2023 Employment Conference
Sessions and Overviews

Benefits Employees Value Most: Now and in the Future

Session Overview:
As the workforce evolves and employee expectations shift, comprehensive and competitive benefits packages are essential to attracting, retaining, and engaging top talent. This breakout session will examine the benefits that are the most valuable to employees today and explore emerging trends that are currently shaping the future of employee benefits. Attendees will learn how to craft a benefits package that resonates with employees, enhances job satisfaction, and promotes retention.

Building a Winning Workplace: Four Approaches to Enhancing Employee Experience and Maximizing Performance

Session Overview:
A positive employee experience is crucial for attracting and retaining top talent, fostering engagement, and driving business success. In this session, we will look at four best practices for creating an exceptional employee experience that promotes a thriving work culture and ultimately leads to better business outcomes. Learn practical tips to help your organization develop a comprehensive approach to the employee experience that aligns with their unique goals and values.
**Creating a Positive and Supportive Work Environment: Strategies for Promoting Employee Mental Well-being**

**Session Overview:**

Mental well-being is a crucial aspect of overall well-being and plays a significant role in employee performance, engagement, and job satisfaction. This breakout session will focus on the importance of addressing mental well-being in the workplace and provide insights on creating a supportive and inclusive environment that fosters psychological well-being. Attendees will learn about best practices, strategies, and resources to effectively promote mental well-being and resilience among their workforces.

**Cultivating a Culture of Continuous Learning for All Employees: Innovative Approaches to Enhance Employee Skills and Growth**

**Session Overview:**

In today's competitive business landscape, engaging and developing employees are essential for organizational success. Learning and development (L&D) initiatives play a critical role in fostering a culture of continuous growth and enabling employees to reach their full potential. In this breakout session, we will discuss the latest trends in L&D and share innovative strategies to create engaging and effective employee development programs for all employees, not just leaders. Attendees will gain insights into cutting-edge approaches, best practices, and practical tools that can be implemented in their organizations to enhance employee engagement, performance, and retention.

**Cultivating a Strong Employer Brand: Strategies for Enhancing Reputation and Attracting Top Talent**

**Session Overview:**

A strong employer brand is essential for attracting and retaining top talent in today's competitive job market. This session will look at the importance of a compelling employer brand and explore strategies for enhancing your organization's reputation as an employer of choice. Attendees will learn to assess their current employer value proposition and develop and maintain a powerful employer brand that resonates with both current employees and prospective talent.
Employer Survival Guide – 9 Tips for Managing Your Organization’s Retirement Plan into the Future

Session Overview:

Do you feel like you’re drowning in the sea of retirement planning due to rapidly changing economics and regulations? Recent changes in regulations governing retirement accounts demonstrate how essential it is for HR professionals, financial advisors, and individuals alike to stay informed about the latest developments. This session will provide an in-depth examination of the new rules and guidelines affecting retirement accounts, offering valuable insights and practical guidance to help attendees navigate these changes and optimize their retirement planning strategies into the future.

2023 Federal Legal Update

Session Overview:

Getting and staying up to date with the latest federal legal developments is critical for every business leader and employer. Join us for our 2023 Federal Legal Update to learn about the significant changes to employment law. You will learn about the most important federal legislative developments in 2023, including new laws, amendments, and potential upcoming legislation. We will also provide a review of the most significant recent federal court decisions and examine the latest regulatory and enforcement trends at the federal level. This update will provide you with practical tips and strategies for ensuring compliance with federal employment law and minimizing legal risks, including how policies should change, items to seek and flag in internal audits, and what training to consider.

Leadership in the Age of Disruption: Developing Agile and Resilient Leaders

Session Overview:

In an era marked by rapid technological advancements, economic shifts, and evolving business landscapes, organizations need leaders who can effectively navigate change and drive success. This breakout session will delve into the challenges and opportunities presented by the age of disruption and explore strategies for developing agile and resilient leaders. Attendees will gain insights, best practices, and resources to cultivate a strong leadership pipeline capable of thriving in the face of disruption.
Leadership Lessons from Pop Culture

Session Overview:

Effective leadership is crucial, now more than ever. While traditional leadership theories and models provide valuable guidance, exploring unconventional sources of inspiration, such as pop culture, can offer fresh perspectives and innovative insights for today's leaders. This session will examine a variety of leadership lessons drawn from popular films, television shows, and music, uncovering their relevance and applicability to contemporary leadership challenges. Be prepared for an engaging analysis and practical tips, helping attendees to broaden their leadership toolkit and foster more creative and adaptive leadership styles.

Navigating the Complexities of Multi-State Compliance: Top 5 Things Employers Need to Know if They Operate Across State Lines

Session Overview:

Over the years, employers have been increasingly expanding their workforce to span across several state lines. In doing so, multi-state employers have encountered the complexities of managing employees in multiple states that have different and ever-changing state and local employment laws. In this conference breakout session, participants will gain a better understanding of the business dynamics of multi-state employment law compliance and learn best practices and resources to help effectively manage operations and maintain compliance across state lines.

Pay Transparency and Wage Inflation: Planning for the Future

Session Overview:

Organizations face increasing pressure to remain competitive in a tight labor market while also complying with pay equity regulations. Compliance with pay transparency laws, while combating wage inflation, has become a critical concern for HR professionals. This breakout session will provide a comprehensive examination of pay transparency practices and strategies for combating wage inflation from both the legal and HR perspective. We will share insights, best practices, and practical tips to help attendees navigate the complexities of pay transparency while maintaining legal compliance and ensuring a fair and equitable compensation structure within their organizations.

Session Overview:

In today's diverse work environment, non-faith-based organizations may encounter various religious issues that impact employees and workplace dynamics. This conference breakout session will discuss real stories of non-religious organizations exploring the challenges and best practices for addressing religious issues in non-faith-based organizations while promoting an inclusive and respectful workplace. We will share insights, strategies, and resources for effectively managing religious accommodations, fostering interfaith understanding, and mitigating potential conflicts. This session will also discuss new developments and potential areas for future change.

Reengaging Top Talent: How to Fuel Commitment, Connection, and Innovation

Session Overview:

In today’s continuous whirlwind of workplace change, organizational leaders and HR professionals recognize that it is of the utmost importance for organizations to ensure that their top talent remains engaged, motivated, and committed. In this session, attendees will discover effective methods for enhancing employee commitment, from aligning individual goals with organizational objectives to creating a culture that values and recognizes contributions. Let’s help employees rediscover joy, meaning, and satisfaction in their work.

Top 5 Things Employment Attorneys Want HR Professionals to Know

Session Overview:

Employment attorneys and HR professionals play a critical role in ensuring organizational compliance and fostering a healthy workplace environment. In this conference breakout session, an experienced employment law attorney will share the top five things she wants HR professionals to know to effectively manage legal risks and maintain a compliant workplace. The session will provide valuable insights, best practices, and resources to help HR professionals navigate complex legal situations and proactively address potential issues to mitigate legal risk.
Transforming the Workplace: The Benefits and Challenges of Artificial Intelligence

Session Overview:

This session will delve into the transformative impact of artificial intelligence (AI) on the modern workplace. AI includes an array of technologies that are rapidly evolving, which employers across all industries are beginning to integrate into the workplace to maintain a competitive edge. This presentation will provide an overview of different AI tools, discuss the impact of AI on the workplace and workforce, address examples of how businesses are using AI, and explore the benefits and potential HR and legal challenges that come with integrating AI in the workplace. Attendees will leave this session with insights on how to strategically leverage AI while addressing the potential pitfalls and ethical considerations that AI technologies can bring to the workplace.

Unlocking HR’s Full Potential: Embracing the Strategic Business Partner Approach for Organizational Transformation

Session Overview:

As organizations evolve, HR professionals must adapt their roles to become strategic business partners who drive organizational success. This breakout session will examine the concept of the strategic business partner approach and share insights, strategies, and best practices for unlocking HR’s full potential to become an agile and value-driven partner that supports business objectives. This session will provide practical guidance and resources to empower attendees in successfully navigating the transition toward a strategic business partner approach.

What to Expect When Your Employees Are Expecting: Legal Obligations and Workplace Strategies in Navigating Employee Pregnancies and Adoptions

Session Overview:

To be competitive in today’s environment, it is essential for organizations to understand and support employees who are starting or expanding their families. This breakout session will discuss employers’ legal obligations and best practices relating to employee pregnancies and adoptions, such as reasonable accommodations, medical and parental leave, and lactation support. Attendees will learn how to identify and effectively comply with these requirements while supporting employees through pregnancy, adoption, parental leave, and the transition back to work.