

The Essential Conference for HR Professionals

CBIA's 2017 HR Conference brings you a fresh perspective on the most important topics in human resources and a great opportunity to network with your peers.



KEYNOTE PRESENTATION

Deliberate Leadership in a Distracted & Distressed World

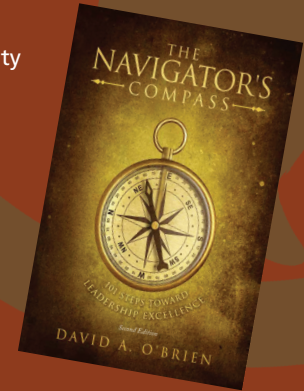
True leadership is desperately needed in all corners of society today, but the multitude of distractions we face often prevent us from not only seeing the opportunity but seizing it too.

Today's rapid pace of work and life presents an unparalleled opportunity for people to expand their influence and impact. A key factor in being able to seize this opportunity is our capacity to demonstrate personal accountability and true leadership regardless of our role, title or function.

As HR professionals, we have opportunities every day to be role models for the behaviors we wish to see in others. Leaders in every function should be capable of inspiring leadership in others, but the HR function must lead the way.

Speaker David O'Brien is a life-long learner and internationally recognized student of leadership. He'll present some of his current research as well as the key dimensions of leadership excellence in 2017.

O'Brien will also share his highly acclaimed Compass Calibration technique, which offers a proven process for achieving a higher level of leadership congruence in any role. You'll leave the presentation with new tools that can be applied immediately to expand your influence and impact in every area of your life.





CBIA 2017 HUMAN RESOURCES CONFERENCE

Presented in partnership with SHRM CT HR Council

March 23, 2017 | The Radisson Hotel Cromwell | CBIA & SHRM members, \$175; nonmembers, \$230; students, \$131

Agenda

7:30 am

CHECK-IN & NETWORKING BREAKFAST

8:15 am

OPENING REMARKS

Mark D. Soycher, Counsel, Human Resources Services, CBIA

8:20 am

KEYNOTE

Deliberate Leadership in a Distracted & Distressed World

David A. O'Brien, President, WorkChoice Solutions, LLC

9:20 am

BREAK

9:35 am

CONCURRENT BREAKOUTS A-C

10:35 am

BREAK

10:50 am

CONCURRENT BREAKOUTS D-F

Noon

LUNCH

1 pm

CONCURRENT BREAKOUTS G-J

2 pm

BREAK

2:15 pm

CONCURRENT BREAKOUTS K-M

3:15 pm

CLOSING PLENARY

2017 State Legislative Update: HR Issues

Summary of workplace-related legislation currently being discussed at the Connecticut General Assembly.

Eric Gjede, Assistant Counsel, CBIA

3:45 pm

ADJOURN

Breakouts A-C 9:35 am

A. Getting the Right Start in HR (Part 1)

Part 2 of this session is Breakout D at 10:50 am.

This two-part session is ideal for the individual just starting in HR or the personnel assistant who wants to understand the compliance basis for their daily activities. In these sessions, you will learn the key laws every HR professional should know regarding FLSA, FMLA, ADA, and other laws impacting the agenda of HR professionals.

We will also cover the basics of recordkeeping and record retention, safe hiring, and termination practices.

Carol L. Kardas, SPHR, CCP, SHRM-SCP, Founding Partner, KardasLarson, LLC, Human Resource Solutions

B. Got Ratings? Making Performance Evaluations Meaningful

Few processes cause managers and employees more angst on an ongoing basis than the performance evaluation. Regardless of the format used, HR is regularly blamed for its perceived complexity or inaccuracy.

Join us to learn about an innovative ratingless evaluation approach that focuses on real-time feedback, meaningful performance conversations, and employee development.

Katie Bowling will take us through a thoughtful exploration of how the performance appraisal process

for companies of all sizes and industries can be more engaging and meaningful for managers, employees and HR.

Katie Bowling, Performance & Reward Practice Leader, MassMutual

C. Working Through ADA Accommodation Compliance

Disability accommodation obligations can arise at all stages of the employment process, from recruitment to post employment. What is a "reasonable accommodation," who is entitled, when is it an "undue hardship," and what is the purpose or goal?

We'll touch on definitions, but mostly focus on the issues critical for successful outcomes: when and how to effectively explore and im-

plement workplace changes that enable a worker with a disability to perform a job as needed.

Joe Wendover has played a significant role in Walgreen's remarkable economic and human success story, where more than 40% of the employees are people with disabilities. He also serves as president of CT BLN, a volunteer coalition of Connecticut employers working together to increase employment opportunities for people with disabilities.

Wendover's presentation is fueled by a wealth of hands-on experience, imaginative ideas, and infectious energy.

Joe Wendover, Field Inclusion Manager, Walgreen Co., & President, CT Business Leadership Network

Breakouts D-F 10:50 am

D. Getting the Right Start in HR (Part 2)

See description for Part 1 (Breakout A at 9:35 am).

Carol L. Kardas, SPHR, CCP, SHRM-SCP, Founding Partner, KardasLarson, LLC, Human Resource Solutions

E. Self Management (Part 1)

Part 2 of this session is Breakout I at 12:45 pm.

In this session we'll show you some tried and true techniques to help you "find" more time in your day, and use interactive work to help you identify and use some new tools.

Topics include Urgent v. Important (Prioritization), To-Do Lists, Minimizing Interruptions, Saying No, Tips & Tricks.

Susan Lesser, Co-Founder, nPlusOneGroup

F. Conflict Management

We all want to work with organizations and co-workers who we think share our values, who want to achieve the same level of performance excellence, and who appreciate us and our contributions. When those expectations aren't met or we feel devalued, let down or slighted, emotions can flare.

In this session, we will look at helpful ways to identify causes, clarify viewpoints, and reconcile outcomes. The ability to use emotional intelligence and knowledge of style differences can help us navigate conflicts and avoid risky behavior and nonproductive impacts.

Carmen Brickner, Principal, CLEARbrick, Inc.

Breakouts G-J 1 pm

G. HR 202: The Unemployment Comp Process

Fact: Unemployment taxes are a controllable expense, and not everyone gets benefits.

While state law often favors awarding unemployment benefits to separated employees, the outcome is not preordained. But if you don't know the procedures, documentation, and eligibility standards, how are you going to respond effectively and successfully?

Murtha Cullina's Mike Harrington will discuss Connecticut's unemployment compensation system and process. He'll review the standards for eligibility under Connecticut law and the process for challenging a claim.

He'll also offer suggestions for evaluating the strength of your company's position — there may be better ways to invest your time than fighting a poor or low exposure unemployment case — and he'll review best practices for preparation and participation in the hearing itself, should you choose to fight.

Michael C. Harrington, Partner, Murtha Cullina

H. Knowledge Bazaar

Hungry for some peer-to-peer problem-solving? The Knowledge Bazaar is back by popular demand! Join discussion groups built around breakout subjects, led by our presenters, and driven by your questions.

If you're looking for information outside the parameters of the sessions you attend, or would like

additional access to the presenters, this is your chance.

I. Self Management (Part 2)

See description for Part 1 (Breakout E at 10:50 am).

Susan Lesser, Co-Founder, nPlusOneGroup

J. Marijuana at Work

Connecticut's medical marijuana program has steadily expanded since it was set up in 2012. We currently have four production/grow facilities supplying eight dispensaries serving approximately 15,000 registered patients with one of more than 20 covered "debilitating medical conditions," so it is likely that you will have a qualifying patient seeking employment or already working for you.

This year, Connecticut legislators will decide whether or not to

approve recreational marijuana, as some neighboring states have done, which would bring additional factors into play.

Rachel Ginsburg has been tracking this changing landscape and working with Connecticut businesses on these issues since the program's inception. She will address such issues as an employer's obligation to maintain a safe and productive workplace, and to accommodate workers with disabilities.

Will employers be permitted to continue drug testing job applicants and employees? What about drug testing requirements for workers performing safety sensitive or high risk jobs? Tune in (but don't turn on or drop out) for the answers.

Rachel L. Ginsberg, Associate, Pullman & Comley LLC

Breakouts K-M 2:15 pm

K. Managing the Transgender Employee

State laws regarding restricted access to restrooms have put transgender individuals in the spotlight recently. Although the law in this area is still being developed, employers have been found liable for discriminating against individuals because of their gender identity and for allowing a hostile work environment to exist.

Mike Harrington will examine the current legal landscape, review suggested approaches to sustain

positive employee relations and an inclusive work environment, and discuss some best practices on how to avoid potential discrimination claims.

Michael C. Harrington, Partner, Murtha Cullina

L. Is Anyone Listening? How to Reach People Through the Noise

As HR professionals, we always want to have a healthy relationship with our workforce. But with endless compliance responsibilities and the need to accommodate multi-generational expectations, that relationship can be difficult to maintain.

In this session, we will explore the cornerstone of any good relationship: communication. Brent Robertson will facilitate a real-time interchange with the audience that will redefine communication as something that invites both creative engagement and compliant behavior.

Come prepared to discuss your challenges, gain insights and learn from your peers.

Brent Robertson, Partner, Fathom

M. How to Efficiently Find the Right Candidate

Connecticut's labor market is dynamic and rapidly evolving, making it increasingly difficult

to find the best candidates. And the increase in recruiting sources (electronic and otherwise) has made staffing a significantly more complex challenge.

In this session you'll learn the best ways to increase applicant flow, screen candidates, and establish a simpler and more efficient recruiting process.

David Lewis, President and CEO, OperationsInc and AllCountyJobs.com

Meeting code: 0 1 1 7



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