

2015 IPMA-HR Southern Region Conference Program

* This program provides 7 points towards IPMA-CP recertification.
The entire program has been approved for 13.5 HRCI recertification credits.

Friday, May 15

8:30 AM – 5:00 PM Albemarle Room	Developing Competencies for HR Success - IPMA-HR Certification Training (Pre-registration required) This course, limited to 30 participants, is a comprehensive leadership course developed to provide you with a foundation for success — whether you're a seasoned HR director or an HR specialist just starting out. Instructed by HR veterans Fagan Stackhouse and Dick Heil, the course will prepare you for IPMA-HR certification. Full days on Friday, Saturday, and Sunday and a half day on Monday. No additional registration fee for this course, but there is a separate fee from IPMA-HR to apply for your certificate (see IPMA-HR website for details). Class is currently full.
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Saturday, May 16

8:30 AM – 5:00 PM Albemarle Room	Developing Competencies for HR Success - IPMA-HR Certification Training (Pre-registration required)
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Sunday, May 17

8:30 AM – 5:00 PM Albemarle Room	Developing Competencies for HR Success - IPMA-HR Certification Training (Pre-registration required)
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12:00 PM – 5:00 PM Avamere Room	Conference Registration
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6:00 PM – 9:00 PM	Welcome Reception-Hilton Garden Inn Sundeck
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Expect More[™]

9:00 PM Courtney Terrace	Living the HR Life Hospitality Room
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Monday, May 18

6:30 AM-7:30 AM

Runners/walkers network and sunrise yoga on the beach
City of Virginia Beach Parks and Recreation staff. Meet in the hotel lobby by the seating area. In case of rain, the session will be held in the Princess Anne meeting room.

7:30 AM-4:00 PM
Avamere Room

Conference Registration/continental breakfast.
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Asked and Answered Corner presented by Zelos



*What is the "Asked and Answered Corner"? Have you ever freely given your time and energy to complete a survey or participate in focus group or interview, but then... you never learn the results or see any outcomes as a result? Not this time! This interactive, hallway exercise -- literally conducted in a hallway right outside the exhibit hall in between sessions -- will engage you in a new approach to gathering ideas and input from many different people. Facilitators will pose a few simple questions throughout the day such as **"What are your biggest challenges? How can IPMA-HR at the regional and chapter level support you in meeting those challenges?"** and your responses will be posted (anonymously) in real time. Come back as many times as you want to see how your colleagues are answering the questions and what ideas are developing. The "Asked and Answered Corner" is presented by Zelos. On Tuesday, Zelos will share these ideas during the lunch/business meeting.

8:30 AM-8:45 AM
Peacock Ballroom

Opening/welcome
General session: DingHappens: Improvising and Adapting in an Ever-Changing World Presented by Avish Parashar

8:45 AM-10:15 AM



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Anyone can perform well when everything goes right. The real test for you and your organization is how you react when things go wrong - and they will! These make-or-break moments are the "Dings!" of life. Handle them well and you come out looking like a rock star. Handle them poorly and you can end up adding unnecessary stress, difficulty, and complication to your life. This hilarious and energetic program will show you how to stop fearing and hating change and how to use the power of improv comedy to improvise, adapt, and innovate - no matter what happens! If things go 100% as planned for you every time, then you can skip this session; otherwise, attend and learn how to reflexively respond to the unexpected in a way that reduces stress, improves productivity, and gives you the skills to manage change. During this session participants will learn to:

- Reduce stress and increase productivity by focusing on what they can control and letting go of the rest.
- Find opportunities within unexpected setbacks to get ahead, rather than behind, when things change or go wrong.
- Become leaders and innovators by creating meaningful change instead of just responding to it.
- Develop and execute strategies for organizational change.

Moderator: Jim Taylor

10:15 AM-10:35 AM

Break – Exhibit Hall



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Stop by our "Asked and Answered Corner"- in exhibit area- where you'll find Zelos facilitators to help you share your ideas and learn from others.

10:35 AM-11:45 AM
Peacock Ballroom

General session: 2020 Game Plan

Presented by Matt Thornhill, Founder and President Boomer Project and Generations Matter

With the dramatically changing demographics in our workplaces and the varying expectations from citizens about service delivery and the role government plays in their lives, it is critical for organizations to strategize a 2020 Game Plan. This engaging presentation will suggest what organizations need to be doing from 2015 to 2020 to prepare for these changes. All registered participants will be invited to complete the Gen Q Assessment for free before the conference and results will be discussed.

During this session participants will learn to:

- Develop and implement a strategy to manage organizational change in response to changing needs of employees and citizens
- Lead workforce planning discussions with management
- Influence the organization's strategic planning process

Moderator: Ken Robertson

12:00 PM-1:15 PM
Peacock Ballroom

Awards luncheon



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1:30 PM-4:30 PM Albemarle Room	Developing Competencies for HR Success course continues
1:30 PM-2:45 PM	Concurrent sessions:
Peacock Ballroom A	<p>1. Generations Matter presented by Matt Thornhill A follow-up session to the 2020 Game Plan presentation which will focus on the Millennials; their expectations and behaviors. During this session participants will learn to:</p> <ul style="list-style-type: none"> ➤ Develop, implement and evaluate recruitment and retention strategies. ➤ Advise leadership on workforce trends <p style="text-align: center;">Moderator: Margaret Schmitt</p>
Peacock Ballroom B	<p>2. EEO Compliance, Responding to EEOC Charges, and EEOC Enforcement Trends presented by Tanisha R. Wilburn, Trial Attorney, Washington Field Office, U.S. Equal Employment Opportunity Commission and Thomas M. Colclough, Deputy Director, U.S. Equal Employment Opportunity Commission, Charlotte District Office</p> <p>The session will cover the latest information directly from the EEOC on how employers should respond to EEOC charges and how employers can comply with the laws and regulations enforced by the EEOC.</p> <p>During this session participants will:</p> <ul style="list-style-type: none"> ➤ Gain knowledge of federal laws and regulations related to workforce planning and employment activities and individual employment rights, issues and practices. ➤ Enhance skill in establishing workplace policies, ensuring workforce planning and employment activities are compliant with federal law and regulations ➤ Enhance skill in evaluating employee relations programs and investigating and resolving employee complaints <p style="text-align: center;">Moderator: Dawn Williams</p>
Peacock Ballroom C	<p>3. New Strategies Governing Workforce Planning Presented by Trish Holliday, Assistant Commissioner/ Chief Learning Officer, Department of Human Resources, State of Tennessee</p> <p>Workforce planning in general and succession planning in particular are primary issues facing government human resources leadership today. Research indicates that within the next ten years to twenty years, retirements will rapidly increase. This exodus will create a leadership vacuum within organizations not prepared to fill that vacuum. Organizational people strategies aligned with the business goals and objectives are critical challenges confronting the public sector. But where do you start? In order for organizations to achieve their goals they must have a strategy to build a current pool of</p>

talented and qualified employees ready to step in and assume leadership positions.
 During this session participants will:

- Learn how to create a workforce planning strategy
- Identify workforce planning tools that can be adapted in your work environment
- Discuss the role of a talent management process in reinforcing the organization's mission, vision, values and strategic plan.

Moderator: Lynn Keeling-Gillis

Spotswood Arms

4. Governmental Employers vs. the Private Sector Benefit Planning for 2015 and Beyond

Presented by Richard Keatley Mercer

The landscape for employee benefits is changing rapidly in response to the Affordable Care Act, new options available in the marketplace, and the ever increasing cost of health insurance. As a result, employers in both the governmental and private sectors are adjusting benefit offerings, employing new cost control strategies, and in some cases changing the benefits delivery system for different segments of their employee population. Join us for this thought-provoking session when Mercer will provide a look at evolving trends in benefit offerings, supporting data from its annual survey of employer-sponsored health plans, and a discussion about new strategies employers are embracing to reign in the cost of providing healthcare benefits to your workforce.

During this session participants will:

- Increase knowledge of the impact of the Affordable Care Act.
- Learn to evaluate and update benefits strategy in response to the changing environment

Moderator: Jennnifer Carpenter

2:45 PM-3:15 PM

Break – Exhibit Hall



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Stop by our "Asked and Answered Corner" next to the exhibit area where you'll find Zeos facilitators to help you share your ideas and learn from others.

3:15 PM-4:30 PM

Concurrent sessions:

Peacock Ballroom A

1. Affordable Care Act-What now?

Presented by Rosanne Calzetta, CEBS, CPE Bolton Partners

Many organizations are still struggling to comply with all the provisions of the Affordable Care Act. Are your compliance systems up and running and are you ready to comply with the Employer Reporting Requirements? Has your implementation been delayed because of the complexities of reporting responsibilities? Increase your knowledge of the legal and regulatory processes that impact the ACA and evaluate and update your benefits strategies accordingly.

Bolton Partners will help walk your through the maze of the Affordable Care Act Employer Reporting Requirements – What You Need to Know **NOW!**

During this session participants will:

- Understand **why** and **when** Employer Reporting will be required
- Understand **who** must do the reporting
- Learn **what** data elements must be tracked
- Learn **how** to track the data using a workbook based on the Reporting Requirements

Moderator: Larry Gillis

Peacock Ballroom B

2. EEO Compliance, Responding to EEOC Charges, and EEOC Enforcement Trends presented by Tanisha R. Wilburn, Trial Attorney, Washington Field Office, U.S. Equal Employment Opportunity Commission and Thomas M. Colclough, Deputy Director, U.S. Equal Employment Opportunity Commission, Charlotte District Office (repeat)

Moderator: Cindy Taylor

Peacock Ballroom C

3. The Secret to Recruiting Millennials

Presented by Matt Orozco NEOGOV

With 47% of the public sector eligible for retirement in the next five years there will be more vacancies to fill than ever! This session will focus on best practices for recruitment from around the country with a strong focus on how to attract the Millennial Generation. Leveraging Social Media and Technology there is no better time for local government agencies to evaluate their own recruitment strategies to ensure that they not only attract recent graduates to their workforce, but also make sure they are the right fit.

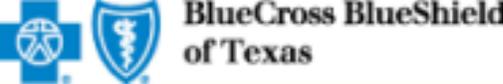
During this session participants will learn:

- How recruiting for the Millennial Generation differs from what was done for previous generations
- Technology's role in advertising to the Millennial Generation
- How to leverage social media in your recruitment efforts

Moderator: Trina Petty

<p><i>Spotswood Arms</i></p>	<p>4. Engaging Employees in Wellness Presented by Nancy Grasso and Brian Marks, Digital Benefit Advisors With health care costs continuing to rise, more employers are looking for ways to effectively engage their employees in managing their health through wellness initiatives. Whether you are just starting to consider a wellness program or already have a robust program in place, this dynamic session will help you determine ways to incorporate your wellness program into your overall employee benefit and organizational strategy. During this session participants will learn:</p> <ul style="list-style-type: none"> ➤ The organizational impact of wellness programs ➤ How to effectively structure your program to encourage engagement ➤ Strategies to fund your wellness program <p>Moderator:</p>
<p>6:00 PM</p>	<p>Dine Around Virginia Beach (\$25 voucher included in registration)</p> <div style="text-align: center;">  <p>Sponsored by</p> </div>
<p>9:00 PM <i>Courtney Terrace</i></p>	<p>Living the HR Life Hospitality</p>

Tuesday, May 19

<p>6:30 AM—7:30 AM</p>	<p>Runners/walkers network and sunrise yoga on the beach City of Virginia Beach Parks and Recreation staff. Meet in the hotel lobby by the seating area. In case of rain, the session will be held in the Princess Anne meeting room.</p>
<p>8:00 AM-4:00 PM <i>Avamere Room</i></p>	<p>Conference Registration/continental breakfast</p> <div style="text-align: center;">  <p>Sponsored by</p> </div>
<p>9:00 AM-10:15 AM <i>Peacock Ballroom</i></p>	<p>General session- <i>Keeping Cool Amidst the Chaos</i> Presented by Kelli Vrla</p>

Presented by 

Spinning plates? Dropping a few? About to pull your hair out? On your own last nerve? Stress diminishes effectiveness. Most of us have reached a breaking point and we've had enough. Kelli's session will help you assess your current work/life balance, and increase focus on moving over, under, around and through daily challenges. This festive delivery of do-it-now skills will help teams "have more fun and get more done."

During this session participants will learn to:

- Work more efficiently with your team as a result of optimized productivity from overcoming everyday work and life challenges.
- Assist organization in improving employee morale through positive employee relations strategies.
- Identify personal triggers and head them off with coping techniques before they strike

Moderator: Priscilla Wilson

Break – Exhibit Hall

10:15 AM-10:35 AM

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10:35 AM-11:45 AM
Peacock Ballroom

General Session- ***Coach the Energy Up***- presented by Jenna Cooley, Energy Leadership™

This session provides a modern perspective on emotional intelligence and its importance to effective leadership. Participants will develop an understanding of the 7 Levels of Leadership, the E-Factor, and the "coach approach" to communication including strategies that will positively impact the leader, his/her team(s), and organizations as a whole. Energy Leadership™ is the process that develops a personally effective style of leadership that positively influences and changes not only yourself, but also those with whom you work and interact, as well as your organization as a whole. Identifying and managing thoughts and resulting emotions and actions is the key to shifting one's energy/leadership level higher.

During this session participants will:

- Understand the self-awareness and self-management components of Emotional Intelligence (E.I. or E.Q.)
- Learn how to apply this knowledge of EQ to understand, motivate and influence members of their teams and organization.
- Move beyond awareness to develop a dynamic communication strategy for raising the E-Factor of individuals, teams and organizations.

Moderator: Lesley Moore

<p>12:00 PM-1:15 PM Peacock Ballroom</p>	<p>Lunch/business meeting</p>  <p>Sponsored by</p> <p>In addition to business agenda, hear what we learned from our hallway exercise in the "Asked and Answered Corner" and find out how you can turn those ideas into actions.</p>
<p>1:30 PM-3:00 PM Peacock Ballroom</p>	<p>General session –Leading with Ethics Presented by Karen Michael Ethical Leadership – Whether in communications, decision-making or legal compliance, leading with ethics depends on a variety of factors that may not seem as obvious as we would hope. Using interactive technology and case studies, workplace expert Karen Michael will explore the complexities of ethical leadership and provide specific guidance on leading with ethics.</p> <p>During this session participants will learn to:</p> <ul style="list-style-type: none"> ➤ Develop and communicate expected ethical behaviors ➤ Implement strategies for reinforcing an organization’s values ➤ Reinforce behavioral expectations through coaching <p>Moderator: Carol Rubino</p>
<p>3:00 PM-3:15 PM</p>	<p>Break – Exhibit Hall</p>  <p>Sponsored by</p>
<p>3:15 PM-4:30 PM</p>	<p>Concurrent sessions</p>
<p>Peacock Ballroom A and B</p>	<p>1. We Don’t Have to “Hate Change”: Presented by Jenna Cooley As a follow up to the morning session, this workshop will build on the basic tenets of Energy Leadership™ and explore the impact of change on the energetic level of individual leaders, teams and organizations. Connecting the 7 Levels of Leadership to the 4 Stages of Change Model, participants will explore the innate reactions to change that most individuals experience and strategies to manage change positively, effectively, and energetically. During this session participants will:</p> <ul style="list-style-type: none"> ➤ Review the 7 Levels of Leadership and the concepts of Anabolic and Catabolic Energy ➤ Connect these levels with the 4 Stages of Change Model ➤ Learn to develop, influence and execute strategies for communicating and managing organizational change <p>Moderator: Bob Bell</p>
<p>Spotswood Room</p>	<p>2. EAP-Now More than Ever! Presented by Jason Youngblood-CIGNA Employee mental health and substance abuse issues continue to have</p>

	<p>a significant impact on productivity and liability for employers. With increased attention to privacy, accommodation and other employment laws, how do employers strike the balance to meet both the employee's and the organization's needs? In this session, we will discuss the definition, visible symptoms and costs of the most common behavioral disorders; the challenge of managing these disorders; trends in work/life balance practices and the use of employee assistance program resources. During this session participants will learn to:</p> <ul style="list-style-type: none"> ➤ Identify and respond to employee behavioral issues ➤ Assess the impact of work/life concerns in order to develop and evaluate policies to protect employees and minimize organizational liability ➤ Utilize employee assistance programs as a resource for referrals, consultation, educational seminars, critical incident debriefing and risk mitigation <p style="text-align: center;">Moderator: Josh Didawick</p>
<p><i>Peacock Ballroom C</i></p>	<p>3.IPMA-HR Public Sector Talent Management Issues Presented by Doug Smith, IPMA-HR Executive Council The 2014 Benchmarking Survey explores four key issues pertaining to public sector talent management: 1) Veteran National Guard and Reservist recruitment and retention; 2) succession planning; 3) recruitment and retention of the millennial generation; and 4) reasons for voluntary turnover. In this session we'll also examine related best practices as identified by IPMA-HR members. Participants will:</p> <ul style="list-style-type: none"> ➤ Expand knowledge of workforce planning and retention practices ➤ Develop and evaluate recruitment strategies and employment practices <p style="text-align: center;">Moderator: Amanda Coulter</p>
<p>6:00 PM</p>	<p>President's Reception – Virginia Aquarium</p> <div style="text-align: center;">  <p>Sponsored by</p> </div>
<p>9:00 PM <i>Courtney Terrace</i></p>	<p>Living the HR Life Hospitality</p>
<p><u>Wed., May 20</u></p>	
<p>6:30 AM - 7:30 AM</p>	<p>Runners/walkers network or sunrise yoga on beach City of Virginia Beach Parks and Recreation staff.</p>

	Meet in the hotel lobby by the seating area. In case of rain, the session will be held in the Princess Anne meeting room.
8:00 AM	<p>Buffet Breakfast</p> <p>Sponsored By  </p>
8:30 AM - 9:30 AM Peacock Ballroom	<p>Washington Update presented by Neil Reichenberg IPMA-HR</p> <p>During this session participants will:</p> <ol style="list-style-type: none"> 1. Learn current trends in order to monitor the legislative and regulatory environment and take proactive steps to respond to changes 2. Update knowledge of human resource trends and employment law <p>Moderator: Maurice Brown</p>
9:30 AM – 10:30 AM Peacock Ballroom	<p>THE WORLD AS WE KNOW IT</p> <p>Presented by Andrew Yorks, Lincoln Financial Group</p> <p>In this session Lincoln Financial will provide a review of the economic, investment, and retirement landscape. Reports indicate that US economic and market factors have steadily improved and there is definitely an impact on all our organizations. Structural employment issues and rapid technological changes influence real economic prosperity, wages, and retirement plans. The session will include an overview of the impact of the investment environment and retirement trends on compensation and benefits strategies.</p> <p>During this session participants will:</p> <ul style="list-style-type: none"> ➤ expand knowledge of external labor markets and economic factors ➤ evaluate the impact of current financial market trends on compensation and benefits programs <p>Moderator: Janet Lawson</p>
10:30 AM – 11:30 AM Peacock Ballroom	<p>Don't Throw Tomatoes at My Field of Dreams! Presented by Jane Jenkins Herlong</p> <p>When life gives you over-ripened tomatoes, make some ketchup! In this presentation—full of enriching content and enlightening humor—Jane shares successful business and life strategies learned from working in her father's tomato fields as a young girl. Jane's humorous, original storytelling focuses on personal accountability and life-balance. Her strategy promotes the highest standards of ethics for peak performance and bottom line productivity. Learn how to apply the advice that business as usual is NOT business as usual-so be unusual!</p>

	<p>During this session participants will learn:</p> <ul style="list-style-type: none">➤ The value in making great mistakes.➤ How to promote a positive organizational culture using tips for dealing with difficult people and becoming a “keeper” to your customers➤ How to identify the “Best Worst Thing that Ever Happened” <p>Moderator: Regina Hillard</p>
11:30 AM	Closing