Register by 9.15.17 to take advantage of early bird savings

PLATINUM SPONSOR
Willis Towers Watson
SUMMIT 2017 is the ultimate event to develop, lead and advance within Chicago's human resources community. Be a part of the largest annual HR conference during its 20th anniversary to explore cutting-edge issues, industry networking opportunities, and innovative products for your business. It is designed to enhance your understanding of key issues impacting HR operations, while providing insights and resources to help you become a more impactful leader. The one-day event features speakers from inside and outside of the HR profession and is an effective and efficient learning experience.

ELEVATE YOUR KNOWLEDGE
Customize your learning experience by selecting from over 15 educational opportunities including Learning Sessions and Industry Knowledge Sessions, presented by sponsors throughout the day. Plus keynote speakers will deliver thought-provoking information to increase your knowledge.

EXPAND YOUR NETWORK
Summit is the place to connect with hundreds of HR professionals. Meet exhibitors to help solve your business challenges and network with colleagues and experts at the new Connection Center in the Expo Hall. Don't miss the 20th anniversary closing reception for prize announcements, food and music!

TRANSFORM YOUR THINKING
This is Chicago's HR event of the year filled with leadership, inspiration, and innovation. Experience real-life success stories and insightful topics at the Learning Sessions. Back by popular demand, these sessions will feature supplier-client duo presentations in a case study format.

REGISTER NOW FOR EARLY BIRD SAVINGS AT HRMAC.ORG
EXPAND YOUR NETWORK AT SUMMIT 2017

At Summit, you will have opportunities throughout the day to connect with hundreds of HR professionals from across the Chicagoland area. Reconnect with familiar faces, make new networking contacts, and find resources and products that can improve your overall business.

INDUSTRY KNOWLEDGE SESSIONS
Don't miss our sponsor-presented Industry Knowledge Sessions! Sponsors will provide 20-minute, TED-talk style presentations throughout the day in the Industry Knowledge Center. They will provide free-flowing, short lectures exploring critical topics important to HR leaders. Check www.hrmac.org for a complete list of sponsors, topics and schedule for the Industry Knowledge Sessions.

Agenda

THURSDAY, OCTOBER 19, 2017

7:00 AM – 4:30 PM
Registration Hours

7:15 – 8:15 AM
Continental Breakfast

8:15 – 10:00 AM
Opening General Session

9:30 AM – 3:00 PM
Exhibit Hall Hours

10:00 – 11:00 AM
Exhibits/Networking AM Break

10:00 – 10:30 AM
First Time Attendee Meet Up

10:10 – 10:30 AM | 10:35 – 10:55 AM
Industry Knowledge Sessions

11:00 AM – 12:00 PM
Concurrent AM Education Sessions

11:15 – 11:35 AM
Industry Knowledge Session

12:00 – 1:15 PM
Networking Lunch in the Expo Hall

12:30 – 1:15 PM
CHROOnly Session (ticket required)

12:10 – 12:30 PM | 12:40 – 1:00 PM
Industry Knowledge Session

1:15 – 2:15 PM
Concurrent PM Education Sessions

1:30 – 1:50 PM
Industry Knowledge Session

2:15 – 3:00 PM
Exhibits/Networking PM Break

2:20 – 2:40 PM
Industry Knowledge Session

3:00 – 4:15 PM
Closing Session

4:15 – 5:00 PM
20th Anniversary Closing Reception

Please Note: Agenda, including sessions and speakers are subject to change without notice.

STAY CONNECTED THROUGHOUT SUMMIT 2017 by using #HRMACSUMMIT
SAVE ON SUMMIT 2017 REGISTRATION
Register before September 15 to take advantage of Early Bird discounts for HRMAC members.

Save $120 on your first registration. Want to register multiple people? Save $200 for each additional registration from your company. Group registrations of ten provide ultimate savings with reserved seating at the general sessions! Save more than $2,000 for registering your team of ten before September 15th. Visit www.hrmac.org for complete details and to register now...don't miss the deadline!

Not a member of HRMAC? Contact HRMAC's membership team at (312) 981-6790 for details and take advantage of member savings now!

THERE'S AN APP FOR THAT
For the first time ever, Summit will feature a mobile app for easy access to exhibit hall information including an exhibitor listing, a virtual attendee roster, the education schedule with speaker bios, and the ability to submit your feedback on education breakouts through the in-session evaluation feature. Watch for more info on how to download and access the app. Be a part of the conversation and stay connected throughout SUMMIT 2017 by posting with #HRMACSUMMIT.

LOCATION
Donald E. Stephens Convention Center, 5555 N. River Road, Rosemont, IL 60018. The Convention Center is located about a half mile south of the Kennedy Expressway on River Road. Call (847) 692-2220 or visit www.rosemont.com for more specific directions.

PARKING
Parking is available in a covered parking garage on the west side of River Road for a flat rate of $15 per car. Cash or credit cards accepted. (Price is subject to change.)

HOTEL ACCOMMODATIONS
A limited number of rooms have been reserved at the DoubleTree by Hilton O'Hare – Rosemont, 5460 N. River Road, Rosemont, Illinois, 60018. The room rate is $159 single or double per night (plus tax). For reservation information, call (847) 292-3280 and inform the reservationist you are calling with HRMAC.

RECERTIFICATION CREDITS
This program has been submitted for recertification credits towards PHR/SPHR/GPHR recertification through the HR Certification Institute (HRCI) as well as professional development credits (PDC’s) towards SHRM-CP or SHRM-SCP Certification. Attendees can obtain up to five (5) credit hours throughout the day of the conference.

ABOUT HRMAC
Human Resources Management Association of Chicago (HRMAC) is Chicagoland's premier resource for advancing workplace strategy and leadership. HRMAC membership is comprised of nearly 700 Chicago area organizations with a network of over 7,000 HR professionals representing small private companies to multi-national public corporations from every business sector. With an unmatched tradition of fellowship, education and leadership, HRMAC is the oldest human resources organization in the country. Having recently concluded its 100th anniversary celebration, HRMAC remains committed to serving the human resources community and advancing the impact of progressive HR strategies on business success.

GENERAL INFORMATION
Everything you need for the day is included in your Summit registration fee: all meals (including continental breakfast and lunch), your admission to all education sessions and the Expo hall, continuing education credits, and more!
BRING YOUR ENTIRE TEAM TO CHICAGOLAND’S PREMIER HR CONFERENCE!

**SUMMIT REGISTRATION**

<table>
<thead>
<tr>
<th></th>
<th>EARLY BIRD SAVINGS</th>
<th>PAID ON OR BEFORE OCTOBER 13</th>
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<tr>
<td><strong>HRMAC MEMBERS</strong></td>
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Early bird pricing available through September 15. When registering multiple attendees from the same company, all names and email addresses for each attendee are not required at the time of registration. Register online at www.hrmac.org.

Advance online registration closes on October 13. Onsite registration is available on October 19 at the higher rate. A refund, less $75 processing fee, will be given for cancellations received by HRMAC in writing or via fax on or before October 9. No refunds or cancellations will be given after October 9. Registrations not cancelled by October 9 must be paid in full. No shows will be billed. Attendee substitutions may be made at any time without charge.

**THANK YOU TO OUR 2016 AND CURRENT EXHIBITORS!**

As of June 7, 2017

2020 On-Site Optometry  
A.H. Management Group  
Accede Solutions, Inc  
Advanced Resources  
Ajilon Professional Staffing  
Andrea Donovan Senior Living Advisors  
Aon Hewitt  
Arlington Resources Inc.  
Best Money Moves  
Bloomberg BNA  
BMO Harris Bank  
BPI group  
Capsim Management Simulations  
Cardio Partner Resources  
Career Transitions Center of Chicago  
Celemi, Inc.  
Challenger, Gray & Christmas  
City Staffing  
Cobalt Solutions, Inc.  
Cornerstone OnDemand  
DeGarmo  
DX Learning  
Emplify  
Engagedly  
Executive Coaching Connections  
Grant Thornton LLP  
H&R Block  
HighGround  
HR Certification Institute  
IDT, Inc.  
IMPACT Group  
JB Training Solutions  
Kensington International  
Kinexia  
Lake Forest Graduate School of Management  
Lee Hecht Harrison  
Lester Lampert Corporate  
Loftus & O'Meara Staffing  
Loyola University Chicago  
Loyola University Chicago’s Institute of Human Resources & Employment Relations  
Management Association  
Mercer  
Multi-Health Systems  
National Louis University  
Northwestern University  
NRI Relocation, Inc  
O.C. Tanner  
Oliver Group  
Olivet Nazarene University  
Pace Suburban Bus  
Patina Solutions  
Paycor  
Pinnacle Performance Company  
QuadMed  
Reflektive  
Regional Transportation Authority – RTA  
Root Inc.  
Sage People (formerly known as FairSail)  
SAP SuccessFactors  
Skills for Chicagoland’s Future  
Strategic Talent Solutions  
SuccessWise Consulting  
The CARA Group, Inc.  
The Novo Group  
The Relocation Department, Inc.  
UBS Financial Services  
UIUC School of Labor and Employment Relations  
Ultimate Software  
VISANOW  
Western Governors University  
Willis Towers Watson  
Windy City Fieldhouse  
Working Credit NFP  
Xerox HR Services  
YWCA Metropolitan Chicago

**SUMMIT EXPO**

The SUMMIT 2017 Expo is a focal point of the day’s activities and offers attendees the unique opportunity to compare products and services, while meeting the professionals who can help solve business challenges. Check out the interactive floorplan at http://bit.ly/SUMMIT17FloorPlan to provide you with real-time information on the companies that will be exhibiting.

Featured products and services may include but are not limited to:

- Consulting services
- Benefits/Wellness/Employee Assistance programs
- Executive search, recruitment and staffing
- Law firms/Legal Resources
- Market research/Employee surveys
- Pre-employment screening products
- Outplacement and career management services
- Employee recognition programs
- Technology and HR software
- Training and Education resources

For information on reserving an exhibit booth, contact Deanne Rockola Altman at (301) 200-4616 ext. 103 or exhibits@hrmac.org.
OPENING GENERAL SESSION FEATURING HRMAC AWARDS OF EXCELLENCE CEREMONY AND KEYNOTE PRESENTATION (8:15 – 10:00 AM)

Hidden Figures: The Untold Story of the Black Women Who Helped Win the Space Race

Margot Lee Shetterly, Writer, Researcher, Entrepreneur

Based on the New York Times bestselling book, Hidden Figures, SUMMIT 2017 will kick off with the captivating and phenomenal true story of the black “human computers” who used math to change their own lives — and their country’s future. Set against the rich backdrop of World War II, the Space Race, the Civil Rights Era, and the burgeoning fight for gender equality, the session brings to life the stories of the women who worked as mathematicians at NASA during the golden age of space travel, who, over the decades, contributed to some of NASAs greatest successes. In this keynote, Margot Lee Shetterly will discuss race and gender equality, career advancement, and show the surprising ways that women and people of color have contributed to American innovation while pursuing the American Dream. In sweeping, dramatic detail, she sheds light on a forgotten but key chapter in our history, and instills in us a sense of wonder, and possibility.

Writer, researcher, and entrepreneur Margot Lee Shetterly is the author of Hidden Figures: The American Dream and the Untold Story of the Black Women Mathematicians Who Helped Win the Space Race, which is a top book of 2016 for both TIME and Publisher’s Weekly, a USA Today bestseller, and a #1 (and instant) New York Times bestseller. Shetterly is also the founder of the Human Computer Project, a digital archive of the stories of NASAs African-American “Human Computers” whose work tipped the balance in favor of the United States in WWII, the Cold War, and the Space Race. Shetterly’s father was among the early generation of black NASA engineers and scientists, and she had direct access to NASA executives and the women featured in the book.

HRMAC AWARDS OF EXCELLENCE

Join us as we recognize and honor your colleagues for their exceptional leadership and volunteer contributions. HRMAC’s Leader of the Year Award acknowledges the vision and commitment to leading human capital practices that drive business success. HRMAC’s Volunteer of the Year Award recognizes individuals who give their time, energy, and talent to further the HRMAC experience for all members. Both of these awards will be presented at a special ceremony during the opening general session.
EXECUTIVE PRESENCE: WHAT’S REAL, WHAT’S USEFUL AND WHAT’S NOT

Charmaine McClarie, C-Suite Advisor, Keynote Speaker, Executive Coach, Leadership Presence Authority

“Executive Presence” has become a trendy catch phrase. Your skepticism is at least partially deserved; however, this is a valid concept that if properly understood and acted upon will lead to personal and career success. This one hour session is based in part upon Charmaine’s one-on-one discussions with CEO’s about the critical role that “executive presence” plays in the promotion and derailment of your career. She will sort out what’s real in executive presence from what’s not and deliver proven practical steps for you to take action. These sure-fire tools will help develop your authentic executive presence, ensuring you will be seen as a critical leader recognized for the value you add.

SPONSORED BY BMO Harris Bank

THE LEADERSHIP PIPELINE

Scott Kiefer, Partner and Vice President, Oliver Group
Brett Walsh, Vice President of Human Resources, Graycor

Leaders at all levels need training, especially the middle managers who directly manage the majority of employees in the organization. However, becoming an effective leader takes more than learning general leadership skills. It requires a fundamental adjustment in work values, time application and skills for each specific level of leadership. This session explains the levels of leadership and how your organization can develop its leaders at each level. The session will conclude with an interactive discussion among the presenters and attendees.

SPONSORED BY
Build a High Octane Company and Culture by Giving in to Millennial Demands

Anjoo Rai-Marchant, Chief Customer and Technology Officer, HighGround
Cheryl Johnson, Chief Human Resources Officer, Echo Global Logistics

Echo Global Logistics’ business grew from virtually nothing to nearly $2 billion in eleven years, due in large part to acquisitions and aggressive organic growth. Echo continuously seeks unique and effective ways to provide industry leading service and give its clients consistently positive experience. With an employee population that is more than 80 percent Millennial, Echo must engage their workforce outside of traditional methods in order to positively impact business results. Echo has weaved multiple forms of technology into the daily fabric of each employee’s work day, ranging from an internal social platform and training systems to how they recognize and celebrate achievements, and engages employees in the culture. This session will explain how they identify high performing employees and how they have experienced an increase in every single employee engagement category and consecutive year-over-year favorability increases.

In and Outsourcing: Harnessing Technology to Transform HR

Lindsay Hunter, Senior Consulting Actuary, Willis Towers Watson
Annette Doorhy-Cranley, Vice President, Health and Wellness Manager, Northern Trust
Curt Whitehead, Director Total Rewards, Shopko Stores Operating Co, LLC

Who knew Health and Welfare benefits could be so complicated? In this session we will address how harnessing the power of technology to transform Benefits is a simplifying step that employers of all sizes are choosing to take. With a changing workforce and an ever growing list of demands being placed on HR, it is critical that employers consider how technology can help fill in the gaps. Most employers readily acknowledge that they are not in the business of Health and Welfare benefits design and delivery, but many still manage a lot of these functionalities in-house. What is the right balance? In this session, clients will discuss their culture, autonomous history, and their decision processes that led them to engage externally for solutions. Whether you’re an HR practitioner of a large or small organization, the information and clients representing both sectors will provide diverse perspectives.
LEARNING SESSION  {1:15 – 2:15PM}

Creating Meaningful Transformation —
Understanding Northwestern Mutual’s
Change Journey

Sarah Buck, Director of Strategic Growth, Root Inc.
Monica Riederer, Director of Strategy Planning, Northwestern Mutual

When it comes to creating organizational change, executives spend hours upon hours creating a new strategy and the presentation to educate the masses. When they launch this one-way presentation with the masses, they expect a seamless adoption. This process doesn’t work! A strategy can’t work if it’s rolled out in a memo, PowerPoint or single Town Hall meeting. Transformative change is only possible if every person at the organization understands the strategy, the reasons behind the change and how each and every person plays a role in its success. That’s exactly what Northwestern Mutual did. Northwestern Mutual defied the odds and successfully empowered 6,000 home office employees and 9,000 independent field representatives to embrace the organization’s new focus on advanced digital solutions to better serve their clients in their quest to achieve financial security — creating a more concise focus on bridging the gap between what the industry provides and what clients need, want and deserve.

SPONSORED BY Root

CHROOnly Session (ticket required)  {12:30 – 2:15 PM}

The CHROOnly Session returns this year for an exclusive networking and education opportunity for CHROs only. More information about the presentation, including speakers, will be available at hmac.org once confirmed. If you are the chief human resources officer at your organization or a CHRO in transition and a full conference registrant, you are invited to this session. Please note your interest in attending during the online registration process. Your attendance will be confirmed by HRMAC.
**LEARNING SESSION**  
**1:15 – 2:15PM**

**Next Practices for Developing Newly Promoted Leaders**

Alex Draper, Founder and President, DX Learning Solutions LLC  
Paul Bulski, Leadership Development Manager, Aurora Health Care  
Arie Wiglama, Leadership Development Manager, Discover Financial

Large companies spend around $10,000 more per person on leadership development for executive leaders vs first level leaders (Bersin by Deloitte Leadership development fact book 2014). No wonder according to a 2011 CareerBuilder survey, more than one-quarter of managers said they weren’t ready to lead when they began managing others, 26 percent of managers said they weren’t ready to become a leader when they started managing others. Even more disturbing, 58 percent said they didn’t receive any management training. We have work to do.

Failure rates of new leaders range from 40 to 60 percent. Learning leaders in high performance companies re-evaluate the way we better prepare leaders for that first transition. A next practice uses simulations and serious games for senior leaders, why not for first time leaders? This session will explore how you can better serve your first time leaders with the use of applicable and powerful experiential learning tools.

**SPONSORED BY**

**LEARNING SESSION**  
**1:15 – 2:15PM**

**Talent Management in the Fast Lane: Winning Talent When Candidates are in the Driver’s Seat**

Kelly Renz, President and Chief Executive Officer, Novo Group, Inc.  
Kristen Chang, Lead Recruiter/Vice President, Baird  
Tom Slaski, Vice President of Global Human Resources, GMR Marketing

Candidates, rather than experiencing how their skills and contributions will shape the company, are treated like one of many and they know it. They should get a glimpse of the culture and values that make the business unique, enough to pique their interest. How do you drive change with recruiting and interview teams to showcase your Employer Value Proposition to engage candidates? This session will show the importance of challenging conventional wisdom and the standard approach to how we attract talent. How organizations are moving to ensure we nurture the candidate experience early on and move from mass recruiting machines to individual connections is key in planning for the future. The speakers will discuss and share the future talent landscape and how candidate expectations have changed over the past five years. Businesses need to find ways to engage people by their unique career interests and goals wherever possible, a strong Employer Value Proposition can make all the difference. Companies that don’t change or adapt will be left behind in the war for talent.

**SPONSORED BY**
CLOSING SESSION  {3:00 – 4:15 PM}

The Big AHA! How Artificial Intelligence Will Transform Human Resources

Jack Uldrich, Global Futurist, Speaker, Author

In the near future, the greatest change will be the accelerating rate of change itself. How will you and your business change? More importantly, how will you and your organization need to change? The answer, in two short words, is: a lot! In this enlightening, entertaining and educational session, Jack shares insights from his book, Business as Unusual: How to Future-Proof Yourself Against Tomorrow’s Transformational Trends, Today. He outlines the ten trends – and especially on Artificial Intelligence—that will transform the human resources world of tomorrow. Jack also identifies concrete actions businesses can take today to future-proof themselves against “the tides of tomorrow.”

Jack Uldrich is a renowned global futurist and the best-selling author of eleven books. He is a frequent guest on national media and regularly appears on the Science Channel, the Discovery Channel, CNN, CNBC and National Public Radio. Jack is also an ongoing contributor on emerging technologies and future trends for a number of publications, including The Wall Street Journal, Forbes, Wired and BusinessWeek.

He is a prolific speaker on technology, change management and leadership and has addressed Fortune 100 corporations, venture capital firms, associations, not-for-profit organizations and state and regional governments on five continents.

SUMMIT 2017 20TH ANNIVERSARY CLOSING RECEPTION  {4:15 – 5:00 PM}

At the conclusion of SUMMIT 2017, join us for the Closing Reception where attendees will enjoy appetizers and a cash bar, as we end the day with shared stories, classic HRMAC networking, and a DJ. Winners of the new Spy for a Prize game board will be announced at the reception. This is definitely a reception not to miss!
SPECIAL THANKS TO OUR SPONSORS

PLATINUM

Willis Towers Watson

DIAMOND

Aon

MERCER

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LEARNING SOLUTIONS

SILVER

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sage People

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Challenger, Gray & Christmas, Inc.

CITY STAFFING

Transit Benefit FARE PROGRAM

Sponsorship opportunities may still be available.
Contact Deanne Rockola Altman at (301) 200-4616 ext.103 or sponsorships@hrmac.org for information.