



Saratoga Springs City Center
July 10 - 12, 2011

AN INVITATION TO PARTICIPANTS

HR Professionals, Executives, Small Business Owners,
Trainers, and Business Leaders Interested in
Maximizing Human Capital and Personal Performance



The Voice of Human Resources for NYS
www.nysshrm.org

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

WELCOME

2011 NYS SHRM CONFERENCE & SOLUTION CENTER

July 10, 11 and 12, 2011

The Business of HR: Aligned ▪ Strategic ▪ Visionary is the theme of the Annual NYS Society for Human Resources Management (SHRM) Conference and Solution Center at the Saratoga Hilton/ City Center in Saratoga Springs, NY. We continue to face turbulent economic times and, in many cases, we are being forced to make better use of limited resources. Our programs are designed to provide a lineup of speakers and concurrent session presenters who will provide suggestions and solutions to equip you to return to your companies as aligned, strategic, business partners.

Our kickoff Keynote Speaker Chip Madera is a sought after motivator who will energize and challenge you to reach new levels both personally and professionally. We are honored to be joined by Pamela Green, SHRM's Chief US Membership Officer who will start off our first full conference day with a breakfast keynote and share with us insight into how to better fully engage ourselves in the coming years. We are excited that Pam has also agreed to be our conference emcee! Don't miss our closing keynote Barbara Brannen who will engage the group with humor and interaction to bring the conference pieces together. You will leave the conference de-stressed and excited to use the tools learned at the conference.

Arrive early and maximize your conference dollars and choose from THREE pre-conference workshops. We are pleased to announce that the conference has been pre-approved for 13.5 HRCI credits.

Take a little time to enjoy all that this resort town offers for our conference attendees from unique shops to great restaurants, local spas and several signature golf courses. We will have a Meet to Eat Sign Up area to provide those attending the conference alone to venture into the city with a colleague.

Sincere appreciation is extended to our partners and vendors for their continued support of our conference. Our vendors provide the latest and widest variety of services and products to support your HR organizations offering you solutions for your business needs. Please visit them often in the Solution Center.

We are pleased that you have decided to join us for this exciting opportunity for professional achievement.

NYS SHRM is looking forward to seeing you in Saratoga!!

Welcome to the 2011 NYS SHRM Conference and Solution Center Conference At-A-Glance

Sunday, July 10

2:00 - 4:00 pm

Pre-Conf A

Mirror - Mirror

*"What is the Future of HR
and Will You Be A Part Of It"*

Gerry Hoeffner

Pre-Conf B

Tips for Surviving an

OFCCP Audit

Andrea Muller

Pre-Conf C

Do You Have a Plan?

Dan Moran

4:00 - 5:15 pm

Opening Social Reception
and Solution Center Visit

5:30 - 6:45 pm

Dinner

6:45 - 8:00 pm

Sunday Evening Keynote

Chip Madera

LEADERSHIP 2011:

Accelerating Results in a

Challenging Economy

Monday, July 11

7:30 - 8:30 am

Breakfast

8:00 - 9:15 am

Monday Breakfast Keynote

Pamela J. Green, SPHR

*The Future Of HR: What's Next
For The Profession?*

9:30 - 10:15 am

Coffee Break &

Solution Center Visit

10:30 - 11:45 am

Concurrent Sessions M1

12:00 - 12:45 pm

Lunch - Legal Panel

12:45 - 2:00 pm

Legal Panel

2:15 - 3:30 pm

Concurrent Sessions M2

3:30 - 4:15 pm

Ice Cream Break & Solution
Center Visit

4:30 - 5:45 pm

Concurrent Sessions M3

5:45 - 6:45 pm

Social Reception & Solution
Center Visits

Dinner on your own

Tuesday, July 12

7:30 - 8:30 am

Breakfast

8:45 - 10:00 am

Concurrent Sessions T1

10:00 - 10:30 am

Coffee Break / Check-out

10:45 - 12:00 pm

Concurrent Sessions T2

12:00 - 12:45 pm

Lunch

12:45 - 2:00 pm

Closing Keynote

Barbara Brannen

The Future of Human Resources:

Are We In the Pie? Eating the Pie?

Or Getting a Pie in the Face?

2:00 - 2:30 pm

Conference Close &

Prize Drawings

Recertification Credits

ALIGNED • STRATEGIC • VISIONARY sessions have been pre-approved for 13.5 recertification credits toward PHR, SPHR, GPHR through the Human Resources Certification Institute (HRCI).

Top 10 Reasons To Attend 2011 NYS SHRM CONFERENCE In Saratoga Springs!

Reason #1: Speakers

We have three amazing keynote speakers, three awesome pre-conference sessions to choose from and a variety of authors, consultants, business leaders, attorneys and HR practitioners in the mix of our presenters.

Reason #2: Recertification Credits

NYS SHRM will offer 13.5 recertification credits in the areas of PHR (Professional in Human Resources), SPHR (Senior Professional in Human Resources) and GPHR (Global Professional in Human Resources) certifications. The HR Certification Institute awards recertification credits on an hour-for-hour basis for courses and educational programs attended.

Reason #3: Location

Saratoga Springs is where American style, grace and history are seen on every charming street corner. It is the home of the oldest continuously operating thoroughbred racetrack in the United States, Saratoga Race Course. Saratoga is noted for its racing heritage. The National Museum of Racing and Hall of Fame offers a comprehensive look at the history of American Thoroughbreds.

The Saratoga Springs City Center is at the core of a unique conference complex formed by the Center and adjoining 242 room Saratoga Hilton Hotel. Our key location in downtown Saratoga Springs offers attendees the opportunity to stroll the streets of the town and enjoy the many shops and sample from the fine nearby restaurants.

The City Center has recently added an additional 12,000 square feet of meeting space, the new space offers an unparalleled vista of Broadway through the glass windows that will overlook the exciting downtown.

Reason #4: The Conference Facility: The Saratoga Hilton

The Saratoga Hilton offers unmatched charm, vibrancy, and newly designed guest rooms and suites. The Saratoga Hilton is reminiscent of a grand, contemporary hotel evoking a cozy yet sophisticated residential feel. A clean, classic design uncluttered spaces and rich, warm colors create a relaxed, unpretentious elegance designed to inspire, while at the same time making you feel right at home. Located on Broadway, the town's main street, is just steps away from over 50 restaurants including sidewalk cafes, and a thriving nightlife, distinctive shops and boutiques, galleries and more.

Reason #5: History

The storied background of Saratoga is both dramatic and colorful! From the early lore of Native Americans and healing waters, to the history-changing Battle of Saratoga during the Revolutionary War, to the captains of industry and moving picture stars that frequented Saratoga in the early days, there is plenty to explore here in the renowned Spa City! Visitors love to tour the battle grounds, browse area museums, and take a walking tour of the historic healing Saratoga mineral springs!

Old meets new in a setting steeped in tradition, where the charm of the past and the energy of the future combine to create an ideal setting - Saratoga style!

Top 10 Reasons To Attend 2011 NYS SHRM CONFERENCE In Saratoga Springs!

Reason #6: Racing

Horses and thoroughbred horse racing in Saratoga is a spectacular draw for Saratoga conference goers. Saratoga Racetrack itself is a historic venue, offering excitement, thrills, and the charm of a bygone era. Conference attendees can take a horse and carriage ride, experience video gaming extraordinaire, and browse the National Museum of Racing and Hall of Fame! Convention attendees will find that there is something for everyone visiting Saratoga Springs!

Reason #7: Events & Entertainment

Finding events and entertainment for conference attendees is easy - Saratoga Springs is a dynamic, fun environment where there is always something fun in the works! During July, you'll find events and festivities surrounding the arts, food, culture, racing, celebrations, and a host of other attractions. Saratoga Polo is a dynamic and unique event for the experienced and uninitiated alike.

Reason #8: Arts & Culture

Saratoga continues to be a center for the arts and culture as it has been for generations. This eclectic city has been home to some amazing residents, visitors and cultural icons...did you know that the Yaddo retreat hosted iconic figures such as Truman Capote, Georgia O'Keefe, Sylvia Plath and an impressive "Who's Who" array of early and contemporary artists?

Staying an extra few days beyond the conference or evenings, Saratoga presents countless opportunities for exploring the historic sites and museums of this great little city. The National Museum of Dance is located here, as is the renowned Tang Museum at Skidmore College. The Saratoga Performing Arts Center (SPAC) hosts a number of distinguished music and dance venues along with pop culture concerts. You'll want to be sure and bring home a bit of the Saratoga art scene with you once you visit the newly energized Beekman St. art district.

Reason #9: Golf

Golf in Saratoga is like a microcosm of golf in America. In a single weekend you can air it out on a mountain course in the foothills of the Adirondacks, play a meandering valley course or be thoroughly challenged by a links-style course that rewards course management, patience and accuracy. Fifteen top rated courses are in the area, including top-ranked The Saratoga National Golf Course at Spa State Park which opened as a 9 hole track in 1935, now offers a full 18 holes of championship golf and a 9 hole executive course.

Reason #10: Spas

Saratoga Spring's history begins with water- and the city's unique world class mineral springs are still a top reason to come to Saratoga - to "take the waters" - taste test nearly 20 different carbonated springs or just relax with a mineral bath, a soothing massage, loofah scrub or seaweed wrap-conference goers love Saratoga's famous spas. Saratoga's natural spring water is shipped all over the world-easily recognized in their bright cobalt blue bottles.

Pre-Conference Concurrent Sessions

Sunday, July 10, 2011 • 2:00 – 4:00 pm

Mirror - Mirror “What is the Future of HR and Will You Be A Part Of It”

The time has come for the HR profession to have a serious discussion on our effectiveness. This program takes a very serious look at the profession and what the world is saying about HR. It also reviews what changes HR professionals must implement if they are ever going to seriously be considered part of the executive team. The attendee will learn how to interpret internal and external information in order to contribute to the development of the organization’s strategic plan. S/he will also learn the importance of contributing as a partner in the strategic planning process as well as how to establish strategic relationships with key individuals and influence organizational decision making. The participant will learn how important it is to establish key relationships and alliances as well as the importance of leading organizational change and utilizing metrics to evaluate HR’s contribution.

Gerry Hoeffner, President, Personnel Dynamics Consulting

Tips for Surviving an OFCCP Audit

While an audit from the OFCCP is never cause for celebration, there are techniques affirmative action employers can use to guide the compliance evaluation down a path of fast and favorable closure. This session provides participants with proactive techniques relating to recruiting, applicant tracking, record retention, training, and self-audit to support risk mitigation. It also provides strategies for managing the data, requests for additional information, and interacting with the compliance officer. These strategies will help resolve any issues identified during the audit, and also help identify policies and/or practices that need to be revised.

Andrea Muller, Senior Affirmative Action Project Manager, HR Works, Inc.

Do You Have a Plan?

“If you are considering a career change, are concerned about your current job outlook, thinking about your own business (now or later) or are just questioning the purpose in what you do every day that you call “work”, this is your opportunity.” 85% of the process of finding the right career direction comes from looking inward. This interactive session will support the HR professional in a better understanding of the necessity to build a strategic career plan, to enable participants to engage their current or new employer at an appropriate level to be strategically involved in planning and decisions.

Dan Moran, President and Founder, Next-Act

Sunday Evening Keynote

Sunday, July 10, 2011 6:45 – 8:00 pm

Chip Madera LEADERSHIP 2011: Accelerating Results in a Challenging Economy

Great leaders constantly look for strategies to assure success during challenging times. In an uncertain economy, leaders must demonstrate confidence and lead others with a secure vision. Chip was asked to deliver this presentation at the 2009 World Management Conference in Sao Paulo, Brazil. It is a powerful keynote that helps leaders from all industries focus on the essentials for making your enterprise soar in a fluttering market. From his heart warming stories, to his humorous down-to-earth style, you'll walk away from this speech with the tools you need to take your life and business to the next level in 2011.



Chip Madera

An expert professional speaker and leadership authority, Chip Madera, MS, CSP “The Leadership Lion™,” challenges leaders to venture beyond their wildest expectations by opening minds, stirring hearts and inspiring action! He works with organizations and associations all over the world who want to maximize their motivation and performance potential. He speaks over 100 times each year in Canada, Australia, Europe and throughout the US. Some of his clients include: The Mayo Clinic, Verizon, Disney, AT&T, GE Capital and Gatorade, just to name a few.

After building a Corporate University and spending years working with employees and executives assessing their development needs, Chip knows the leadership strategies that result in building high performance, creating engagement and maximized retention and employee motivation. He has the know-how to help you build a successful organization, a stronger home and a successful life.

He discovered his ultimate purpose after being diagnosed with cancer in 1995. His purpose in life is to encourage and inspire others to seek, discover and explore their ultimate potential. Chip truly possesses an enthusiasm that will inspire your audience to take action! He graduated from college in 1984 with a degree in Psychology and later attained his Masters of Science degree in Human Resources and Organizational Development from Barry University in 1999.

Chip has earned the Certified Speaking Professional designation, established in 1980, as the speaking industry’s international measure of professional platform skill. CSP is conferred by the National Speakers Association (NSA) only on those accomplished speakers who have earned it by meeting strict criteria. The letters CSP following a speaker’s name indicate a speaking professional with proven experience who understands what is required and knows how to deliver client satisfaction. He is a professional member of the National Speakers Association (NSA), Past President of the National Speakers Association in North Florida, NSA Central Florida, the American Society for Healthcare Human Resources Administration (ASHHRA), and the Society for Human Resource Management (SHRM). He has authored a library of four (4) audio resources and published several articles on leadership, change and service excellence. Chip is a Motivation and Performance Strategist with over 13 years experience helping leaders from every type of industry enhance performance and create an environment that delights their customers.

Monday Breakfast Keynote

Monday, July 11, 2011 8:00 – 9:15 am

Pamela J. Green, SPHR

The Future Of HR: What's Next For The Profession?

For most organizations today, the business focus has shifted from short-term survival to long-term sustainability as the U.S. and global economy continue to recover slowly from the 2008-2009 recession. Achieving sustainability will be a true test of HR leadership in the uncertain post-recession economy. In this presentation, you will explore three major challenges HR professionals are facing today and a two-part strategy for turning the challenges into opportunities for your organization. In addition, you will look at two case studies – Zappos.com and Leviton Manufacturing – where the strategies have brought impressive bottom-line results, as well as employee retention, engagement, and productivity.



Pamela J. Green, SPHR

Chief US Membership Officer, Society for Human Resource Management

Pamela J. Green is a champion for HR practitioners. She holds both a Bachelor's Degree in Business and Human Resources and a Master's Degree in Business Administration (MBA) from Franklin University in Columbus, Ohio.

With over 16 years experience as a human resource practitioner, Pam lead HR Departments in the Healthcare and Childcare fields and, prior to joining SHRM, was the Director of Human Resources for the American Red Cross of Greater Columbus. Pamela joined the Society for Human Resource Management (SHRM) in 2006 as the Director for the North Central Region. She was promoted to Chief Membership Officer in January 2008. As Chief Membership Officer, she is responsible for developing and managing relationships with SHRM's more than 250,000 members, 7000 volunteer leaders, 590 chapters and our member's businesses and organizations. Additionally Pam is responsible for designing and leading activities that support SHRM's volunteers and Membership Advisory Council, and assist state councils and local chapters with their strategic planning and operations.

As a certified Senior Professional in Human Resources (SPHR), Pamela has served the profession in many capacities including volunteering for the United Way of Central Ohio, InRoads Columbus, New Directions Career Center, and many other civic and church organizations. In addition, she is a lifetime member of the National Association of African Americans in Human Resources (NAAAHR) and the Founding President of the NAAAHR of Greater Columbus Chapter. A highly sought after public speaker, Pam has been both facilitator and public speaker at events including the Congressional Black Caucus, American Society for Healthcare Human Resource Professionals, The Ohio State University Fisher School of Business and Biz Summits, to name a few. In November 2006, she was honored when the Greater Columbus Chapter announced their new annual HR Leadership Award was being named the Pamela J. Green HR Leadership Award!

Closing Keynote

Tuesday, July 12, 2011 12:45 – 2:00 pm

Barbara Brannen

The Future of Human Resources:

Are We In the Pie? Eating the Pie? Or Getting a Pie in the Face?

What now? Are you filled with great new ideas, but feeling like crispy burnt toast at the same time? Do you know where, when and how to get started on new initiatives, without the tyranny of the urgent eating you first? Now is time to put all that we have seen and learned to work for us!

Using a “Play Book,” just like many successful teams do, you will learn about how to implement all you have been learning in a unique way that will have you excited about your profession and the future. It will get you excited about how you can act upon the things you now know that will really raise the value of Human Resources as a Strategic Partner in your organization. Because of this implementation method and your new strategic relationships you will find a way to boost employee morale and enjoy your profession more at the same time.

In this unusual program that includes pie throwing, flying frogs, attitude bugs and a few more surprises you will be guided to see your power in applying the new knowledge and information at your disposal. Monitoring and measuring what you have accomplished becomes so much fun you push for more successes based on a true desire to exceed all expectations of Human Resources.

You find the secret of P.L.A.Y. as a way to do this, while at the same time your organization will come to value you more and more. The magic of the “5P’s” will be revealed to you. Get ready to take your organization to the next level. Get ready to have more fun than ever before. Get ready to make things happen!

Barbara Brannen

Barbara Brannen is currently the Top Banana at Playmore™, LLC a company she founded in 1999 and a partner in Everibodi Matters™, LLC. She specializes in working with individuals and teams to work “right” by creating a “playbook” of the strategies that will serve them the best. Barbara spends her time speaking, coaching, consulting and training to make this happen. As a member of the National Speaker’s Association she has worked with audiences all over the country to motivate them beyond what weighs them down and through unique ideas, get to a new level of happiness and success. Her career has been as Vice-President Human Resources for Rose Medical Center, Innovative Services of America, Qwest Communications, the University of Denver and Thera Care in Boston. Barbara has a B.S. in Commerce from Niagara University. She has been recognized for her achievements by the Colorado Human Resource Association and the Denver Business Journal.



Concurrent Sessions

M1 - A: The Carrot Principle: How the Best Managers Use Recognition to Engage Their People, Retain Talent, and Accelerate Performance

This presentation shows how strategic-based recognition produces astonishing increases in operating results. Participants will learn how to get managers to lead with carrots, not sticks, and in doing so achieve higher engagement, productivity, and retention. Attendees will also learn how to provide recognition within an established budget, recognition doesn't cost a lot of money; if your budget has been slashed, recognition is very doable and more important than ever. In addition, participants will learn how to show that the relationship between recognition and improved business results is predictable and proven to work.

Andrea Gappmayer, Manager, Speaking and Training, O.C. Tanner

M1 - B: Behavioral Interviewing Has Become Obsolete

Thanks to the internet the job interviewing landscape has changed dramatically, Candidates arrive with well rehearsed answers to our most challenging questions. The traditional, 'Tell me about a time...' approach has become obsolete. Attendees will learn new interviewing strategies to uncover a candidate's true character and ensure a good fit to the companies needs. Participants will practice having a genuine dialogue that helps employers and candidates determine if the job and the organization is a good fit. Participants will also learn how to use inference skills and master the art of asking effective follow-up questions to identify and hire great people that meet the needs of the organization.

Bill Kaminski, Director HR, Cayuga ARC

M1 - C: The A, B, C's of an Emotionally Intelligent Workplace

Can't we all just get along? Yes, it's a simple question but unfortunately the answer is too often 'no.' The basics of an emotionally intelligent workplace are simple, but they elude many organizations. This presentation will outline simple and easy to use techniques help your team members get along. The presentation of a case study will illustrate how these techniques can promote harmony, engagement and team spirit (not to mention higher profitability).

Scott Mesh, Ph.D., CEO and co-founder of Los Niños Services

M1 - D: The Critical Importance of 'Fit'

People do not fail in jobs because they usually cannot do the job - they fail because they do not 'fit the job' - from a personality, cultural, interest, aptitude, temperament or reality level. As talent management professionals focused on delivering ROI to the organization, understanding how to assure fit of candidates or internal staff to jobs what will drive productivity, morale and synergy forward. In this session, you will learn how -- in simple terms and with the right tools.

Dan Moran, President and Founder, Next-Act

Concurrent Sessions

M2 - A: Keeping Strategy Simple

“Align employees with corporate strategy”....we hear it all the time, but HOW is it done? After this session, you’ll have 4 example corporate goals for your organization and understand how employees can align their work with those corporate goals.

Join Cynthia for a lively session that will use online animation, a CEO-level Balanced Scorecard and what you and others in your type of organization already know to finally make sense of corporate strategy and alignment.

Cynthia Worden Lee, President, Performance.net

M2 - B: The Bermuda Triangle of Employment Law: The Cross-section of Federal and State Laws Pertaining to Disabled Employees

The interplay between federal, state and local laws pertaining to employees with disabilities presents a variable minefield for employers. Very often these laws have conflicting provisions and competing interests that can challenge the most skilled HR professional. The session will explore the relationship between these two various laws. Daniel will use hypotheticals to engage participants to explore the interplay between these laws, thus enabling HR professionals to successfully navigate issues related to disabled workers.

Daniel Moreland, Esq., Partner, Clifton Budd & DeMaria, LLP

M2 - C: Prove It To Me! Resilient Talent Management that Delivers

Synchronizing talent with the demands of today’s global economy is a key business challenge. Participants learn to integrate best-practice based competencies within talent management processes that support the provision of employee feedback on both what was accomplished and how work was performed. This “back to basics” session is an exciting opportunity to propel organizations with a proven talent management approach that helps secure organizational resilience in any climate and achieve results consistent with organizational expectations.

Suzanne Simpson, President, Human Resource Systems Group

M2 - D: Leadership: What’s Conflict Got to Do With It?

Studies have clearly demonstrated that nearly 88% of employees believe their supervisors handle conflict poorly. Over 93% of employees blame co-worker tensions on stress related illnesses.

Dr. Lafair’s workshop will provide tools and tips to become ‘Conflict Competent’. She outlines five crucial steps to prevent toxic behavior from escalating and help make the workplace really work!

You will learn to get a handle on those annoying moments and save time, money, and aggravation.

Sylvia Lafair, PhD, President, Creative Energy Options, Inc.

Concurrent Sessions

M3 - A: The HR Pro's Guide to Navigating Corporate Politics

Dealing with organizational change and corporate politics are some of the biggest issues we face in Human Resources. In this fun and interactive session, you'll learn how to effectively manage through change and leverage corporate politics. We'll discuss organizational issues such as effectively partnering with other HR teams; managing relationships with organizational teams such as legal and purchasing, etc.; and working with our business leaders. We'll learn some of the key levers to change perceptions, enhance credibility, and gain control of the change and political environments of your organization.

Jeremy Eskenazi, SPHR, Managing Principal, Riviera Advisors, Inc.

M3 - B: Hot Topics in HR Compliance

What legal issues are giving HR professionals the most headaches right now? This session will examine timely HR compliance topics for the current quarter, such as: assessing the background/credit check process on both the state and federal level and analyzing the staggering number of EEOC suits brought over the past year. In addition, this presentation will provide the tools necessary to update employee handbooks to combat current legal trends.

Gordon Middleton, Legal Compliance Specialist, TALX Employment Services

M3 - C: Painless Performance Management?!? A 'Next Practice' Model

Raise your hand if you hate performance appraisals!! Employees hate to get them, managers hate to give them, and HR has to make them happen. A keynote at a prior state SHRM conference said "We must fix performance management!?" But how?

Join Cynthia for an enlightening session that uses online animation to make you laugh, make you feel the pain, and provide a solution to the madness. It can be better. Come see how.

Cynthia Worden Lee, President, Performance.net

M3 - D: The Ecosystem of Internships

An insightful and thoughtful exploration of the world of internships will be presented. Data, size, scope and the importance of this marketplace of educational opportunities will be given. Attendees will better understand how to learn from the past, understand the present, and optimize the future for all 3 constituencies—Students, Employers, and Educators—that take part in the internship ecosystem.

C. Mason Gates, Management Team, Internships.com

Concurrent Sessions

T1 - A: Why Strategic HR and Why Now? The HR Value Proposition

Based on the groundbreaking book by Ulrich and Brockbank, *The HR Value Proposition*, Dorothy will help the audience identify criteria that have the greatest impact on value creation and outline what HR must do to build it. The attendees will be able to see where they fit in with the new competencies, how to prioritize HR practices according to those that yield the most value and ensure that the HR department be governed well. We will use a case study to illustrate how others have become strategic partners and how the participants can do so.

Dorothy J. Stubblebine, SPHR, Managing Principal, DJS Associates, Inc.

T1 - B: 2 Truths and a Lie – The Employment Law Version

Mark Twain said – “Truth is stranger than fiction” – and nowhere is that more accurate than in human resources and employment law. In this presentation, John will discuss real life scenarios – some actual situations his clients have faced, some fictional – as we attempt to discern which are true and which are lies. Screening and interviewing nightmares, bizarre policies, harassment scenarios, “accommodation” requests, and problematic terminations will all be addressed – along with the lessons learned.

John M. Bagyi, Esq., SPHR, Bond, Schoeneck & King, PLLC and General Counsel, NYS SHRM

T1 - C: Presenting With Pizazz

Did you ever wish you had more confidence while presenting at conferences, meetings, within the community or your organization? You’ll learn “tricks of the trade” to get prepared, present with ease, deliver powerful presentations, and keep audiences engaged. Powerpoint is great, but you are the one they want to hear from. You’ll leave with over 20 easy techniques from a presenter with 25 years experience. Join us for this fun and energetic session!

Joan Hebert, Principal, Hebert Performance Training

T1 - D: Utilize Process Improvement Methodologies to Improve your HR

Many organizations fail to get the most out of their HRIS systems. While the system may work its clear there is significant room for improvement. Most people blame the software however in many cases the problem is the result of a flawed implementation.

The reality is the software you already own and have installed has functionality that is not being used, is being misused and/or is not appropriately married to your processes. By utilizing process improvement methodologies and reviewing your system from a process rather than system perspective you can uncover a significant number of opportunities for improvement.

Tom Sonde, Principal, Silver Road Solutions

Concurrent Sessions

T2 - A: Management Today: Empowering Others to Drive Results

The workplace continues to evolve and become more complex. What does it take to be a successful manager in today's workplace? A vision and common sense of purpose, the ability to create and lead self-directed teams, and solid skills in change management. Managers also have to draw on diversity to promote innovation, manage behaviors that can cause costly liability and improve workflow within and between departments. This is essential if the organization is to grow, prosper and gain an edge over the competition.

Donna Scimia, President and Founder of Scimia Consulting Group, Inc.

T2 - B: Will You Evolve or Expire? 3 Keys to Re-Inventing Yourself as a 'Must Have' HR Professional"

Too often, HR professionals are seen as administrators. This mind-opening interactive program will inspire and teach you to become a "must have" strategic partner within your organization!

- Learn how to shift from a transactional role to one that has transformational organizational impact
- Discover the 3 keys to becoming a "must have" strategic partner
- Learn how you are likely stuck in a limiting "box" – and how to get out of it
- Experience a paradigm-shifting interactive activity and leave with a four-point plan for ensuring your success

George Fleming, Insight Action

T2 - C: What You Need to Know About Global Talent Markets

Forward-thinking organizations are positioning themselves as leaders in the global market for talent. This session will review the latest trends and research on global talent mobility, workforce planning response, and talent acquisition options. Attendees will understand how to position their organization to attract the best talent, with a special focus on the emerging markets.

Jim McCoy, Vice President, Solutions for ManpowerGroup Solutions

T2 - D: Workplace Bullying the New Challenges for HR Managers

This presentation will examine the current status of legislative efforts to outlaw abusive/bullying conduct at the workplace, and give examples of conduct that amounts to workplace bullying. Also, the presentation will give HR practitioners the tools to assess the potential psychological impact of abusive conduct on employees and the preventive measures employer's should implement. Further, the presenters will give HR practitioners guidelines and practical tips regarding policy development and investigative processes to deal with complaints of workplace bullying.

Sylvan J. Schaffer, Ph.D., Esq., Of Counsel, Jackson Lewis, LLP
Linda Carolizzi, Esq., Partner, Jackson Lewis, LLP

Solution Center

Saratoga Springs City Center

Solution Center - Marketplace, Culinary Delights and More!

Explore NYS SHRM's Solution Center to discover new products and services to enhance your organization and enable you to strategize, lead and deliver. Time has been scheduled for conference participants to visit the Solution Center to network with experts and colleagues.

The following are some of the areas that will be represented:

Recruitment	HR Information Systems
Legal Services	Employment Services
Benefit Services	Consulting
Media and Publication Services	

The Solution Center is also the place for most coffee and snack breaks. Be sure to experience the culinary delights of The Saratoga City Center at the Opening Social Reception.

Solution Center - Event Schedule

The Solution Center is open on Sunday at 4 pm and Monday from 9:30 a.m. to 6:45 p.m.

<u>Date</u>	<u>Time</u>	<u>Exposition Event</u>
Sunday, July 10	4:00 p.m. - 5:15 p.m.	Opening Social Reception
Monday, July 11	9:30 a.m. - 10:15 a.m.	Coffee Break
	3:30 p.m - 4:15 p.m.	Ice Cream Break
	5:45 p.m. - 6:45 p.m.	Evening Social Reception – drinks and appetizers

Prizes Galore!

ALIGNED • STRATEGIC • VISIONARY will give away \$1,000 in cash, a one night stay at The Saratoga Hilton, and a free registration to the NYS SHRM 2012 Conference as well as other prizes and surprises.

Conference OnLine

Take the conference home with you. Each participant will receive online access to information on each Conference presentation, a listing of participants and exhibitors as well as information about the NYS Society for Human Resource Management, the 16 Chapters in New York State and upcoming State Council Events.

2011 Conference Participant Registration Information

Register online at: <http://www.nysshrm.org>

Sunday, July 10 through Tuesday, July 12, 2011

Conference Fees:	SHRM (National) Or Local Affiliate / Chapter Member	Non-Member
	\$395; Early Bird \$370	\$455; Early Bird \$430
	Early Bird date is June 3, 2011	

Conference fees include pre-conference workshops, keynotes, concurrent sessions, all meals, cocktail receptions, conference tote bag, list of all exhibitors and participants, and online access to conference materials.

Hotel Accommodations: **The Saratoga Hilton**
534 Broadway / Saratoga Springs, NY 12866
www.thesaratogahotel.com

Hotel Reservations: Make your reservations today by calling 518-584-4000 or 1-888-866-3591 and mention the code "AHCQ" for your discounted room rate of \$155 per night.

Cancellation Policy: Conference cancellations received in writing before June 15, 2011 will receive a full refund less a \$75 administrative fee. After June 15, 2011, no refund is provided.

Additional Hotels: Hampton Inn, Saratoga Springs, NY
518-584-2100; \$155 per night "HRM"

Courtyard Marriott
518-226-0538; \$149 per night

Tax Deductibility: Conference expenses may be tax deductible; consult your tax advisor.

Conference Payment: Payments can be made online using Visa, MasterCard and American Express at www.nysshrm.org.

Checks and Money Orders should be made out to: NYS SHRM Conference and mailed to:

NYS SHRM
c/o Christine DePeters
Computer SOS, Inc.
1505 Cleveland Drive
Cheektowaga, NY 14225

**Questions on
Registration:** cdepeters@netsos.com

Suggested Dress Code: Business casual – and don't forget plenty of business cards!