

Austin Human Resource
Management Association Annual
Conference

Decades of Dedication

Celebrating 60 Years of Service

Crowne Plaza Hotel
Austin, Texas

August
19-20, 2010

General Information

Accommodations: Crowne Plaza Hotel

6121 NORTH IH 35, AUSTIN, TX 78752

For reservations contact the hotel at

512-323-5466 or 1-800-593-5676

<http://www.ichotelsgroup.com>

Hotel is conveniently located at the intersection of Highway 290 East and Interstate 35 North, we are off exit 238a both directions.

Recertification Hours:

By your attendance at Annual Conference, you may apply for Recertification Credit for a Thursday Workshop, Keynote, and each Concurrent Session you attend, on an hour for hour basis.



Exhibitors:

Please contact the exhibit sales coordinator for additional information and show details. Lisa Gallo, Horizon Meetings, 512-336-9029, 101 or lisa.gallo@horizonmeetings.com. A full exhibitor information kit is available at www.austinhumanresource.org.

Registration Confirmation:

All conference registrants will be emailed a confirmation within 2 (two) weeks of receipt and processing of your registration form. If you need additional information or assistance with your registration contact conference@austinaustinhumanresource.org.

Parking:

Parking is available at the Crowne Plaza Hotel and is complimentary.

Networking:

This year AHRMA will bring back Casino Night! There will be games and tables available for attendees to win great prizes. The Casino will be open directly following our 60th Anniversary Celebration and Awards.

60th Anniversary Celebration:

AHRMA is proud to celebrate its 60th year of service, support, and dedication to the Human Resources profession. We are proud to invite all of our Exhibitors and Attendees to join us for this event. The Anniversary Celebration will begin immediately following Workshops held on Thursday afternoon. AHRMA will be taking this opportunity to thank its many volunteers, leaders, and contributors.

Exhibit Hall Hours:

Thursday, August 19, 4:00 pm – 7:30 pm

Friday, August 20, 7:30 am – 4:30 pm

\$2000 Grand Prize Drawing:

Friday, August 20, 4:00 pm

Must be Present to Win

Conference Attire:

This is a casual attire event. Come ready to relax and enjoy your learning and networking experience! Don't forget to have a sweater handy in case the conference rooms get cold.

Tote Bags:

This year's conference tote bag is presented by AHRMA. Pick yours up at registration on Thursday, August 19!

Become a Member Today and Save!

Non-Members - Take advantage of this opportunity to receive a membership for 2010 at no additional cost when you register at the Non-Member Full Conference rate! Also, when approved for AHRMA Membership you can look forward to a credit of \$25 to your registration amount. Not only will you get to enjoy membership benefits such as: discounts on monthly educational meetings, networking opportunities, monthly newsletter, access to the AHRMA Job/Resume Bank and much more; but you also receive a discount on your registration!

It's as easy as 1-2-3.

- 1. Choose the AHRMA Non-Member Full Conference Rate (either Early or Late rates) on your registration form; either printable or online.**
- 2. Check the "Yes, I want my 2010 membership" box on the form**
- 3. Send your registration with payment and complete your membership application**

Don't miss out on your chance to explore opportunities an AHRMA Membership can provide!

Thursday, August 19, 12:00 – 4:00 pm
CONFERENCE WORKSHOPS

Reset The Clock - Replacing Liability With Credibility
Approved for 4 hour(s) of General Credit.



A continuing challenge facing HR in partnering with other functions in launching out of these tough economic times is staying litigation-free. Compliance-based training programs are only a partial solution. As a result of losing more lawsuits than they won after the federal and state EEO laws came into effect, employers adopted compliance-based training programs. This resulted in employers winning more lawsuits than they lost. If you had the best compliance-based program, theoretically you should win all your lawsuits. But you would still have lawsuits because the focus of the program remained on "what not to do." Effective enterprise risk management requires an HR leadership role across all functions to move the focus onto "what to do."

Through highly interactive lecture and practical exercises, participants will build skills in:

- Providing a management framework focused on what matters, "attendance-performance-conduct," rather than on what does not, "protected status."
- Preventing past events from being used to support future claims or attack future employment-related decisions.
- Strengthen your enterprise risk management program,
- Identify and resolve risk management policy and practice issues.
- Implementing changes in terms of employment with confidence while securing manager and employee commitment to your employer's objectives.



Michael J. Mirarchi, President of Mirarchi Management Group is recognized as a leading expert in employment-related lawsuit prevention. As an Employee Relations Consultant, he is dedicated to helping employers stay litigation-free. Drawing from over 25 years experience in employment and labor law, as a corporate defense attorney and as a Human Resources vice president, he developed a unique litigation avoidance program.

He has presented the HR Professional version of this program for SHRM Chapters across the country, most recently for Dallas HR. More than 20,000 managers at employer facilities across North America have attended the management version of this program. He has a B.S. in Business Administration and a Law Degree from Seton Hall University.

Thursday, August 19, 12:00 – 4:00 pm
CONFERENCE WORKSHOPS

The HR Mini MBA & Applied Strategic Thinking Workshop
Approved for 4 hour(s) of Strategic Credit.



The Mini-MBA has been delivered to thousands of executives and managers in companies across the globe. Business acumen skills training jump-starts effective partnerships in the workplace by building a solid foundation for leadership, and working with key players in the organization to achieve common goals. These skills will improve communication, increase engagement, and enhances performance by getting people on the same page. HR Professionals will come away with a clear understanding of how the business works and how it sustains profitability. You'll gain valuable insight into how all the parts fit together—and you'll know with certainty how your individual contributions affect and must drive the bottom line.

These skills improve HR professional's knowledge of other business functions by:

- Demystifying the basic principles of sound business practices
- Provide a practical understanding of the fundamental building blocks of business: economics, strategy, finance, accounting and marketing
- Teach the language and skills needed to effectively and fully participate in today's decision making process within other business functions of the organization
- Challenge "conventional wisdom" and develop the ability to think strategically, adapt—and thrive—in a continuously changing corporate and economic climate.

This session is all about action and application. Participants are given tools and help they need not only to apply the learning from the training, but to make it an integral part of their day-to-day management and decision making process. The presentation is intensely interactive, guiding each participant to act and apply everything they are learning, making it an integral part of their day-to-day management and decision making, all within an all-important non-intimidating learning environment.



Eric Mead is a Regional Vice President for CMOE. On top of his sales and marketing duties, his work in organization development has led him to facilitate workshops on Coaching Skills for Managers, Team Building, Managing Conflict, Building Collaboration, and Strategic Thinking. Eric's expertise is in communication, relationship building, management, marketing, and advertising. He has developed and delivered personnel performance reviews, been involved with hiring, interviewing, and training processes for a variety of employment positions. Eric has been involved with the design and development of organizational case studies, personnel surveys, and customized training materials. He specializes in one on one management and executive coaching for leadership development.

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Thursday, August 19 5:30 – 6:00pm

60th Anniversary Celebration

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Friday August 20, 2010



8:00 – 9:00 a.m.

Keynote Friday

Dr. Bob Nelson

Creating a Culture of Recognition

The number one reason why managers don't use recognition is because they report, "they don't know how." Dr. Bob Nelson closes this gap and shows you how to create a culture of recognition. Far from being a "fuzzy notion," Dr. Nelson shows how recognition represents the single most validated principle for driving desired behavior and performance in today's work environments. Compared to the average company, employees in a recognition-focused company are 5 times more likely to feel valued, 11 times more likely to feel completely satisfied, 7 times more likely to stay, and 6 times more likely to invest in the company. This talk will expand your thinking of what recognition really means and what you can do to build it into your culture.

Dr. Nelson will help your organization create an exciting, positive work environment that produces more focused, competitive employees that better serve the strategies of the firm. When you invest in educating your managers about the power of recognition and how best to harness that power, you are investing in your company's greatest asset: its people.

Objectives

In this session you'll learn.

- How to create a "motivation baseline" as to what's most important to your employees
- What recognition really means to your people and how you can do more of that
- How to maximize the effectiveness of recognition - even with little time or resources
- How to get managers on board in supporting and doing more recognition
- The core elements found in strong cultures of recognition

Thursday, August 19 4:30 – 7:30pm

NETWORKING CASINO NIGHT



This year AHRMA will bring back Casino Night! There will be games and tables available for attendees to win great prizes. The Casino will be open directly following our 60th Anniversary Celebration.



Approved for 1
hour of Strategic
Credit.

9:30 AM - 10:30 AM Track: Legal
4 Little Letters that Haunt All Businesses
Fair Labor Standards Act (FLSA)
Approved for 1 hour of General Credit.



Don't get caught in the Haunted House of DOL. Scary Fact - The Department of Labor estimates that 70% of employers are out of compliance with Federal and State wage and hour laws. This session will review the key areas of FLSA and analyze the current issues that employers are facing. What is the Department of Labor saying regarding wage and hour claims? Learn the answers and how to use this information to create a proactive plan to help protect your business. You can at a minimum, reduce the amount of damages should the Department of Labor, or a friendly Plaintiff's attorney come knocking at your business door.



Melissa Roush, Attorney and owner of the Law Office of Melissa S. Roush, PLLC specializes in Labor and Employment and Workers' Compensation Law and is Board Certified in Workers' Compensation Law by the Texas Board of Legal Specialization.

Melissa travels throughout the State of Texas representing employers, political subdivisions, and insurance companies from small matters to multi-million dollar cases. She is committed to providing high quality representation allowing for creative and proactive solutions customized to your unique business needs. From assisting in business audits, employee handbooks, training to representing clients before administrative agencies and in courts throughout the State, Melissa is committed to her clients for all of their risk management and legal needs.

When not in the courtroom, Melissa is an adjunct professor for the University of Phoenix graduate and undergraduate programs. Additionally she is on the baseball diamond coaching youth baseball for the Oak Hill Youth Sports Association. She is active in numerous non-profit organizations, including Beyond the Bases, YMCA and the Austin Diabetes Association.

9:30 AM - 10:30 AM Track: Technology/Social Media
Getting Proactive About Talent Acquisition
Approved for 1 hour of General Credit.



Everyone's talking about the need for a social recruiting strategy, but what does this mean for your organization? Is social media just one more place to advertise? This session will show you how your peers are leveraging the world's most powerful professional network for passive talent acquisition. But it's not for the faint of heart. Competing for top talent means being pro-active.



Daniel Hartman is an Account Executive at LinkedIn, where he advises corporate recruiting teams on leveraging the LinkedIn network for employer branding and passive talent acquisition, as well as educates job seekers and all professionals on using LinkedIn for career development. Since 2005 Daniel has advised organizations of all industries from Fortune 500s to small non-profits on internet advertising, online marketing, and social media marketing for lead generation, branding, content distribution, fundraising, advocacy, and recruitment. He is also an attorney specializing in the legal and business challenges of internet companies. Daniel holds a J.D. from the University of Washington in Seattle and graduated with Special Honors in Plan II from the University of Texas at Austin.

9:30 AM - 10:30 AM Track: Leadership
Seven UPs™ for Global HR Leaders



Approved for 1 hour of International Strategic Credit.

The changing global economy requires HR leaders to think different, act different. Strategic HR partners need to Tune UP, Wi\$e UP, and Lift UP to lead their organizations to become socially conscious, fiscally responsible and emotionally rewarding in a challenging environment. Based on her new book Seven UPs™, Dr. Kim will present authentic leadership strategies and effective coaching skills to build your reputation as a premium brand HR leader whom everybody looks up to and loves to work with. This highly interactive and engaging session will provide HR leaders with a new framework to position themselves as a strategic business partner.



Dr. Eun Y. Kim is President of CEO International, a Global Leadership and Happiness consulting firm (www.drkimglobal.com, www.sevenups.com). As one of the first women professionals hired by a Korean conglomerate (Hyundai), Dr. Kim has worked in U.S., Asia and Europe as a management consultant and executive coach and has taught around the globe from the Far East to the Middle East.

With expertise in global leadership, diversity/inclusion, executive presence, and cross-cultural communication, Dr. Kim has designed and conducted global talent development programs for Fortune 500 multinationals and inspired more than 50,000 leaders in six continents. A sampling of her clients includes: Applied Materials, Cisco, Dell, Freescale, Fulbright & Jaworski, GSD&M, Opportunity Austin, Oracle, Samsung, UT-Executive Education, Wi-Fi Alliance, etc.

As a popular keynote speaker who has spoken to as many as 6,500 people a day, Dr. Kim has appeared in numerous international media and conferences, including C-SPAN TV, SHRM National, Global and EMA Conferences, and Texas Conference for Women. She is an author of nine books and guides on business and cross-cultural communication, including Seven UPs™: A

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Guide to the Good Life for Boomers and Gen-Xers, Managing Self for Success and Significance, Global Intelligence: Seven Pillars for New Global Leaders, The Yin and Yang of American Culture: A Paradox, New Hispanics: The New Image for New Leaders, and a Korean best seller, Image-making. Kim serves on the Texas A&M University International Board.

9:30 AM - 10:30 AM Track: Healthcare
Health Reform: Key Implementation Provisions for 2010 & 2011



Approved for 1 hour of General Credit.

Employers will need to have a solid understanding of what they must do through December 2011 to remain in compliance with the new law. In this session, Becky will convey the key implementation provisions of the Affordable Care Act in 2010 and 2011 to employers.



Becky Parker is a Senior Account Manager at McQueary Henry Bowles Troy, LLP (MHBT), central Texas' largest privately-held employee benefits specialization group. She has worked as an employee benefits advisor since 1992, manages MHBT's small group market segment and is the Chair of the MHBT Health Reform Task Team. Becky is an active member of the Austin Association of Health Underwriters where she was president in 2003 and received their highest honor, the Shirley Hutzler award, in 2004. Becky has also served on the Texas Association of Health Underwriters board as their liaison to the Texas Department of Insurance. She was honored by the National Association of Health Underwriters in 2003 with the State Legislative Achievement Award for her legislative advocacy.

Becky routinely updates MHBT's clients on employee benefits legislative and compliance issues and regularly testifies at the Texas State Capitol on insurance related matters. She has been a panelist for the KLRU production, Condition Critical; the Austin Business Journal Changing Landscape of Health Care in Central Texas discussion; been a guest lecturer regarding Health Reform issues at the McCombs School of Business at the University of Texas at Austin and spoken about health reform to numerous audiences recently.

Becky is also an executive board member of TexHealth Central Texas, a community based non-profit offering low-cost health benefits for small businesses in central Texas.

Becky is also an executive board member of TexHealth Central Texas, a community based non-profit offering low-cost health benefits for small businesses in central Texas. Becky, a longtime Austinite, holds a Bachelor of Arts degree from The University of Texas at Austin. She lives in Austin with her husband, John and two young sons, Lucas and Ethan.

9:30 AM - 10:30 AM Track: Business Acuman
Discover The 3 C's of an Extraordinary Executive.



Approved for 1 hour of General Credit.

Have you ever worked under an extraordinary executive? If so, then you may have experienced a level of passion, commitment and cohesiveness throughout the organization that is often missing in other companies. This session takes a look at the core elements of an extraordinary executive, and how you might incorporate some of those attributes of leadership in your own management style.



Valerie Savage has over 25 years of experience holding executive positions for private and publicly-traded companies, most recently as CFO of Sky-Trax, Inc., a provider of Optical Real-Time Location Systems, and CEO of Gamete, Inc., a life-sciences company. Previously, Valerie was CFO of Cross-

roads Systems and Patton Surgical, and has provided strategic consulting services to companies such as Motive and Image Microsystems. Earlier in her career, Valerie held financial and investor relations positions with drkoop.com, IntelliQuest, and Kallestad Diagnostics. She has directly participated in two initial public offerings and a follow-on offering, and has consulted on several other IPOs. Currently, Valerie is a partner with LGE Execs, a group of over 100 professionals who serve as interim executives for organizational teams. Valerie began her career with the public accounting firm Deloitte LLP. She graduated Magna Cum Laude from The University of Texas at Dallas with a B.S. in Accounting and is a Certified Public Accountant. Valerie is passionate about mentoring others and provides career advisory services through her company, Women's Sake, serving women professionals through individual coaching and group seminars. Her commitment to serving women in their multiple roles led Valerie to pursue a Masters in Counseling from St. Edwards University. She holds the rare distinction of being both a licensed CPA as well as a Licensed Professional Counselor Intern.

11:00 AM - 12:00 PM Track: Diversity
"Strategic & Evidence Based Approach to the Diversity Change Process"



Approved for 1 hour of Strategic Credit.

Diversity and Inclusion efforts in every organization must be robust and integrated into the core of the organization. To achieve the value-added results, a program must be built to last. HR Professionals will not want to miss this segment that includes the start to finish case for diversity. We will explore the evolution, framework for building cultural competency, metrics, change process, and the fourteen key components of a Diversity Strategy.



Nydia A. Gonzalez, Associate Vice Chancellor for Institutional Diversity at the Tarrant County College District in Fort Worth, Texas.

Ms. Gonzalez heads a newly organized unit that provides leadership of institution – wide initiatives that advance an organizational environment in which diversity and inclusion is valued and cultivated. Before joining Tarrant County College, Nydia was Chief Diversity Officer at Yale University in New Haven, Connecticut and Director of Diversity and Cultural Competence at the University Of Texas M. D. Anderson Cancer Center in Houston, Texas. During the course of her 30

year career, she has held a variety of international diversity leadership roles for Dell Computer Corporation in Asia, Europe and Latin America. Nydia worked as a resident expatriate in Indonesia for the Atlantic Richfield Corporation and in Japan for the Tokio Kaijo Marine and Fire Insurance Company.

Ms. Gonzalez earned her B. A. from the University of North Texas and received training and certification for her work in diversity from the School of Industrial and Labor Relations at Cornell University. She is a recognized authority in diversity and cultural competence and has been a keynote speaker and presenter at numerous conferences worldwide.

Her community involvement includes mentoring economically disadvantaged women and helping them to pursue a fresh start in life. She has volunteered extensively with the homeless, underprivileged and working poor throughout her career. She is considered sharp, driven, trustworthy and light – hearted.

**11:00 AM - 12:00 PM Track: Organization/Development
Focus Pocus - The Magic of Getting 24 Hours Back into
Your Life**

The modern world spins faster and faster. You work at a hyperkinetic pace, yet you always seem to finish each day right where you started. How do you get off the treadmill? That's the question answered in this presentation. Join Paul for a fast-paced and entertaining examination of our current working environments. Select among his many suggestions to regain control of your workload, get more done and enjoy a greater sense of success in your career and life.



Paul H. Burton works with clients who believe individual productivity and performance drive organizational success. As the creator of the QuietSpacing® productivity method, he is a frequent speaker and recognized expert on this subject. Paul works with individuals, groups and organizations to create more productive and pre-

formant working environments via high-content keynote addresses, interactive training seminars, and one-on-one coaching sessions. You can learn more about Paul and his practice at www.quietspacing.com.

**11:00 AM - 12:00 PM Track: Leadership
Measuring Value and Impact of Leadership Development
Investment, Tips and Techniques for Telling the Story
Approved for 1 hour of Strategic Credit.**



In today's economy there is an increasing need to demonstrate value for money spent on leadership development. It's up to HR to ensure the company realizes the value of its leaders and commits to investing in a talent strategy aligned with business objectives. Lack of a talent strategy is the number-one impediment to executing on business plans. It is HR's role to step up and convince the C-suite how important this is. Why? Because there are countless examples of how the business strategy falls

down and goals are missed if talent is not aligned. Yet, telling this story is very difficult to do without data on business impact and results linked to learning and development programs. You must be comfortable with the language of business. And ultimately, be able to describe how a talent initiative or project impacts the bottom line and shows a tangible return. For instance, why does the company need to have a retention strategy? Is it a competitive necessity? Are there profit implications? What are the cost factors?



Tony Rogers is a Principal Consultant in our Talent Management practice and serves as a subject matter expert for Organizational Effectiveness and Change Management in our Southern Region.

Since the mid-80s, Tony has been helping leaders develop the skills to lead business transformation. He has led large scale business transformation projects for Fortune 100 companies, including banking consolidations, mergers and acquisitions, and strategic joint ventures. His expertise also includes implementing comprehensive leadership programs including executive assessment, succession planning, individual coaching, and executive team workshops.

His experience covers a diverse range of companies and industries, with a primary focus on energy, and also including pharmaceuticals, manufacturing, hi-tech, health care and financial services. He also has achieved entrepreneurial success providing services to leaders of start-up technology companies, state government, universities, and other consulting organizations. He acted as project manager for leadership development initiative targeting over 70 executives at a multi-billion dollar energy company. He worked directly with C-level executives of two merging energy companies to develop a new leadership competency model and desired behaviors for the new culture. He designed and managed the program, and supervised a cadre of coaches who facilitated the change in leadership behavior.

With Right since 2002, Tony Rogers is a Principal in our Talent Management division and provides support to client engagements in Right's Southern region. Prior to his tenure with Right Management, Tony was a Senior Executive with Accenture's (Andersen Consulting) Human Performance practice from 1985 to 2001.

**11:00 AM - 12:00 PM Track: Legal Track
Squaring Off In The Ring- Plaintiff vs. Defense Attorney
Perspectives on the Top Three Employment Legal
Issues HR Professionals Face**



Approved for 1 hour of General Credit.

Viewing issues from the sides of both the employer/defendant and the employee/plaintiff can help HR professionals spot potential problems and understand what makes a strong (or weak) legal claim for an employee. Whether you want to stay out of court, or you're wondering why you are in court, looking at the different perspectives can reveal not only the differences, but also sometimes the common goals to help both employers and

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employees. An employer/defense lawyer and an employee/plaintiff lawyer will discuss what HR practices are often issues in their cases. Topics will include Retaliation, Harassment, and Reasonable Accommodations. You won't want to miss this unique opportunity to hear arguments from both corners of the ring.



For the Plaintiff- Mr. Robert W. Schmidt is an attorney with the Crews Law Firm, P.C. in Austin, Texas. Mr. Schmidt has been practicing law since 1989. Although in his early years practicing law he worked for a large corporate defense firm, he "crossed to the other side" and now almost exclusively represents employees in employment disputes involving discrimination, sexual harassment, retaliation, civil rights, whistleblower, wage and hour claims, employment contracts, unemployment and disability benefits. Robert is a member of the Texas Employment Lawyers Association and the National Employment Lawyers Association, which are bar associations of attorneys who fight for employee rights. Mr. Schmidt is also a September 2009 graduate of Gerry Spence's Trial Lawyer College, an intensive trial training program for plaintiff and public interest attorneys. He is a member of the Texas and Austin Bar Associations' Labor and Employment Law sections and the American Constitutional Society. Mr. Schmidt received an undergraduate and law degree from the University of Texas in Austin and also received an undergraduate degree from Oklahoma City University. He began his law career at Locke Purnell Rain Harrell (now Locke Lord Bissell & Liddell) in Dallas, Texas, and has worked for the State of Texas (Texas Legislative Counsel, Texas Attorney General and Texas Ethics Commission). He is a member of the bar in the State of Texas, the United States District Court for Western and Northern Districts of Texas, and the Fifth Circuit Court of Appeals. He has a beautiful, sweet dog named Janis.



For the Defense- Jennifer Archimbaud Powell is a Shareholder in the Austin office of Schwartz & Eichelbaum Wardell Mehl and Hansen, P.C. Jennifer focuses her practice on a wide range of labor and employment, constitutional, and civil rights issues, as well as school law. Jennifer has represented businesses, non-profits, and governmental entities since 1992. Jennifer handles matters from the administrative level through the appellate process in both state and federal venues. Jennifer is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization, earning this special accreditation in 2001. Her legal record and reputation have been recognized with an award of an AV rating in Martindale Hubbell's Legal Directory, the highest rating given to attorneys.

Using the lessons learned through her extensive litigation experience, Jennifer strives to keep clients out of the courtroom in the first place by providing practical preventive legal advice. To that end, Jennifer trains and counsels clients about best practices for their organizations. She is available to review documents, policies, and practices to ensure compliance with relevant laws, as well to answer specific compliance-related questions. Jennifer also has significant experience in conducting investigations into workplace and other

misconduct.

An experienced presenter, Jennifer has spoken on numerous employment and school law-related topics, including the Family & Medical Leave Act of 1993, the Americans with Disabilities Act, and sexual harassment.

Jennifer received a Bachelor of Business Administration degree with Honors from Baylor University in 1988 and earned her Juris Doctorate with Honors from The University of Texas School of Law in 1992.

Jennifer is admitted to practice in the Supreme Court of Texas, the United States Fifth Circuit Court of Appeals and the United States District Courts for the Northern, Western, Eastern and Southern Districts of Texas. She is a member of the State Bar of Texas Labor and Employment and School Law Sections. Jennifer is an officer in the Austin Bar Association Labor and Employment Section. She is also a member of the Texas Association of School Board's Council of School Attorneys, the Texas City Attorneys Association, the College of the State Bar of Texas, and the Federal Bar Association.



**11:00 AM - 12:00 PM Track: Business Acumen
Professional Ethics: A Preventive Maintenance Approach
Approved for 1 hour of Strategic Credit.**

This won't be a review of the ethics code, case studies, or case law! Instead, it will be a unique program designed to help assure that you and your entire organization are able to help assure that you and your entire organization are able to help assure that you and your entire organization are able to help assure that you and your entire organization are able to more easily "walk the talk" of great ethics. This often-humorous program will show us ethics risks we never even knew we had and what can be done right now to make sure those risks don't turn into costly ethical and legal problems on the job.



Christopher Bauer is a licensed psychologist with over twenty-five years of experience as a trainer, speaker, author, and consultant on professional ethics and values-driven business strategies. Between coaching, speaking and consulting, he has worked with front-line workers to senior executives and everyone in-between. Clients of Dr. Bauer have run the gamut from small and medium sized businesses and organizations to every level of staff and management at Fortune 500 corporations.

Although ethics and fun aren't words normally heard in the same sentence, for over twenty-five years, Christopher Bauer has been helping individuals and organizations build and maintain great professional ethics, all while having a great time.

Dr Bauer's articles on how to build and maintain great professional ethics have appeared in such journals as CEO Refresher, CFO Magazine, Financial Executive, Internal Auditor, and many others. The latest edition of his book, "Better Ethics NOW: How To Avoid The Ethics Disaster You Never Saw Coming" has been a business ethics Top Seller on Amazon.com and he publishes a free "Weekly Ethics Thought" seen by thousands of readers worldwide.

Because of his unique contribution to the prevention of ethics problems, Dr. Bauer has been recognized with the prestigious Certified Fraud Specialist designation by the Association of Certified Fraud Specialists.

Additional information on Dr. Bauer's programs as well as free subscriptions to his Weekly Ethics Thought are available at his website (www.bauerethicsseminars.com).

12:00 AM - 1:00 PM
Lunch will be served Buffet Style in the Banquet Hall.

1:30 PM - 2:30 PM Track: Organization/Development
Creating and Implementing High-ROI Values Statements

Ultimately, your business' values – whether stated, unstated, or misstated – drive every one of your business decisions and are integral to each aspect of building a high performance business. Yet most departments and companies do not have a values statement or, if they do, it has been written as a PR-type document rather than as a high-impact strategic tool able to drive better leadership, management, and customer-service. This program will provide attendees with the basics of writing (or re-writing) and implementing a values statement that will bring significant additional power to their leadership and management skills as well as building a stronger foundation for both customer-service and branding initiatives.

This program will help you understand how to both create and implement a values statement that, done right, will provide huge strategic impact to your organization. Whether you are working solo or with an organization of thousands, this workshop will give you ideas and tools you can use immediately to improve how both you and your organization do business.

Immediately following this program, Dr. Bauer will be facilitating a freewheeling one-hour roundtable discussion for those of you who want to jump right in and brainstorm ideas for your values statement development and implementation. Don't miss this great opportunity to both ask questions and get immediate feedback on your ideas from this presenter as well as your peers.



Christopher Bauer is a licensed psychologist with over twenty-five years of experience as a trainer, speaker, author, and consultant on professional ethics and values-driven business strategies. Between coaching, speaking and consulting, he has worked with front-line workers to senior executives and everyone in-between.

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1:30 PM - 2:30 PM Track: Legal
THE FIVE DEADLY WORKPLACE LEGAL RISKS OF THE 21ST CENTURY



Approved for 1 hour of General Credit.

Is Your Company ready for the "Big 5"? This session will inform, educate, and simplify some of the biggest legal dangers your company now faces. Learn new strategies to avoid the pitfalls. USERRA- court cases are pouring in, but there is more protection than you may imagine. Mishandling employee workplace complaints- Retaliation is the fastest rising EEOC category. Learn the new tests and legislation for Contractor vs. Employee. What questions "You Can Ask" to avoid hiring problem employees. This will be a fast paced session followed by a Round table Q & A opportunity at 3:00 pm.



Sheila Gladstone, Principal, Lloyd Gosselink Rochelle & Townsend, P.C. Sheila Gladstone heads the firm's Labor and Employment Practice Group and has over 20 years' experience assisting public and private sector employers with all aspects of employment law. Her practice focuses on counseling employers on the legal issues involved in personnel decisions, auditing employment

practices for legal compliance, assisting with strategic decisions that affect personnel, conducting internal investigations of employee complaints, reviewing policies, conducting management training, defending employers in administrative proceedings, investigating and negotiating demands, and working with trial lawyers on employment law issues throughout the litigation process.

Sheila also represents her clients before agencies including the EEOC, the NLRB, the OFCCP, the Wage and Hour Board, the Texas Workforce Commission, labor arbitrators, hearing examiners and civil service boards. She is a frequent speaker and published author on employment-related issues.

Sheila obtained a B.A. with honors from the University of Arizona in 1983, and a J.D. with high honors in 1987 from the University Of Arizona College Of Law, where she was an editor for the Arizona Law Review.

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1:30 PM - 2:30 PM Track: Leadership
Lead, Follow or Get out of the Way - Why not all three?
Approved for 1 hour of General Credit.



Ultimately, the Human Resource function's goal is to facilitate Organizational success. One of the areas we have stewardship over to help facilitate that success is the hiring, development and in the retention of our leadership team. Leadership theory and learning has continued to evolve over the years. Beginning with trait theory "Born or Developed" and evolving into areas such as situational leadership, the Blake and Mouton Grid and others. Today's economy and business dynamics drive us as custodians of our leadership practices to look hard at two intriguing and sophisticated schools of leadership thought: Transformational and Servant Leadership. Why these two? Both speak to critical influences in today's and tomorrow's business environment. Specifically, high speed change, introductions of new game changing technologies, multi-generational workforces, an increased need for organizational flexibility, diversity and inclusion and heightened needs for collaboration and team success on local and global venues. We will review the tenets of Transformational and Servant Leadership, pros and cons and look at a new hybrid model focusing on the best of both. We will review its core attributes, implementation and need support from the Human Resource systems to align it with your business model and sustain it.



Jeff Quade brings a fresh and invigorating view to the role Human Resources efforts can play in driving organizational success. His twenty plus years of experience in Human Resources and other areas includes experience at the senior leadership and officer levels. He has led major efforts at the Fortune 100 level as well as worked in mid and smaller size organizations including start ups. Jeff brings strong a International background as well as strengths in Mergers and Acquisition, as well as a track record of building high performance teams. Jeff 's ability to facilitate business practices and programs which are aligned to drive the business plan is his hallmark. His experience in leading multiple functions gives him a broad view to focusing and aligning business practices to drive the successful execution of the organization's plan. Specifically, he continues to lead and facilitate efforts in maximizing Merger and Acquisition successes, Executive and Senior Team effectiveness and coaching, Change leadership and in crafting and aligning high performance, business relevant Human Resource functions. Blending a large scale organizations view with the individual employees perspective is a critical element in his work. Taking a systems approach to the organization by couching all efforts in the current status and culture of the company enhances long term success of his organizational consulting and implementation efforts.

Jeff holds Bachelor's and Master's degrees in Industrial and Organization Psychology. He is active with the Human Resources Planning Society, The Center for Creative Leadership and World at Work,

as well as developing leadership talent specifically in the Human Resources discipline.

1:30 PM - 2:30 PM Track: Business Acumen
HCVP: Driving Breakthrough Operating Results
Approved for 1 hour of Strategic Credit.



In the face of challenging economic times, CEO's and senior leaders must grab competitive advantage. A company's Human Capital Value Proposition (HCVP) is critical in achieving competitive advantage. A great HCVP (well thought out and executed) is very predictive of various levels of operating results such as: engagement and retention levels as well as revenue, profitability and quality results. This session will provide attendees with a model for understanding the power of individual (leader, manager, individual contributor) and team assessments in driving breakthrough operating results, understand the power of a "Human Capital Value Proposition" (HCVP) in helping a company achieve incredible operating success through the optimization of human capital, understand the factors that both enhance and detract from the realization and execution of a winning HCVP, understand the predictive elements of the HCVP as it relates to driving individual (and team) capability, commitment, alignment, individual and team performance, as well retention, turnover and ultimate operating metrics such as revenue and margins. Very powerful, engaging and dynamic, Each attendee will receive a hand-out as well as a research white paper authored by John Mattone. These materials will reinforce the session and provide a powerful, realistic road map for implementation of the session's learning's.



John Mattone has over 30 years of experience in the human capital/talent management industry, as an entrepreneur building a successful human capital firm, as an executive of a multi-million dollar global human resources consulting firm and as a professional well-versed in all areas of employee assessment, development and retention. In his current role as the Vice President of Assessment Services at Linkage, Inc. he is responsible for the firm's global assessment practice. Prior to joining Linkage, John was the Senior Vice President of Sales at AlignMark and prior to this role, he was Vice President, Sales and Marketing, Northeast for Drake Beam Morin, the global outplacement and human capital firm. In this role he was responsible for expanding DBM's customer base and product/services offerings by developing and implementing a sales and marketing vision and strategy, leading a team of 19 sales and marketing professionals and administrative staff. Under John's leadership, revenue grew tremendously and he

achieved average operating income of 35% during that period. Before joining DBM, John spent 10 years building a successful human capital consulting firm, Human Resources International. He delivered over 1000 professional speeches to various corporate and association groups worldwide during that time and authored two books, "Positive Performance Management" and "Success Yourself: Using the Enneagram to Unleash Your Personal and Professional Potential". John and his team consulted with such organizations as Florida Power and Light, Canadian Broadcasting Corporation, Nestle, and others. John is a seasoned executive coach, having coached and counseled hundreds of executives on strategies for achieving personal and professional success. John holds a B.S. degree in Management and Organizational Behavior from Babson College and an M.S. degree in Industrial/Organizational Psychology from the University of Central Florida. He is a member of numerous professional associations including the Society for Industrial and Organizational Psychology and the New England Society for Applied Psychologists

1:30 PM - 2:30 PM Track: Diversity
How an Inspiring African Tradition of Teamwork & Collaboration can Revitalize & Energize Your Organization



Approved for 1 hour of Strategic Credit.

Multi-million copy best-selling author Dr. Bob Nelson (1001 Ways to Reward Employees, Managing For Dummies) shares his expertise and energy to show managers and organizations how to obtain new levels of focus, excitement and results in any work environment through the principles of Ubuntu! Dr. Nelson delivers a passionate, high-energy program that intertwines fun & creativity, learning & application, and numerous examples and "best practice" case studies.

Dr. Nelson will draw upon his own research and doctoral work as well as experience in working with hundreds of organizations on the topic of employee motivation and high-performing teams to show how the best companies take a focused and long-term strategic view of their employee resources that systematically integrates key principles into the daily work practices of its managers and employees, challenging them to identify and act on opportunities to strengthen interpersonal relationships in timely and specific ways. This session will be filled with specific real-life examples and techniques that can be immediately applied back on the job by attendees to systematically leverage, build and sustain a culture of teamwork, motivation and engagement in their workplace.

Learning Objectives

- The Core Principles & Philosophy of Ubuntu
- Creating a Sense of Mission and Purpose
- Team Objectives and Roles for Working Together
- Processes for Involvement and Engagement
- Working with and Through Differences
- Valuing Team Members and Their Accomplishments



Bob Nelson, PhD is president of Nelson Motivation, Inc. He has worked with 2/3s of the Fortune 500 companies to help improve their strategies, systems and programs for better motivating employees to achieve exceptional performance and is a best-selling author of multiple books including 1001 Ways to Reward Employees and 1001 Ways to Take Initiative at Work. He has appeared extensively in the national media including CBS "60 Minutes," NPR, The New York Times, The Wall Street Journal, Business Week and Fortune magazines. He holds an MBA in organizational behavior from UC Berkeley and received his Ph.D. in management from The Peter F. Drucker Graduate Management School at Claremont Graduate University in Los Angeles. He teaches Building High-Performing Teams for the Rady School of Management at UC San Diego.

3:00 PM - 4:00 PM Track: Healthcare
Health Care Reform: What Employers Need to Know
Approved for 1 hour of General Credit.



HR professionals will be able to identify the most significant changes in the Health Care Reform bills that will impact their employers. This presentation will also help participants understand the size and type of organizations the changes apply to and the effective date for the changes.



Ryan P. Rothrock, CIC, ARM, AAI began his career with Brown & Brown at the corporate headquarters in Daytona Beach, Florida, part of a team performing financial audits on Brown & Brown offices and due diligence work on prospective acquisitions. Ryan spent the next 2 years of his Brown & Brown tenure in the Naples and Charlotte County offices in southwest Florida before transferring to the Austin office. Ryan is responsible for managing overall performance of our Austin office, generating new client opportunities and seeking external acquisitions.

A graduate of Embry-Riddle Aeronautical University, Ryan earned a B.S. in Business Administration. He served as captain of the Embry-Riddle basketball team for two years and was the point guard for the 2000 team that won the National Championship. He played 1½ seasons of professional basketball in the U.S. and Europe before joining Brown & Brown.

Ryan has earned the Certified Insurance Counselor (CIC), the Associate in Risk Management (ARM) and the Accredited Advisor in Insurance (AAI) designations, and is currently working towards his Chartered Property Casualty Underwriter (CPCU) designation.

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**3:00 PM - 4:00 PM Track: Leadership
Leading For Change
Approved for 1 hour of General Credit.**



In the old workplace, we expected the work we did to stay the same. Change happened when we changed our jobs. In the new workplace, we can expect the work we do to continuously change in an ongoing effort to better serve our customers. We participate in a dynamic, never ending process of learning. The New Workplace (for all employees) gives employees a sense of how the world of work has been changing and how these changes can impact them. More importantly, it shows employees how they can empower themselves to make the most of these changes and benefit from them. This highly interactive presentation is based on activities that foster discussions about the changing relationships within your organization and how to place those changes in context. If a company is facing dynamic change processes stemming from technical advances, global competition and/or a stronger focus on meeting customer needs it can benefit from this discussion presentation.



Pat Schnee is the Lead Training and Development Consultant for the Professional Development Center at the University of Texas. She has more than 20 years of broad-based experience encompassing management training, consulting, business and program development, operations and staff management, in private, governmental and non-profit organizations in both domestic and international markets. She is a certified mediator, and skilled facilitator. Some of the curriculum she has created is in the areas of Leadership, Communication, Conflict Management, and Presentation Skills, Train the Trainer, Multigenerational Workers, Skill -based Mentoring, Coaching, Management Skills, Customer Service, Succession Planning and Talent Management. She has performed on-site company assessments to identify and define individual training needs, resulting in full implementation of company training programs and workshops that both reinforce corporate missions and enhance day-to-day operations. Pat is a dynamic keynote speaker and skilled communicator.

Prior to joining PDC eleven years ago, Pat served in the U.S. Peace Corps for 2 ½ years in Bulgaria, where she was a Professor of Marketing and Business for the University of Varna. She also worked with USAID in the area of human rights for orphaned Roma/Gypsy children. Her last project was to help organize and implement the first ever Women's Health Center in Bulgaria.

Pat's experience as a professional coach, training film producer, business owner, and business consultant has given her a broad understanding of human behavior and how interaction can effect or

influence a positive working environment.

Pat Schnee is first and foremost a Change Agent. She seems to always be two steps ahead of any new trend. She is passionate about helping organizations look at new ways of behaving. She loves to challenge and be challenged. She is a lifelong learner.

Pat's biggest pet peeve is when someone says, "That's the way we've always done it!"

**3:00 PM - 4:00 PM Track: Business Acumen
Business Acumen for HR
Approved for 1 hour of Strategic Credit.**



This workshop will define business acumen in the context of the HR professionals' role and will look at practical illustrations and examples of how to define and demonstrate the same in the workplace. HR practitioners responsible for programs administration, those responsible for managing others, or have full department responsibility are the target audience for this session. Gain a unique perspective of the emergence of the tactical HR Response and how business acumen fuels HR plans and practices.



Christopher deMers, SPHR, is a writer, trainer and public speaker specializing in talent management and the human resource management profession. He has 20 years of experience working in line based HR for Fortune 100 Companies including Dell, Apple, The Home Depot and the Procter & Gamble Co., supporting GMs, Vice-presidents and Division leadership. His work has taken him from Florida to California as well as Taipei and the Philippines. He holds an MBA as well as Bachelor's degree, and is lifetime certified as a Senior Professional in Human Resources from the HRCI. He has taught at the graduate school for St. Edward's in Austin, Texas, and has been associated with the Professional Development Center at the University of Texas at Austin for 12 years, and is a past president of AHRMA.

3:00 PM - 4:00 PM Track: Diversity
What 1960's Television Programming Teaches
Us about Best and Worst Diversity Practices
Approved for 1 hour of General Credit



Supporting diversity is more than just ensuring racial, ethnic, and gender differences in the workplace. To truly support diversity, an organization must create a safe environment that allows employees to work in their preferred, natural way rather than the "corporate way." Using examples from popular 1960's television programming, this presentation will highlight worst and best practices that organizations can follow to increase recruitment and retention outcomes and employee engagement.



Julien C. Carter is the Associate Vice President for Human Resources. He has over 20 years of Human Resource experience. Some of his past assignments include the Associate Vice President for Human Resources at the University of Louisville and the Commissioner of Employee Relations for the State of Minnesota during the administration of Governor Jesse Ventura. In addition, he has provided Human Resource consulting services to public and private sector employers. Julien Carter received his Juris Doctor degree from the University of Missouri-Columbia, Master of Arts in Human Resources from Truman State University, and Bachelor of Science in Education from Missouri State University. He is also a former Captain in the U.S. Army Reserves.

3:00 PM - 4:00 PM Track: Legal
On the Horizon: Workplace Compliance
The Impact of Heightened Enforcement With
OR Without Immigration Reform
Approved for 1 hour of General Credit.



New developments and focuses, increasingly tougher rules, the rise of state and federal enforcement legislation-Are you ready for the impact? Hear the latest from one of Houston's "Top Lawyers" by Houston Magazine, a "Texas Super Lawyer" by Texas Monthly Magazine, and one of Chambers U.S.A. "The Best Lawyers in America".

This session will explore the latest developments in Increased Worksite Enforcement, the focus of the Obama administration and undocumented workers, ICE Audits and Investigations, E-Verify advantages and risks, and how to be proactive with your companies compliance efforts.



Robert F. Loughran is a Partner of FosterQuan, LLP, and Managing Partner of the Austin Office. He has more than fifteen years of experience representing and advising multinational companies on U.S. immigration law. Mr. Loughran specializes in representing both large, multinational corporate clients and immigrant investors seeking to establish and grow new businesses in the United States. He is Board Certified in Immigration and Nationality Law by the Texas Board of Legal Specialization.

Currently serving as Vice Chair of the Texas State Bar Committee on Laws Relating to Immigration and Nationality, Mr. Loughran is also a Member of the Council of the State Bar of Texas Immigration & Nationality Law Section, and the Texas State Board of Legal Specialization Standards and Fitness Subcommittee for Immigration Law. As a Member of the State Bar Committee, he meets regularly with policymakers from U.S. Citizenship & Immigration Services (CIS), U.S. Immigration & Customs Enforcement (ICE), the U.S. Department of State, and the U.S. Department of Labor (DOL).

Mr. Loughran is a member of the College of the State Bar of Texas and has been admitted to practice before the U.S. District Court for the Southern District of Texas and the U.S. Court of Appeals for the Fifth Circuit. He received his baccalaureate degree from the University of Texas, and his law degree from South Texas College of Law in Houston.

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