



HRevolution

Change Tomorrow Today

Presented by:



2015 SHRM Vermont Human Resources State Conference

Thursday, September 10 & Friday, September 11, 2015 | Burlington, VT

<http://vtshrm.shrm.org>

Welcome to Vermont SHRM!

The Vermont State Council is excited to welcome you to our 15th SHRM Vermont State Human Resources Conference. The Vermont State Council, along with our 3 local affiliated SHRM Chapters, is recognized as the thought leader in an ever-changing landscape, providing resources that empower Human Resources business leaders to develop and strengthen business practices that are competitive and relevant for their organizations. We are a conduit for HR leaders to grow their knowledge and visibility by supporting our local SHRM chapter members, promoting the HR profession and its strategic partnerships within Vermont businesses and communities, and providing leadership and development opportunities that advance and empower HR leaders throughout the State through outreach and strategic initiatives.

The Vermont SHRM State Council is a non-profit organization and exists as an affiliate of the Society for Human Resource Management, the world's largest association devoted to Human Resource Management. Membership is made up of 17 volunteers who are appointed to the Council, including the elected Presidents of our 3 local affiliated SHRM chapters, Vermont Human Resources Association (VHRA), Green Mountain Human Resources Association (GMHRA) and River Valley Human Resources Association (RVHRA).

This year's theme "HRevolution: Change Tomorrow Today" embraces the creative and disruptive innovations in HR and the shift in the professional role of HR in today's rapidly changing, complex workplace. We've teamed up with an inspiring line up of nationally recognized change leaders – Mike Abrashoff, Cheryl Cran and Dan Schwabel – to infuse creative and disruptive thoughts into our business practices and initiatives. Our breakout sessions also feature leading consultants and practitioners throughout New England to share their innovative best practices and learning experiences from clients, companies and employees.

Again this year, we will offer recharge and wellness stations to energize and refresh conference participants.

It would not be possible to offer you a conference with this caliber of speakers, at such a low registration rate, if not for the support of our sponsors and exhibitors. Please make sure to thank them for their continued support of our conference and profession and give them an opportunity to learn what services they might offer you.

Most importantly – enjoy the conference, take some time to network, and have fun!

Melissa Norman | Director | SHRM Vermont State Council



FULL CONFERENCE AGENDA-AT-A-GLANCE

THURSDAY, SEPTEMBER 10, 2015

7:00 - 7:45	Registration & Breakfast w/ Exhibitors
8:00 - 8:45	Welcome Address
8:45 - 10:00	Keynote: Mike Abrashoff
10:00 - 10:30	Break/EXPO
10:30 - 11:45	Concurrent Session #1 (<i>choose one of six options</i>)
Noon - 1:00	Lunch
1:00 - 1:15	HR Professional of the Year Award Ceremony
1:15 - 2:30	Keynote: Cheryl Cran
2:30 - 3:00	Dessert Break/EXPO
3:00 - 4:15	Concurrent Session #2 (<i>choose one of six options</i>)
4:30 - 6:30	Spirit of Vermont Networking Reception -- Vermont Craft Brews & Spirits!
6:30 - 8:30	Dinner on your own - an opportunity to network, catch up with colleagues or meet with a client!
8:30	Bonfire After Party

FRIDAY, SEPTEMBER 11, 2015

7:00 - 7:45	Registration & Breakfast w/ Exhibitors
7:30 - 7:45	Welcome Back!
7:45 - 8:45	Keynote: Dan Schwabel
8:45 - 9:15	Break/EXPO
9:15 - 10:30	Concurrent Session #3 (<i>choose one of six options</i>)
10:45 - 11:45	Keynote: Dan Schwabel
Noon - 12:30	Prize Drawings in the EXPO Hall!
12:30	Conference Ends

TICKET PRICES

Conference Pass \$299 - **save \$50 with the Early Bird price of \$249 if you register by August 7th!**

Bonfire After Party \$20 (includes food & entertainment)

Conference Pass tickets include breakfast on Thursday & Friday, lunch on Thursday, and the Spirit of Vermont Networking Reception on Thursday.

TO REGISTER

Visit: www.regonline.com/VT2015

EXPO Hall

65+ Exhibitors, Prizes and Networking Opportunities!

Don't miss the EXPO Hall! Visit with over 65 companies that provide the resources and services you need, relax in the HR Recharge & Wellness Station, enter to win great prizes from the exhibitors and grab a complimentary coffee drink from the Barista Station. The EXPO Hall is the place to be for gathering, networking and having fun!



THURSDAY'S KEYNOTE SPEAKERS

It's Your Ship -- Achieving Breakthrough Performance

Mike Abrashoff, Retired Navy Captain, Best Selling Author, and Co-Founder of GLS Worldwide



When Mike Abrashoff took command of the *USS Benfold*, morale was low, turnover was high and performance ranked at the bottom of the Pacific Fleet. Twelve months later the ship was the benchmark for performance – the shining star... using the very same crew. This inspiring talk is based on the vital leadership lessons Mike learned as he led the remarkable turnaround of the ship. The first lesson was his realization that before the ship's performance could improve, his own leadership style had to change from the traditional command and control model. When the crew would present a problem, Abrashoff became known for responding "What would YOU do? It's YOUR ship!"

Mike's Leadership Roadmap principles created a high performance culture and empowered his crew to take charge and use ingenuity and initiative to improve every aspect of the way things were done. He brings to life stories of how the principles that led the transformation of the *USS Benfold* have been put into action at companies and organizations looking to harness the power of their most important asset – their people. He shows real leaders achieving dramatic results as they work to address their most pressing people challenges: collaboration, commitment, cohesion, accountability, engagement, rapid and continual innovation and diversity in the workforce. Attendees will leave with the tools and inspiration to lead differently and elevate organizational performance to new levels.

Upgrade Your Leadership OS (Operating System)

Cheryl Cran, CEO, Author, and Consultant



We are living in a time of fast paced transformation and YOU are the transformers! The key skills needed in these fast moving times are the ability to think fast, make prudent decisions quickly, test innovative ideas and to collaborate with fast responsiveness. Think about it, we keep upgrading our technologies and as technology speeds up we need our 'thinking' to be upgraded too!

Imagine if you were able to download a new version of thinking that would allow you to move faster and get results more quickly. Cheryl will share revolutionary ideas that challenge your thinking and develop a mindset to impact the speed with which you and your team are able to respond and create.

Attendees will leave with an understanding of:

- how leadership thought has evolved over the past few decades and how it relates to what was needed in the business through each of those time periods;
- how technology has created a multi-tasking, multiple priorities reality and what to do to maximize abilities to thrive in this reality;
- how to leverage mindfulness as an evolutionary strategy and other new strategies to increase your creativity, speed of thought and ability to execute effectively; and
- how to leverage emotional intelligence with 'energy' intelligence to increase collaboration and connection with others.

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FRIDAY'S KEYNOTE SPEAKER



Dan Schwabel, Author, Founder of WorkplaceTrends.com,
and Managing Partner of Millennial Branding

Building the Workforce of Tomorrow: How to Recruit, Retain & Grow Your Young Talent

Restless Gen-Y workers, often faced with unfulfilling or static positions, frequently leave their posts within two years. But as Millennials become the dominant generation in the office, set to represent 75 percent of the entire workforce by 2025, companies must learn to keep them engaged and motivated by creating more opportunities for them. How can corporations retain young workers?

Dan shares advice, research, case studies (including Sodexo, Ernst & Young, Intel, DreamWorks, and more), and examples to illustrate how employers can both attract and manage Gen-Y workers to allow them to rise up to leadership positions instead of leaving for other opportunities. Attendees will leave with an understanding of how to effectively lead their workforce, inspire the greatest potential from the talent they already have, and employ innovative strategies and techniques to attract and retain Millennials.

The Future of Work: Top Trends Reshaping Business and How to Prepare for Them

With the increased adoption of new technologies, globalization, automation and a weak economy, the modern workplace is in a state of flux. As a result, today's companies are facing major challenges that will affect how they do business and compete for the best and brightest talent. Dan will highlight the top workplace trends to change the way you view your corporation, help you better prepare for the future and improve your talent management strategy. Attendees will learn what each trend means for their business, gain insight from case studies at other companies who are already implementing programs to take advantage of these changes and take away tips on how their organization can be at the forefront of this new movement.

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HAPPENINGS AT THIS YEAR'S CONFERENCE



Thursday, 4:30-6:30p Spirit of Vermont Networking Reception

A reception like no other before . . . a chance to taste the best of Vermont's craft beverages while watching the sunset over the Lake Champlain Valley. Vermont is home to trailblazers in craft beer, wine, cider and spirits – distinctive beverages produced in the heart of the Green Mountains. Can you think of a better way to enjoy the best of Vermont while making the rounds to network with our conference partners, special guests and your professional peers!



Thursday, 8:30p on! Bonfire After Party!!

The excitement doesn't stop after the reception! Come back to the Hilton to meet, mingle, and munch with your fellow attendees and exhibitors. Yummy appetizers and drinks will be served, along with great conversations under the stars at the Hilton fire pit.

Tickets are \$20 per person.



Where to Stay

Hilton Burlington (Home of the conference)
60 Battery Street
Burlington, VT 05401
802-658-6500

A special room rate of \$189 per night is available for exhibitors, sponsors and attendees. This rate is only available until August 10th. To book this rate, please contact the Hilton Burlington at 802-658-6500 and mention that you are with the Vermont SHRM HR Conference.

For additional options on where to stay, please visit this site: <http://web.vermont.org/CWT/External/WCPages/WCRoomAvailability/RoomAvailability.aspx>



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Concurrent Session #1: *(choose one)*

TAKE ACTION: Putting Leadership to Work

Presented by Mike Abrashoff & Stacey Cunningham

For organizations that want to get serious about improving performance, this presentation delivers examples of the Leadership Roadmap in action. Take Action sessions provide attendees with additional powerful tools and strategies to apply in their work environment. Facilitated by a senior strategist, Stacey Cunningham, this session creates an exciting atmosphere that examines the key components of high performing leaders, teams and organizations. Participants will experience innovative, fast-paced individual and group exercises tailored to the leadership and cultural issues most relevant to the organization. They'll learn practical application of principles outlined in the keynote and build a roadmap to achieve the personal and organizational goals they've outlined.

HR Feud -- Legal Expert Master Panel

Moderated by Amy McLaughlin and Jeff Nolan of Dinse Knapp McAndrew

In an entertaining and engaging game show format (think Family Feud), teams of attendees will be asked to identify the top issues in a variety of employment law topics including, but not limited to, hiring, immigration, performance management, handbook policies, wage and hour, employee leave, workplace accommodations, workplace safety, non-discrimination laws, social media, and terminations. Throughout the game, expert employment lawyers from a variety of Vermont firms will take the opportunity to educate the group on key legal issues and recent developments in employment law.

The Next Frontier: Using Data to Align Philosophy & Strategy in Employee Wellness Programs

Presented by Len Spangher of Sibson Consulting

Companies are spending more and more on healthcare and wellness programs while Americans are living shorter lives and experiencing more injuries and illnesses than employees in other countries. This is affecting not only the individual employee well-being, but also business competitiveness. By using data to create a conceptual model for wellness that allows organizations to better understand the major factors that contribute to individual employee health throughout their working lifetime changing the employee's behavior in a positive way. This session will help Human Resources and Wellness leaders to see all of the different ways that well-being can be influenced by the organization. The more points of influence that can be created, the more participation in wellness activities will occur, and the more the organization will create a happier, healthier, and more productive workforce. The conceptual model can be a roadmap to how to best turn your organization into a "most desirable place to work."

The Time is Now! Attracting and Retaining Millennial Women to Your Company

Presented by Jessica Sabick of Vermont Energy Investment Corp and Lindsey Lathrop-Ryan of Change the Story VT

While it is true that young women have made huge strides academically over the last two decades, this is not always reflected in their career aspirations or economic success. The decisions they make about education and careers are influenced by cultural messages, their individual self-concept, pressures by peers and parents, and people they meet from the world of work. The good news is, there's a role for employers, so hear Vermont Energy Investment Corporation's story – they've opened their doors to high school girls to show them the possibilities! This year, VEIC piloted their first job shadow program, exposing girls to a myriad of careers (including STEM) and matching them with professional mentors. By doing so, they provided employees with a new learning opportunity and a chance to build mentoring skills. Bonus: You will leave with the tools to get started at your company!

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Concurrent Session #1 cont'd: *(choose one)* _____

Navigating the Reporting Requirements of the ACA

Presented by Brenda Sabin, CBP, SPHR, SHRM-SCP of Hickok Boardman HR Intelligence

The Affordable Care Act (ACA) requires all Applicable Large Employers (ALEs) to offer health insurance coverage that is affordable to those employees working on average of 30 hours per week. There are specific rules and regulations on how you make the determination using “measurement periods”. New hires, rehires and breaks in service can complicate those calculations. In addition, the ACA also requires ALEs and other entities that provide health insurance to report information to the IRS AND to the participants of your health plan using tax forms 1095 and 1094 in order to determine if the employer mandate and the individual mandates are in compliance. Join us as we walk through various scenarios and review the tax forms.

HR Department of One: Building the Plane While You Are Flying It

Presented by Paul Dickin, Med and Kate McInnis, MSc, PhD of Cope & Associates, Inc.

It can be quite daunting to join a business as the only HR professional and realize that the systems, processes, and practices in place are somewhat outdated, not well connected, and even...missing! Your CEO is pressing for “culture change” for the organization to be modeling “best practices”, seeing HR as a strategic cornerstone. Very exciting and absolutely what you signed up for. And, did we mention you are the HR department? Join us for an interactive discussion of how to balance leading the culture shift and managing it at the same time. Discover ideas on where to start, what to prioritize, and where to find resources. Take a deeper look at how performance appraisals and competencies fit into that journey as an example. Hear the story so far from two local HR professionals who embraced the opportunities that such a situation presented, and are willing to tell the tale.

Concurrent Session #2: *(choose one)* _____

Leading Change in a Fast Paced, Technological Workplace

Presented by Cheryl Cran, CEO, Author, and Consultant

Everyone in the workplace is working in times of intense technological innovation and dealing with ongoing change. The key is how to inspire and engage everyone to be ‘leaders of change’ and to dynamically increase innovation, collaboration and success for everyone in the company and for the business overall. This session focuses on how each individual can harness their own inner abilities to lead change and personal leadership in a positive and proactive way. Attendees will gain further insight into how fast change is impacting the speed of work and how we as leaders need to build adaptability to the new reality, learn to harness positive stress and leverage time in an increasingly fast-paced work environment, understand how each generation views change, deals with change and strategies to improve change responses and actions and skills to elevate communication in a way that speaks to the higher potential of each individual and creates unprecedented understanding and commitment to change as we move forward.

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Concurrent Session #2 cont'd: (choose one) _____

Innovations in Worksite Wellness - Expert Master Panel

Moderated by Kim Langlais of Blue Cross Blue Shield

Employers that follow best practices for workplace wellness programs were more likely to report improvements in lowering medical cost trends and improving employee health status, a Scorecard report from the nonprofit Health Enhancement Research Organization (HERO) indicates. What constitutes a best practice wellness program? This is a question of interest to anyone involved with worksite wellness and is an area of ongoing investigation and research. Kim will moderate an expert panel of companies that have been recognized in Vermont as Wellness Best Practice organizations to share concepts, programs and implementation strategies.

Total Rewards - Finding the Sweet Spot

Presented by Scott Thomson of Spring Rock HR Consulting

Creating the real value in providing a pay package combined with a market competitive benefits package underscored by a culture of performance sets the table for the “Total Rewards Sweet Spot”. When these three items (comp, benefits, and performance) are in good order, then the employee can focus on the issues that can help a company transition from being a good place to work to being a great place to work. Experience shows that when organizations reach the ‘sweet spot’ of Total Rewards, then the employee can focus on the things that will really take the company to the next level.

Building the New Workplace that the Next Generation Demands:

Key Ways We Can Transform Our Organization for the Future Workforce

Presented by Matt Harrington of Growing Millennial Leadership

The next generation of workers will not be like the ones of the past. The new generation is demanding a different type of workplace that encourages knowledge sharing, extreme collaboration, social and intrinsic motivators and direct meaningfulness of their work. Experts suggest that by 2020 the Millennial Generation (1980-2001) will make up over 50% of our workplace and 75% of the global workforce by 2030. It is imperative that today’s organizations, especially those in the HR/People role, discover new ways to excite and engage this generation and harness the raw talent that they bring to the table. How do we begin to strategically build a workplace culture that encourages Millennials to engage, lead and, in turn, stay in our organizations? This workshop sheds some light on new and innovative ways to build a strong, inter-generational workplace for the future.

The New Deal: Impact of Proposed Fair Labor Standards on Your Workplace

Presented by Brenda Sabin, CBP, SPHR, SHRM-SCP of Hickok Boardman HR Intelligence

Under the Fair Labor Standards Act (FLSA) your employees are classified as either exempt employees or non-exempt employees. These classifications are used to determine eligibility for overtime. Your employees paid on a salary basis may still be eligible for overtime if they don’t meet the updated criteria associated with being exempt from overtime. The current rules and regulations are about to change and it could cost you! On June 29, 2015 President Obama took a big step toward updating a critical labor standard with the potential to boost the paychecks of millions of middle-wage workers, many of whom should be getting overtime but are not, by significantly increasing the salary threshold below which salaried workers get overtime pay. The president instructed the US Secretary of Labor to revise and update the exemptions and because this is a “rule change”—analogous to an executive order—it doesn’t have to go through this Congress. This means a change in the exemption duties tests and most likely will result in an increase to the minimum salary an exempt individual must be paid. While currently we are waiting for the final outcome, there are several steps you can take now to prepare for these changes. In addition we will review how you calculate overtime for employees being paid on a salary basis.

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Concurrent Session #2 cont'd: *(choose one)* _____

Strategic Partnerships:

How the Vermont Chamber Can Assist in Talent Acquisition to Grow Business

Presented by Betsy Bishop and Kendall Melvin of the Vermont Chamber of Commerce

The Vermont Chamber works throughout the year advocating for business growth. In some ways, we are coming off a successful legislative session but there were some new laws with potential business impacts. We will present our legislative wrap-up and give a preview of what to expect next year and how to align your business priorities before the 2016 legislative session begins next January. Hear about the proposals under consideration with potential impact to employer/employee relationships and ability to recruit the best and brightest talent to Vermont. We will answer your questions, solicit your ideas to foster business growth and create strategies that work for your organization to effect change.

Concurrent Session #3: *(choose one)* _____

B-Corp and ESOP: Perfect Partnerships for Vermont Businesses - Expert Master Panel

Moderated by Kathy Brytowski of Carris Reels

Many ESOP-owned companies and Certified B Corps are kindred spirits motivated as much by higher purpose as by higher profits. For an increasing number of existing ESOP companies, the B Corporation Certification will prove to be a helpful tool to maintain independence and enhance corporate culture and shareholder value. Certified B Corps are gaining in the non-profit, private and public business sectors throughout the country. The panel of long-standing ESOP and highly ranked Certified B Corp Vermont companies will share their stories and explore strategies to further your organization's legacy, maintain operational independence, and enhance corporate culture and shareholder value.

Creating Your Best Day Every Day: Strategies for Employee and Organizational Wellbeing

Presented by Porter Knight, CPO of Productivity Vermont and

Lori Smith of Hickok Boardman HR Intelligence

The "overwhelmed employee" is the new catch phrase used to describe the American worker. What if the norm became "we at our best when we work"? Employee wellbeing research from the Gallup organization states that people who thrive in their "career wellbeing" are twice as likely to be thriving in their lives overall. Simply put, employees who enjoy what they do everyday are happier and more engaged in their work and their lives. From a health and wellness point of view, Gallup's research supports what we already know; how we feel about work directly impacts our physical health and our performance. This workshop offers a conceptual framework as well as specific strategies that HR and leadres can use to transform organizational culture and unlock employee productivity to create workplaces where employees enjoy their best days every day.

Retirement Plan Success: Correlation of Human Behavior and Achieving Financial Objectives

Presented by Sean Maher of Allianz Global Investors and Julie Braun of Morgan Stanley

There is a crisis in our country's retirement system. Traditional defined benefit plans that guaranteed lifelong income after retirement are being replaced by defined contribution plans, and yet only half of private-sector workers actually have access to them. Fewer still participate; even fewer maximize their savings potential and most do a poor job with investment decisions. Research has shown that many of those poor decisions are rooted in human emotions and psychology. This leaves many plan fiduciaries struggling to help participants take full advantage of their plan, despite wide-ranging and expensive educational efforts. The good news is that behavioral finance offers ways to tap into the same human emotions and psychology to create more successful outcomes for plan participants.

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Concurrent Session #3 cont'd: (choose one) _____

Taking Risks -- Becoming a Generative, Innovative and Agile Professional

Presented by Susan Palmer of Palmer Consulting

To be generative, innovative and agile professionals – we must be willing to take constructive risks ourselves and also be able to support others in taking calculated risks, as well. This is especially true in times of change and transition, when it is the most tempting to practice restraint instead of strategic experimentation. Designed to energize both new and experienced professionals, this interactive workshop will offer activities, conversations and materials to help participants explore their assumptions about risk, explore strategies for taking constructive risks as a “leader” (regardless of their title, position or particular location in a hierarchy), and plan action steps for achieving bold strategic goals. Participants will be able to identify their sources of individual strength, boldness and vision; create strategies for taking calculated, constructive risks as a “leader” (regardless of their title, position or particular location in a hierarchy); and create a communication and accountability plan for next steps in taking a constructive risk.

Multiplication: The Most Important Skill for Success

Presented by Ross Gibson of The Richards Group

We HR professionals are typically very strong at the most basic ‘math’ skills: addition and subtraction. Addition includes hiring employees, adding benefits, applying pay raises, etc. Subtraction usually is more challenging e.g. reducing headcount, organizing RIFs, cutting benefits and the list goes on. However, the most important skill that HR professionals need to hone and sharpen is ‘multiplication’. Prospective and current employers across our region are acutely worried about both the lack of talent and deep recruitment pools. With this daunting challenge, HR must take the lead in helping to ‘multiply’ talent, skills and leaders to be able to be successful. Participants will take away an awareness of key business imperatives related to changing workplace demographics and three transferable ideas/actions that participants can bring back to their organizations including resources to access.

Business as Usual is Over! Lead From a 21st Century Paradigm

Presented by Liz Dallas and James Papiano of The Coaching Center

In a highly engaging and interactive workshop, participants will explore a new paradigm for leading business in the 21st Century that gets people playing from the same score sheet, expands capacity for contribution at all levels, and creates a supportive environment for continual innovation. Learn how to create innovative, accountable, and high performing teams with sustainable impact regardless of changing conditions, limited resources, and exponential uncertainty.

Register Today!

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