

Pre-Conference Session:

“Certification: Why’s & How’s”

Grey Scott, SPHR, Content Manager, HRCI

The pre-conference session will address the reasons why certification through Human Resources Certification Institute (HRCI) is important to one’s professional career path and how to study and register for the exam.

Keynote Speakers

Johnny C. Taylor Jr: Past Chairperson, SHRM

“Leading a Multi-Generational Workforce: Who Knew??”

For the first time in history, we will have to find a way to manage **three** generations: new workers in their 20s; middle-aged workers 30s to 60s; and older workers 65+.

The most successful HR practitioners understand that the expectations and needs of their workers today are far more different than anything we’ve ever seen.

Our keynote speaker will spend time with his audience sharing what he believes are the most prevalent challenges for leadership tasked with managing a multi-generational workforce. In addition, he’ll discuss the criticality of succession and workforce planning initiatives for employers who face the challenge of a managing in this brave new world.

Panel Discussion: “Challenges of Strategic Leadership“

Facilitator, Susan Post, Northeast Regional Director, SHRM, will guide our distinguished panel through a discussion on how HR partners with the CEO to strategically lead the organization through its most prevalent challenges.

The panel will be asked questions regarding the strategic role HR plays in the organization, what is HR’s responsibility when a plan is being developed and implemented.

Honored Panel includes:

Ithaca College , Albany International and Alternatives Federal Credit Union

Mary Opperman “Strategically Planning Your Career: Developing Yourself as a HR Professional”

Mary will discuss the challenges in the HR role that professionals need to stay abreast of in order to ensure their personal development plan provides the knowledge, skills and ability needed to grow their HR career.

Topic Highlights:

- Trends in the Workplace and the HR Function.
- Impacts on Career Planning for HR.
- Core Competencies of Successful HR Professionals
- New Skills required for Successful HR Professionals

Sponsors and Vendors:

Opening Keynote Speaker Sponsor:
Graystone Group

Lunch Sponsor:
Hancock & Estabrook, LLP

Bag Sponsor:
Ithaca College

Vendors:

HR Works, Inc
Astron Solutions
The Bay Ridge Group
Verizon Wireless
Workforce New York
Crown Risk Management, LLC
ECornell
Kelley Service
Excellus
Retirement Essentials, Inc

Sponsors of this spectacular program will be available throughout the day in the vendor area.

Please be sure to visit our Vendors and Sponsors and thank them for helping bring about this day.

Special Thank You to our Advertiser:

**Tompkins County Chamber of Commerce
JSEC**

Reminder: **Business casual** dress & bring plenty of **business cards** for drawings & networking.

This program has been approved for **4.25** (General) recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit HRCI at www.hrci.org

Society For Human Resource Management of Tompkins County’s Annual Conference



AFFILIATE OF
SHRMTM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

HR: LEADING STRATEGICALLY

Date: Wednesday, May 21, 2008

Time: 8:00 am—4:30 pm

Emerson Suites, Ithaca College

Conference Agenda

Time	Topic	Speaker
7:15– 8:15 am	Pre-conference workshop Certification: Why's & How's	Grey Scott HRCI
7:45—8:20 am	Registration, Continental Breakfast and Visit Exhibitors	
8:20 am	Welcoming Comments	Peggy Williams President, Ithaca College Susan Post, NE Regional Director, SHRM
8:30—9:45 am	Keynote Address <u>Leading a Multi-Generational Workforce: Who Knew??</u>	Johnny Taylor SHRM, Past Chairperson
9:45—10:00 am	Break —Visit Exhibitors-Sponsors	
10:00—11:30	Breakout Session #1 Leading the HR Function: The Essentials	Michael Sciotti Hancock & Estabrook, LLP
	Strategic Leadership for a Flexible Workforce	Mark Coldren AVP of HR, Ithaca College
11:30—11:45 pm	Break —Visit Exhibitors-Sponsors	
11:45 —1:30 pm	Lunch & Panel Discussion <u>Challenges of Strategic Leadership</u>	
1:30—1:45 pm	Break —Visit Exhibitors-Sponsors	
1:45—3:15 pm	Breakout Session #2 Developing Models for Leadership Succession	Chet Warzynski Dir. Organ Services Cornell University
	Handling Internal Complaints	Caroline Westover Bond, Schoeneck & King
3:15—3:30 pm	Break —Door Prizes by Exhibitors-Sponsors	
3:30-4:20 pm	Keynote Address <u>Strategically Planning Your Career:</u> <u>Developing Yourself as a HR Professional</u>	Mary Opperman VP of HR Cornell University
4:20pm	Closing – Grand Prize Drawings -1 yr Membership to SHRMTC, -1 yr Membership to SHRM -Registration for NYS SHRM conference	

BREAK OUT SESSIONS

Session #1 10 am-11:30 AM

Leading the HR Function: The Essentials:

Presenter: Michael Sciotti, Partner at Hancock & Estabrook, LLP

This session will help those involved with the employee life line from hiring to employment policies to discharge, which are some of the most prominent areas of the HR function in an organization. This session will highlight three key pieces of the employee life line that every employer must know. Under the hiring umbrella, topics will include; new I-9 form, criminal conviction discrimination, and interview guidelines. Under the employment laws and policy umbrella, topics will include; NYS labor law amendments and essential employment policies. Under the discharge umbrella, topics will include; termination documentation, last pay check rules, and termination agreements.

Strategic Leadership for a Flexible Workforce

Presenter: Mark Coldren, VP of HR at Ithaca College

How would you like to provide a “guarantee” to the leadership in your organization to increase productivity at least 50%? Just think of the “influence capital” you could develop if HR could assist in making this happen! This interactive discussion will be about strategies of how to apply work life practices in your organization. A strategic approach to work life can be the most effective means to impact an organization's productivity and culture. The session will explore ideas regarding programs, policies, practices, and identifying measures of success.

Session #2 1:45 –3:15 pm

Developing Models for Leadership Succession:

Presenter: Chet Warzynski, Director of O.D. at Cornell University

The purpose of this presentation is to understand what is involved in designing and implementing an effective succession planning process for organizational leaders. The presentation will engage participants in a hands-on exercise for developing an effective succession planning process. The outcome of the session will be a set of templates for designing and launching a succession planning process for leaders.

Handling Internal Complaints:

Presenter: Caroline Westover, Bond, Schoeneck & King

The consequences of a poorly performed internal investigation can have a significant and costly impact on any employer. Employees and human resource professionals who have responsibility for conducting internal investigations must be aware of the basic components of an effective investigation, as well as the potential pitfalls. This program will focus on recent developments, practical tips for conducting efficient and effective internal investigations in the workplace.

Check out our website: at: www.shrmtc.org

HR: LEADING STRATEGICALLY

REGISTRATION FORM

Conference Fees	SHRMTC Member or HRATT or STAR	Non Member	Student
Early Bird (by April 25)	\$125	\$150	\$35
Regular	\$150	\$175	\$40

Fee includes all sessions, meals, prizes (must be present to win), conference bag, list of exhibitors and handouts.

Cancellation will be subject to a \$40 processing fee. No refunds after 5/12/08

Make Checks Payable to: **SHRMTC**
We also accept PayPal payments
through our website: www.shrmtc.org

Total: \$ _____

PLAN YOUR SCHEDULE. Choose 1 at each time slot:

- 7:30— 8:15 am Pre-Conference HRCI workshop
- 10:00—11:30 am Leading the HR Function
 Flexible Workforce
- 1:45— 3:15 pm Leadership Succession
 Handling Internal Complaints

Name, _____

Title, PHR/SPHR _____

Company _____

Address _____

Phone _____ Email _____

Local SHRM Chapter Name _____

Meals: special dietary needs: _____

Please photocopy for additional registrations.

Mail Registration Form to: Jamie Washburn
Cornell University
Research Division—HR
395 Pine Tree Road (EHOB), Suite 302
Ithaca, NY 14850

Conference Information Contact:
Jamie Washburn
Phone: 607-254-8701
Email: jaw23@cornell.edu