Achieving Success through Talent Management – Going to the Next Level
Steven Woods Ph.D. – President, LCSR Consulting LLC
Talent Management is the disciplined process of ensuring that a company possesses the leadership and people capacity and organizational capabilities required to successfully execute its strategies and realize its vision and growth goals. At the end of the day, the best companies (those achieving their goals and winning in the marketplace) put time and effort into ensuring that they have the right people, with the right skills, in the right roles to drive business performance and optimize organizational performance. The focus of the presentation will be on “Achieving Success through Talent Management: Going to the Next Level. The presentation will provide an overview model of how to “connect the dots” between corporate strategy and talent management as well as present a broader view of the talent management mission. In addition the concepts of leadership capacity and organizational capabilities will be discussed along with a “new/additional set” of questions that companies should be asking as they assess the value and rigor of their current talent management system.

Affordable Care Act – Beyond 2014 – Where No Man Has Gone Before!
Tom Dondore - Vice President, HR Solutions (a Murray Securus Company)
We will examine the structure of the health insurance system post PPACA mandate implementation in January 2014. Over the last generation care insurance has evolved from Major Medical to managed care. It’s unlikely that our current paradigm will endure as costs escalate and companies make the pay or play decision and individuals make the decision to buy coverage or pay the penalties. Will the exchanges be able to handle the load? Will an uniformed public make the right decisions for itself? How will you company cost share the very high premiums that are sure to occur? We will use our least cloudy crystal ball to help you prepare to handle the HR responsibility that looms in the future of the PPACA.

Assess Yourself: Find Out What Your Employees and Managers Need from HR Now and in the Future
Chet Mosteller CEBS – President, Mosteller Associates
This session will provide a methodology to truly find out how you are doing in fulfilling your mission in HR at your organization. The session includes an assessment instrument to be given to employees and managers to learn where your HR function is meeting and exceeding its goals and where it may be falling short both now and in the future. The instrument gives both quantitative and qualitative feedback so that you can address issues, celebrate successes, and find out what your “customers” need in the future. With this assessment you will have “hard data” to support the new “employee engagement”, leadership development, supervisory skills, or on-boarding program you know that you’ve needed but haven’t been able to justify.

Controlling Workers’ Compensation Costs
Steve Stramara - Senior Vice President, CIC, CWCA, The Seltzer Group
Stacy Cheese – Director of WorkComp Services CWCA, CWCP, The Seltzer Group
In this presentation, you will learn how safety, human resources and claims management directly and indirectly affect all Experience MOD. You will also learn what the true cost of an injury is, the MOD’s impact on premium and how to manage the Experience MOD. Attendees will learn the four biggest threats; 1. Finance and Transfer of Risk; understanding the business risks and threats caused by a confusing and mismanaged workers compensation system (Experience MOD) 2) Human Resources – hiring workers that will destroy your culture and increase your costs. 3) Manage Claims – navigating the claims system and 4) Safety – preventing Loss.
Dear Helga – You’re Never Going to Believe What My Employee Did This Time
Michael Cohen, Esq,- Partner, Duane Morris

We've all said it: "I would write a book, but who would believe these stories are true?"
Unfortunately, many of the tales from are far too real! Whether the situation involves the use of "interns," performance evaluations, payment of breaks or even an employee with poor grooming habits, the legal workplace has become far more complicated to manage. Designed for Human Resources professionals, this fast-paced session will focus on uncommon HR issues and examine practical, business-focused solutions that you can use immediately to solve those problems.

Emergency Preparedness: Minimizing and Controlling Future Disasters
Marna Hayden - President Hayden Resources

Emergency preparedness and planning for disasters and crises is an important obligation of all employers today. Certainly 9/11 and subsequent natural disasters of the last few years as well as instances of violence in the workplace, highlight the need for policies and procedures to be in place and ready to be enacted at a moment’s notice. Why should you attend: The responsibilities at the time of crisis fall on key managers in a company. This workshop explains the role of Human Resources and others who have the job of defining responsibilities and coordinating the major aspects of keeping the employees and company safe and functioning at times of crisis. A well-designed and coordinated Plan can prevent situations from being more harmful, save lives as well as saving much money by minimizing liability and keeping the business operating smoothly. HR’s role is pivotal; planning ahead for any possible disruption within your company or organization can make a huge positive impact.

Employee Engagement – A Fad or What We’ve Always Known
Chet Mosteller CEBS - President, Mosteller Associates

Employee Engagement is a very "in" topic in today's organizations and economy. There have been numerous studies conducted about organizations with a higher percentage of engaged employees outperforming their competitors. But isn’t this something that HR professionals have always known? Employees respond first and foremost to their immediate supervisor and this relationship is the keystone of employee performance and engagement. Learn more about employee engagement studies and how you can perform your own audit of employee engagement in your organization and implement programs which address any opportunities identified.

The Future is Yesterday
Jonathan Segal, Esq.,- Partner, Duane Morris

The competitiveness of the business world has become painfully fierce. The legal regulations and risks are multiplying daily. Sometimes the legitimate business needs and the legal risks collide. How do you survive, let alone thrive? Employers need to balance conflicting considerations such as: 1. Avoiding age discrimination claims by boomers who don’t want to retire but engaging generations X and Y who may move out if not up. 2. Minimizing the exposure to wage and hour claims relating to remote technology without shutting down the technology we need to meet the need to provide answers yesterday. 3. Increasing inclusion without backing into "reverse" discrimination claims (as white men become a “minority” in many workforces). 4. Tacking boys’ clubs without creating affinity groups that can be legally problematic and which may simply separate rather than empower. 5. Ensuring pay equity without backing into foolish consistency. 6. Managing NLRA risks without losing the ability to manage your business (or your mind). 7. Finding room for humanity critical to engagement and productivity without unreasonable legal risk. 8. Addressing bullying without making promises you cannot keep. 9. Demanding sensitivity without devolving into the tyranny of political correctness. 10. Using social media offensively and defensively while minimizing the ability of others.
Guidelines to ensuring Your Employees Understand Health Care Reform  
*Anthony DaRe – Agency Principal, BSI Corporate Benefits*  
Navigating the New Patient Protection and Affordable Care Act (PPACA) can be a full time job. This break-out session will help you (HR professionals) focus on health care reform education and communications that affect employees and their families. It will provide the tools HR professionals need to prepare employees on the changing benefits landscapes; which include: Best ways to communicate PPACA with your employees, Up to the minute review of any changes/delays in PPACA, Simple-to-understand explanation about public and private health care exchanges, Sample Health Care Reform employee Communication Strategy, and Reviewing the responsibilities of your current vendors (Insurance agent/Consultant, Insurance Carrier, CPA/Tax attorney, etc.)

**HR Strategy Best Practice: Using Human Capital Management to Discover and Invest in the Value and Impact of People in Your Workplace**  
*Bill Kleintop, Ph.D. – Associate Dean of Business & Management Programs, Moravian College Comenius Center*  
Advancing the role of human resources in organizations involves managing the people of the organization as assets. Human capital management (HCM) recognizes that individuals create, retain, and use knowledge and skills to produce intellectual capital that generates returns for the organization. HCM is an approach to managing people using basic workforce, development and performance, perceptual, and performance data to focus the attention of HR and business leaders on what is needed to find, keep, develop, and make the best use of employees’ skills and knowledge. This session will bring together employee engagement and retention, talent management, and learning and development activities into a systematic approach for creating competitive advantage through strategic investments in people. At the end of this session you will understand the (1) significance of human capital theory, (2) relationship of HCM to HR practices, such as talent management, and (3) focus on what needs to be done to find, keep, develop, and make the best use of the skills and knowledge, human capital, of people in your organization.

**The Human Asset: The Future Return on Today’s Investment**  
*Don Robertson - Co-Director of the Leadership Development Institute, NCC*  
People, you can’t live with them - you can’t live without them. This presentation will look at the many ways investing in the human resource component of the business pays off. H.R. can bring great value to an organization in so many ways. One that has become increasingly critical, as organizations struggle to deal with the realities of an ever-changing world, is to facilitate the development of leadership and to play a key consulting role to change initiatives. Training, the performance management system, feedback, and diversity all will be discussed as critical factors that can support organizational success. The audience will be engaged to provide their own insight and experiences about several topics.

**Limiting Liability: Strategies for Effective Performance Management**  
*Jill L. Matkosky Esq., SPHR. CCP – Attorney, Thomas, Thomas and Hafer LLP*  
This session will focus on methods to address performance management in a manner designed to enhance employer liability protection. Key topics will include; 1) pre-employment strategies to avoid problem employees 2) identifying employee types 3) performance management vs. performance appraisal 4) addressing attendance and performance challenges, including interplay of workers’ comp, ADA and FMLA, anticipating employee’s response and 4) termination considerations.
Managing and Surviving Change: What is the New Take on an Age Old Challenge?
Marna Hayden SPHR – President, Hayden Resources
Many famous teachers, management gurus, philosophers and leaders have addressed the topic of change. They perhaps agree on two things at least: it is hard and it is inevitable. We will approach change from the perspective of the workplace and HR’s leadership role. Life is changing at an unprecedented pace and we need to prepare for the future to survive it. As W. Edwards Deming said: “It is not necessary to change. Survival is not mandatory.” With business and the economy changing at such a rapid pace and often with unpredictable forces, HR’s role as a change agent is more important than ever. HR needs to help both management and employees navigate the best course to take, anticipate the threats and predict the opportunities for the future. We will trace thinking on the topic from Ken Blanchard’s Seven Dynamics of Change to the Heath brothers theories on “how to change when change is hard” and “uniting the elephant and its rider”. We will give you tools to execute positive change and pointers on how to both survive and thrive in a change environment.

Managing Virtual Teams
Donalee Frary – Facilitator, Dale Carnegie
Several factors have led to the emergence of a new form of team working. As Virtual Private Networks, Wi-Fi, and low-cost communication methods such as instant messaging and video chat become more reliable and commonplace, working from home or remote locations and teleworking become an option for many teams. This option has provided organizations with numerous economic alternatives to the traditional face-to-face team structure. Overall, virtual teams are very similar to traditional teams. However, communication and team building occur more naturally in face-to-face teams. Because of this, leaders of virtual teams need to take deliberate actions to build in activities and practices that are vital to team success. This workshop will help equip leaders with the knowledge and skills necessary to lead virtual teams to new levels of effectiveness. Outline and Objectives: Create a virtual team environment based on relationships and camaraderie, Establish clear team expectations based on mutual trust and respect, Communicate effectively and use technology that fits the situation, Identify ways to foster an environment of virtual teamwork, group effort, and cooperation.

Meeting the Challenges that Leaves of Absence & Attendance Issues Present Under FMLA & ADA
Eric Meyer Esq. – Partner, Dilworth Paxson LLC
Meeting the challenges that leaves of absence and attendance issues present under the FMLA and ADA. This session will address accommodations under the Americans with Disabilities Act and the Family and Medical Leave Act, common ADA and FMLA mistakes employers make, as well as best practices that can reduce liability. Attendees will: - gain a better understanding of the coordination between federal and state leaves and the ADA - learn about the impact of the recent ADA amendments - hear how employers can effectively administer leaves to reduce liability - study ADA and FMLA enforcement trends.

Out of the Closet and Into Your Workplace
Michael Cohen Esq., – Partner, Duane Morris
Legal protections continue to emerge for lesbian, gay, bisexual and transgender (LGBT) employees. Employers seeking to create a LGBT inclusive workplace face a number of challenges ranging from effectively managing employee relations issues to designing inclusive benefits plans. This seminar will provide an overview of recent legal developments impacting LGBT employees, including the EEOC’s Title VII ruling on gender identity and the Supreme Court’s Marriage Decisions. During this fast-paced seminar, designed for HR professionals, the presenter will discuss the top compliance challenges for employers and provide practical guidance on developing and implementing workplace policies and practices that address needs and concerns specific to LGBT workers, including those relating to harassment and bullying prevention, gender identity-appropriate restroom access, confidentiality and more.
Prediction: HR Professionals will become Key Drivers of Organization Strategy

Bob Stearns – CEO, Extraordinary Performance

Many Human Resource professionals self limit the broader role they can play in developing and implementing strategy. Learn how Bob overcame these obstacles to become a major influencer of Medrad’s short and long-term Strategy. See how he used these same five keys as Chief Human Resource Officer at CoManage to foster employee engagement and productivity. CoManage was named “The Best Place to Work in Pennsylvania” the very first year the award was given. Most importantly, learn how to leverage your role as the Human Resources Expert to drive your organization’s strategy to success. Specifically you will discover how to fully utilize your knowledge and understanding of the potential of your employees to drive personal and organizational results by using these Five Keys: Hardwire your Goals, Stimulate Customer Loyalty, Cultivate Agility and Potential, Apply the 85% Rule, Inspire Ownership Accountability and Results

Providing the Tools to successfully Implement and Maximize the Value of Health Savings Accounts

Anthony DaRe – Agency Principal, BSI Corporate Benefits

Health Savings Accounts (HSA) have been available and implemented successfully since 2005. It is projected that over 50% of the United States population will have some form of Consumer Driven HealthCare including HSAs in the next 5 years. The Lehigh Valley business community is rapidly adopting these plans. If your company currently offers an HSA plan this session will highlight “Best practices” for maximizing the value your employees can get out of these tax free accounts. If your company does not currently offer an HSA option there is a very strong possibility it will be offered in the near future. This session will provide the basics while also giving you an action plan to correctly implement an HSA when/if your company moves in this direction. BSI Corporate Benefits and Tony DaRe have been pioneers in Consumer Driven HealthCare (which includes HSAs) and have a track record of success in implementing these plans without harming the value of the benefits program to the employees. This breakout session will provide you the following: Overview of HSA plans and Consumer Driven Healthcare The “right” way to educate your employees and to guarantee they understand the benefits of an HSA plan, Provide a sample HSA Implementation Action Plan (Educate Appropriate funding for employees, Wellness), Provide a summary of all items learned as a take-away.

The Rising Tide of Social Media Legislation

Deirdre Kamber Todd Esq., – Attorney, Kamber Law Group

As incidents involving social media continue to grow, the courts, the governmental agencies and the law are forced to play catch-up with technology. This program will take attendees through the changes that have occurred in social media law as it impact HR, including case studies, best practices, and give them a toolbox for identifying social media challenges and compliance issues before they become a problem.

Running a Successful Retirement Plan – Fiduciary Responsibility Demystified

David Coult – President, Milestone Financial Associates

This talk is oriented toward HR managers and those responsible for an organization’s retirement plan(s). It is designed to be an informative refresher on who retirement plan fiduciaries are, what their responsibilities include, and what they should and should not be doing from a practical perspective. It will shed light on the significance of fiduciary risk, how those risks are evolving in the marketplace, and will provide lots of guidance and industry best practices for risk management and retirement plan fiduciary governance - all without using terms like “fiduciary governance” - at least not too often!! The presentation reviews the establishment and duties of an investment committee, development and key components of investment policy statements, the evaluation of fees, benchmarking of retirement plans, Qualified Default Investment Alternatives (QDIA’s), creation of a fiduciary audit file, components of and compliance with ERISA 404(c), fidelity bonding, fiduciary liability insurance, and more!
**Succession Planning**  
*Donalee Frary – Facilitator, Dale Carnegie*

It is the responsibility of every leader not just human resource professionals to provide leadership succession in their organization. This involves at least four distinct areas of leadership preparation and effort: replacement planning, talent management, succession planning, and succession management. We need to help leaders examine each of these responsibilities, outline the organizational issues that must be addressed in each area and create a succession plan. Building future leaders is a multi-faceted task that encompasses hiring and recruiting, developing current staff, and providing on-the-job coaching, feedback and mentoring. It is a leadership endeavor that is complex, challenging, and highly rewarding. When successful, everyone wins including human resources, current leadership, future leadership, and the organization as a whole. This workshop will help you make a commitment to succession planning. You will leave with a specific action plan to get the succession plan rolling in your organization with worksheets, planning grids and conversation tips to talk with nay-sayers. You will provide a critical service to the future of your organization.

**The US Supreme Court, the Defense of Marriage Act, and Employment Practices**  
*Jeffrey Tucker Esq. – Attorney, King, Spry, Herman, Freund & Faul*

The United State Supreme Court has heard arguments on the whether the Defense of Marriage Act is constitutional and the Supreme Court is expected to issue a ruling in June 2013. While much of the argument centered around whether Congress had the authority to define marriage, the Court’s ruling will have an impact on employment practices ranging from health insurance coverage issues, FMLA and discrimination claims. This seminar will focus on what employers should do, in terms of policies and procedures, in light of this anticipated decision.

**What Employers Need to Know: Navigating the World of Immigration Law**  
*Jeff Tucker Esq. – Attorney, King, Spry, Herman, Freund and Faul*

Immigration laws in America are on the brink of change, but what do employers need to know now to lawfully hire and continue to employ foreign workers. We live in a truly global economy and now, more than ever, it is important that employers be familiar with basic immigration law to utilize key personnel currently working overseas or to hires foreign nationals who constitute a growing percentage of the top graduates of American universities, especially in the fields of Science, Technology, Engineering and Mathematics. Beyond I-9 discussions, this will focus on what employers must know about immigration law as it is now and where it is likely to go in the future.