

34<sup>th</sup> Annual Conference

# KYSHRM

Aug. 28-30, 2018 | Omni Louisville Hotel | Louisville



presented by



[KYSHRMCONFERENCE.COM](http://KYSHRMCONFERENCE.COM)

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*The Brand New*  
**Omni Louisville Hotel**

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details on page 1

*Keynotes*



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# REGISTRATION AND LODGING

## 4 Easy Ways to Register

ONLINE: [kyshrmconference.com](http://kyshrmconference.com)

PHONE: 502-848-8727

EMAIL: [lgoft@kychamber.com](mailto:lgoft@kychamber.com)

FAX/MAIL: Download a registration form from our website



## Registration Fees

Classification	3-Day	2-Day	1-Day	Preconference Upgrade
SHRM or Kentucky Chamber Member	\$499	\$399	\$299	Add \$100*
Non-members	\$599	\$499	\$399	Add \$100*

**\*Preconference upgrade** If you attend the conference and would like to also attend one of our three preconference workshops you may upgrade your registration for an additional \$100.

**KYSHRM Networking Reception held at PBR Louisville: A Cowboy Bar (at Fourth Street Live!)**

Registered conference attendees: FREE

Guest of conference attendees: \$75/per guest

## Cancellations/Substitutions

Cancellations must be made no later than five business days prior to the program for a full refund. After this date, no cash refunds will be granted. Substitutions welcome. Special accommodations made upon request.

## Conference Hotel Information

Omni Louisville Hotel

400 S. 2nd Street

Louisville, KY 40202

Phone: 502-313-6664

Web: [kyshrmconference.com/location-and-lodging](http://kyshrmconference.com/location-and-lodging)

Guest room rate: \$174\*\*

Cutoff Date for Hotel Rooms: July 30, 2018\*\*

Please reference KYSHRM Conference when making your reservation.

\*\*The advertised KYSHRM Conference room rate cannot be guaranteed after the cutoff date.

## HR Professional Development!

### SHRM Professional Development Credits (PDCs)

Earn up to 18 credit hours!

### HRCI certification

Earn up to 16.75 Business Management and Strategy (BMS) credit hours or up to 13 HR General credit hours!

## Wednesday, August 29

### 5:30 p.m. | Networking Reception



Located at  
Fourth Street Live!



### Consent to Use of Photographic Images

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# SCHEDULE

## Tuesday, August 28, 2018

8 a.m.	Preconference Workshop attendee registration
8:30 - 11:30 a.m.	Preconference Workshops: 1   Business Acumen for the HR Professional 2   HR Thought Leader Summit: Compassion, Humanity, and You at Work 3   Be the Exception...7 Steps to Transformation
10 a.m. - 4:30 p.m.	Exhibitor registration and setup
12 p.m.	Attendee registration
12:30 p.m.	Concurrent 1.5-hour workshops
2 p.m.	Snack break <i>sponsored by Steptoe &amp; Johnson PLLC</i>
2:15 p.m.	Concurrent 1.5-hour workshops
3:45 p.m.	Beverage break <i>sponsored by Steptoe &amp; Johnson PLLC</i>
4 p.m.	Keynote   Going Beyond the Surface of Employee Engagement: Exploring the Principles that Matter in Human Resources
5 p.m.	Welcome Reception w/ Sponsors & Exhibitors <i>sponsored by Integrated Corporate Wellness Solutions LLC</i> HR Marketplace opens
6:30 p.m.	34th Annual Kentucky SHRM Conference day one adjourns

## Wednesday, August 29, 2018

7 a.m.	Attendee registration
7 a.m.	HR Marketplace opens Continental breakfast <i>sponsored by HRI Dental</i>
7:30 a.m.	Concurrent 1-hour workshops
8:30 a.m.	Session change/Beverage break
8:45 a.m.	Keynote   Business as Unusual: How to Future-proof HR Against the Top Workforce Trends Transforming Tomorrow
10 a.m.	Mid-Morning break <i>sponsored by Incipio Workforce Solutions</i>
11 a.m.	Concurrent 1-hour and 1.5-hour workshops
Noon - 1:45 p.m.	Buffet lunch <i>sponsored by Littler Mendelson, P.C.</i>
1:15 p.m.	Concurrent 1.5-hour workshops
1:45 p.m.	Concurrent 1-hour workshops
2:45 p.m.	Afternoon dessert break <i>sponsored by Anthem Blue Cross and Blue Shield of Kentucky</i>
3:45 p.m.	Concurrent 1.25-hour workshops
4-6 p.m.	Exhibit tear down and move out
5:30 p.m.	Networking Reception held at PBR Louisville: A Cowboy Bar (at Fourth Street Live!)
7 p.m.	34th Annual Kentucky SHRM Conference day two adjourns

## Thursday, August 30, 2018

7 a.m.	Attendee registration Continental breakfast
7:30 a.m.	Concurrent 1-hour workshops
8:30 a.m.	Session change/Beverage break
8:45 a.m.	Concurrent 1.25-hour workshops
10 a.m.	Coffee break
10:30 a.m.	Concurrent 1.25-hour workshops
12 p.m.	Keynote Luncheon   Leading a Life of IMPACT <i>sponsored by Hanna Resource Group</i>
2:30 p.m.	\$2,500 cash giveaway (must be present to win) 34th Annual Kentucky SHRM Conference adjourns

### NOTE

All events take place at the Omni Louisville Hotel except the Networking Reception at PBR Louisville: A Cowboy Bar (at Fourth Street Live!)





4 p.m. | Tue., Aug. 28

### Going Beyond the Surface of Employee Engagement: Exploring the Principles that Matter in Human Resources

Brad Shuck, PhD | Associate Professor, University of Louisville

Few ideas have generated more excitement with leaders than employee engagement. Everyone wants more of it, yet application, measurement, and practice—not to mention results—vary widely across our industry. What seems to be missing from the conversation is a fundamental understanding of the science behind the engagement phenomenon, as well as a deeper understanding around how the practice of engagement is deeply connected to outcomes that matter every day, including our personal and work lives. Using the latest decision-science, learn to focus on uncovering the psychology of employee engagement to build toward workplace conditions that promote happier, committed, and healthier employees at all levels.

This evidence-based, yet informal and relaxed Keynote is designed for human resource professionals at all levels who hope to build a better place of work through sustainable, principle-based strategies – rather than prescribed, one-size fits all practices – that drive possibility and opportunity.

8:45 a.m. | Wed., Aug. 29

### Business as Unusual: How to Future-proof HR Against the Top Workforce Trends Transforming Tomorrow

Jack Uldrich | Global Futurist, Speaker, Author

Jack Uldrich is an acclaimed global futurist, speaker, and best-selling author who is frequently asked, “What will the future of HR look like?” His response is, “Predictably unpredictable.”

So how can you prepare for the unpredictable? The answer will surprise you. The key is embracing paradox: learning to unlearn, thinking about the unthinkable, recognizing failure as a key component of success, and understanding that an awareness of one’s ignorance is a key component of true wisdom.

Jack paints vivid pictures of what the world may look like in just a few short years and its many impacts on human resources. He provides an in-depth exploration of how the “Internet of Things”, “Big Data”, artificial intelligence, blockchain and “collaborative consumption” will change everything in the very near future, and what we can do now to get ready. Jack will provide upbeat, practical and actionable insights on future trends, emerging technologies, innovation, and change management in human resources.

12 p.m. | Thu., Aug. 30

### Leading a Life of IMPACT

sponsored by



HANNA RESOURCE GROUP

Annie Meehan | Professional Speaker

Our words, actions and personal stories are powerful and impactful. Life will reflect back to us what we create. Is your powerful, impactful life one of intention or one of default? In her make-it-happen message, Annie teaches about being purpose-driven, intentional and adaptable to change with an easy 6-point format.

Intentional Living – Setting your intention in the morning

Make it Happen – It isn’t magic

Purpose – Finding your WHY

Adaptability – Dealing with change

Commitment – Staying the course

Tools – What’s in your toolbox?

You will learn practical steps for refocusing and re-writing their personal stories in order to live in ways that make a positive impact.

**SPEAKER**

bios online at [kyshrmconference.com](http://kyshrmconference.com)

# KEYNOTE SPEAKERS



#kyshrm18

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# PRECONFERENCE WORKSHOPS

Upgrade your registration for \$100! Attend one of these preconference workshops.

Tue., Aug. 28 | 8:30 - 11:30 a.m.



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## Preconference 1

### Business Acumen for the HR Professional

Sandra K. Allgeier SPHR | Allgeier Human Resources Consulting

We hear about it a lot. HR people need to possess business acumen. But what does that mean? What exactly is business acumen? What behaviors and competencies are demonstrated when we have it? Is it all about numbers and data – or are there other qualities? What gets in our way in communicating clearly that we possess this important capability? During this session you will explore all of this in a practical, down-to-earth session with plenty of interaction. You will discuss how it all begins with understanding your organization's business strategy, then connecting HR strategy to it. You will review the key behaviors needed to demonstrate business acumen and ways to continue to develop those behaviors. Most importantly, you will develop confidence in your business acumen capabilities and be energized to maximize your impact.



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## Preconference 2

### HR Thought Leader Summit: Compassion, Humanity, and You at Work

Cathy Fyock  
CSP, SPHR, SHRM-SCP

Jeff Nally  
MBA, PCC, SHRM-SCP, SPHR

Shelly Trent  
SPHR, SHRM-SCP, CAE

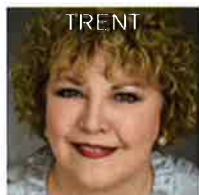
Rusty Steele  
SHRM-CP, PHR

Randi Frank  
MPA

Ann Brown  
MS HRD, SPHR

Karl Richter

Robert E. Brabo, II, "Bo"  
SPHR, PMP



Increasingly, human resource and business leaders are understanding the importance of embracing the human spirit of their employees, and encouraging employees to bring their entire selves to work. Absolutely every decision, every business strategy, every word spoken between colleagues, and every policy enacted can and should be derived from a place of compassion. Because organizational success is, at its core, about human beings working together to serve human purposes. This strategic session is led by HR thought leaders on the issues of compassion and humanity in the workplace. They have each written in one of the anthologies, *Humans@Work*, *Compassion@Work*, or *You@Work*, all part of the *@Work* series of books published by Silver Tree Publishing. The session will begin with a keynote from HR leader, speaker, and author Jeff Nally. Next, you'll hear from six of the authors, each providing a 15-minute Ted-type talk (we call them CRED Talks) on these issues focusing on creating ideal workplaces. The session concludes with a synopsis from Jeff Nally, recapping and summarizing the ideas presented in this fast-paced session and providing you with an action plan for incorporating best practices in your organization. The session is led by HR thought-leader Cathy Fyock, who has been instrumental in developing these anthologies and identifying and coaching the authors to become thought leaders.



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## Preconference 3

### Be the Exception...7 Steps to Transformation

Annie Meehan Professional Speaker

Annie highlights living outside of the traps of labels, characterizations, and job titles. Getting on the path to uncovering and expressing your authentic self is what makes your life's journey rich. Annie dives into the "7 ways of being" (honest, gentle, flexible, healthy, courageous, open and authentic) necessary to transform your life and live your true passion and potential. Learn the value of how "being" is often more important than "doing". Become aware of how you could be just another "expert" in the world or you could "Be the Exception".

**Be Honest**

Know your truth and how honoring it changes everything.

**Be Open**

Who can you mentor; who could mentor you?

**Be Healthy**

What is true self-care and why does making time for it matter?

**Be Flexible**

Are you open to, do you choose and do you chase change?

**Be Gentle**

How to keep your strengths in perspective.

**Be Courageous**

Taking risks, setting goals and going for it!

**Be Authentic**

Be the best one and only YOU. Learn how comparisons don't serve you.



## CONFERENCE HOSTS



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### Kentucky Chamber

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A few high-profile opportunities remain. Contact me today to learn more.

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# WORKSHOPS

Session descriptions and speaker bios online at [kyshrmconference.com](http://kyshrmconference.com).

		Management sponsored by 	Motivation sponsored by 
<b>Tuesday, August 28</b>			
<b>Session 1</b> 12:30 p.m. - 2 p.m.		① M1 Mind, Body, Professional: Self-care for the HR Professional – <i>Colene Elridge</i>	② I1 Workplace Violence: Active Shooter Training – <i>Michael Peterson, SPHR</i>
		② M2 Intentional Business Storytelling to Increase Retention and Application of Presentations – <i>Merle Heckman, SPHR</i>	① I2 Reducing Drama in the Workplace – <i>Jack Skeen, PhD</i>
<b>Session 2</b> 2:15 p.m. - 3:45 p.m.		② M2 Intentional Business Storytelling to Increase Retention and Application of Presentations – <i>Merle Heckman, SPHR</i>	② I3 Staying Power: Why Your Employees Leave and How to Keep Them Longer – <i>Leah Brown</i>
		② M3 Influence Greatness – <i>Jeff Birk</i>	① I2 Reducing Drama in the Workplace – <i>Jack Skeen, PhD</i>
<b>Wednesday, August 29</b>			
<b>Session 3</b> 7:30 a.m. - 8:30 a.m.		③ M4 Inspired Engagement @ Work – <i>Carlos Rivas, MS, CSCS, ACSM-CPT &amp; Andrew Bailiff</i>	② I4 Disrupting the Future of HR: Unlocking Creativity and Innovation – <i>Lisa Zangari</i>
<b>Session 4 (1 hour track)</b> 11 a.m. - 12 p.m.	choose one class from 1 or 1.5 hour track	② M5 Multigenerational Engagement and Retention in a Challenging Hiring Environment – <i>Karen Combs</i>	① I5 4 Walls of Management – <i>Kyle Gorman</i>
<b>Session 4 (1.5 hour track)</b> 11 a.m. - 12:30 p.m.		② M6 Cultivating Employee Voice – <i>Denise Cumberland, PhD &amp; Ann Herd, PhD, SPHR, SHRM-SCP, CPC</i>	② I6 Employment Legislative and Case Update from the Last Year – <i>Mauritia Kamer</i>
<b>Session 5 (1.5 hour track)</b> 1:15 p.m. - 2:45 p.m.	choose one class from 1 or 1.5 hour track	② M6 Cultivating Employee Voice – <i>Denise Cumberland, PhD &amp; Ann Herd, PhD, SPHR, SHRM-SCP, CPC</i>	② I7 The Real Reasons Employees Quit (2018 Retention Report: Trends, Reasons and Recommendations) – <i>Danny Nelms, MBA</i>
<b>Session 5 (1 hour track)</b> 1:45 p.m. - 2:45 p.m.		① M7 Is Technology Derailing Your Performance? – <i>Amy Olds, PHR, SHRM-CP &amp; Jennifer Wheatley, SPHR, SHRM-SCP</i>	① I5 4 Walls of Management – <i>Kyle Gorman</i>
<b>Session 6</b> 3:45 p.m. - 5 p.m.		① M8 Pendulum Swing in Performance Management – <i>Patrick Smith, SHRM-CP, PHR</i>	① I8 Achieving a Best Place to Work: Recruiting and Retaining Employees Through Free Snacks, Nap Pods, and Pet Insurance – <i>Candra Bryant, MBA, PHR, SHRM-CP &amp; Susan Springer, PHR</i>
		① M9 Stay Tuned - Don't Quit Your Day Job – <i>Adam Argullin</i>	② I9 Leadership Lessons from The Beatles – <i>Shelly Trent, SPHR, SHRM-SCP, CAE</i>
<b>Thursday, August 30</b>			
<b>Session 7</b> 7:30 a.m. - 8:30 a.m.		③ M4 Inspired Engagement @ Work – <i>Carlos Rivas, MS, CSCS, ACSM-CPT &amp; Andrew Bailiff</i>	② I10 Influencer: The New Science of Leading Change – <i>Cynthia Knapke</i>
<b>Session 8</b> 8:45 a.m. - 10 a.m.		② M10 Inspect Your HR Department - Before Someone Else Does! – <i>Jaime Horne, MS, CPBA, SHRM-SCP &amp; Autumn Blakeman, SHRM-CP</i>	① I11 The Business Case for Diversity – <i>Demetria Miles-McDonald</i>
		① M11 Unleash the Beast - Rediscovering the Greatness Within – <i>Mark Rucker</i>	③ I12 The CHRO and CFO—A Dynamic Duo When Using Data, Analytics and Insights to Change the Organization in an Amazon World – <i>Rocke Blair, CEBS</i>
<b>Session 9</b> 10:30 a.m. - 11:45 a.m.			① I11 The Business Case for Diversity – <i>Demetria Miles-McDonald</i>
		② M12 Lessons from a Jedi-Master: Six SWEET Steps to Recruiting Excellence! – <i>Lauren Rauch</i>	① I13 Employee Cyber Security Training – <i>Jennifer Erena &amp; Bryan Pryor</i>

Business Management Strategy	Human Resource Law	Benefits & Compensation	sponsored by <b>Ultimate</b> SOFTWARE <small>People First</small>
<b>BMS CREDIT</b> 2 <b>A1</b> Cultivating Influence: How to Build Your Credibility, Establish Strategic Relationships and Influence Organizational Decision Making – <i>Mary Gormandy-White, SHRM-SCP, SPHR</i>	2 <b>L1</b> Sexual Harassment in the #MeToo Era – <i>Matt Barszcz, Esq. &amp; Vanessa Rogers, Esq.</i>	2 <b>B1</b> Redefining Delivery and Cost of Healthcare for Employers – <i>Christina Heckathorn &amp; Jeremy Stich, MD</i>	
<b>BMS CREDIT</b> 3 <b>A2</b> Writing as an HR Thought Leader Strategy – <i>Cathy Fyock, CSP, SPHR, SHRM-SCP</i>		2 <b>B2</b> Advanced HR Advisory Skills: Making Your Pay Program Drive Engagement – <i>Daniel Ripberger, CCP, PHR &amp; Scott Schreiber</i>	
<b>BMS CREDIT</b> 2 <b>A1</b> Cultivating Influence: How to Build Your Credibility, Establish Strategic Relationships and Influence Organizational Decision Making – <i>Mary Gormandy-White, SHRM-SCP, SPHR</i>		1 <b>B3</b> Driving Education Partnerships That Benefit Employers and Their Employees Using Bridging the Talent Gap Data – <i>Bridgett Strickler, Dan Ash &amp; Jeff Nally, MBA, PCC, SHRM-SCP, SPHR</i>	
<b>BMS CREDIT</b> 3 <b>A2</b> Writing as an HR Thought Leader Strategy – <i>Cathy Fyock, CSP, SPHR, SHRM-SCP</i>	2 <b>L2</b> Digital Forensics: Why They Deserve a Place in Your HR Toolkit – <i>Andy Cobb &amp; Laurel Cornell</i>	2 <b>B4</b> Advanced ADA and FMLA Update – <i>Demetrius Holloway, Esq.</i>	
<b>BMS CREDIT</b> 2 <b>A3</b> Let's Talk Leadership: A Panel of Top HR Leaders in the Commonwealth – <i>Lyle Hanna, SPHR, SHRM-SCP</i>	2 <b>L3</b> Navigating the Changing Currents of OSHA and Employment Law – <i>Todd Logsdon</i>	2 <b>B5</b> A Roadmap to a Stronger Plan – <i>Jonathan Butcher, CRPS</i>	
<b>BMS CREDIT</b> 3 <b>A4</b> Getting and Keeping a Seat at the Executive Table – <i>Meera Alagaraja &amp; Brad Shuck, PhD</i>	1 <b>L4</b> Mock Employment Jury Trial-Part I – <i>Mitzi Wyrick</i>	2 <b>B6</b> Combating FMLA and Benefits Abuse – <i>Jim Anderson</i>	
	1 <b>L5</b> Dos and Don'ts of Internal Investigations – <i>Blaine Blood &amp; Morgan Davenport</i>	1 <b>B7</b> Wage and Hour Update: Exempt or Non-exempt – <i>James Cockrum</i>	
<b>BMS CREDIT</b> 3 <b>A5</b> From Soldier to Civilian Jobholder: Best Practices in Selecting and Onboarding Former Military Talent – <i>Ann Herd, PhD, SPHR, SHRM-SCP, CPC, Walter Herd &amp; Kevin Rose</i>	2 <b>L6</b> Kentucky Workers' Compensation Hot Topics – <i>Kenneth Dietz</i>	2 <b>B8</b> Innovative Solutions for Employers that Promote Wellness and Productivity and Drive Down Health Care Costs – <i>Dorothy Lockhart, MBA, MSN, RN, CCTC, Carrie Schanen, Pharm D &amp; Don Lovasz</i>	
<b>BMS CREDIT</b> 3 <b>A4</b> Getting and Keeping a Seat at the Executive Table – <i>Meera Alagaraja &amp; Brad Shuck, PhD</i>	1 <b>L7</b> Mock Employment Jury Trial-Part II – <i>Mitzi Wyrick</i>		
<b>BMS CREDIT</b> 2 <b>A6</b> Future Solutions for Managing a Shift-Based Workforce – <i>Lyle Hanna, SPHR, SHRM-SCP, Greg Lyles, SPHR &amp; Kari Collier</i>	3 <b>L8</b> You Can't Do That: Non-Competes and Other Restrictive Covenants – <i>Jeff Calabrese</i>	2 <b>B9</b> Health Care Innovation – Not for the Faint of Heart – <i>Jenny Goins</i>	
	2 <b>L9</b> Could Your Background Screening Process Put You in Hot Water? – <i>John McTighe, FCRA Certified</i>	1 <b>B10</b> Compensation Basics and Trends – <i>Tiffany Cardwell, CCP, PHR, SHRM-CP, CTA &amp; Debbie Fisher</i>	
<b>BMS CREDIT</b> 2 <b>A3</b> Let's Talk Leadership: A Panel of Top HR Leaders in the Commonwealth – <i>Lyle Hanna, SPHR, SHRM-SCP</i>	1 <b>L10</b> But That's Not a REAL Religion....is It? – <i>Lynn Ingmire, SHRM-SCP, SPHR &amp; Toni Ahl</i>	2 <b>B11</b> Wellness Program Design for a New Day and Age – <i>Travis Burgett &amp; Ryan Byars</i>	
<b>BMS CREDIT</b> 3 <b>A7</b> Building Bench Strength for the New War for Talent – <i>Ann Herd, PhD, SPHR, SHRM-SCP, CPC, Meera Alagaraja, &amp; Brad Shuck, PhD</i>	1 <b>L11</b> Opioid Abuse in the Workplace: Using Effective Drug Testing Policies to Reduce the Pain of the Painkiller Epidemic – <i>Mark Gomsak</i>	2 <b>B12</b> Benefits Are No Longer Voluntary – <i>Paula Frizzell</i>	
<b>BMS CREDIT</b> 2 <b>A8</b> Fear Not! Technology is Your Friend, Not Your Replacement. – <i>Nick Reddin</i>	2 <b>L12</b> Challenging Workplace Disability Scenarios – <i>LaToi Mayo, JD, Michael Hornback, JD, Jay Inman, JD &amp; Sarah Laren, JD</i>		
<b>BMS CREDIT</b> 3 <b>A7</b> Building Bench Strength for the New War for Talent – <i>Ann Herd, PhD, SPHR, SHRM-SCP, CPC, Meera Alagaraja, &amp; Brad Shuck, PhD</i>	2 <b>L13</b> Social Media and Smart Phones: Legal Challenges and Changes – <i>Lira Johnson, JD &amp; Alina Klimkina, JD</i>	2 <b>B13</b> Cash vs. Non-cash: Developing the Right Incentive Program to Drive Employee Motivation – <i>Brad Shuck, PhD</i>	
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- 1 Fundamental| For those who are new to HR or to the particular topic being addressed, often broad overviews and updates of current topics.
- 2 Intermediate| For those who have HR experience in the topic being addressed, with focus on in-depth examinations of specific topics and their solutions.
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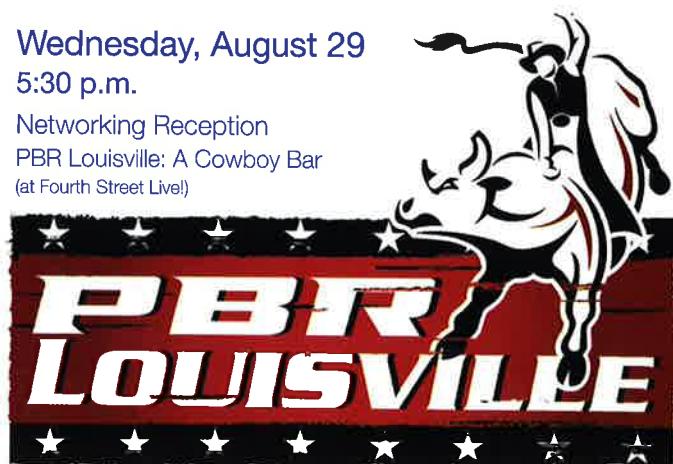
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