

2013 SHRM Nebraska State Conference

Thursday, September 19

Friday, September 20

CenturyLink Center - Omaha



Thursday Keynote Speaker



James Robbins

“Nine Minutes on Monday”

Transform your managers in only 9-minutes a week! Nine Minutes on Monday is the simple system that helps busy managers raise productivity, boost morale, and increase employee engagement.



Thursday Breakout Sessions

Becky Dorn



“Developing a Results-Driven Wellness Program at the Worksite ”

Worksite wellness programs should be integrated into the way your company does business. This presentation will outline the importance of developing a strategic business plan around a workplace culture that supports the health and wellbeing of all employees.

“It Takes Four to Tango”

There will be less confusion if we learn to manage change and conflict and understand the different personalities of our team members during change and stressful times.

In this interactive session, you will understand how to work with different personalities...during change!



Candy Whirley



Thursday Breakout Sessions



Nick Jasa

“Better Background Check Compliance?”

This presentation will show how to find and follow best practices when trying to comply with all of the initials surrounding background checks (EEOC, FCRA, CFPB, etc.) Attendees will leave with an expanded knowledge of how background checks work, what makes a good background check and how to quickly and easily comply with current rules surrounding background checks.

Jason Lauritsen and Joe Gerstandt

“Hacklab - Pursuing Progress through Deviation”

Innovation isn't about big changes. And it doesn't even require a big budget, a big title, or any permission. Applying insights from the computer hacking culture, Talent Anarchy will help you start finding ways to innovate and make progress in your work, one small change at a time. Regardless of your title or experience, you can make big things happen through a series of smart, small changes (hacks). This highly interactive session is designed to provide attendees with actionable insights and tools for immediate application.



Thursday Breakout Speakers

Holly Hollenbeck



“Best Practices: Managing Work Comp Costs”

This presentation reviews the highest costs in work comp claims and the best practices for keeping them contained, including finding and managing the right medical providers, developing and implementing employer claim management and related policy and procedure, and detecting the 5 types of work comp fraud and the 8 tips to preventing fraud.

“Navigating the Final Frontier: Religious & Spiritual Identity in the Workplace”

The U.S. is the most religiously-diverse country in the world and our workplaces and marketplaces reflect this reality. Many businesses wrestle with when and how to address this dimension of diversity in the workplace. This interactive workshop will connect participants with helpful, credible resources for understanding religious and spiritual diversity and will provide practical guidance on including religious and spiritual identity in your company’s diversity and inclusion efforts.

Beth Katz



Thursday Breakout Speakers

“Creating a Fearless Workplace”

The Fearless Workplace who show how to move your organization to a culture based on trust by changing behaviors that create a culture of fear to those that create a culture of trust. Take The Fearless Workplace test to determine where your organization falls on a 10 point scale of fear to trust.



Peggy Noll

Mark Hirschfeld



“How Engaged Are You?”

We can create a more productive workplace by helping every employee become more engaged. This working session will introduce you to a proprietary self-engagement survey and coaching process, used by employers such as Toyota, to create self-engagement plans for each employee where you work. But be careful, this approach may improve your engagement too!



Thursday Breakout Speakers

Dr. Peggy Meglich



“Getting the Most Out of Your Internship Program”

Whether your company has used internships in the past or you are new to the idea, this session will help you to get the most out of the experience. Attendees will learn how to establish an effective internship program and bridge the “reality” gap for students. Uncover a “hidden” source of talent by hiring interns and training them in your company’s culture and processes.

“Retirement Plan Committee Best Practices”

This presentation will focus on best practices for retirement plan committees. In today’s litigious world, plan sponsors need to be aware of their responsibilities and liabilities. Learn how to maintain a fiduciary process, understand how to identify total retirement plan fees, and how to mitigate liabilities. Address the common misconceptions that plan sponsors have about their retirement plans.



Bob Foster



Thursday Breakout Speakers

“Bullying - The Time to Raise Consciousness and Restore Conscience is Now”

Modern day bullying is taking place across the country. This powerful Anti-Bullying Awareness workshop will enlighten participants with powerful stories and real life examples of workplace bullying. Most importantly, it will identify ways to make your workplace a safe environment for everyone.



Shawn K. Woods

Aaron Clark



“In-House Investigations: New Wrinkles and Rules”

More and more employers have established policies for in-house investigations to preempt the employee from feeling they needed to file with a local, state or federal investigative agency. This seminar examines the law surrounding internal investigations and reviews various investigatory policies and best practices.



Thursday Luncheon Speaker



Candy Whirley

“Conflict, Change, Confusion . . . Oh My!”

Have you ever worked with people and a few of them know just what buttons to push!

In this session we will analyze your emotions due to changes on your projects. You will learn to manage change and conflict and understand the different personalities of your team members during change and stressful times.



Thursday End Note Speakers

Jason Lauritsen and Joe Gerstandt

“Social Gravity: Harnessing the Natural Laws of Relationships”

Relationships matter, in both our personal and professional lives. Conventional wisdom tells us that “it’s not what you know, but who you know that matters.” But how do you get to know the right people?

In this high-impact keynote, Talent Anarchy reveals to the audience the awesome power of Social Gravity. Audiences discover the science behind how and why relationships form between people and gain an understanding of the value that exists within these relationships called social capital. The Six Laws of Social Gravity will empower each individual with the knowledge and tools they need to grow a powerful network of relationships to fuel their personal and professional success.



Thursday Evening Exhibitor Reception

Join your peers for an evening of connections and fun and visit dozens of HR-related exhibitors!

CenturyLinkCenter

With a “Minute to Win It” theme, this fast paced and fun reception will provide loads of time to visit with exhibitors and make new connections - In An HR Minute!



Friday Early Bird Session



James Robbins

“Nine Minutes on Monday, Part II”

This workshop will provide a deeper look into some of the tools in the “Nine Minutes on Monday” philosophy which helps busy managers raise productivity, boost morale, and increase employee engagement. No matter how busy your managers are, Nine Minutes on Monday will ensure your staff are motivated, inspired, and equipped to bring their best to work each day.



Friday Early Bird Session



Cy Wakeman and Pamela Bourne

“Managing Poor Performers and Hardwiring Accountability into Your Workplace”

As leaders, we spend too much time with our worst performers, and we don't reward our best. We over-manage and under-lead, trying to control people rather than connecting to them and their potential. Many HR professionals justify the “over manage” approach as something required by legal or necessary to avoid potential liability, without any consideration to the true “cost” to the organization. In this presentation, Cy Wakeman and Pam Bourne integrate a legal and HR perspective on how to successfully managing problem employees, while simultaneously minimizing potential liability.



Friday Breakout Speakers

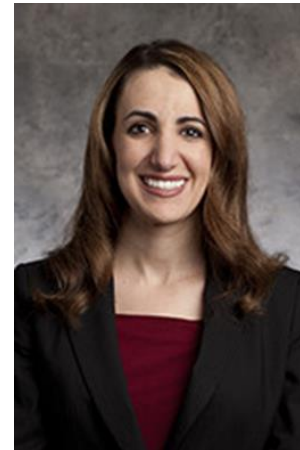
“Active Killer & How to Respond: Guidance for Surviving the Incident”

Sgt. Robert Wondra

This presentation will familiarize attendees with definitions used in describing Active Killer situations as well as a mental permission slip to use if the incident were to occur where they were located. This presentation will identify methods and techniques to train your staff and conduct successful drills targeted to help them survive the incident.

“Up to the Minute Legal Update”

The Obama Administration has already brought about significant change for employers. This session will provide an overview of these changes, and give insight into what is to come.



Kelli Lieurance



Friday Breakout Speakers

Sally Elatta

“Servant Leadership - Roots of Command and Control”



Working to empower and serve the people you lead is the main concept behind Servant Leadership. Challenging them to go farther, reach higher, innovate and have fun doing it requires leadership skills that are beyond the traditional “Command and Control” style of management. You will come out of this course feeling energized and have a large number of tools and skills you can start to apply immediately to empower your teams.

“Can You Talk About Anything with Anyone, Anytime? Eight Principles for Overcoming Fake Talk”

Because we perceive that certain conversations are difficult to hold, we either avoid them altogether or our best attempts leave much to be desired. We engage in “fake talk”— all kinds of talk that fails to create respect, build relationships, and achieve results. Instead, we need to learn to hold REAL conversations. Everyone can learn to talk about any topic, with anyone, anytime.

John Stoker



Friday Breakout Speakers

Shawn Woods

“Strategically Coaching: A Modern Day Leadership Skill”



“Teaching Managers to Coach for Development and Performance”

Business coaching is about implementing an effective process of merging individual employee needs and goals with the company’s needs and goals. Learn how ordinary managers can become extraordinary coaches by following a simple process.

Coach, Role Model, Counselor, Supporter, Guide...do these words ring a bell when you think about the leaders in your organization? Being a coach involves being a role model, sometimes a counselor or supporter, and always a guide. Knowing how and when to coach is an essential skill that can both benefit you and your organization.

Peggy Noll



Friday Breakout Speakers

Denny Rourke

“Making Safety a Profit Center”



Safety is an HR function that can bring significant savings or enormous costs. Injuries can interrupt production, increase absenteeism, hamper recruiting, and drive up insurance costs. A powerful safety program saves costs, boosts production, and strengthens company loyalty.

“What HR Should Know About Social Security’s Impact on Workplace Retirement Decisions”

This program will review the basics of the Social Security benefit and introduce six concepts that are instrumental when electing Social Security. Participants will discuss the potential impacts on an employee’s workplace retirement plans incurred as a result of delaying Social Security and examine how the election decision can impact an employee’s retirement date.

Jason Hiley



Friday Breakout Speakers

Scott Grausnick

“Managing a Virtual Desk: The Challenges and Opportunities”



This session will offer a unique perspective on the benefits and challenges of running a virtual business. Scott will share information on the foundation of a successful virtual company, converting an existing “brick and mortar” company into a virtual company, and the challenges of a virtual company.

“Daunting Daily Disability Decisions”

This session will discuss the myriad of disability leave management issues faced by human resource professionals on a daily basis. We will provide practical guidance to assist your organization in tackling even the most daunting daily disability leave management issues.

Chad Richter



Friday Breakout Speakers

Jim Masters

“Be a Superstar of Your Success”



Have you ever noticed how almost all successful people possess the “it” factor? Somehow, they just have “it”.... confidence, skill, respect, leadership, etc. The good news is that we all have an opportunity to be more successful than we are currently and that habits of success can be learned.



Friday Closing Session



Shawn Woods

“Driving Excellence: Tour de Greatness in You!™”

Everyone has GREATNESS in them, yet most people never challenge themselves or dig deep inside to discover the LION that has been tamed. It all starts with a belief system and the first thing one must do is start believing in themselves. Once they believe that they have what it takes, or have the potential to learn what it takes to be SUCCESSFUL, they will then take their lives, careers, relationships and goals to higher levels and achieve their GREATNESS.



Special Grand Prize

Get-away to New York City!

Includes airfare, hotel and tickets to a
Broadway play!

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