South Carolina Society for Human Resource Management

AFFILIATE OF SHRM SOCIETY FOR HUMAN RESOURCE MANAGEMENT

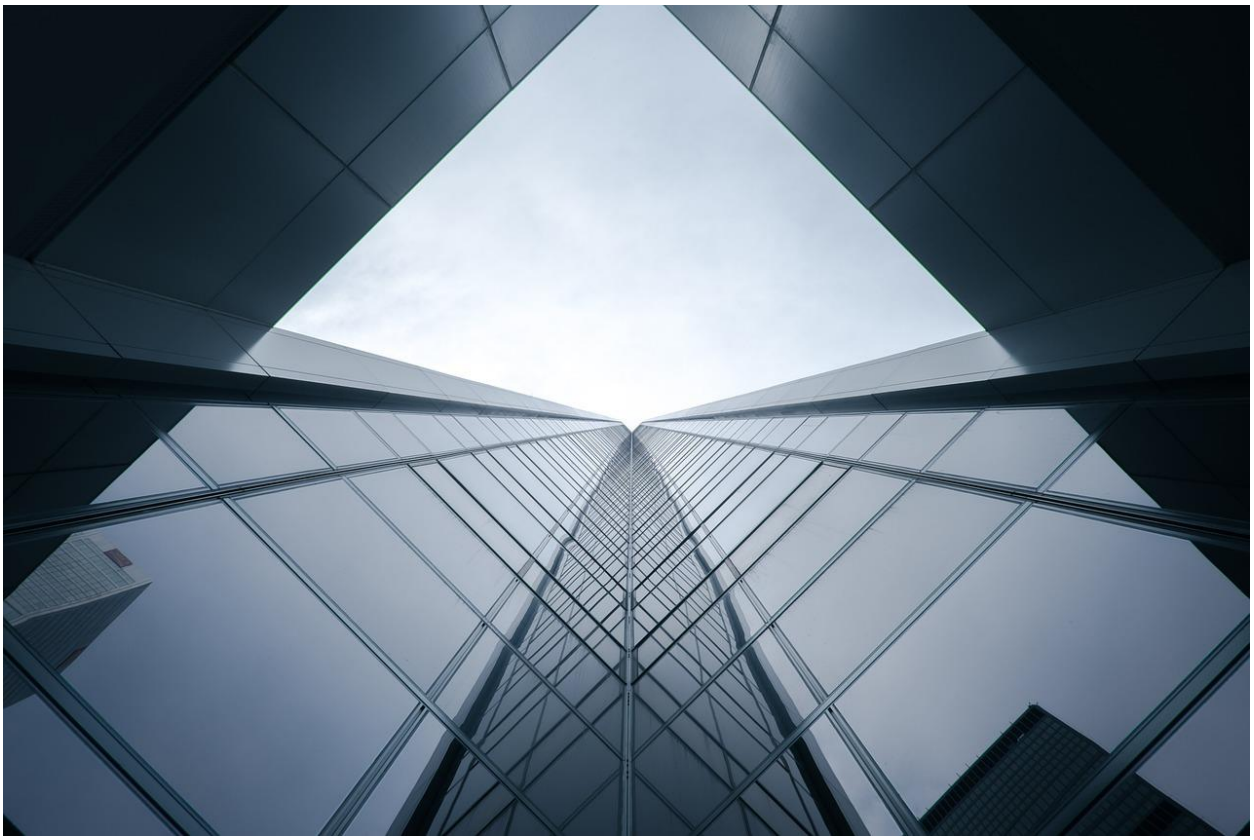
NEXT CHALLENGE. NEXT LEVEL.

NEXSEN | PRUET

Presents

The 21st Annual SC SHRM State Conference
September 30, 2015 – October 2, 2015
Hilton Resort, Myrtle Beach, South Carolina

The Different Dimensions of HR



Sponsor:

Limestone College

The conference is approved for 9 SHRM Professional Development Credits (PDCs) and is pending approval for 9 HRCI General Credits.

The Different Dimensions of ***HR***

Pre-conference Workshop – SC SHRM Academy

Two Strategic HR Imperatives and their Intersection: Diversity & Inclusion and Talent Development

Approved for 8 SHRM Professional Development Credits (PDCs) and is pending approval for 8 HRCI Business Credits

Wednesday, September 30, 2015 8:00 a.m. – 4:30 p.m.

**Please note that the pre-conference workshop is not included in the regular conference fee.*

Diversity: the Bridge Between the Workplace and the Marketplace and Employee Talent (Skills and Career Development).

In today's global multicultural business environment, understanding diversity and inclusion is a must for business competitiveness and success.

As the economy continues to improve and baby boomers are retiring in record numbers, development and retaining talent is a high priority initiative.

The intersection is talent development which must focus on the entire diversity within the organization. Included in the workshop is Diversity Management with a focus on the LGBT workplace, a strategic initiative of HR.

Stan Kimer, Talent Engagement Consulting, will be conducting this year's SC SHRM State Conference Academy. The Academy, held September 30, 2015, is a pre-workshop to this year's 21st Annual SC SHRM State Conference.

Stan's diverse 31-year IBM career included an executive role overseeing career development for employees of IBM's 3000 worldwide Sales Operations.

His career included sales, marketing, finance and serving on the global diversity team of Human Resources.

Sponsored by Turner | Padget

CONFERENCE AGENDA

<u>Wednesday, September 30th</u>

7:00 a.m. – 8:00 a.m.	Academy Check-in and Continental Breakfast
8:00 a.m. – 4:30 p.m.	SC SHRM Academy (advance registration required) ***Palisades A-C***
3:00 p.m. – 5:30 p.m.	Conference Registration
5:30 p.m. – 7:30 p.m.	**Welcome Reception** **All Conference Attendees, Speakers and Exhibitors Are Invited** You will not want to miss the networking outside on *The Plaza* with music and hors d'oeuvres.

Thursday, October 1st

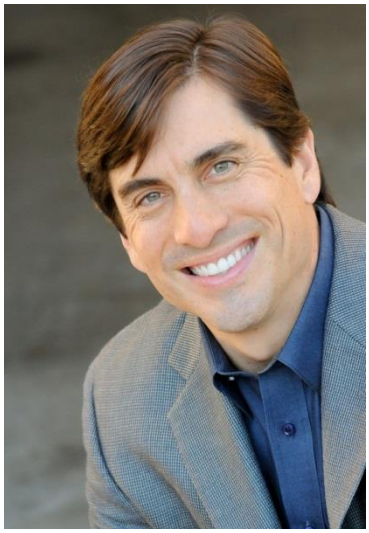
A SHRM Certification Lab will be open during the conference for those HR professionals who are certified and would like to take the Online Tutorial Pathway to obtain the SHRM-CP and SHRM-SCP certifications.

7:30 a.m. – 8:30 a.m.	Continental Breakfast – Exhibitor Hall
7:30 a.m. – 11:00 a.m.	Conference Registration
8:00 a.m. – 8:30 a.m.	Welcome and Announcements ***Palisades A-C*** Sharon Sellers, SPHR, GPHR – State Director
8:30 a.m. – 9:45 a.m.	**Dan Thurmon, General Session Keynote Speaker** ***Author, Motivational Speaker and Performer*** ***Off Balance on Purpose*** *Embrace Uncertainty and Create A Life You Love*

You will be totally blown away by this dynamic Opening Keynote Speaker with his engaging style!

Dan's philosophy is to "Stop Striving for the Unattainable and Start Thriving through Challenges".

Every day, we are inundated with messages about the importance of finding "balance" in our lives. How does this make us feel? Overwhelmed, out of touch, and unfulfilled. The problem isn't us – it's the message. Perfect balance is unachievable and, upon closer inspection, undesirable. The perpetual quest for balance ends up limiting growth, progress, and the quality of life. Gain insight from Dan to allow you to manage through the different dimensions faced in HR, creating a greater balance in goal attainment.



9:55 a.m. – 10:15 a.m.	Book signing by Dan Thurmon, CSP, CPAE

9:45 a.m. – 10:15 a.m. Break in the HR Exhibitor Hall

10:15 a.m. – 11:30 a.m.
Choose one of the following concurrent sessions:

Key Points to Help Prepare for a Data Breach ***Palisades A***
Ashley Cuttino, Esquire, Ogletree, Deakins Law Firm
Are you prepared and ready to act should the inevitable data breach occur within your company? Data breaches are becoming top concerns for both small companies and within the C-suite of the largest corporations of the world. In this interactive session, discussion will take place on the fundamentals of preparing for a data breach. Learn how HR plays a role if faced with a data breach.

Is a Private Exchange the Right Strategy for Your Organization? ***Palisades B***
Dennis Boyle, Vice President, Arthur J. Gallagher & Co.
Learn how adopting a defined contribution benefits strategy and implementing a private exchange is helping some organizations increase employee engagement, control costs, and gain a competitive advantage. A discussion will be provided on optimizing your benefits and compensation for long-term sustainability; maintaining predictable, manageable budgets; and maximizing the value of a private exchange solution while helping to mitigate unsustainable growth in benefits costs.

The HR Professional Competency Model: A Road Map for Success ***Palisades C***
Dorothy Knapp, SHRM-SCP, SPHR, SHRM Field Services Director
Understand the critical technical and behavioral competencies needed for individual success and growth at all levels of an HR career. Learn about the HR Professional Competency Model, recently developed by SHRM to allow HR Professionals to systematically analyze their competency needs, and to help organizations develop performance appraisal tools and other HR systems. Gain insight on how several SHRM competency self-development tools can accelerate your professional growth and increase your ability to contribute to the success of your organization.

11:30 a.m. – 12:00 p.m. Break in the HR Exhibitor Hall

12:00 p.m. – 1:00 p.m. Buffet Lunch inside the Hilton Hotel Ballroom (2nd Floor)

1:00 p.m. – 2:15 p.m.

Eddie Williams, General Session Keynote Speaker
Palisades A-C
The Essentials of Success in HR

Recognize the impact of wasted opportunities in our lives and how to maintain a high level of focus toward achieving personal development. Learn the critical managerial competencies of goal setting, overcoming obstacles, and emulating role models. Discuss what customer perceptions are how they impact your team. You won't want to miss this motivational, interactive session!

2:15 p.m. – 2:30 p.m. Break in the HR Exhibitor Hall

2:30 p.m. – 3:45 p.m.
Choose one of the following concurrent sessions:

Recruiting in a Mobile, Social Age ***Palisades A***
Marcy Maul, Senior Director, Talent Acquisition, ADP
The rapid rise of mobile devices and social networks coupled with the age of the millennials has dramatically changed the way organizations, recruiters and candidates interact. Mobile and social recruiting is not a future trend- it's occurring now, and it must be a central component of any successful recruitment program. Gain insight on strategies for successfully applying social and mobile tactics to a recruitment strategy and how these strategies can affect the ROI of a talent acquisition plan. Learn trends and technology utilized for mobile and social recruiting as well as best practices to help target top talent!

LGBT Diversity - A New Diversity Imperative for the New South ***Palisades B***
Stan Kimer, President, Total Engagement Consulting
LGBT (Lesbian, Gay, Bisexual, Transgender) Diversity is now becoming quite mainstream and is a must for companies that want to recruit and motivate the best employees, and to maximize sales and/or customer service in the diverse marketplace. This session will share the compelling business rationale for including LGBT within a diversity initiative as well as reviewing the full suite of programs that can comprise the execution of LGBT diversity.

The "H" Factor is your "X" Factor…..how Happiness Impacts the Workplace and Your Employees ***Palisades C***
Terrie Reeves, Business Development Consultant, TargetCare, Inc.
As a passionate health advocate, join 2014 Annual SHRM Conference Speaker as she talks about how the "H" Factor impacts your company's health, well-being and productivity of employees. As you look at updating your wellness strategies for this year, you will want to hear from a leader in the industry who has developed and implemented many health management programs. Learn how you can use health solutions (screenings, clinics, etc.) with your company and turn the "H" Factor into measureable outcome and ROI.

3:45 p.m. – 4:00 p.m. Break in the HR Exhibitor Hall

4:00 p.m. – 5:15 p.m.
Choose one of the following concurrent sessions:

Background Screening: What You Don't Know Can Hurt Your Organization ***Palisades A***
Debra Keller, VP of Operations & Compliance, Reference Services, Inc.
In today's litigious environment, performing background checks is more important than ever before. As an employer, focus remains on protecting the safety of our employees by preventing negligent hiring. With a lack of understanding of what makes a background check truly comprehensive or not knowing the differences between bad data and good data can almost render a background check useless. What information is not provided when you conduct your search? Where do criminal records come from? Is fingerprinting the gold standard? Gain a greater insight to ensure that you are in compliance.

Engaging Employees to Move the Business Forward ***Palisades B***
Chuck Yorke, Author and Consultant

We've all heard the startling statistics of the percentage of employees who are not actively engaged while at work. How can you help employees feel personally responsible for the company's success and get them excited about the work they perform? How do you get employees more involved in improvement activities? Learn ways to lead employees to bring positive change to your organization and better serve customers. Employee engagement is a result of motivation and this session is led by a speaker who has managed Organizational Development, and implemented a great number of processes and safety improvement ideas within a short time frame by engaging a workforce for continuous improvement.

Labor Unions in South Carolina ***Palisades C***
Molly Cherry, Jamie Hedgepath and William Floyd, Attorneys Nexsen Pruet, LLC
Unions are becoming increasingly interested in SC employees. Analyze some recent union tactics, campaigns or issues that made the news in South Carolina, such as the Boeing campaign. Gain insight on the legal and practical issues impacting employees and employers confronted by union activity.

6:30 p.m. – 7:30 p.m. Networking Night Cocktail Reception ***Lawn outside Palisades A-C***

7:30 p.m. – 8:30 p.m. Buffet Dinner ***Palisades A-C***

8:00 p.m. - 11:00 p.m. Networking and Entertainment

Friday, October 2nd

7:30 a.m. – 8:15 a.m. Continental Breakfast in the Exhibitor Hall

7:45 a.m. – 8:15 a.m.
SHRM Certification Program Q&A ***Palisades A-C***
Dorothy Knapp, SPHR, MS, SHRM Field Services Director
Have you taken the online tutorial Pathway? Drop in for an open discussion on questions that your fellow peers have about the certification process and competency model. If you are already certified and have not taken the Pathway, you still have time to visit the Certification Lab before the conference closes.

8:15 a.m. – 8:30 a.m. Welcome and Announcements

8:30 a.m. – 9:45 a.m.

Kelly Hastings, General Session Keynote Speaker ***Palisades A-C***
SHRM Senior Government Relations Advisor

The Washington Outlook: The Impact of the 114th Congress and the Obama Administration on HR's Public Policy Agenda
The 114th Congress and the Obama Administration have propelled important HR public policy issues to the forefront of activity in Washington. Many issues of importance to the HR profession are at the forefront of consideration by Congress and by the federal agencies. Key issues include updates to the Affordable Care Act, changes to the collective bargaining process, new workplace flexibility options, and proposed changes to the Fair Labor Standards Act overtime regulations. Gain insight upon the HR legislative issues expected to be considered, as well as up-to date discussion on current federal regulatory activity.

9:45 a.m. – 10:15 a.m. Break in the HR Exhibitor Hall

10:15 a.m. – 11:45 a.m.
HR Family Feud ***Palisades A-C***
Molly Cherry, Jamie Hedgepath and William Floyd, Attorneys
Nexsen Pruet, LLC
Let's learn some valuable HR tips while having fun during "HR Family Feud"!! This will be an interactive, informative closing session led by the attorneys of Nexsen Pruet, our presenting sponsor, as we form teams from the audience and address some of the top HR issues.

11:45 a.m. – Noon Closing Remarks, Vendor and Conference Door Prizes

Conference Registration
https://events.r20.constantcontact.com/register/eventReg?oeidk=a07eb0gvntid174b396&oseq=&c=756aaf80-1f69-11e3-b4b9-d4ae528eaba9&ch=767e4260-1f69-11e3-b51a-d4ae528eaba9
For conference information 803-255-7267

Hotel Registration
http://www.hilton.com/en/hi/groups/personalized/M/MYRBHHH-ASC-20150927/index.jhtml?WT.mc_id=POG
Use the code ASC and reserve your room today at 1-800-876-0010

Thank you to all of our sponsors!!

SC SHRM State Council
http://sc.shrm.org/

Follow us during the conference on Twitter at #scshrm.