



PITTSBURGH HUMAN RESOURCES ASSOCIATION



PITTSBURGH HR ASSOCIATION PRESENTS

Annual Conference & Exhibition

People, Purpose & Passion: The Pathway to Success

OCTOBER 10-11, 2017

8AM - 5PM • DOUBLETREE BY HILTON, GREEN TREE, PA

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People, Purpose & Passion: The Pathway to Success

Dear Colleagues,

The **Pittsburgh Human Resources Association (PHRA) Annual Conference** provides proven, comprehensive learning that will boost your professional and personal potential whether you are new to the HR profession, hoping to supplement your workplace experience with strategic and tactical education, or seeking to increase your competencies for career growth.

ATTEND | DEVELOP | RETURN

*Build the framework for your own success and
Commit to getting the education you need to prosper.*

Our comprehensive programs will help you overcome challenges or develop new solutions and help you make connections that will motivate and energize you. Return to your office ready to blaze new trails — to be the best HR professional you can be.

FREEDOM AND FLEXIBILITY IN YOUR DEVELOPMENT

With over **20 sessions** that encompass the full scope of a well-rounded HR education, from business essentials to human resources innovations, you will be able to choose the sessions that will get you the tools and resources you need to achieve your professional and personal goals.

No matter how long you've been in HR or what position you hold, chances are there is still something you want to learn. Trends and laws change, new strategies and innovations pop up in our HR world all the time; to stay up-to-date we all need continuing educational opportunities that provide us with a wide range of HR concepts and ideas. It is our intention that you find a number of these educational opportunities at our Annual Conference, **People, Purpose & Passion: The Pathway to Success!**

The PHRA Annual Conference is a lot of learning packed into a short amount of time, so have fun, enjoy learning and networking, and *plan your Pathway to Success!*

Regards,

Liz Lamping, PHRA Executive Director

Keynote Address Session Summaries

Opening Day 1 Keynote Address

Tuesday, October 10, 2017 | 8:00 AM - 9:00 AM | Salon B-C-D-E

Lisa Horn, SHRM

Drive Business Success with Workplace Flexibility

Approved for HR (PHR) & SHRM Credits

Demographic and technological transformations are the new workplace reality, forcing HR and organizations to reimagine how work gets done to ensure business competitiveness. Learn how you can drive business success by harnessing the power of workplace flexibility (“workflex”) to manage these workforce changes and support your organizational goals and strategy. Explore how workflex can add value to the bottom line at your organization by improving retention and employee health and well-being, reducing absenteeism and real estate costs, and increasing productivity with better engagement and a solid business continuity strategy. This session will also help you make a strong business case for the value of workflex to your leadership team, using strategic workforce planning data and performance metrics, and by benchmarking your worklife offerings and leveraging other resources available under the SHRM-Families and Work Institute partnership.

Lisa Horn oversees SHRM’s public policy activities on Capitol Hill on issues important to the HR profession. She is responsible for implementing direct lobbying and member advocacy campaigns to influence HR public policy. Lisa also directs SHRM’s Workplace Flexibility Initiative, to provide HR professionals with research and resources on effective and flexible workplace practices.

As a respected Washington Insider, Lisa has led several employer coalition efforts on key workplace issues. She serves as one of SHRM’s primary spokespeople on workplace public policy issues, regularly interviewed by the media and sought out as a speaker for human resource and business audiences.

Since joining SHRM in 2004, Lisa has served as the organization’s chief lobbyist on public policy issues on Capitol Hill that impact the human resource profession. Prior to joining SHRM, Lisa worked for the U.S. House of Representatives as a staff member to two different Members of Congress. A native Nebraskan, Lisa began her career as a senatorial aide in the Nebraska Legislature, while completing a Bachelor of Arts degree in Political Science from the University of Nebraska-Lincoln.

Special Feature Day 1 Keynote Address

Tuesday, October 10, 2017 | 9:10 AM- 10:10 AM | Salon B-C-D-E

Craig R. Stambaugh, SPHR, *Vice President*, Human Resources, UPMC Health Services Division, *Vice President*, UPMC Talent Acquisition

Our Journey to Building a Best-in-Class Talent Acquisition Function

Approved for HR (PHR) & SHRM Credits

When UPMC decided to centralize their Talent Acquisition function in 2012, they knew it wasn't going to happen overnight. Assuming system-wide recruitment for the largest employer in Pennsylvania, while simultaneously growing the Talent Acquisition team, undoubtedly surfaced complex challenges. Equipping a team of more than 100 Talent Acquisition professionals with the proper tools, resources, and support to hire 18,000+ employees annually was a critical element to building strategies and processes to enhance the candidate and customer experiences. From temporary office space and cultural challenges to disconnected processes and new ways of doing things, hear from Craig R. Stambaugh, Vice President, Human Resources, UPMC Health Services Division & UPMC Talent Acquisition on what it takes (and what it doesn't) to create a best-in-class Talent Acquisition function.

Session Learning Objectives:

1. Gain understanding of how a center of excellence model for recruitment works.
2. Demonstrate knowledge on challenges associated with centralizing an HR function.
3. Identify strategies for communication and change management.

Craig R. Stambaugh, SPHR, CPA, is Vice President, Human Resources, Health Services Division and Vice President, Talent Acquisition, for UPMC, the largest employer in the state of Pennsylvania. UPMC serves the health needs of more than 4 million people each year, has over 68,000 employees and annual revenues of over \$14 billion.

In his role, Mr. Stambaugh leads a team of over 200 highly-skilled HR professionals that provide support to UPMC's Health Services Division & Cancer Centers, which includes all UPMC hospitals, senior living facilities, outpatient facilities, and physician practices. In addition, he is responsible for UPMC's Talent Acquisition team which provides expert recruitment support to all of UPMC by building a strong diverse workforce and bringing aboard over 18,000 hires per year.

Before joining UPMC in 2007, Mr. Stambaugh served as Director, Human Resources, with Ariba, Inc., as Human Resources manager for PricewaterhouseCoopers, and as Regional Manager of Recruitment for the firm's eastern region.

A native Pittsburgher, Mr. Stambaugh earned his bachelor's degree in accounting from Penn State University and is certified as a Senior Professional in Human Resources. In addition to his role at UPMC, Mr. Stambaugh serves as a Board Member of the Pittsburgh Downtown Partnership, Partner4Work, and formerly as a Board Advisory Member for PowerLink. Lastly, Mr. Stambaugh is a guest lecturer at the Graduate School of Public Health at the University of Pittsburgh.

Closing Day 1 Keynote Address

Tuesday, October 10, 2017 | 4:00 PM - 5:00 PM | Salon B-C-D-E

Daniel Bull, Zero Six Eight

Finding quality recruits with criminal backgrounds: Second Chance Employment

Approved for HR (PHR) & SHRM Credits

65 million working Americans have a criminal record. Often these records eliminate qualified candidates from hire due to concerns over liability, safety, and/or performance. There is strong data and legal precedent suggesting the opposite. Zero Six Eight will present a method to properly interview and measure risk, hedge against liability, and present compelling data showing above average retention and performance of qualified 'second chance employees'. Zero Six Eight will also inform attendees about local, state, and federal programs that provide incentives to corporations offering opportunities for persons with criminal backgrounds which lead to immediate and significant bottom line opportunities.

Daniel Bull is the founder of Zero Six Eight, a for-profit business incubator based in Pittsburgh, PA that exists to promote the full potential of ex-offenders as they pursue goals of employment, entrepreneurship, and independence. Daniel founded Zero Six Eight in 2013 after completing a 21-month prison sentence. Since then, the company has supported 13 startups and created over 85 ex offender jobs across a number of different industries. (Cyber Security, Construction, Retail, Medical and more)

Daniel believes that an honest and open confrontation with the past has been the driving factor in leading Zero Six Eight. Of all his accomplishments since re-entry, he considers reconciliation with his family and re-marriage to his wife, Nicole, to be the most miraculous examples of restoration - a snapshot of what is possible for those committed to change. Prior to 2013, Daniel was the co-founder and majority shareholder of Venture Advisors, a financial services firm that served U.S. based venture capitalists and venture-backed startups. Daniel also served on the Entrepreneurial Advisory Board at Grove City College and Foundation Board at Wesley-Spectrum Services.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Opening Day 2 Keynote Address

Wednesday, October 11, 2017 | 9:00 AM - 10:00 AM | Salon B-C-D-E

Len Petrancosta, The Leadership Quest

Vision: How Personal and Organizational Vision Ignites Passion and Propels Success

Approved for HR (PHR) & SHRM Credits

For many individuals in today's workplace, feeling a sense of connection with the organization's and leadership's personal vision of the future is critical to their workplace satisfaction and level of engagement with their company. "Meaning" is the new money.

Session Learning Objectives:

1. How to clarify vision and find your voice to affirm a shared understanding
2. How to understand how and why personal and organizational vision drives individual satisfaction and engagement
3. How to align actions with a shared vision and understand potential gaps with your/the organizational vision and daily work activities

Len Petrancosta has a proven track record as a local Pittsburgh top executive with Sysco food services and now as COO of Sandler Training/The Leadership Quest. Len is passionate about developing people and organizations to perform at their highest potential. His presentation style is warm, engaging, real-world, and authentic. He is a world-class presenter.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Closing Day 2 Keynote Address

Wednesday, October 11, 2017 | 2:00 PM - 3:00 PM | Salon B-C-D-E

David Moore, Air Force Winged Aviator and Officer
Purposeful Pursuit: Enhancing Growth in HR Leadership
Approved for HR (PHR) & SHRM Credits

Emotional intelligence is the practice of learning to address all situations from an interpersonal focus on people and their needs, wants and fears. This practice requires a shift in paradigm from an authoritarian style of leadership, to one that builds an environment of trust and mutual respect while allowing employees to operate more freely within a left and right margin. By creating a positive interactive environment, workers will gain engagement through buy in, leading to a purpose driven employment.

Dave Moore is a Navy and Air Force winged aviator and officer. He survived two plane crashes, flew through three hurricanes low-level with the Coast Guard on the HU-25 Falcon Jet during search and rescue and logged 39 combat missions in the Middle East with the Air Force in support of Operation Iraqi Freedom and Operation Enduring Freedom.

On December 17th, 1997, Dave found himself in a plane crash that can be summed up best by the National Transportation Safety Board (NTSB) investigator, "I don't know if you believe in God or not, but you should not be alive."

Months of healing passed and Dave was geared-up to fly again. He received the go-ahead from an FAA medical examiner. Panic attacks, uncontrollable heart rate and trembling were only some of the symptoms he was facing. With the 'in it to win it' attitude, he kept pressing forward. Panic attacks were so severe that on a flight back to Ohio in their F33 Bonanza, Dave set the autopilot in hopes the airplane would run out of gas and settle to the ground gently as he was sure he was going to pass out. Getting the plane back, he called his mother and told her what had been going on. She said she knew he had not been the same person, and urged him to seek professional help. Medical professionals diagnosed Dave with Post-Traumatic Stress Disorder (PTSD).

He began a career in sales, knowing his true passion lie in aviation. He eventually became commissioned as an officer, serving in the Coast Guard and the Air Force.

On his first deployment to the combat zone, Dave was inspired to write a book. He wrote 'Lines Along the Wall,' which ended up helping him more than anything. Dave enlightens on how he brought Post Traumatic Stress to Post Traumatic Growth. Dave shows that everyone has traumatic events in their life. Though they may not face death during the situation, each life event has a traumatic effect. Their reaction to each event, how they respond and if they take the lesson learned will determine the trajectory of their life.

Dave works to help others build a well-adjusted, health foundation. Dave uses his action packed life, overcoming certain death and becoming a prominent leader in multiple fields in his presentation, Survival Leadership. He is a real-life example, with an 'if I can do it, you can do it too' message.

Breakout Session Details

Concurrent Breakout Session 1

Tuesday, October 10, 2017 | 11:00 AM - 12:00 PM | Duquesne Room

Becky Vinton, Aspirant

The Agile Organization: Embedding Agility and Adaptability into the Organization for Innovation and Advantage

Pending Business (SPHR) & SHRM Credits

Innovation and agility are no longer options; they are organizational imperatives. This interactive, collaborative workshop is an opportunity to explore innovation concepts and how to organize for innovation. Participants will gain insights into their own organization using a unique Organizational Topology model. Participants will learn where to focus energy within their organization to build a more agile, adaptable and innovative organization that performs effectively and is better aligned to meet business objectives.

Becky is a Senior Manager at Newton Consulting, LLC and has over 20 years of large-scale global organizational change experience with Fortune 1000 and mid-size companies in multiple industries. Becky brings strong communication and planning, benefits definition and realization, and user engagement and management skills. She has successfully developed and executed organizational initiatives in alignment with business strategy to effectively align, engage, and enable an organization's resources and capabilities to meet business objectives. Becky led the development of Newton's Organizational Topography Model and has a unique perspective on developing and designing agile, adaptable organizations

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 1

Tuesday, October 10, 2017 | 11:00 AM - 12:00 PM | Salon 1 & 2

Bonnie Artman Fox, A Conscious Choice, LLC
Strengthen Organizational Health Through Work Culture
Approved for HR (PHR) & SHRM Credits

From an organization, to a sports team, to being with your group of friends, every group has a culture. People perform to the level expectation. If behaviors such as gossip, unresolved conflict, and low performance are allowed, those are the behaviors that will define your culture. Instead, imagine what would happen if there was a way to be intentional and systematic about creating the kind of culture where people function at their highest level? That gives your company a competitive advantage? Where everyone knows what's expected of them? A program that is sustainable and isn't just the next flavor of the month? This workshop will show you how. You will learn the steps to build a high performing culture and strengthen organizational health. You will leave with a roadmap backed by brain science to take an ordinary culture to world class.

Culture Speaker and Coach **Bonnie Artman Fox** works with Senior Leaders and HR Professionals to strengthen organizational health through work cultures that optimize performance, productivity, and results. With over 25 years of expertise as a psychiatric nurse and marriage & family therapist, she helps organizations build work cultures where people function at their best. Her speaking and coaching programs are based in brain science, positive psychology, and provide proven methods to build cultures where people want to work and leverage competitive advantage. A highlight of her work is helping employees get along who used to be at odds with each other and reduce workplace suffering from abrasive bosses. Her Leadership Turnaround Coaching Program has an 82% success rate of leaders replacing abrasive behavior with tact, consideration, and empathy.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 1

Tuesday, October 10, 2017 | 11:00 AM - 12:00 PM | Salon 3

Chris DeAndrea, HB Retirement

Megan Warzinski, HB Retirement

Plan Design Trends in the Retirement Industry

Approved for HR (PHR) & SHRM Credits

Retirement Planning is the process of determining retirement income goals and the actions and decisions necessary to achieve those goals. Retirement planning includes identifying sources of income, estimating expenses, implementing a savings program and managing assets. One of the best ways to meet these goals is through an Employee Sponsored Retirement Plan. As a plan sponsor, how do you know if you have the right plan design in place? How do you know what the participants in your plan are thinking? How do you best ensure that your employees can retire on time and keep a similar standard of living? Being up to date on the plan design trends in the retirement industry is essential when running a retirement plan. This presentation will key you in on what other plan sponsors are currently doing and what participants are thinking.

With more than 19 years of retirement plan consulting experience, **Megan Warzinski** specializes in all areas of retirement plans as a retirement plan focused representative. She works with plan sponsors to establish best practices governance procedures, including education on regulations and education for plan fiduciaries. As a plan consultant, Megan provides insight on plan optimization and operations processes as a way to establish quality standards. She also assists the employer in addressing ERISA fiduciary requirements through the evaluation of legislative updates and marketplace analysis. In 2015 and 2016 Megan was recognized by the National Association of Plan Advisers (NAPA) as one of the Top Women Advisors. Megan also holds her Series 6 and 63 licenses in addition to her Accredited Investment Fiduciary (AIF) designation.

Chris DeAndrea is a Retirement Plan Consultant with HB Retirement and has four years of retirement and investment experience. Chris works with HB Retirement's clients in many ways which includes retirement plan administration and compliance, plan governance, plan design, investment line-up analysis, and employee education. As a member of the HB Retirement team Chris maintains his Series 7, 66, and PA Life, Accident, and Health Insurance licenses. He also holds his Certified Plan Fiduciary Advisor (CPFA) and Accredited Investment Fiduciary (AIF) designations.

Concurrent Breakout Session 1

Tuesday, October 10, 2017 | 11:00 AM - 12:00 PM | Salon 4

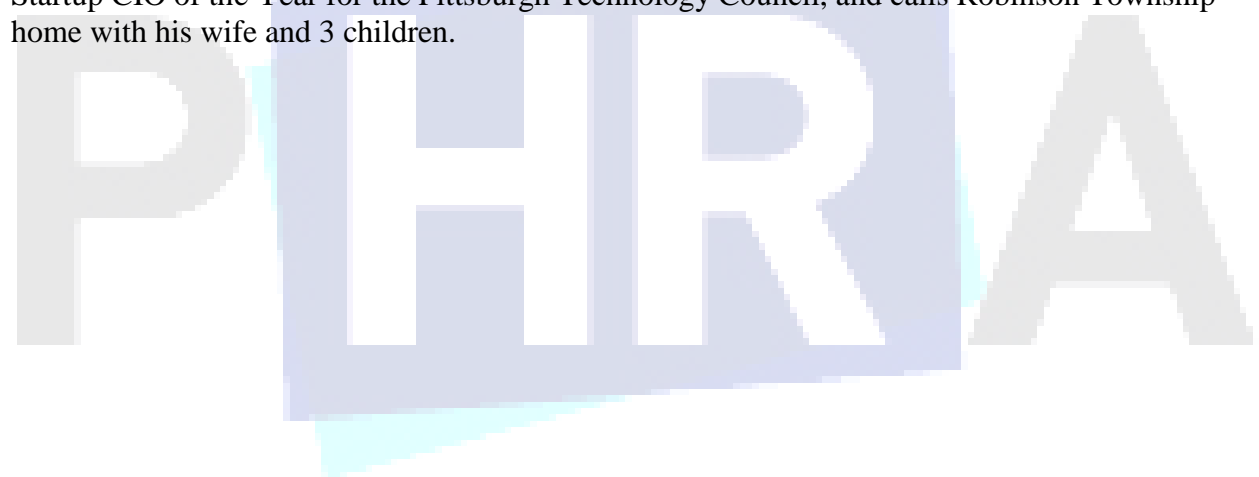
Eric Harvey, Imagine Careers

The ground beneath recruiting is shifting. Are you shifting with it?

Approved for HR (PHR) & SHRM Credits

The methods that companies primarily use to attract and hire talent are growing less and less effective. The world is moving away from job boards and recruiting agencies and in the direction of employment branding, referrals, and social recruiting. In this discussion, we'll explore this changing landscape and how you can ensure that your organization is able to keep up with it.

Eric Harvey is a serial entrepreneur completely dedicated to creating a better way for people and companies to discover and engage with one another. He's the CEO and founder of Imagine Careers, a company that matches people and companies based on mutual fit. Eric was the 2014 Startup CIO of the Year for the Pittsburgh Technology Council, and calls Robinson Township home with his wife and 3 children.



PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 2

Tuesday, October 10, 2017 | 1:00 PM - 2:00 PM | Duquesne Room

Jonna Contacos-Sawyer, HR Consultants, Inc.

Helping the C Suite with Strategic Planning

Pending Business (SPHR) & SHRM Credits

Strategic goals identify how an organization intends to address its critical issues, considering both critical success factors and core competencies, in support of the mission and vision. Goals drive actions and represent the general end toward which an organizational effort is directed. Goals address overall critical issues that drive broad programmatic or functional areas. A goal should provide a sense of what level of performance is expected but it should not specify how the organization is to achieve the level of performance. Without a strategic plan, do we have employees that are engaged in the business and are we prepared to compete in a fast-paced and changing global economy?

Jonna Contacos-Sawyer, CMC, CCP, SPHR has over 27 years of management and human resource experience, which she utilizes to lead HR Consultants, Inc. (HRC), a management and human resource consulting and training firm, in the capacity of President & Consulting Principal. Ms. Contacos-Sawyer has specialized expertise in the areas of strategic planning and organizational development and from this expertise aligns business strategies and objectives with customized performance management systems that result in improved individual, team, and organizational performance. She also specializes in job analysis, strategic compensation, competency development, managerial communications, human resource infrastructure assessment, training, and mitigating employment practice risk. By establishing performance measures and mapping workflow to organizational goals, quality processes, and customer service standards, Jonna has assisted many organizations in achieving a greater return on their investment in human capital.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 2

Tuesday, October 10, 2017 | 1:00 PM - 2:00 PM | Salon 1 & 2

Kristine Irwin, Pittsburgh Mercy

The Silent Crime: What your Organization needs to know about sexual violence, domestic violence, and stalking.

Approved for HR (PHR) & SHRM Credits

Workplace violence has gained increasing attention and focus over the last ten years, with reports of disgruntled employees or former employees returning to their places of employment with a gun. However, this is just one aspect of the violence that employees may experience that can impact the workplace. Participants will learn what sexual violence, domestic violence and stalking is through definition and real world examples. They will role play with a victim, and figure out the costs of violence in the workplace. They will be provided resources on how they can include violence education in current trainings and policies. The key take away is to provide education and allow an organization to be informed and let their employees know they are supportive of those that are going through a sexual violence, domestic violence or stalking situation.

Kristine is a survivor of rape. It has been almost 12 years since the incident but in that time, she has been able to heal, grow, and learn who she truly is. She is a Wife, Mother, an Advocate for Ending Sexual Violence and changing our culture. Kristine is an HR recruiter at Pittsburgh Mercy and the Secretary on the PHRA Board. She also runs a non-profit called Voices of Hope. The goal of her non-profit is to educate and prevent sexual violence through speaking engagements and campaigns.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 2

Tuesday, October 10, 2017 | 1:00 PM - 2:00 PM | Salon 3

Rachel Bender, Arthur J. Gallagher Co.

Strategic Recruitment Workshop

Approved for HR (PHR) & SHRM Credits

Finding the perfect candidate to fill your open position does not just happen organically. There is an art behind the recruitment process that begins before the position is even posted to ensure you are actively targeting the right candidates. This presentation will provide you with the tools to effectively recruit so that you increase your own productivity, as well as the productivity of your organization.

Rachel Bender Meyer is the Director of HR Talent for the Titan Group. Rachel graduated from Virginia Commonwealth University with a BS in Communications and is a member of Society Human Resource Management (SHRM).

Rachel has more than 15 years of recruiting experience, working both locally and nationally, for temporary, contract-to-hire and executive roles. She built and managed a national division of executive recruiters where she was also responsible for managing and maintaining a full desk of business.

Rachel's in-depth knowledge of the recruiting industry gives her a unique blend of experience and insight that will ensure success for both clients and candidates alike.

Industry experience includes retail, finance, and healthcare, pharmaceutical, nonprofit, marketing, advertising and interactive. Titan Group clients include Comfort Zone Camp, The BOSS Group, Aquent, Executive Search Professionals and Morgan Eisenmann Executive Search.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 2

Tuesday, October 10, 2017 | 1:00 PM - 2:00 PM | Salon 4

Mario Bordogna, Clark Hill, PLC

Everything HR Needs to Know About Conducting Internal Investigations

Approved for HR (PHR) & SHRM Credits

With legal action lurking behind almost every corner for HR these days, it's imperative that it's be crossed and it's be dotted when it comes to human resource functions which tend to breed lawsuits, and one of those rife with legal landmines is internal investigations -- whether to eradicate harassment, identify the source of theft, probe workplace misconduct, or some other purpose. While conducting internal investigations would seem to be straightforward, it often is not, and to keep your company out of needless legal action, investigations must be done thoroughly and correctly. This engaging session will detail the essential steps of conducting internal investigations - including what to do before you start and after your investigation is completed. Along the way, case studies where investigations went wrong will be examined to illustrate the consequences of doing them improperly.

Mario Bordogna is a labor and employment attorney working as Senior Counsel with the firm of Clark Hill, PLC in Pittsburgh, Pennsylvania. He represents clients in all aspects of labor and employment law, and for two decades has concentrated his practice in the areas of HR and employment counseling (hiring, firing, leave issues, handbooks, policy development, contracts); labor-management relations (collective bargaining, grievances, arbitration); and employment litigation (discrimination, wrongful discharge, sexual harassment, wage and hour). He represents clients in sectors such as healthcare, energy, hospitality, manufacturing and others, working on the front end to keep clients in legal compliance, and assisting them on the back end if they need a strong litigation advocate. He has been recognized three times as a Super Lawyers' Rising Star, has been honored as a Top-25 Online Influencer by HR Examiner, and was chosen for the 2016 and 2017 Editions of Best Lawyers of America.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 3

Tuesday, October 10, 2017 | 2:50 PM - 3:50 PM | Duquesne Room

Richard Citrin, Citrin Consulting

Resilience. Agility. Change.

Pending Business (SPHR) & SHRM Credits

For all our efforts to manage strategy in a changing environment, the one factor that is most frequently overlooked is the impact of change on employees. Change creates anxiety, fear, loss of focus and decreased productivity for employees. These "animal spirits" are what truly guide the success of change efforts and HR professionals must guide senior leaders to provide employees with the capabilities to integrate their own resilient and agility resources to make the changes successful.

Richard Citrin, Ph.D., MBA is an organizational and consulting psychologist whose career has included being an entrepreneur, health care executive and now a consultant helping organizations and HR leaders improve the performance of their enterprise. His recently published book, *The Resilience Advantage* discusses ways that organizations can create a culture that moves away from the blaming mentality of stress management to an empowering mindset of resilience. Richard has served as a leadership consultant with PPG Industries, American Airlines, Leadership Pittsburgh, Goodyear Tire and Rubber, The University of Pittsburgh, Carnegie Mellon University and The Greater Pittsburgh Community Food Bank, among many other corporate, non-profit and governmental organizations.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 3

Tuesday, October 10, 2017 | 2:50 PM - 3:50 PM | Salon 1 & 2

Paul Brahim, BPU Investment Management, Inc.

Why Financial Literacy Matters

Pending Business (SPHR) & SHRM Credits

Today, employee productivity and financial wellness seem to be inextricably entwined. In a recent SHRM article entitled, Financial Wellness in the Workplace, it was reported that “seven out of 10 HR professionals indicated that personal financial challenges have a large or some impact on overall employee performance. Of these HR Professionals, approximately one-half reported that employees’ stress (50%) and their ability to focus on work (47%) were the aspects of employee performance that were most negatively affected by personal financial challenges.” Adding, “By improving financial wellness in your workplace, you will improve productivity of employees; lower employee absenteeism and turnover and build a more satisfied and loyal workforce.” I will address why and how to develop a comprehensive and effective worksite personal financial education program to motivate employees to take control of their financial future.

Paul Brahim is a shareholder of BPU and the CEO and Chairman of the Board of Directors of the firm. He is also a member of the firm’s Investment Committee. Paul joined BPU in 1997 as Managing Director of Wealth Management. In that capacity, Paul led the firm’s efforts to provide comprehensive financial planning and asset management services to individual clients. He also introduced and developed BPU’s Personal Financial Education (PFE) program and was instrumental in creating the firm’s retirement plan offering. Paul was promoted to Executive Vice President in 2006, Chief Compliance Officer in 2011 and his current position in 2013. He is frequently interviewed by local and national media and has been named one of western Pennsylvania’s top financial advisors for several consecutive years through a survey in Pittsburgh Magazine.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 3

Tuesday, October 10, 2017 | 2:50 PM - 3:50 PM | Salon 3

Peter Gabriel, Key Leadership

Paulette Gabriel, Key Leadership

The Six C's for Making the Most of Talent

Approved for HR (PHR) & SHRM Credits

Six dimensions will be presented and discussed as they relate to development and retention strategy. The dimensions are: Confidence – In yourself and others that sponsors efficacy, empowerment, and risk Character – That acts as an anchor, a compass, and an inspiration Constancy – In ensuring alignment of self-interest and the greater good Commitment – The underscores your belief in others and the mission Capacity – To savor leading others to be their best self Clarity – Own your role as talent magnet

Paulette Gabriel founded and developed Key Leadership. Paulette has significant experience as a consultant to executives and organizations and in leadership development. She runs a successful executive coaching practice and has helped organizations and individuals accelerate their capacity for development, self-renewal and continuous learning. She's also led strategic and tactical human resources initiatives for executives and managers in a number of industries, including: pharmaceuticals & chemicals, financial services, transportation, consumer products, consulting services and retail. Paulette completed her doctoral dissertation at George Washington University in the field of leadership on authentic leadership.

Peter Gabriel is a leadership consultant and expert in coaching and leadership development. Prior to joining Key Leadership, Peter spent 19 years at Vanguard leading multiple teams. Peter attained his professional coach certification from Duquesne University. In addition, Peter is completing his doctorate of education in leadership at Creighton University with anticipated completion in June 2017.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 3

Tuesday, October 10, 2017 | 2:50 PM - 3:50 PM | Salon 4

Renee Mielnicki, East Coast Risk Management

FMLA, the ADA and Worker's Compensation: A Complex Bermuda Triangle

Approved for HR (PHR) & SHRM Credits

Managing a medical leave of absence can be very complex. Several laws can come into play such as worker's compensation, the Americans with Disabilities Act and the Family Medical Leave Act. Understanding how these laws interact when managing a medical leave is critical to compliance and mitigating the risk for employment related law suits. This session will provide a high level overview of FMLA and the ADA. It will also explain how these laws interact and intersect with each other, as well as with worker's compensation, when managing a leave of absence.

Renee Mielnicki graduated cum laude with a Bachelor of Arts Degree in Political Science from the University of Pittsburgh and went on to earn a Juris Doctor degree from Duquesne University School of Law. She began her career at the law firm of Seewald, Mielnicki & Petro in 2001 where she practiced primarily in the areas of administrative, civil and criminal litigation. She then went on to serve the Allegheny County Housing Authority as its Associate General Counsel from 2007 to 2013. Her role with the Housing Authority was diverse, but included contractual work, policy drafting, union issues and grievances and a wide range of human resource related issues. Renee joined East Coast Risk Management in October 2013 as its General Counsel where she then began to focus exclusively on human resource and employment related issues. She is also the Director of East Coast Risk Management's Human Resource Services Department. Renee works closely with our clients to provide expert consultation and Human Resources services including legal review or development of policies, procedures and employment-related contracts, training employees and supervisors on any HR-related subjects, guidance or representation at unemployment or EEOC proceedings, consulting and participating in sensitive terminations, and much more. Renee also offers human resources counsel and tips on her regular blog, HR Counselor's Corner at www.eastcoastriskmanagement.com.

Concurrent Breakout Session 4

Wednesday, October 11, 2017 | 10:30 AM - 11:30 AM | Duquesne Room

Shahfar Shaari, Workforce Optimized, LLC

Building a Data-driven Human Resources Culture - Strategy, Considerations, and Best Practices for Building a People Analytics Function

Pending Business (SPHR) & SHRM Credits

Very often organizations have limited understanding into their current and future workforce requirements, and lack the insights for identifying, retaining, and shifting high performing talent, leading to less than optimal utilization of their human resources. As a result, these organizations are unable to seize opportunities to further differentiate themselves in the market. However, this challenge may be addressed by developing a data-driven enterprise strategy, culture, and operating model, and harnessing the power of People Analytics. Insights derived from People Analytics lead to decisions and actions that improve human resource performance and increase its strategic value. This seminar will focus on best practices and considerations for designing, developing and delivering a People Analytics function consistent with the organizational strategy.

Shahfar Shaari is The HR Technologist and principal at Workforce Optimized, helping organizations maximize value from their human resources through optimal HR technology roadmap, selection, and implementation, as well as effective analytics strategy, design and deployment. During a career spanning 20 years, Shahfar's experience includes such capacities as Vice President of Administration, HR Director, Senior Consultant for HR Service Delivery and Senior Manager of HR Technology across global enterprises in a variety of industries. He received his B.A. in Economics from UCLA, and M.S. in Human Resource Management from Robert Morris University. He holds the SPHR, SHRM-SCP and Certified Payroll Professional (CPP) designations, and is an adjunct professor for HR Analytics at the University of Pittsburgh.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 4

Wednesday, October 11, 2017 | 10:30 AM - 11:30 AM | Salon 1 & 2

Naina Bishop, Right Management

Millennials and Mentoring: A strategic and creative look at the intersection of youth and wisdom to sustain organizational momentum

Approved for HR (PHR) & SHRM Credits

This session will review and discuss key insights to leadership development of Millennials from the 2016 research study. A strategic perspective will be provided to anticipate workforce changes and development of the next generation of leaders and attendees will explore the benefits of an underutilized resource pool of mentors to engage millennials and sustain organizational momentum.

Naina B. Bishop, Ph.D. is a Senior Consultant and Regional Coaching Practice Leader. She brings 25+ years of U.S. and global Talent Management experience adding depth and breadth to her strategic consulting, with special expertise in coaching, assessments and development. She is adept at helping organizations work through strategic workforce challenges such as an aging leadership cohort, succession pipeline concerns, high-potential engagement and preparing the bench for sustaining organizational gains. She co-creates creative solutions with her clients from the world of coaching, mentoring, assessments and development to address their needs. Naina is a versatile facilitator certified to deliver many leadership programs. In addition, she keeps active as a thought leader, leads and presents as an applied researcher and practitioner in professional conferences, in addition to maintaining various professional affiliations.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 4

Wednesday, October 11, 2017 | 10:30 AM - 11:30 AM | Salon 3

Ann Wallace, Arthur J. Gallagher Co.

The Behaviors of a Cohesive Team

Approved for HR (PHR) & SHRM Credits

In today's very challenging and competitive business environment, teamwork is the ultimate competitive advantage. Yet, teamwork can be elusive, and is largely untapped because many teams fall prey to the five dysfunctions of a team, according to Patrick Lencioni, author of the bestselling book, *The Five Dysfunctions of a Team*.

As Director of Organizational Development and Training, Ann Wallace is focused on delivering education and training solutions for businesses and organizations. In this role, she is responsible for developing, marketing and facilitating training and coaching programs designed to enhance individual performance and contribute to the strategic goals of the company.

Ann brings over 20 years of experience and a combined background in education, business, training, sales and marketing, coaching and executive level career development. She has broad industry and diverse clientele experience, nationally and internationally, and has worked with Fortune 500 Companies as well as small to mid- sized organizations.

Prior to joining Gallagher Benefit Services, Inc., Ann was focused on developing and marketing business, leadership and communications training for the healthcare industry. She has worked with major medical centers including Yale New Haven Health System and NY Presbyterian Hospital.

In addition, Ann has extensive experience with Career Development Services where she was involved with corporate career development, performance improvement coaching, international career issues and client relationship management. She is certified in numerous assessment tools such as DISC, Myers-Briggs Type Indicator, Caliper Profile and 360° Leadership Assessments.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 4

Wednesday, October 11, 2017 | 10:30 AM - 11:30 AM | Salon 4

Tammy S. Richardson, Caterpillar Inc

Think Big, Start Small, Act Fast - Engaging and Retaining with Inclusion and Innovation

Pending Business (SPHR) & SHRM Credits

Think Big, Start Small, Act Fast - Engaging and Retaining with Inclusion and Innovation The current environment of business is fast paced and competitive. In this session we will discuss how the creation of a culture of inclusion supports innovative thinking and engages employees. This engagement ultimately creates positive employee retention and value proposition. Ideas for how to establish self-awareness of your levels of innovative thought and inclusion and techniques to improve these thought process skills in yourself and your team will be presented.

Tammy Richardson, MBA, SPHR-SCP, SHRM – Tammy is an accomplished leader with diverse global experience who consistently demonstrates strong leadership skills, integrity, and an understanding of business acumen. With over 19 years of results-based experience at a global corporation functioning in Human Resources and Operations Management roles in both domestic and international locations, she is passionate about developing talent and creating a team culture that embraces innovative ideas along with process excellence that achieves superior business results.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 5

Wednesday, October 11, 2017 | 12:55 PM - 1:55 PM | Duquesne Room

Sylvia Vogt, Carnegie Mellon University

When Priorities Shift: Creating Effective Leaders for Change and Innovation

Pending Business (SPHR) & SHRM Credits

We live in a world of change and uncertainty, now more than ever. When leading change in a business context, success lies in the ability to understand who you are as a leader and how your preferences impact others. Valuing different leadership behaviors and personality styles is crucial for your own success as a human resources professional, and is essential for the leaders that you develop within your organization. Successful leaders and organizations see differences as contributors to success. In this session, Sylvia Vogt will present several valuable tools to capitalize on different personality styles and leadership behaviors in times of change and innovation. These tools will be specific, immediately applicable, and useful to any motivated professional in today's complex business environment. Targeting mid- to senior-level human resources professionals, this session will provide a brief glimpse of the high-quality executive training available at Carnegie Mellon University's Carnegie Bosch Institute.

Ms. Sylvia Vogt is the president of the Carnegie Bosch Institute and adjunct professor of management at Carnegie Mellon University. As Bosch executive-in-residence, she leads the Institute's activities, which include research and education in international management. She serves as faculty in the classroom and is an executive coach with a focus on leadership development, change management, leading innovation, and the people dimension in international business. Prior to joining Carnegie Mellon in 2009, Ms. Vogt held several leadership positions with The Bosch Group, both in Germany and in the U.S. Her success was recognized in 2005, when Automotive News named her one of 100 Leading Women in the North American Auto Industry. Ms. Vogt is a Certified MBTI® Practitioner and a Certified Executive Coach, Psychology of Change (DBVC German-Coaching Association).

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 5

Wednesday, October 11, 2017 | 12:55 PM - 1:55 PM | Salon 1 & 2

Stephen L. Korbel, Babst Calland

Hey Bud, it's High Time to Smoke Out the Implications of Pennsylvania's Medical Marijuana Act on Employers

Approved for HR (PHR) & SHRM Credits

In this session, attendees will learn about the Pennsylvania Medical Marijuana Law and its the complicated interaction of existing federal and state laws and regulations regarding drug testing, medical leave and disability accommodation.

Steve Korbel is a shareholder in the Employment and Labor Services and the Public Sector Services Groups of Babst Calland. Mr. Korbel has served as a municipal solicitor for several years and is currently Solicitor for Aspinwall Borough and Forest Hills Borough. He also has served as special labor counsel to several municipalities and two counties. In addition to Mr. Korbel's municipal law practice, he also counsels public and private employers in all aspects of the employment relationship, from hiring through termination. He advises clients on employment discrimination issues and rights, workplace harassment, disability accommodation, Family & Medical Leave Act compliance, employee handbooks, workplace investigations, disciplinary action, employment agreements, restrictive covenants, waivers and releases.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 5

Wednesday, October 11, 2017 | 12:55 PM - 1:55 PM | Salon 3

Pamela Murray, Willis Towers Watson

All Aboard - Next Generation Talent Acquisition and Onboarding Strategies

Approved for HR (PHR) & SHRM Credits

Finding talent has never been easier than it is today; yet many companies have not moved into the 21st century when it comes to sourcing strategies. While finding talent may be easier, retaining talent is not. More than 80% of new employees decide whether or not to stay with a company within the first six months of being hired, and nearly one in three leave within that first year. To write the new chapter in talent acquisition and onboarding, companies need to adopt leading practices, new tactics and strategies that allow them to better select, assimilate, and retain employees - especially those deemed as critical to organizational success. Moving to the next generation requires sourcing talent proactively, utilizing social media and deploying an onboarding strategy that immerses new employees in the company's culture and vision and focuses on experiences rather than tasks – is your company ready to come on board?

Pam Murray is a Senior HR Consultant within Willis Towers Watson's Value Added Services division - her depth and breadth of expertise is within total rewards with extensive experience in the healthcare, corporate and consulting industries. Prior to joining WTW in 2012, she was the Director, Total Compensation for a large global facilities and food services entity with responsibility for base pay administration and variable pay within the US – she also served as the Compensation and Benefits Director for both stand alone and system affiliated hospitals for over 15 years. Pam regularly speaks at local, state and national professional affiliation meetings on topics such as employee engagement, performance management, work life initiatives, HR strategy and optimization, and compensation. In addition to speaking, she has published articles and written blogs on various relevant total rewards topics. Pam holds a Bachelor's of Science degree in Business Administration from Towson University.

PITTSBURGH HUMAN RESOURCES ASSOCIATION

Concurrent Breakout Session 5

Wednesday, October 11, 2017 | 12:55 PM - 1:55 PM | Salon

Ed Krow, TurboExecs

Creating Line of Sight - How to Get to the Bottom Line Through Your Employees

Approved for HR (PHR) & SHRM Credits

This interactive seminar will demonstrate the strategies for and benefits of focusing employees' efforts on the things that really matter to their organization. This session will explore the benefits of creating line of sight between employees' everyday behaviors and bottom line business results AND communicating this link to employees. The discussion will focus on identifying the factors that motivate various levels of employees to perform and the types of variable pay systems that can be used to reward high performers. This session will help owners/executives create a system that will attract, motivate, and retain key talent, as well as encourage employees to focus on continuous operational improvement. This session will emphasize the balance between organizational success and individual performance. This "line of sight" is an employee's perception of the degree to which his/her contributions are linked to the success of the organization. We will identify the proper variable pay programs that will create a link between employees' everyday performance and the organization's success and explore the concept of using multiple variable pay plans in an organization in order to motivate different groups and levels of employees.

Ed Krow, SPHR, CCP, SHRM-SCP, CHCM, of TurboExecs partners with results-oriented, small and medium businesses that are struggling with chaos, such as out-of-control growth, sudden terrifying decline in revenues or profits, or people problems that are having a negative impact on the business. He helps them put in place training, compliance and compensation systems so they avoid legal issues while offering both development opportunities and competitive packages that incentivize performance in alignment with their business goals. Ed's clients often refer to him as their "Safety Net," because he keeps them from falling into HR traps and eliminates HR headaches. When he's not working with clients, Ed can be found teaching at Millersville University or speaking at Human Resources conferences, seminars, and professional development sessions. In his free time, Ed enjoys family time, travel, golf, the outdoors and Notre Dame and Baltimore Ravens football.



**Approved for 10 HR
(PHR) & SHRM Credits**

**Pending Approval for 7
Business Credits (SPHR)**



**PHRA Annual Conference Schedule, October 10-11, 2017
People, Purpose & Passion: The Pathway to Success**

Vendor Pre-Conference Set-Up: Monday, October 9

6:00 - 9:00 p.m.	Vendor Registration - Set Up: Exhibit Hall: Salon A
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DAY 1: Tuesday, October 10

Time	Conference Event	Credits	Room Location
7:15 - 7:45	Attendee Registration/Continental Breakfast		Salon B-C-D-E
7:45 - 8:00	Welcome Remarks, PHRA President, Ron Kubitz, Forms+Surfaces		Salon B-C-D-E
8:00 - 9:00	Opening Keynote: Lisa Horn , SHRM, <i>Drive Business Success with Workplace Flexibility</i> Approved for HR (PHR) & SHRM Credits	General	Salon B-C-D-E
9:05 - 9:10	Intermission		
9:10 - 10:10	General Session Keynote: Craig R. Stambaugh , SPHR, Vice President, Human Resources, UPMC Health Services Division, Vice President, UPMC Talent Acquisition <i>Our Journey to Building a Best-in-Class Talent Acquisition Function</i> Approved for HR (PHR) & SHRM Credits	Business	Salon B-C-D-E
10:10 - 10:45	Dedicated Exhibit Hall Time: Exhibit Hall: Salon A		
10:55 - 11:00	Intermission		
11:00 - 12:00	Concurrent Breakout Sessions 1		
11:00 - 12:00	Becky Vinton , Aspirant <i>The Agile Organization: Embedding Agility and Adaptability into the Organization for Innovation and Advantage</i> Pending Business (SPHR) & SHRM Credits	Business	Duquesne Room
11:00 - 12:00	Bonnie Artman Fox , A Conscious Choice, LLC <i>Strengthen Organizational Health Through Work Culture</i> Approved for HR (PHR) & SHRM Credits	General	Salon 1 & 2
11:00 - 12:00	Chris DeAndrea , HB Retirement Megan Warzinski , HB Retirement <i>Plan Design Trends in the Retirement Industry</i> Approved for HR (PHR) & SHRM Credits	General	Salon 3
11:00 - 12:00	Eric Harvey , Imagine Careers <i>The ground beneath recruiting is shifting. Are you shifting with it?</i> Approved for HR (PHR) & SHRM Credits	General	Salon 4

12:00 - 1:00	Networking Lunch with Exhibitors: Salon B-C-D-E		
1:00 - 2:00	Concurrent Breakout Sessions 2		
1:00 - 2:00	Jonna Contacos-Sawyer , HR Consultants, Inc. <i>Helping the C Suite with Strategic Planning</i> Pending Business (SPHR) & SHRM Credits	Business	Duquesne Room
1:00 - 2:00	Kristine Irwin , Pittsburgh Mercy <i>The Silent Crime: What your Organization needs to know about sexual violence, domestic violence, and stalking.</i> Approved for HR (PHR) & SHRM Credits	General	Salon 1 & 2
1:00 - 2:00	Rachel Bender , Arthur J. Gallagher Co. <i>Strategic Recruitment Workshop</i> Approved for HR (PHR) & SHRM Credits	General	Salon 3
1:00 - 2:00	Mario Bordogna , Clark Hill, PLC <i>Everything HR Needs to Know About Conducting Internal Investigations</i> Approved for HR (PHR) & SHRM Credits	General	Salon 4

2:00 - 2:45	Dedicated Exhibit Hall Time: Salon A, Afternoon Snack Provided		
2:50 - 3:50	Concurrent Breakout Sessions 3		
2:50 - 3:50	Richard Citrin , Citrin Consulting <i>Resilience. Agility. Change.</i> Pending Business (SPHR) & SHRM Credits	Business	Duquesne Room
2:50 - 3:50	Paul Brahim , BPU Investment Management, Inc. <i>Why Financial Literacy Matters</i> Pending Business (SPHR) & SHRM Credits	General	Salon 1 & 2
2:50 - 3:50	Peter Gabriel , Key Leadership Paulette Gabriel , Key Leadership <i>The Six C's for Making the Most of Talent</i> Approved for HR (PHR) & SHRM Credits	General	Salon 3
2:50 - 3:50	Renee Mielnicki , East Coast Risk Management <i>FMLA, the ADA and Worker's Compensation: A Complex Bermuda Triangle</i> Approved for HR (PHR) & SHRM Credits	General	Salon 4

3:50 - 4:00	Intermission		
4:00 - 5:00	Closing Keynote: Daniel Bull , Zero Six Eight <i>Finding quality recruits with criminal backgrounds: Second Chance Employment</i>	General	Salon B-C-D-E

5:00 - 6:30	Networking Social with the Exhibitors: Salon B-C-D-E		
	DAY 2: Wednesday, October 11		
Time	Conference Event	Credits	Room Location
7:45 - 8:15	Continental Breakfast		Salon B-C-D-E
8:15 - 8:45	PHRA President-Elect, Kori Amos, HRV Conformance Verification Associates, Inc. , State of the Association & Volunteer of the Year Award Presentation		Salon B-C-D-E
8:45 - 9:00	SHRM State of the Association, Phyllis Shurn Hannah , SHRM, Regional Director		Salon B-C-D-E
9:00 - 10:00	Opening Keynote: Len Petrancosta , The Leadership Quest <i>Vision: How Personal and Organizational Vision Ignites Passion and Propels Success</i> Approved for HR (PHR) & SHRM Credits	Business	Salon B-C-D-E
10:00 - 10:25	Dedicated Exhibit Hall Time: Exhibit Hall: Salon A		
10:30 - 11:30	Concurrent Breakout Sessions 4		
10:30 - 11:30	Shahfar Shaari , Workforce Optimized, LLC <i>Building a Data-driven Human Resources Culture - Strategy, Considerations, and Best Practices for Building a People Analytics Function</i> Pending Business (SPHR) & SHRM Credits	Business	Duquesne Room
10:30 - 11:30	Naina Bishop , Right Management <i>Millennials and Mentoring: A strategic and creative look at the intersection of youth and wisdom to sustain organizational momentum.</i> Approved for HR (PHR) & SHRM Credits	General	Salon 1 & 2
10:30 - 11:30	Ann Wallace , Arthur J. Gallagher Co. <i>The Behaviors of a Cohesive Team</i> Approved for HR (PHR) & SHRM Credits	General	Salon 3
10:30 - 11:30	Tammy S. Richardson , Caterpillar Inc <i>Think Big, Start Small, Act Fast - Engaging and Retaining with Inclusion and Innovation.</i> Pending Business (SPHR) & SHRM Credits	General	Salon 4

11:45 - 12:45	Networking Lunch with Exhibitors, Salon B-C-D-E		
12:45 - 12:55	Intermission		
12:55 - 1:55	Concurrent Breakout Sessions 5		
12:55 - 1:55	Sylvia Vogt , Carnegie Mellon University <i>When Priorities Shift: Creating Effective Leaders for Change and Innovation</i> Pending Business (SPHR) & SHRM Credits	Business	Duquesne Room

12:55 - 1:55	Stephen L. Korbel , Babst Calland <i>Hey Bud, it's High Time to Smoke Out the Implications of Pennsylvania's Medical Marijuana Act on Employers.</i> Approved for HR (PHR) & SHRM Credits	General	Salon 1 & 2
12:55 - 1:55	Pamela Murray , Willis Towers Watson <i>All Aboard: Next Generation Talent Acquisition and Onboarding Strategies</i> Approved for HR (PHR) & SHRM Credits	General	Salon 3
12:55 - 1:55	Ed Krow, TurboExecs <i>Creating Line of Sight: How to Get to the Bottom Line Through Your Employees</i> <i>Pending Business (SPHR) & SHRM Credits</i>	Business	Salon 4
2:00 - 3:00	Closing Keynote: David Moore , Air Force Winged Aviator and Officer <i>Purposeful Pursuit: Enhancing Growth in HR Leadership</i> Approved for HR (PHR) & SHRM Credits	General	Salon B-C-D-E
3:00	Wrap-Up and Exhibitor Prize Distribution: Salon B-C-D-E		