

EXTREME makeover HUMAN RESOURCES EDITION

Seminar Overview

Improve how you manage Human Resources challenges in today's demanding work environment!

Our experienced, seasoned presenters are prepared to answer your tough Human Resources questions and help you gain the tools you need to assist and protect your employer, organization, or business as it relates to HR.

Wide-ranging topics, networking, and breakout sessions allow you to tailor your experience to your specific needs.

Vendors will be on hand displaying the latest Human Resource products, tools, and programs to make your job easier. Learn how to embrace innovation now - limited seats are available, so sign up today.

Register today to take advantage of our LOW pricing!

NOW - January 19: **\$99**

January 20 - February 14: **\$125**

February 15 - Day of Event: **\$149**

Small Business Special

2 from the same company \$175 Total

3 from the same company \$225 Total

Must register by February 14

Register at:

ncf-shrmconference.eventbrite.com

For more information, contact:

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JJ Jarrell - 2012 President, NCF SHRM

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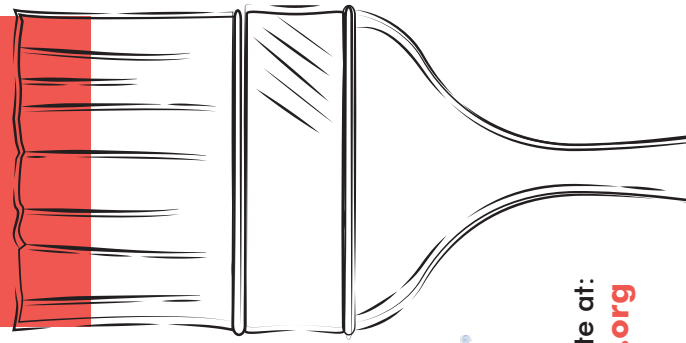
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NCF-SHRM
PO Box 140815
Gainesville FL 32614



The North Central Florida Chapter of the Society for Human Resource Management is pleased to present the
2013 Extreme Makeover: HR Edition Seminar

EXTREME makeover

HUMAN RESOURCES EDITION

Thursday, February 21, 2013

Hilton Gainesville at UF
8am - 5pm



Visit the NCF-SHRM Website at:
www.ncfshrm.org

Move that Bus! – Retaining an Engaged Workforce

Joyce Chasatin, SPHR

2013 President – HR Florida

With turnover costs soaring between 30% and 200% of the departing employee's annual salary, it is imperative that an organization keep the good employees they already have.

Retaining an engaged workforce will be more and more challenging as the economy improves. Employees will have more choices. In this session, we'll share eight no-cost tactics for ensuring that when employees consider their employment options (and they will), they will choose to stay with their current employer. This is not about higher salaries and greater benefits. It's about the keys to gaining and maintaining employee loyalty.

Employment Law Changes in 2013 and Beyond

Aaron Zandy

Partner – Ford & Harrison, LLP

www.fordharrison.com

Aaron Zandy is a Board Certified Specialist in Labor and Employment Law who represents employers and management in all areas of traditional labor and employment law. Aaron is an experienced trial lawyer and as a certified Senior Professional in Human Resources (SPHR), Aaron regularly provides proactive and common sense counseling and guidance to employers on every aspect of the employer-employee relationship. As a highly acclaimed and recognized speaker, teacher, and trainer, Aaron provides high-intensity, high-content presentations for human resources professionals and managers. Among others, Aaron is listed in The Best Lawyers in America - Labor and Employment Law, "Florida's Legal Elite" by Florida Trend magazine, "Orlando's Best Lawyers" by Orlando Magazine, and "Best of the Bar" by the Orlando Business Journal.

BREAKOUT SESSION I – CHOOSE A, B, OR C

A) Rebuilding your leadership Pipeline:

Spotting tomorrow's talent today

Steve Waterhouse, CSP

President – Predictive Results

www.waterhousegroup.com

Years of employee shortages followed by years of cash shortages have left many companies wondering who will lead them tomorrow. It's time to look at your existing staff and your future needs and make a strategic plan to ensure you have the resources to excel in the near future.

In this session, we will look at the problem of talent with a behavioral twist. By adding this additional dimension, we will learn how important it is to address the "do" side of leadership as much as the "know" side. By incorporating the needs of the entire organization, you will see how it is possible to build a leadership team that drives success for years to come.

B) A Ticking Time Bomb

Richard Margulies

Partner – Jackson Lewis, LLP

www.jacksonlewis.com

Even though the law hasn't changed (yet), the National Labor Relation Board's stepped-up enforcement has and many traditional policies found in employee handbooks are resulting in claims of wrongful termination and litigation. A Ticking Time Bomb, this program will explore ways in which non-union employers can innocently infringe on employee rights under the NLRA and the steps your organization can take now to avoid potential violations.

C) Leading from the front for Success

Sean Lynch

Senior Consultant - Lead Star

www.leadstar.us

Leaders are defined as "Someone who influences outcomes and inspires others". The best organizations have strong leaders at all levels. Sean will give you tips on how to increase productivity, have stronger accountability, create and sustain a more positive work environment.

EXPERT PANEL Q&A

FloridaWorks:

Establishing an alliance with our HR and Business community

Kim Tesch-Vaughn, IOM

Workforce Development

Ian Fletcher, Vice President

Work force Development

BREAKOUT SESSION II– CHOOSE A, B, OR C

A) What the CEO expects from HR and Leadership

Rick Staab

CEO, - Intermed BioMedical

Mr. Staab will give you a firsthand look at what the CEO expects from his HR department, and his Leadership team. During this breakout session, you will learn how to work strategically with each team member on creating a healthy workplace environment.

B) Horror Stories From The Employment

Lawyer's Crypt

Bill Krizner

Krizner Group

www.TheKriznergroupp.com

After answering more than one hundred thousand employment law questions over the past decade, Bill will share some of the most unique and challenging fact patterns that his clients have posed. In his normal participative style, Bill will challenge the audience to successfully navigate these demanding scenarios and avoid similar mistakes in the future. Come prepared to laugh, think, and maybe even cry!

C) HR's Strategic Role in Health Care Reform

Kimberly Harrell, MS, PHR

Willis Human Capital Practice

www.willis.com

Health benefit programs can play an important role in employee attraction, retention and engagement. Health care reform presents unprecedented opportunities for employers to reevaluate their total rewards proposition as they make critical choices about where to invest their benefit dollars, which is likely to have a ripple effect on the business overall.

This session will help participants explore the impact of health care reform legislation on their current employee value proposition. It will also introduce the necessary strategic steps an organization must take in order to impact staffing and reward strategies, recruitment and retention, change management, and many other business issues that will have deep-seated and long-lasting implications for their organizations.

KEYNOTE PRESENTATION

Who packs the parachute?

Patrick T. Grady

Owner – TNT Enterprises

www.patricktgrady.com

During this upbeat, humorous and entertaining presentation, Patrick deals with:

- Putting humor back into the workplace
- Changing "me" attitudes to "we" attitudes
- Being open to positive change
- The importance of both self-motivation and motivating others
- Building self-esteem within yourself and co-workers
- Being of service to others!

8:00 – 8:45 Breakfast, Registration & Expo Hall

8:45 – 9:00 Welcome and Announcements

9:00 – 9:45 Move that Bus! Retaining an Engaged Workforce

Presenter: Joyce Chastain, SPHR

2013 President, HR Florida

9:45 – 10:00 Break (Vendor Expo Hall Open!)

**10:00 – 10:45 Aaron Zandy – Ford & Harrison, LLP
Legal Update**

10:45 – 11:15 Break (Vendor Expo Hall Open!)

11:15 – 12:00 Three Breakout Sessions for You to Choose

A) Steve Waterhouse – Predictive Index

Rebuilding your leadership Pipeline: Spotting Tomorrow's talent Today

B) Richard Margulies, Partner – Jackson Lewis, LLP

A ticking time bomb

C) Sean Lynch – Sr Consultant, Lead Star

Leading from the front for success

12:00 – 12:45 Lunch (Vendor Expo Hall Open!)

12:45 – 1:15 Expert Panel Q&A:

Florida Works: Establishing an alliance with our HR Community

Kim Tesch-Vaughn – Florida Works

Ian Fletcher – Florida Works

1:15 – 1:30 Break (Vendor Expo Hall Open!)

1:30 – 2:15 Three Breakout Sessions for You to Choose

A) Rick Staab, CEO – Intermed BioMedical

What the CEO expects from HR and Leadership

B) Bill Krizner, CEO, The Krizner Group

Horror Stories from The Employment Lawyer's Crypt

C) Kimberly Harrell, MS, PHR, Consultant – Willis

Human Capital Practice

HR's Strategic Role in HealthCare Reform

2:15 – 2:30 Break (Vendor Expo Hall Open!)

2:30 – 3:45 KEYNOTE SPEAKER: Patrick T Grady –

Owner, TNT Enterprises

Who Packs the Parachute?

4:00 – 4:30 Closing Comments and Give Away

4:30 – 5:00 Networking