

NTSHRM Annual Conference

May 17th & 18th 2018

Work Forward Excel Succeed
Stand Together
Come Stay
We Can Longer Strive Belong Learn
Care
Making a Difference

Better

1.5 General Credits

Th: 8:00-9:30am

Nikki Chriesman-Green, Regional ERISA Counsel, USI Southwest

"State of the U.S. Health Care System: 2018 Benefits Compliance"

Nikki will review of the current state of the ACA and the Employer Mandate in light of the passage of the Tax Cuts and Jobs Act legislative bill. She will also review of Executive Orders issued in 2017 and impact on employer sponsored benefit plans, 2018 ACA Fee Payments schedule, important 2018 benefit plan design changes, and regulatory updates and current guidance affecting wellness programs.



1 Strategic Credit

Th: 9:45-10:45am

Keri Jolly, Chief Executive Partner CHRO NOW

"Building a Strategic Human Resources Department"

Building a Strategic HR department is centered on creating value for stakeholders outside of HR. This requires HR to develop its ability to use business acumen and an outside-in perspective to identify the organizational capabilities the organization has or needs. These organizational capabilities enable the strategy and create intangible value. HR professionals create value by prioritizing and focusing on building those capabilities specific to their company's strategic goals. This session will cover some of the principles and tools HR professionals can use to develop the business acumen and "outside-in" approach to their work.



1 General Credit

Th: 10:50-11:50am

Lon Williams, Employment/Labor Attorney Polsinelli PC

"Update of HR Laws and Issues Under the Trump Administration"

A comprehensive review of the latest Federal HR Related Legislation and Regulatory Activity and Administrative Action



1 Strategic Credit

Mike Coffey, SPHR, President - Imperative Bulletproof Background Checks

"Strategy, Execution, and the Art of Saying No"

Many business leaders create annual, 3-year, 5-year and even 10-year plans for their organizations only to make excuses later for why they didn't achieve what they hoped. In this presentation, entrepreneur Mike Coffey, SPHR will discuss the reasons many businesses' strategies fail and demonstrate simple tools to keep your business focused and on track.



DIAMOND
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Th: 12:50-1:50pm

1.5 Strategic Credits

Randy Anderson, Trainer/Coach/Consultant e3 Professional Trainers

"3 Keys to Improving Human Performance"

This presentation will touch on 5 key areas that will allow your leaders to be more effective by helping them acclimate to the specific circumstances and variables that they will inevitably experience, and ultimately lead to a higher level of performance and productivity for your people.

You'll learn the difference between two of the most long-standing and proven leadership styles that will deliver improved results. You'll also be equipped to help your managers and supervisors become more effective in creating and maintaining a culture that fosters employee engagement and an increased level of accountability.



Th: 2:00-3:30pm

1.5 General Credits

Julie Burch, Speaker/Author/Consultant Julie Burch Speaks

"Celebrate, Educate, Communicate! Effectively Navigating Multi-generations in the Workplace"

Whether you are a part of the Matures, Baby Boomers, Generation X, or the Millennials it is highly probable you have been annoyed, frustrated or mad at someone because their generation just doesn't do it the way your generation does it. Most of us can relate to the frustration but may have not learned the reason why each generation has a different view of the world, different priorities, and different values and more importantly what we can actually do to get on the same page and work together more effectively.

In this dynamic, high energy, and highly interactive presentation Julie will share her real world techniques that can be implemented immediately. She will also keep them laughing! There is nothing better to celebrate the different generations than laughing about them, and there is a lot to laugh at!



Th: 3:45-5:15pm

Dr. Stevie Dawn, Founder & CEO Stevie Dawn Inspires

"The Communication Compass"

It is not just about what you say, but also how you say it. Understanding how to communicate a message effectively is key to creating a positive workplace culture. Understanding the unique communication styles of individuals and how to better prepare for conversations allows us to reduce drama in the workplace. In this session, participants will:

- Identify their personal communication style
- Explore how to identify the style of others and adapt accordingly
- Discuss obstacles to effective communication

This interactive workshop includes our favorite communication tool ("the compass") and participants will have the opportunity to try out new techniques to see the impact they can have on communication.



Dustin Paschal, JD, Attorney Simon / Paschal PLLC

"Stopping & Preventing Workplace Harassment"

With the advent of the #MeToo movement and the rise of high profile sexual harassment incidents, workplace harassment has taken on an even more critical role in the HR professional's job. Attendees will understand the law regarding workplace harassment, understand how to recognize workplace harassment, understand our actions in the workplace and their intended and unintended impacts, and learn how to create and maintain a harassment-free workplace.



Rome Madison, Speaker/Author Superstar Training Academy

"Winning Influence: Building a Culture of Leadership to Fight Complacency"

For many successful organizations, complacency can easily beset leadership, slowly resulting in lost revenue and market share. However, companies who adopt the qualities of innovative leadership build a culture that influences personnel at all levels to lead without a title. In this workshop you will learn how to:

- Identify dangers of complacency & develop strategies to fight it.
- Leverage the power of first impressions to project influence.
- Be brutally honest, but not brutal to affect change.
- Develop leadership momentum and influence peers and executives.



1.5 General Credits

Fr: 12:45-2:15pm

Kristine Conway, MS, PCC Effective Focus, Inc.

"Emotional Intelligence: 3 Secrets to Sharpen Your Professional Edge"

Kristine is on a mission to move organizations and individuals forward by removing self-imposed barriers. Ultimately, Kristine has her sights on being the leader in creating a better world where individuals:

- make informed choices,
- contribute at their highest level,
- and support the greatness in each other.



1.5 General Credits

Fr: 2:30-4:00pm

Mac Fulfer, JD, Attorney/Speaker Author of "Amazing Face Reading"

"Enhanced Communications: Understanding Who You're Talking to Before They Say a Word"

Having an instant, accurate, objective assessment of every person you meet before you even finish shaking hands is priceless. This presentation will provide participants with an accurate and immediate assessment tool to better understand every person they meet. Input will include how to immediately read anger, stress, deception, confusion and wariness on another person's face.

The session addresses the scientific basis, includes demonstrations with volunteers and includes valuable insights that can be immediately applied.

Learning to read faces is a tool that creates and enhances a deeper empathic connection with others and creates better working alliances, team building, better interviews for hiring, and fosters better communication between management and employees.

At the end of the session you will never look at anyone the same, but you can know more about them than you realized was possible.



Embassy Suites - Denton
Convention Center

3100 Town Center Trail
Denton, Texas, 76201



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together
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www.ntxshrm.org

