

# 2013 GMA SHRM Programming Calendar

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**Note:** We have applied for HRCI credits for all **Strategic Summits** and **HR Toolboxes**.

Check each event online for changes/updates and on whether HRCI strategic or general credits have been pre-approved.

## January

**January 29 – 8:00 to 11:30 a.m. Strategic Summit: How to Make Succession Planning Come Alive** — Do you have a succession plan that's never been implemented? Does your plan have leadership support? This session gives you the tools to strengthen your succession plan for developing your top talent. You will learn how to do a turnover risk analysis, conduct a leadership assessment, create Individual Development Plans, and communicate and get commitment in the succession planning process and outcomes. Presenter: Cory Erickson, Career Momentum

## February

**February 5 – 8:00 to 10:00 a.m. HR Roundtable: Workplace Romance** — While companies sometime foster office romances because the parties understand the company and each others' work issues, the aftermaths of bad relationships and "quid pro quo" abuse of management power have often led to policies restricting workplace romance. In this session you'll learn how to manage relationship policies. Expert: Bob Gregg, a partner at Boardman & Clark LLP.

**February 14 – 8:00 to 10:30 a.m. HR Toolbox: Thorn or Rose – Facilitating Difficult Performance Conversations** — Facilitating effective performance conversations throughout and at the end of performance cycle requires managers having the right mindset and tools. This Toolbox provides a roadmap for HR to help managers successfully give performance feedback while strengthening their coaching relationships. Presenter: Diane Hamilton, Calibra

## March

**March 13-14 – 8:30 a.m. to 4:30 p.m. World at Work: Variable Pay** — This course presents the fundamentals of variable pay. It focuses on compensation strategy and variable pay, definitions and the design and implementation of incentive, recognition and bonus plans. Speaker: World at Work

**March 19 – 8:00 to 11:30 a.m. Strategic Summit: Getting Your Seat at the Table** — What does having a "Seat At The Table," mean and how do you really get there? How can we proactively influence decision making at our organization's strategic level rather than reacting to plans made without us? Come learn from a veteran consultant who has over a decade of experience working directly with both CEO's and HR professionals. Presenter: Cay Villars, Celebrus Consulting

## April

**April 3 – 8:00 to 10:00 a.m. HR Roundtable: Grief in the Workplace** — How should we respond when trauma hits someone at work? How can we help others deal with their grief when experiencing loss? Attend this Roundtable to explore effective strategies for responding effectively to grief in the workplace. Expert: Cheri Milton, LMFT, CT, Agrace, Inc.

**April 16 – 8:00 to 10:30 a.m. HR Toolbox: Best Practices in Building a Compensation Plan** —How is your comp plan working? Hear 3 experts explore such questions as: Is your plan competitive with the marketplace? Does it promote equity? Does it meet the business needs? Is it easy to administer? This session presents an overview of how to build a comp plan and pay structure and how to implement it effectively in your organization. Presenter: Peter Gantner, TDS; Dana Denny, DNR, Matt Shefchik, QTI

## May

**May 14 – 7:30 a.m. to 5:00 p.m. GMA SHRM Human Capital Conference** — Join us for a day-long conference with keynotes and breakout sessions. Check the GMA SHRM website for details!

## June

**June 5 – 8:00 to 10:00 a.m. HR Roundtable: Employee Assessments** — What should HR professionals look for when considering employee assessments? Join with your peers and an expert in the field to learn how to best utilize employee assessments as part of your HR strategy. Expert: Paul Dillenburg, Calibra

**June 18 – 8:00 to 11:30 a.m. Strategic Summit: Health Care Reform Update** — A lot has happened over the last three years since the Affordable Care Act was signed into law. In this session you'll learn the latest developments with the ACA as it relates to Wisconsin – including information on Healthcare Exchanges. Attend this Summit to hear late-breaking developments in the ACA. Presenter: Adam Jensen, vice president, Cottingham & Butler

## July

**July 18 – 8:00 to 10:30 a.m. HR Toolbox: Your ADA Responsibilities and the Special Needs of Returning Veterans** — This Toolbox explores the non-discrimination requirements in employment, the obligations of governments and business to ensure that programs, services and activities are readily accessible to and useable by people with disabilities, an overview of special needs of returning Vets. Presenter: Robin Jones from the Great Lakes ADA Center and Marcea Weiss from Hiring Military Veterans

## August

**August 13 – 8:00 to 10:30 a.m. HR Toolbox: Hot Topics in the Legal World** — This legal issues Toolbox examines HR laws and amendments passed in 2012 and 2013 and recent court decisions and their impact on your HR policies and practices. Since the session will address *emerging* legal issues, specific topics won't be defined until approximately three months prior to this event. Presenters: Jennifer Mirus Boardman & Clark; Lauri D. Morris of L. D. Morris Law; and Nilesh Patel, Mahadev Law Group

**August 28 – 8:00 to 10:00 a.m. HR Roundtable: Dealing with Downsizing: Insights on Process, Communications, and Surviving Change** — In this HR Roundtable discussion, you can share and collaborate with other HR professionals and learn from the experts on how to manage a downsizing. Expert: Mary Jo Spiekerman, Hausman Johnson Insurance; Cory Erickson, Career Momentum

## September

**September 17 – 8:00 to 11:30 a.m. Strategic Summit: The Fierce Leader** — This Summit introduce you to 3 transformational ideas and 7 principles that shift your understanding of conversations and the power they hold in leadership, achieving results, and building relationships. In this provocative session, you'll learn how to possess the skill and the will to tackle and resolve your organization's toughest challenges in a respectful way. Presenter: Halley Bock, President and CEO, **Fierce, Inc.**, *Fierce Conversations*

## October

**October 2 – 8:00 to 10:00 a.m. HR Roundtable: Effective Communications for Multi-Site Organizations** — Join with your HR peers as we discuss the unique challenge of handling communications and facilitating employee integration across multiple company locations. Facilitator: Nicole Terry

**October 9 - 11 – Wisconsin State SHRM Conference** — Connect with other HR professionals from throughout Wisconsin at this annual conference sponsored by WI SHRM. Location: La Crosse Center

**October 24 – 8:00 to 10:30 a.m. Governmental Affairs Toolbox: Wisconsin Workforce Development Strategic Initiatives and Services** — In this Toolbox we'll learn about the strategic priorities for the State Department of Workforce Development. Hear from the top leadership of the state agency responsible for workforce services and compliance. Presenter: DWD Deputy Secretary Jonathan Barry and representatives from DWD's service divisions

## November

**November 6 – 8:00 to 10:00 a.m. HR Roundtable: Managing for Diversity** — Join your peers and learn from an expert on workplace diversity. We'll explore what it means to manage for diversity and ideas for how to achieve an open and inclusive work environment. Facilitator: Dr. Jon Werner, UW-Whitewater

**November 19 – 8:00 to 11:30 a.m. Strategic Summit: Employment Relations** — Stay tuned! We'll be defining this Strategic Summit as we move further into the year. We promise it will be great!

## Find Out More About GMA SHRM Programming Events for 2013!

To find out more details about any of these 2013 GMA SHRM Programming events (a more complete description with dates, times, locations, and HRCI credit status) visit GMA SHRM online at: [www.GMASHRM.org](http://www.GMASHRM.org)