



Conference Sessions and Overviews

HUMAN RESOURCES TOPICS

Base Pay Compensation:

Create Strategic and Competitive Plans with Data Insights

OVERVIEW: In the quest for sound decision-making in base pay compensation, data analysis emerges as a powerful tool. This session provides an in-depth examination into how to effectively and efficiently leverage compensation practices and market data to design competitive and reasonable compensation plans. The plans and practices can then help the organization achieve its business goals through helping to manage a key aspect in the employee engagement equation: base pay. We'll cover the essentials of sourcing reliable data, understanding market requirements, and applying insights to help make the organization's compensation strategy resonate with all internal company stakeholders. Attendees will learn the best practices for benchmarking base pay, addressing pay fairness, and fostering the understanding of base pay compensation within their organizations. Ideal for HR professionals, compensation specialists, and business leaders, this session equips participants with the knowledge to leverage data for informed decision-making in equipping compensation plans as a method to attract and retain talent.

Embracing Age Diversity:

Overcoming Ageism and Unleashing Multigenerational Talent in the Workplace

OVERVIEW: In the diverse tapestry of today's workforce, ageism remains a subtle yet pervasive challenge that can hinder organizational growth and innovation. This session tackles the critical issue of ageism in the workplace, offering fresh perspectives on leveraging the strengths of a multigenerational workforce. We will discuss strategies for identifying and combating ageist practices, fostering an inclusive culture that values experience while embracing innovative ideas, and unlocking the hidden talent across all age groups. Attendees will learn how to create opportunities for cross-generational mentorship, collaboration, and skill sharing, transforming potential age divides into powerful alliances for success. Ideal for HR professionals and business leaders, this session is a call to action to harness the full potential of every employee, regardless of age, for the collective benefit of individuals and organizations alike.



FLEX Forward:

Balancing Employee Needs and Business Demands in the Workplace of Tomorrow

OVERVIEW: This session explores the critical importance of what it means to FLEX by providing workplace flexibility now and as we move forward into the future of work. This session delves into both the desires of employees for greater flexibility, and the challenges faced by employers in meeting these needs while maintaining organizational effectiveness. We will explore the dimensions of flexibility and discuss how they contribute to employee satisfaction, productivity, and overall organizational resilience. Participants will gain clarity into why flexibility is essential for the modern workforce and learn practical strategies for taking action to implement flexibility in the workplace. This session is designed for leaders and HR professionals seeking to craft a flexibility strategy that not only attracts top talent but also fosters an environment where innovation and well-being thrive.



LEADERSHIP & DEVELOPMENT TOPICS

**Commitment to Diversity:
Strategies for Upholding Inclusion Amid Challenges**

OVERVIEW: As organizations deepen their commitment to diversity and inclusion, they increasingly face challenges with consistency and longevity when it comes to implementing diversity and inclusion. This session, "Commitment to Diversity," addresses the challenges with implementing a strategy, establishing employee connections, and understanding when it comes to diversity and inclusion. These challenges with the growing resistance against diversity initiatives and misaligned workplace cultures have made it difficult to sustain diversity and inclusion initiatives authentically and intentionally. We will explore the roots of these challenges, understand their impact on diversity programs, and discuss strategic ways to advocate for and influence leaders with creating sustainable inclusive cultures. Attendees will learn how to effectively communicate the value of diversity initiatives, engage and influence skeptics constructively, and implement strategies that foster resilience in their diversity efforts. This session is essential for diversity officers, HR professionals, and leaders who are committed to advancing diversity and inclusion amidst rising challenges, providing them with the tools to navigate opposition and continue making meaningful progress.

**Elevating Engagement:
The Power of Check-In Conversations for Clearer Paths to Success**

OVERVIEW: Gone are the days of managing performance through annual reviews alone. In the dynamic session, "Performance is Cultivated, not Managed: Unleashing the Power of the Check-In Conversation," we invite leaders, managers, and HR professionals to explore the impactful shift from traditional performance management to a culture of continuous growth and feedback. This session will delve into the art and science of effective check-in conversations, demonstrating how regular, meaningful interactions can foster a supportive environment, enhance employee engagement, and drive organizational success. Attendees will learn practical techniques for conducting impactful check-ins, setting clear expectations, providing constructive feedback, and empowering employees to take ownership of their development. By embracing the check-in conversation, organizations can cultivate a high-performance culture that nurtures talent and aligns individual achievements with broader business goals.



Enhancing Leadership: Strategies for Improving Managerial Effectiveness

OVERVIEW: Effective leadership behaviors that empower and develop managers is key to overall organizational success and must be exhibited by leaders at all levels. This interactive session is designed for senior leaders and HR professionals focused on cultivating and sustaining high-performing management teams. Participants will explore strategies for coaching and mentoring managers, fostering a culture of accountability and embracing continuous improvement, while engaging in supportive leadership. We will discover actionable approaches for enhancing managerial competencies and building relationships through effective communication, enabling managers to lead their teams with confidence and competence. By developing strong and inspiring leaders, organizations can ensure a more engaged workforce, improved operational efficiency, and a nurturing environment that promotes growth and innovation at all levels.

Welcome to Succession Island: A Journey to Clarity for Your Leadership Pipeline

OVERVIEW: Join us for an electrifying session where we will transport leaders and HR professionals to Succession Island. Outwit cultures of rapid change with the potential for innovative learning and uncover essential tools to navigate modern business. Explore strategies for identifying leaders, enhancing skills, and boosting engagement that will outplay traditional succession planning. Dive deeper into creating development opportunities that align with organizational and individual goals. Experience clarity and gain understanding on how to utilize upskilling and reskilling initiatives to nurture talent and foster growth. Pack your bags and join us for a journey promising a competitive edge. Succession Island awaits—can you capture the succession idol and achieve immunity from turnover?



LEGAL TOPICS

Employment Law Update 2024

OVERVIEW: Attend our Employment Law Update 2024 to learn about the significant changes to the employment laws you use every day, and to ensure you stay compliant, minimize legal risks, and prepare for emerging issues. Let us help you get and stay up to date with the latest legal developments and anticipate future changes.

At this session you can expect to learn about the most important federal legislative developments so far in 2024, including new laws, amendments and potential upcoming legislation that has and will impact employers across industries. We will also provide a review of the most significant recent court decisions that impact employment law including discrimination, harassment, wage and hour disputes, accommodation, and leave. We will examine the latest regulatory and enforcement trends, including the priorities and initiatives of agencies and what those decisions mean for employers. This update will provide you with practical tips and strategies for ensuring compliance with employment law and minimizing legal risks, including how policies should change, items to seek and flag in internal audits, and what employee trainings to consider.

Illuminating the Shadows:

Mastering Wage and Hour Compliance in Employment Law

OVERVIEW: Welcome to "Navigating the Shadows," a true crime podcast-style event, uncovering the sinister world of wage and hourly violations.

In the murky world of employment law, wage and hour compliance stands as a silent assassin, ready to strike at the heart of even the most diligent employers. This presentation unveils the chilling truth behind common mistakes. From the misclassification of employees to the clandestine world of overtime miscalculations, we expose the chilling truths that haunt HR professionals and business owners alike. Join us as we navigate the treacherous waters of breaks and timekeeping errors, offering a roadmap to survival in the face of legal peril. Discover the legal ramifications of these missteps and arm yourself with the practical strategies needed to emerge unscathed. Because in the world of wage and hour compliance, ignorance is not bliss – it's a one-way ticket to a costly legal battle. Don't miss this essential guide for HR professionals, business owners, and managers determined to protect their organizations and uphold fair, legal employment practices.



Navigating Workplace Investigations

OVERVIEW: In the intricate dynamics of today's workplaces, conducting effective investigations into allegations of misconduct, harassment, or other serious issues is paramount. This session highlights the critical role HR professionals play in leading workplace investigations, focusing on the potential impacts on employees and the overall organizational climate. We will delve into best practices for conducting thorough, impartial investigations that respect all parties involved, while also safeguarding your organization from legal risks. Learn about the emotional and psychological impact these investigations can have on your employees and discover strategic approaches to maintain trust, confidentiality, and fairness throughout the process. This session is designed to equip HR leaders with the tools and insights needed to navigate the complexities of workplace investigations with confidence, ensuring a respectful, compliant, and supportive work environment.

Unpacking the National Labor Relations Act: Implications for All Employers

OVERVIEW: This session is critical for all employers, regardless of whether their workforce is unionized or not. It will delve into how the National Labor Relations Board (NLRB) regulations and decisions impact employer-employee relations across the board. Participants will explore the broad reach of the National Labor Relations Act (NLRA), including rights related to concerted activity and the implications for non-unionized workplaces. The session will provide a comprehensive overview of the NLRB's recent rulings and enforcement trends, offering strategies for compliance and effective management practices that respect employee rights under the NLRA. Attendees will learn how to navigate the complexities of the NLRB's regulations to avoid common pitfalls, ensure lawful policy development, and maintain positive labor relations. This includes insights into lawful communication, handling of employee grievances, and the dos and don'ts of responding to organizing efforts. The goal is to equip employers with the knowledge to foster a compliant and harmonious work environment, whether their employees are union members or not.



COMBINATION TOPICS

**AI Revolutionizing HR:
Unlocking Benefits, Addressing Legalities**

OVERVIEW: As artificial intelligence (AI) technology becomes increasingly integrated into human resources processes, from recruitment to performance management and employee monitoring, it brings both unprecedented opportunities and complex legal challenges. AI Revolutionizing HR is a crucial session designed for HR professionals, legal advisors, and organizational leaders eager to harness the potential of AI while navigating the evolving legal landscape. This engaging and demonstrative workshop will offer a thorough insight into how AI can revolutionize HR practices, boosting efficiency. Simultaneously, it will address the critical legal implications, including privacy concerns, bias and discrimination issues, and compliance with employment laws. Attendees will explore best practices for implementing AI in HR processes and learn about new tools available in the industry. Join us to discover how to effectively leverage AI in your HR practices, ensuring your organization remains innovative, competitive, and legally compliant in the digital age.

The Art of Balancing Mandatory Leave and Employee-Centric Benefits

OVERVIEW: In today's dynamic work environment, the interplay between mandatory employee leaves of absence and employee-centric benefits has become a critical focal point for organizations striving to foster workplace equity and employee well-being. Balancing legal obligations with initiatives that enhance the employee experience is essential for creating a supportive and inclusive workplace culture. In coordination with mandatory legal requirements, by offering benefits such as flexible work arrangements and PTO policies, mental health support, and family-friendly benefits, organizations can create a supportive and inclusive workplace culture that fosters equity and well-being for all employees. Join us to learn more about exploring how to achieve this delicate balance between what is legally required and what supports the evolving needs of the workforce.



The Great Debate:

Taking a Stand on Political Speech in the Workplace

OVERVIEW: In today's polarized climate, political speech can significantly impact workplace harmony and productivity. This session delves into the complexities of managing political expression within the workplace, which requires striking a balance between respecting employees' rights and maintaining a respectful, inclusive work environment. We will explore the legal boundaries of political speech at work and discuss strategies for addressing potentially divisive discussions to safeguard workplace cohesion. Attendees will leave with actionable insights on navigating these sensitive issues and ensuring their organization fosters open dialogue without compromising professionalism or productivity. Perfect for HR professionals, managers, and business leaders seeking to cultivate a positive and inclusive workplace culture amidst a politically charged atmosphere.