

33rd Annual Conference

KYSHRM

Aug. 29-31, 2017 | Galt House Hotel | Louisville



EARN
HR Professional
Development
Credits!
details on page 1

KEYNOTES



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KELLY



LESNICK

kyshrmconference.com

Registration and Lodging

4 Easy Ways to Register

ONLINE: kyshrmconference.com

PHONE: 502-848-8727

EMAIL: lgoff@kychamber.com

FAX/MAIL: Download a registration form from our website



Registration Fees

Classification	3-Day	2-Day	1-Day	Preconference Upgrade
SHRM or Kentucky Chamber Member	\$499	\$399	\$299	Add \$100*
Non-members	\$599	\$499	\$399	Add \$100*

***Preconference upgrade** If you attend the conference and would like to also attend either the **Business Acumen for the HR Professional** or **Master Your World: 10 HR Strategies to Improve Productivity, Profits, and Communications** preconference workshop you may upgrade your registration for an additional \$100.

KYSHRM Networking Reception on the Belle of Louisville

Registered conference attendees: FREE

Guest of conference attendees: \$75/per guest

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

Galt House Hotel

140 N. 4th Street, Louisville, KY 40202

Phone: 502-589-5200 or 1-855-736-3527

Room Rate: Rivue Tower Deluxe Guest Room \$155**

Suite Tower Executive Suite \$165**

Cutoff Date for Hotel Rooms is August 7, 2017

Please reference KYSHRM Conference when making your reservation.

**The advertised KYSHRM Conference room rate cannot be guaranteed after the cutoff date.

Professional Development!

SHRM Professional Development Credits (PDCs)

Earn up to 14.75 credit hours!

HRCI certification

Earn up to 14.75 Business Management and Strategy credit hours

or up to 11.75 HR General credit hours!

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.

Schedule

Tuesday, August 29, 2017

- 8 a.m. Preconference Workshop attendee registration
- 8:30 - 11:30 a.m. Preconference Workshops:
 - 1 | Business Acumen for the HR Professional
 - 2 | Master Your World: 10 HR Strategies to Improve Productivity, Profits, and Communications
- 10 a.m. - 4:30 p.m. Exhibitor registration and setup
- 12 p.m. Attendee registration
- 12:30 p.m. Concurrent 1.5-hour workshops
- 2 p.m. Afternoon break
- 2:15 p.m. Concurrent 1.5-hour workshops
- 3:45 p.m. Afternoon break
sponsored by Steptoe & Johnson PLLC
- 4 p.m. Keynote | And Other Duties as Assigned
- 5 p.m. Welcome Reception w/ Sponsors & Exhibitors
sponsored by Anthem Blue Cross and Blue Shield
HR Marketplace opens
- 7 p.m. 33rd Annual Kentucky SHRM Conference day one adjourns

Wednesday, August 30, 2017

- 7 a.m. Attendee registration
- 7 a.m. HR Marketplace opens
Continental breakfast
sponsored by Dental Health Options
- 7:30 a.m. Concurrent 1-hour workshops
- 8:30 a.m. Morning break
- 8:45 a.m. Keynote | Master Your World: 10 HR Strategies to Improve Productivity, Profits, and Communications
- 10 a.m. Mid-Morning break
sponsored by Integrated Corporate Wellness Solutions LLC
- 11 a.m. Concurrent 1-hour and 1.5-hour workshops
- Noon - 1:45 p.m. Buffet lunch
sponsored by Littler Mendelson, P.C.
- 1:15 p.m. Concurrent 1.5-hour workshops
- 1:45 p.m. Concurrent 1-hour workshops
- 2:45 p.m. Afternoon dessert break
- 3:45 p.m. Concurrent 1.25-hour workshops
- 4-6 p.m. Exhibit tear down and move out
- 5:30 p.m. Boarding begins on Belle of Louisville
- 6 p.m. Networking Reception on the Belle of Louisville begins
sponsored by Delta Dental of Kentucky, Inc.
- 8 p.m. 33rd Annual Kentucky SHRM Conference day two adjourns

Thursday, August 31, 2017

- 7 a.m. Attendee registration
- Continental breakfast
- 7:30 a.m. Concurrent 1-hour workshops
- 8:30 a.m. Morning break
- 8:45 a.m. Concurrent 1.25-hour workshops
- 10 a.m. Morning break
- 10:30 a.m. Concurrent 1.25-hour workshops
- 12 p.m. Keynote Luncheon | Great HR Leaders: Implementing the Never Give Up Perspective
\$2,500 cash giveaway must be present to win
- 2:30 p.m. 33rd Annual Kentucky SHRM Conference adjourns

NOTE

All events take place at the Galt House Hotel except the Networking Reception on the Belle of Louisville



4 p.m. | Tue., Aug. 29

And Other Duties as Assigned

Cathy Fyock

CSP, SPHR, SHRM-SCP
The Business Book Strategist,
Cathy Fyock, LLC

And Other Duties as Assigned is a compelling comedy/drama that demonstrates the frustrations and challenges faced by HR professionals today. Karen is beginning her journey as an HR leader and wonders if HR is a role where she can make a difference and have impact. Through a series of encounters with misguided supervisors, challenging employees and dysfunctional policies, Karen understands how she adds value to the organization and to the lives of her employees. Facilitated discussions following the drama allow participants to share perspectives and discuss how HR can take their seat at the table and become valued leaders and trusted advisors.



8:45 a.m. | Wed., Aug. 30

Master Your World: 10 HR Strategies to Improve Productivity, Profits, and Communications

Mary Kelly

President, Productive Leaders, Inc.

In this informative, engaging and entertaining program you'll learn what it takes to be a great leader, which will, in turn, result in a great team. Leadership is all about creating a vision as well as executing the strategy. Leadership is also why people, and companies, succeed or fail. Some people believe leadership is limited to the people at the top, but real leadership happens at all levels in every organization. True leaders strategically plan and implement long-term programs to take advantage of talent and increase morale throughout the organization. Everyone benefits when leaders apply three core techniques and then refine them with seven critical applications. Mary can't wait to share these key pieces of leadership knowledge with you! This program is engaging and immediately applicable. Master Your World is packed with templates and tools so you can achieve optimal results.



12 p.m. | Thu., Aug. 31

Great HR Leaders: Implementing the Never Give Up Perspective

Scott Lesnick

President, Successful Business Solutions

I amazingly devised a daring plan to reunite with my two small children who were kidnapped to the Middle East. No laws required them to be returned! The abduction, and how I ultimately retained custody of my children, led to the principles of tenacity and persistence displayed in this customized presentation. My powerful signature keynote Kidjacked is the template used to take you on an incredible journey. We laugh, gasp and ultimately smile as I describe exactly how I accomplished what few thought could ever be done. Locating and rescuing my two small children who were kidnapped to the Middle East! During the presentation, I come back to you several times, your jobs and your lives and tie together our challenges, growths and triumphs. Talented women and men who are committed to HR excellence, leadership and so much more! Powerful takeaways are layered throughout. Simply put...it rocks!

Keynote Speakers

Read about our keynote speakers online at kyshrmconference.com.



kyshrmconference.com | 2



Tue., Aug. 30 | 8:30 - 11:30 a.m.

Business Acumen for the HR Professional ➡➡➡➡

Approved for 3 hours BMS credit

Sandra K. Allgeier, SPHR | Allgeier Human Resources Consulting

We hear about it a lot. HR people need to possess business acumen. But what does that mean? What exactly is business acumen? What behaviors and competencies are demonstrated when we have it? Is it all about numbers and data – or are there other qualities? What gets in our way in communicating clearly that we possess this important capability? During this session you will explore all of this in a practical, down-to-earth session with plenty of interaction. You will discuss how it all begins with understanding your organization's business strategy, then connecting HR strategy to it. You will review the key behaviors needed to demonstrate business acumen and ways to continue to develop those behaviors. Most importantly, you will develop confidence in your business acumen capabilities and be energized to maximize your impact.

Preconference Workshops

➡ Upgrade your registration for \$100! Attend one of these preconference workshops.



Tue., Aug. 30 | 8:30 - 11:30 a.m.

Master Your World: 10 HR Strategies to Improve Productivity, Profits, and Communications

Mary Kelly | President, Productive Leaders, Inc.

In this informative, engaging and entertaining program you'll learn what it takes to be a great leader, which will, in turn, result in a great team. Leadership is all about creating a vision as well as executing the strategy. Leadership is also why people, and companies, succeed or fail. Some people believe leadership is limited to the people at the top, but real leadership happens at all levels in every organization. True leaders strategically plan and implement long-term programs to take advantage of talent and increase morale throughout the organization. Everyone benefits when leaders apply three core techniques, and then refine them with seven critical applications. Mary can't wait to share these key pieces of leadership knowledge with you! This program is engaging and immediately applicable. Master Your World is packed with templates and tools so you can achieve optimal results.



Conference Mobile App

We are rolling out a new, improved conference app this year.

Look for details coming soon!

Read about our preconference speakers online at kyshrmconference.com.

CONFERENCE HOSTS



Kentucky Society for Human Resource Management State Council
Shannon Byrne, Council Management Professional
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Kentucky Chamber

Kentucky Chamber of Commerce
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Society for Human Resource Management
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PRESENTING SPONSOR



FOUNDATION FOR A HEALTHY KENTUCKY

Foundation for a Healthy Kentucky
Bonnie Hackbarth, Communications Director
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Sponsors

PLATINUM SPONSORS



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Carmen Morrow, Strategic Account Manager
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ultimatesoftware.com

It's not too late to sponsor!

A few high-profile opportunities remain.
Contact me today to learn more.

Andrea Flanders
Sponsorship Development Manager
aflanders@kychamber.com | 502-848-8723

Workshops

		Management sponsored by 	Motivation
Tuesday, August 29			
Session 1 12:30 p.m. - 2 p.m.		M1 Building Trust for Success – <i>Angela Bailey, SPHR, SHRM-SCP, CCP & Jennifer Wheatley, SPHR, SHRM-SCP</i>	I1 Motivating Managers, Millennials and Misfits – <i>Phillip Van Hooser, MBA, CSP, CPAE</i>
		M2 Crucial Conversations Overview – <i>Aaron Miller & Cynthia Knapik</i>	I2 The Lonely HR: Departments of One! – <i>Allison Pettrey, PHR, SHRM-CP</i>
Session 2 2:15 p.m. - 3:45 p.m.		M3 The Next Wave of Diversity: A Closer Look at Intersectionality – <i>Demetria Miles</i>	I1 Motivating Managers, Millennials and Misfits – <i>Phillip Van Hooser, MBA, CSP, CPAE</i>
		M4 Mega Trends 2017 – <i>Cecile Leroux</i>	I3 Disrupting the Future of HR: Unlocking Creativity and Innovation – <i>Lisa Zangari</i>
Wednesday, August 30			
Session 3 7:30 a.m. - 8:30 a.m.		M5 Turning Workforce Woes into Strategies that Work – <i>Beth Davisson, MBA</i>	I4 Develop a Coaching Mindset – <i>Michael Duke</i>
Session 4 (1 hour track) 11 a.m. - 12 p.m.	choose one class from 1 or 1.5 hour track	M6 Cost of Drama in the Workplace – <i>Alan Claypool</i>	I5 16 Elements of Engagement, the Building Blocks of High-Performing People, Cultures, and Organizations – <i>Cassie Whitlock</i>
Session 4 (1.5 hour track) 11 a.m. - 12:30 p.m.		M7 Millennial Talent: Engaging Your Most Critical Asset – <i>Aaron Miller & Cynthia Knapik</i>	I6 Finding the “Sweet Spot” in Talent Acquisition and Branding – <i>Lauren Rauch</i>
Session 5 (1.5 hour track) 1:15 p.m. - 2:45 p.m.	choose one class from 1 or 1.5 hour track	M7 Millennial Talent: Engaging Your Most Critical Asset – <i>Aaron Miller & Cynthia Knapik</i>	I6 Finding the “Sweet Spot” in Talent Acquisition and Branding – <i>Lauren Rauch</i>
Session 5 (1 hour track) 1:45 p.m. - 2:45 p.m.		M6 Cost of Drama in the Workplace – <i>Alan Claypool</i>	I5 16 Elements of Engagement, the Building Blocks of High-Performing People, Cultures, and Organizations – <i>Cassie Whitlock</i>
Session 6 3:45 p.m. - 5 p.m.		M8 From Soldier to Civilian Jobholder: Best Practices in Selecting and Onboarding Former Military Talent – <i>Ann Herd, SPHR; Walter Herd; & Kevin Rose</i>	I7 Think Like a Woman: Leading in the 21st Century – <i>Cynthia Knapik & Lisa Zangari</i>
		M9 Improve Your HR Function with an HR Assessment – <i>Candra Bryant, MBA, PHR, SHRM-CP; Jaime Horne, M.S.; & Autumn Blakeman</i>	I8 Career Development and Transition for HR Professionals – <i>Shelly Trent, SPHR, SHRM-SCP</i>
Thursday, August 31			
Session 7 7:30 a.m. - 8:30 a.m.		M5 Turning Workforce Woes into Strategies that Work – <i>Beth Davisson, MBA</i>	I9 The Ins and Outs of HR Certification – <i>Jon Hall, SPHR SHRM-SCP & Rawleigh Richardson, SHRM-CP, PHR, MHRM</i>
Session 8 8:45 a.m. - 10 a.m.		M10 The Benefits of Successfully Navigating Change – <i>Scott Lesnick</i>	I10 What Are You Serving as a Leader? – <i>Hope Zoeller, Ed.D.</i>
		M11 The “Engaging” Performance Review – <i>Angela Bailey, SPHR, SHRM-SCP, CCP</i>	I11 Thank You For Eating the Cake: A Modern Day Lesson in Employee Recognition – <i>Brian Simmons, SHRM-CP, PHR</i>
Session 9 10:30 a.m. - 11:45 a.m.			I10 What Are You Serving as a Leader? – <i>Hope Zoeller, Ed.D.</i>
		M11 The “Engaging” Performance Review – <i>Angela Bailey, SPHR, SHRM-SCP, CCP</i>	I11 Thank You For Eating the Cake: A Modern Day Lesson in Employee Recognition – <i>Brian Simmons, SHRM-CP, PHR</i>

Business Management Strategy <div> sponsored by   </div>		Human Resource Law	Benefits & Compensation <div> sponsored by  </div>
BMS	A1 Strategic HR Metrics – Cynthia Thompson	L1 Legal Remedies for HR Headaches – Cynthia Effinger	B1 Identity Theft in the Workplace and Its Impact on HR – William Yates
	A2 CRED Talks: Cultivating Culture – Cathy Fyock, CSP, SPHR, SHRM-SCP, Jeff Nally, Shelly Trent, Angela Greer, Michael Harper, Tracy Stuckrath		B2 Benefits Trends that Promote Retention and Engagement – Christina Heckathorn
	A1 Strategic HR Metrics – Cynthia Thompson		B3 Pay Transparency: "What Don't I Know and Why Don't I Know It?" – Scott Schreiber & Dan Ripberger
	A2 CRED Talks: Cultivating Culture – Cathy Fyock, CSP, SPHR, SHRM-SCP, Jeff Nally, Shelly Trent, Angela Greer, Michael Harper, Tracy Stuckrath	L2 Social Media Networking Sites and Employment-related Decisions – Stacy Miller, M.A., J.D.	B4 Advanced ADA and FMLA Update – Demetrius Holloway, Esq.
BMS	A3A Strategic HR: Being an HR Professional and a Business Partner – Part I – Lyle Hanna, SPHR, SHRM-SCP	L3 Are You in Compliance? The 411 for Managing OSHA Investigations/Inspections and an Update on OSHA Recordkeeping and Retaliation Rules – Todd Logsdon	B5 Driving Behaviors Through Short-term Incentive Plans – Jennifer Wheatley, SHRM-SCP, SPHR & Tiffany Cardwell, SHRM-CP, PHR, CCP
	A4 Making Human Resources a Productivity Center – Amy Letke, SPHR, GPHR, SHRM-SCP	L4A Mock Employment Jury Trial – Part I – Mitzi Wyrick	B6 Utilizing Data in Real Time to Inform Health and Wellness Program Decisions and Save Costs – Travis Burgett & Richard Armstrong
	A5 HR's Role in Achieving the Business Strategy through Organizational Capability, Hiring and Onboarding – Cindy Beresh-Bryant, SPHR, SHRM-SCP, RCC	L5 Run, Hide, Fight: Dealing with Active Shooters and Other Workplace Violence – George Adams	B7 Wage and Hour Update: Exempt or Non-exempt – James Cockrum
	A5 HR's Role in Achieving the Business Strategy through Organizational Capability, Hiring and Onboarding – Cindy Beresh-Bryant, SPHR, SHRM-SCP, RCC	L6 Employment Law Case and Legislative Update for 2017 – Mauritia Kamer	B8 The Affordable Care Act: Where Are We Now? – Lauren Johnson, APA, CFC
BMS	A4 Making Human Resources a Productivity Center – Amy Letke, SPHR, GPHR, SHRM-SCP	L4B Mock Employment Jury Trial – Part II – Mitzi Wyrick	
	A6 Human Resources – From Compliance to Strategy and Success – Jennifer Wheatley, SHRM-SCP, SPHR; Kelley Helgeson-Kosse, SHRM SCP, SPHR; Sandy Ringer, SHRM-CP, PHR; and Stuart Alexander	L7 How Much Is Too Much? – Laurie Kemp, JD & Toni Ahl	B9 Leveraging Your HRIS System as an Engagement Tool – Angela Bailey, SPHR, CCP, SHRM-SCP & Lyle Hanna, SPHR, SHRM-SCP
		L8 Religious Freedom at Work – LaToi Mayo; Leila O'Carra; & Jay Inman	B10 Let's Talk About the "F" Word...(Fiduciary) – Jeanne Fisher, CFP, CPFA, MBA
BMS	A3B Strategic HR: Being an HR Professional and a Business Partner – Part II – Lyle Hanna, SPHR, SHRM-SCP	L9 I Have to Do an Investigation – Now What? – Lynn Ingmire, SHRM-SCP, SPHR; Laurie Kemp; Toni Ahl; & Jennifer Wheatley, SHRM-SCP, SPHR	B11 Money Talks: Compensation Basics and Trends – Tiffany Cardwell, SHRM-CP, PHR, CCP
	A7 Ethics in the "New Abnormal" World – Karl Ahlrichs, SHRM-SCP, SPHR	L10 The Trump Transition: Changes in Employment and Labor Law Under President Trump and a Republican Congress – Mark Gomsak, Esq.	B12 Winning the WHY in Your Retirement Plan – Kristin Dunlevy, QPFC, AIF; Chad Griffeth, AIF & Deanna Philpott
	A8 Engage Your Employees: Storytelling for HR with Metrics – Melissa Anzman, MBA, CC	L11 Drug and Alcohol Testing and Substance Abuse in the Workplace – Elizabeth Muyskens, Esq. & Allison Cooke, Esq.	
	A7 Ethics in the "New Abnormal" World – Karl Ahlrichs, SHRM-SCP, SPHR	L12 Kentucky Labor and Employment Law Reform – Right to Work and Beyond – Robert Hudson, J.D.	B13 Emerging Claims in Employment Law: Focus on Pay Equity – Sharon Gold, J.D.
BMS	A8 Engage Your Employees: Storytelling for HR with Metrics – Melissa Anzman, MBA, CC	L13 Implementing a Successful Tobacco-free Policy at the Worksites – Melinda Ickes	

BMS = approved for business management strategy credits



Kentucky SHRM Conference
464 Chenault Road
Frankfort, KY 40601



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U.S. Postage Paid
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DATED MATERIALS — PLEASE RUSH



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Captivating keynote speakers



Conference Mobile App

We are rolling out a new, improved
conference app this year.

Look for details coming soon!

