference, this presentation is one you won't want to miss. Learn how to use your gifts and a positive attitude to make a positive impact.



Friday, Sept. 26 | 9 a.m.

Topic/Speaker TBD



Preconference Workshop

Wednesday, Sept. 24, 2014 | 8:30 a.m. – 4 p.m. | Noon Lunch (provided)

EARN 7 STRATEGIC CREDIT HOURS by attending this all-day workshop!



Cathy Fyock, CSP, SPHR
Your Possibility Partner

Strategic Consulting Skills for HR Business Partners

During this interactive session, you will review a variety of business strategies including cost management, product innovation and talent management, and learn how HR strategy is formed from business strategy. You will learn the components of effective business consulting and how the consulting process changes for HR business partners based upon the market and business conditions. You will learn the phases of business consulting, how to initiate key executive involvement and support through effective data gathering and contracting techniques. You will be provided a formatted template for effective consulting processes. True HR business partnership is based upon understanding and applying the knowledge from this session. Come prepared to roll up your sleeves, get involved in lively discussions and exercises with your HR colleagues, and learn more about how to be a strategic business leader.

The following topics will be covered:

- What is organizational consulting?
- Model for organizational consultants
- Analyzing your consulting relationships
- Exercise: A Case Study for Consulting
- Consulting foundation: The HR competency model
- Digging Deeper: Strategic contribution in HR – business leaders' expectations: Talent management, culture/change management and strategy architect
- Business strategy options: Cost leadership, differentiation, talent management and others
- Marketplace realities = HR drivers: Differentiating consulting strategies for organizational growth, maintenance and decline
- Exercise: Defining effective consulting strategies – Company A (Growth market) vs. Company B (Mature, declining market)
- Competency focus: Three secrets and seven steps to becoming a “credible activist” through personal credibility
- The strategic consulting process: Consulting phases
- Developing the consulting contract
- Assessing the client issue: Key executive interviews
- Questioning, listening and observing
- Strategic consulting: A template for HR business partners

Upgrade your registration by attending this preconference workshop and gain 7 hours of Business Management & Strategic credit hours!

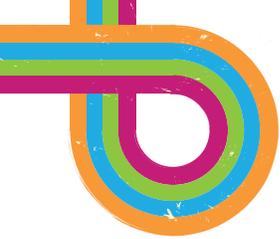
Additional cost to attend:

\$179/KYSHM and/or
Kentucky Chamber Member

\$229/Non-member



Learn more at
kyshrmconference.com/guidebook



Meet the Sponsors



Listing as of July 31, 2014

Presenting Sponsor



Kentucky Career Center and the State Information Data Exchange Systems (SIDES)

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Conference Hosts



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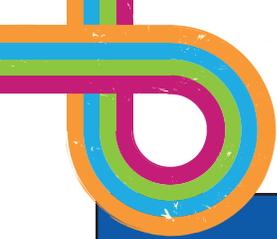
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Workshops



View workshop descriptions at kyshrmconference.com

		Management and Motivation	
		<small>sponsored by</small> 	
Wednesday, September 24			
Session 1 12:30 p.m. - 2 p.m.		M1 Reinforcement Motivation Theory and the Law of Unintended Consequences – <i>Joe DeSensi</i>	M2 The Daunting Role of HR Professionals in Today's Manufacturing Renaissance – <i>Molly Sutherland</i>
		M3 RESET Your Life...RESET Your Legacy: Creating and Living Your Life of Purpose with Passion – <i>Jason Brooks</i>	M4 Fearless Facilitation for the HR Leader – <i>Whitney Bishop</i>
Session 2 2:15 p.m. - 3:45 p.m.		M1 Reinforcement Motivation Theory and the Law of Unintended Consequences – <i>Joe DeSensi</i>	M2 The Daunting Role of HR Professionals in Today's Manufacturing Renaissance – <i>Molly Sutherland</i>
		M3 RESET Your Life...RESET Your Legacy: Creating and Living Your Life of Purpose with Passion – <i>Jason Brooks</i>	M5 Best Practices for High Impact HR – <i>Lyle Hanna, Candra Bryant & Courtney Goodpaster</i>
Thursday, September 25			
Session 3 7:30 a.m. - 8:30 a.m.		M6 Assessing SHRM's "ELEMENTS for HR Success" Competencies through Engaging Online Simulations – <i>Gavan O'Shea</i>	M7 IQ? EQ? 4-Q? What Every HR Pro Should Know About Hiring Assessments – <i>Whitney Martin</i>
Session 4 (1 hour track) 10:45 a.m. - 11:45 a.m.	choose one class from 1 or 1.5 hour track	M8 Building a WOW! Recognition Culture – <i>Mike Byam</i>	M9 Coaching Up...Coaching Down...and Coaching All Around! – <i>Jeff Nally</i>
Session 4 (1.5 hour track) 10:45 a.m. - 12:15 p.m.		M10 SHRM Certification: The New Credential – <i>Shelly Trent</i>	M11 Leadership Land Mines! Making Good Decisions When the Heat is On! – <i>Marty Clarke</i>
Session 5 (1.5 hour track) 1 p.m. - 2:30 p.m.	choose one class from 1 or 1.5 hour track	M10 SHRM Certification: The New Credential – <i>Shelly Trent</i>	M11 Leadership Land Mines! Making Good Decisions When the Heat is On! – <i>Marty Clarke</i>
Session 5 (1 hour track) 1:30 p.m. - 2:30 p.m.		M8 Building a WOW! Recognition Culture – <i>Mike Byam</i>	M9 Coaching Up...Coaching Down...and Coaching All Around! – <i>Jeff Nally</i>
Session 6 3:15 p.m. - 4:45 p.m.		M5 Best Practices for High Impact HR – <i>Lyle Hanna, Candra Bryant & Courtney Goodpaster</i>	M12 Reading Emotions in Negotiations – <i>Tom Williams</i>
		M13 Employee Scheduling+Workforce Educational Professional Certification – <i>Sherry Evens & Chrystal Marie Suby</i>	M14 Writing Blogs, Articles, and Books to Build Your HR Career – <i>Cathy Fyock</i>
Friday, September 26			
Session 7 7:30 a.m. - 8:30 a.m.		M15 Avoiding the Boomer Drain: HR Strategies and Best Practices – <i>Shelly Trent</i>	M7 IQ? EQ? 4-Q? What Every HR Pro Should Know About Hiring Assessments – <i>Whitney Martin</i>
Session 8 (1 hour track) 10:45 a.m. - 11:45 a.m.	choose one class from 1 or 1.5 hour track	M16 Perspectives Through the Ages: A Boomer and a Millennial in Dialogue – <i>Cathy Fyock & Cara Silletto</i>	M17 Diversity is a Fact, Inclusion is a Behavior – <i>Tim Findley</i>
Session 8 (1.5 hour track) 10:45 a.m. - 12:15 p.m.		M18 The Power of Leadership Presence – <i>Hope Zoeller</i>	M19 How to Hire "A" Players on a "C" Budget – <i>Eric Brown</i>
Session 9 (1.5 hour track) 1 p.m. - 2:30 p.m.	choose one class from 1 or 1.5 hour track	M18 The Power of Leadership Presence – <i>Hope Zoeller</i>	M19 How to Hire "A" Players on a "C" Budget – <i>Eric Brown</i>
Session 9 (1 hour track) 1:30 p.m. - 2:30 p.m.		M16 Perspectives Through the Ages: A Boomer and a Millennial in Dialogue – <i>Cathy Fyock & Cara Silletto</i>	M17 Diversity is a Fact, Inclusion is a Behavior – <i>Tim Findley</i>



S = pending approval for strategic credits

Advanced Strategic	Human Resource Law <small>sponsored by</small> 	Benefits & Compensation <small>sponsored by</small> 
S A1 Building a Succession Process that Works – <i>Bill Mugavin</i>	L1 The HR Deposition Demystified – <i>Cynthia Effinger, Amy Cabbage & Benjamin Riddle</i>	B1 The Interplay Between ADA, FMLA, and GINA – <i>Michael A. Owsley, W. Carvens Priest, III & Samantha Propp</i>
S A2 Quit Sabotaging Your Company – <i>Carrie Van Daele</i>	L2 Social Media is Here to Stay: Practical Tips & Solutions – <i>LaToi Mayo & Jay Inman</i>	B2 Health and Welfare Plan Compliance Overview: What Employers Need to Know – <i>Caroline Smith</i>
S A1 Building a Succession Process that Works – <i>Bill Mugavin</i>	L3 Developments in Union Organizing – <i>William Kishman</i>	B3 Federal Health Care Reform: The Challenges Employers Face in 2015 and Beyond – <i>Debbie Hardesty & Alison Stemler</i>
S A2 Quit Sabotaging Your Company – <i>Carrie Van Daele</i>	L2 Social Media is Here to Stay: Practical Tips & Solutions – <i>LaToi Mayo & Jay Inman</i>	
S A3 Creating Meaning: A Strategy for Business Success in the 21st Century – <i>Rick Underwood</i>	L4 Getting Out of Hand: Smartphones and Employment Law – <i>Jeff Calabrese</i>	B4 Are Your Job Descriptions Up to Date AND ADA Compliant? – <i>Kalen Morgan</i>
S A4 Accelerating the Role and Relevance of Human Resources...Thinking and Acting Strategically Everyday! – <i>Molly Sutherland</i>	L5a Mock Employment Jury Trial – Part 1 – <i>Mitzi Wyrick & George Miller</i>	B5 Get a Handle on Your Workers' Compensation Claims – <i>Kenneth Dietz</i>
S A5 Why CFOs Hate HR – <i>Karl Ahlrichs</i>	L6 Recent Case and Legislative Developments in Employment Law – <i>Mauritia Kamer</i>	B6 Best Practices in Administering Employee Benefit Plans – <i>Benjamin Evans & Laura Stallard</i>
S A5 Why CFOs Hate HR – <i>Karl Ahlrichs</i>	L6 Recent Case and Legislative Developments in Employment Law – <i>Mauritia Kamer</i>	B7 Choice-Based Architecture: Designing Employee Benefit Plans to Drive Health Improvement and Lower Costs – <i>Abby Berg</i>
S A4 Accelerating the Role and Relevance of Human Resources...Thinking and Acting Strategically Everyday! – <i>Molly Sutherland</i>	L5b Mock Employment Jury Trial-Part 2 – <i>Mitzi Wyrick & George Miller</i>	B8 ADA Update – <i>Craig Siegenthaler</i>
S A6 Transform from HR Leader to Business Leader – <i>Jennifer McClure</i>	L7 Employment Law Jeopardy – <i>Wendy Hyland</i>	B9 Still Crazy After All These Years: Understanding the Current State of the FMLA 20 Years After Its Passage – <i>Laurie Kemp</i>
S A6 Transform from HR Leader to Business Leader – <i>Jennifer McClure</i>	L8 What to Do When They Sue? – <i>Donna Perry & Alina Klimkina</i>	B10 Wellness Fell in Your Lap – Now What? – <i>Jennifer Hoert</i>
S A3 Creating Meaning: A Strategy for Business Success in the 21st Century – <i>Rick Underwood</i>	L9 Conducting an I-9 Audit – <i>Kacey Coleman</i>	B11 Overcoming the Fear of Compensation – <i>Steve Roberts & Doug Brown</i>
S A7 Building an Effective HR Strategy for Small Business – <i>Meera Alagaraja & Denise Cumberland</i>	L10 Criminal Background and Credit History Checks: Navigating an Uncertain Legal Landscape – <i>Joe Bilby</i>	B12 How Small Changes to a Retirement Plan Can Lead to Better Decision-Making By Participants. – <i>Jeanne Fisher & Kristen Dunlevy</i>
S A8 Workforce Research: The Science and the Science Fiction – <i>Danny Nelms</i>	L11 Wage and Hour Update – <i>Jim Cockrum</i>	B13 What Is the Rx Drug Epidemic Costing You: Steps to Reduce the Pain – <i>Dee Mason</i>
S A8 Workforce Research: The Science and the Science Fiction – <i>Danny Nelms</i>	L11 Wage and Hour Update – <i>Jim Cockrum</i>	
S A7 Building an Effective HR Strategy for Small Business – <i>Meera Alagaraja & Denise Cumberland</i>	L10 Criminal Background and Credit History Checks: Navigating an Uncertain Legal Landscape – <i>Joe Bilby</i>	B14 Helping Plan Sponsors Navigate Fiduciary Roles and Responsibilities – <i>Gregory Kasten</i>

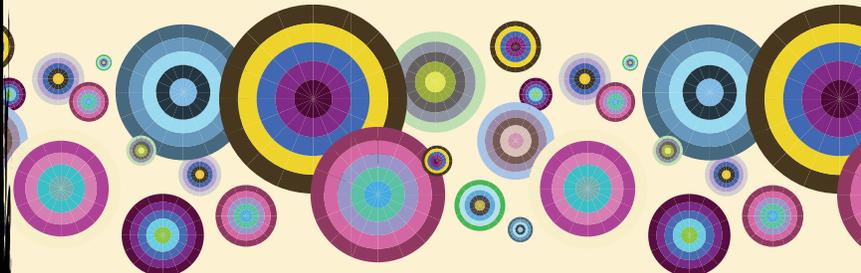


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Frankfort, KY 40601

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guidebook
Conference Mobile App



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