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***Presents:  
The 24th Annual SC SHRM State Conference  
September 24th, 2018 – September 26th, 2018  
Marriott Grande Dunes Resort and Spa, Myrtle Beach, SC***



# Pre-conference Workshop SC SHRM Academy

*Monday, September 24, 2018, 8:00 am - 4:30 pm*



## ***Presenter: Dr. Patrick Wright***

*SHRM Board of Directors*

Thomas C. Vandiver Bicentennial Chair, Professor  
Director, Center for Executive Succession  
Darla Moore School of Business

Professor Wright teaches, conducts research and consults in the area of Strategic Human Resource Management, particularly focusing on how firms use people as a source of competitive advantage and the changing nature of the Chief HR “Officer” role. He has published over 70 research articles in journals, over 30 chapters in books and edited volumes and has co-authored two textbooks and two books on HR practice. He also served as the Editor-in-Chief at Journal of Management. From 2011 to 2017 he has been named by HRM Magazine as one of the 20 “Most Influential Thought Leaders in HR.”

He received his Ph.D. in Business Administration from Michigan State University and an MBA from Michigan State University as well as a BA in Psychology from Wheaton College.

# ***SC SHRM Academy Agenda***

## **Morning Session:**

### **HR's Impact on Business**

Do you understand how HR impacts revenue? Do you know the role that HR plays in driving business success for your company? HR is a business partner within your organization's strategic planning process and it is important, with having a seat at the table, that you understand how the business operates in order to establish appropriate measures and contribute to the success of the company. This session will examine the business model and provoke a strategic thought process through breakout sessions to understand how different financial aspects can impact the business. You will be better equipped to not only conduct an analysis but also be a contributor to the bottom line.

## **Afternoon Session:**

### **Succession Planning the Right Way: HR's Role**

Do you have an effective succession plan in place at your company should sudden organizational change occur? If you find yourself challenged to identify high-potential leaders within your organization and maintain a succession plan that fosters leadership development or support from other leaders in your company, you are not alone. You will want to hear from the founder of the Center for Executive Succession, the first research center aimed at exploring and addressing C-suite succession planning, who has consulted with a large number of companies and organizations on this topic. Gain insight on the development of a sustainable plan for your company that focuses on mid-level managers and above along with your company's long-term goals to ensure a successful transition.

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

# **CONFERENCE AGENDA**

## **Monday, September 24th**

- |                       |   |
|-----------------------|---|
| 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) |
| 3:00 p.m. – 5:30 p.m. | Conference Registration                         |
| 5:30 p.m. – 7:30 p.m. | Welcome Reception                               |

Conference Attendees, Speakers and Exhibitors Are Invited!  
You will not want to miss the networking with music, drinks and hors d'oeuvres.

## **Tuesday, September 25th**

- |                        |   |
|------------------------|---|
| 7:30 a.m. – 8:30 a.m.  | Continental Breakfast – in the HR Exhibitor Hall                                  |
| 7:30 a.m. – 11:00 a.m. | Conference Registration   |
| 8:00 a.m. – 8:30 a.m.  | Welcome and Announcements<br>Elliott Wilson, SHRM-CP,PHR – SHRM SC State Director |
| 8:30 a.m. – 9:45 a.m.  | <b>Johnny C. Taylor, Jr. SHRM-SCP, SHRM CEO</b>                                   |

**Opening Session Keynote Speaker,  
“HR Taking on the Hard Stuff!”**



Johnny C. Taylor, Jr., SHRM-SCP is President and Chief Executive Officer of the Society for Human Resource Management (SHRM), the world's largest HR professional society. He previously served a two-year term as Chair of the SHRM Board of Directors in 2005 and 2006.

Johnny is here to talk about HR Taking on the Hard Stuff! It's time for HR to be bold and aim for monumental change. It's time for courageous HR and not being afraid to tackle tough issues like sexual harassment; a problem borne out of poor workplace cultures.

Come be inspired to get up and be more than you are! You got this!

**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:

### **Change is Inevitable, Suffering is Optional**

**Kat Morgan**, MSOD, MSW, Founder of **ChangeAbility Solutions**

We don't initiate many of the changes we face. Often, they aren't changes we would choose. Employees are commonly subjected to changes they don't want. It's easy to feel like change is done TO us—because it is. While we may not control the changes we face, we DO have choices. If we are aware of the assumptions we make about change—our “change mindset”—we can consciously adjust how we navigate change. And when we are clear about how we think and the choices we have, we feel more powerful, comfortable, and confident in the face of uncertainty.

### **Harassment and Discrimination: A New Approach from Top to Bottom**

**Chris Gantt-Sorenson and Perry MacLennan**, Haynsworth, Sinkler, Boyd, P.A.

The session will first address how we got to the point where sex and other forms of harassment continue to be a problem in the workplace in spite of the policies, training, and compliance measures put into place and why the current processes in place aren't working. Next, a new way of getting to the core of the problem will be discussed, with suggestions how attendees can shift the focus in their workplace from compliance to civility. Finally, attendees will be given specific tools to implement processes for change in the workplace, to include executive buy-in, assessment of the workplace, new guidelines for more effective training that includes interactive exercises, and more effective ways of responding to complaints.

### **Clash of the Generations: An Enlightening Conversation**

**Sharon L. Sellers**, SHRM, SCP, President, **SLS Consulting, LLC** and **Andrew Strickland**, Co-founder of **Teamphoria**

A Millennial and a Baby Boomer walk into a conference room together... It's not the start of a joke, it's a reality of the workplace today. We've heard about “generational differences” quite a bit now. This session goes beyond the statistics and the exaggerated hype; this session is about a real conversation. How are we different? How are we alike? What can human resources professionals do to attract, retain, develop, and coach each generation? Through thoughtful but sometimes comical discussions, Andrew Strickland, Co-Founder and Managing Director of Teamphoria (aka “the Millennial”) and Sharon Sellers, President of SLS Consulting (the “Baby Boomer/GenX

Cusper”) will lead the attendees through the work lives of employees, pointing out how human resources can help each generation thrive through each stage of employment. This session will also leverage cutting edge findings to show how HR can become more flexible and agile in order to meet the needs of today’s emerging workforce.

- 11:30 a.m. – 12:00 p.m.      Break in the HR Exhibitor Hall**
- 12:00 p.m. – 12:45 p.m.      Buffet Lunch in the Oleander Ballroom (Lower Level)**
- 1:00 p.m. – 2:00 p.m.      **Jill Christensen, owner Jill Christensen International**  
General Session Speaker  
“If Not You, Who? How to Crack the Code of Employee Disengagement.”**



Jill is a former Fortune 500 business executive, who led Global Internal

Communications at both Avaya and Western Union. She is a best-selling author and international keynote speaker, and holds a Six Sigma Green Belt. Jill was named a Top 100 Global Employee Engagement Influencer and her popular blog was named a Top 100 Corporate Blog alongside of Apple and Microsoft

Jill knows that companies in the top tier of employee engagement, outperform their peers by 147% in earnings per share and have a 90% better growth trend than their competition. However, only 33% of US workers are engaged. How do you inspire employees to get off the sidelines and get into the game? Jill will leave you feeling empowered to do this.

**2:00 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:

**Weapons at Work: Preventing and Responding to Workplace Violence**  
***Jamie Hedgepath, Attorney Nexsen Pruet, LLC***

This presentation will address the logistics of drafting and implementing effective anti-violence policies, as well as safety plans and other issues that can impact workplace safety. The

presentation will include a discussion of the conflict between employee and employer rights, as well.

### **Generational Diversity: Step Aside Millennials...Gen Z Has Arrived!**

***April Simpkins SHRM-CP, President, HRS&S Consulting, LLC.***

For many years millennials were the youngest generation in the workforce. Millennials brought change that was often met with opposition. Just when we thought we had a handle on the expectations of younger workers, the next generation is coming through the doors. Are you ready?

This presentation will explore the differences between the five generations currently in the workplace and how employers can leverage these differences to enhance culture, engagement and retention.

### **Background Screening: What You Don't Know Can Hurt Your Organization**

***Debra Keller, VP of Compliance at Reference Services, Inc. (RSI)***

In today's litigious environment, performing background checks is more important than ever. An employer can improve applicant quality, reduce employee theft and violence AND protect themselves from negligent hiring, which is very much in the headlines today. However, not understanding what makes a background check truly comprehensive or the differences between good and bad data can almost render a background check useless. This presentation covers comprehensive reports, data sources, and many hot legal compliance traps and how to avoid them. It's a must attend for all HR professionals who are responsible for talent management, hiring, or compliance practices in their organization.

**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:

### **Transgender 101: Case Studies from Roper St. Francis Healthcare**

***Deborah A. Wilson, SHRM-CP, PHR***

Diversity & inclusion initiatives are critically important to talent acquisition, retention, engagement, growth and positive community relations. This session offers a welcome departure from the mundane discussions on EEOC guidance and laws, focusing instead on one organization's



journey to provide a supportive environment for its transgender teammates & their colleagues. Deborah Wilson provides basic education on associated terminology & available metrics; details three case studies from RSFH; and shares strategies that are sure to enhance the talent acquisition, onboarding & employment experience of any organization.

#### **Immigration Updates: Strategies and Best Practices for Staying Compliant.**

***Ann Louise Cauble, Attorney, Ogletree Deakins***

Under the current administration, new updates and changes are happening daily for immigration related topics. In this session, Ann Cauble will provide updates including trends and strategies to manage your employment-based Visa cases and I-9 compliance.

#### **Onboarding That Truly Gets People On-Board!**

**Learn mastery of onboarding from 100 years of success found on submarines.**

***John Gregory Vincent, MBA, Retired US Navy Command Master Chief (submarines)***

Onboarding goes far beyond an employee handbook and quick introductions. This session is built directly from the 100-year flawless check-in system on submarines that creates inclusion the minute your boots hit the steel deck. Specifically: establishing the individuals direct link to your mission, meaningful meetings with a wide array of people, true support and mentoring beginning day one, and more. You have only one chance to make a first impression and to establish crucial buy-in and engagement. Get this wrong and those new hires might be running aground.

<b>6:30 p.m. – 7:30 p.m.</b>	Networking Night Cocktail Reception With Medieval Times performers among us!	<b>Upper Pool Deck</b>
<b>7:30 p.m. – 8:30 p.m.</b>	Buffet Dinner	<b>Oleander Ballroom</b>
<b>8:00p.m. –11:00 p.m.</b>	Live music by Atlanta party band Crystal Clear!	<b>Oleander Ballroom</b>





## **Wednesday, September 26th**

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

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

**8:30 a.m. – 9:45 a.m.** General Session:

### **HR Jeopardy -- Renaissance Style**

*Molly Cherry, William H. Floyd III, Attorneys, Nexsen Pruet, LLC*

Reawaken your HR knowledge about important labor and employment laws, with help from your friends, during this popular interactive session. A variety of labor and employment law topics will be addressed

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

**10:15 a.m. – 11:45 a.m.** **Avish Parashar,**  
**Closing Keynote speaker**  
**“Ding Happens, How HR Professionals can Improve, Adapt, and Innovate in an Ever-Changing World”**

Avish grew up in Poughkeepsie, NY and now makes his home in Philadelphia, PA. Though he performed all through high-school, he decided to stop performing when he went to college to “focus on his studies.”

That resolve lasted only a few months, as the first time he saw an improv comedy show he fell in love. One week later he auditioned for the campus improv group, got in, and the rest is history.

After graduating, he started Polywumpus Improv Comedy, which did regular performances in and around Philadelphia for 7 years. Avish closed up Polywumpus to focus on the speaking and training side of the business – using improv comedy as a tool to teach valuable business skills such as creativity, innovation, and adaptability. Avish is the author of "Improvise to Success!" and the Amazon best-selling, "Say 'Yes, And!"



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

## Thank you to all of our sponsors and exhibitors!

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The SC SHRM Conference and Academy has been submitted for SHRM Professional Development Credits (PDCs) and HRCI General Credits. This is pending approval.



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**Hotel information:**

Myrtle Beach Marriott Resort and Spa at Grande Dunes  
8400 Costa Verde Drive, Myrtle Beach, SC 29572

**Conference and Lodging Registration/Information can be found at:** [sc.shrm.org](http://sc.shrm.org)