



HR Specialist Summit

September 6-8, 2017
The Venetian • Las Vegas, NV



John Benson



Monica Whalen



Jathan Janove



Alyssa Peters

- **Over 20 First-Class HR Education Sessions**
- **Extensive Q&A Opportunities with the Experts**
- **Career-Boosting Networking with Your Peers**
- **HRCI/SHRM Credits**
- **FREE Pre-conference Workshops**
- **FREE Bonus Gifts for All Attendees**
- **Satisfaction Guaranteed or Your Money Back!**

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HR Specialist Summit

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Dear Colleague:

Have you ever come home from that big HR conference with nothing but a few notes – and two aching feet? You spend half your time in a huge lecture hall being talked AT (not WITH), and the other half being bombarded by endless sales pitches as you trudge through miles of exhibits.

We've been there – many times. And that's why *The HR Specialist* is proud to announce a new event that covers every facet of HR management and best practices PLUS the newest wrinkles in law and compliance. Introducing *The HR Specialist Summit*.

The *Summit* takes place September 6-8 at the Venetian in Las Vegas. Each session in our cutting-edge program has been designed by our team to maximize contact between our attendees and our faculty of HR pros and employment attorneys, so you get the biggest bang for your HR training buck. I guarantee it (more on that later ...).

At *The HR Specialist Summit*, it's **Less Walking, More Learning**. You won't just be hearing from America's leading HR management and employment law experts – you'll be interacting with them ... getting answers to your questions ... and hearing your colleagues' concerns, too!

The 2017 HR Specialist Summit is brought to you, fittingly enough, by *The HR Specialist*. Our newsletters, books, webinars, and training materials have kept HR professionals informed since 1937. Now we're putting our 80 years of experience to work – for **you**.

Best of all, the *The HR Specialist Summit* features a **unique two-track approach**. Our **Strategic Track** will cover the best management, engagement, and leadership advice, while our **Compliance Track** will keep you up to speed on the latest legal and regulatory developments. Spend your time in either track, jump between them, or bring your HR and management teams to get the most out of the *Summit*!

Take a few minutes to review our entire program, and then go to www.HRS-Summit.com to register at our special Early Bird Rate. You'll also receive three free bonus gifts. And you'll come home not exhausted, but invigorated!

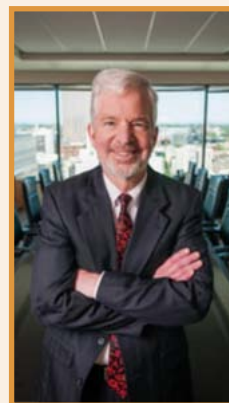
I look forward to welcoming you to the Venetian and *The HR Specialist Summit*!

Sincerely,

Jathan Janove, Moderator,
The HR Specialist Summit

Moderator Profile

Jathan Janove, principal of Janove Organization Solutions, is a highly respected attorney, executive coach, blogger, acclaimed speaker, and internationally published author. Jathan specializes in helping organizations create fully engaged working environments that maximize employee potential.



P.S. Your satisfaction is unconditionally guaranteed. If *The HR Specialist Summit* fails to meet your needs, we will immediately refund 100% of your tuition. No questions asked – and **your free bonus gifts are yours to keep**.

HR SPECIALIST SUMMIT AGENDA

Wednesday, September 6

12:00 – 5:00 pm
CONFERENCE REGISTRATION

3:00 – 5:00 pm
PRE-CONFERENCE WORKSHOPS

Choose between these fascinating sessions presented by accomplished, nationally recognized speakers:

- **BE A COACH, NOT A COP: TRANSFORMING INTERACTIONS BETWEEN HR AND MANAGEMENT**

STRATEGIC TRACK HR professionals are often seen by management as “cops” enforcing the rules. But it doesn’t have to be (or be perceived) this way. In this session, a master executive coach will share concepts and techniques that will enable you to gain trust and support of executives, managers, and employees.

- **WORKPLACE INVESTIGATIONS – YOUR CHECKLIST FOR CONDUCTING PERFECT INVESTIGATIONS EVERY TIME**

COMPLIANCE TRACK A bungled workplace investigation can cost you severely – ask the company whose HR team messed up to the tune of a \$15 million legal judgment. Find out how to plan your investigation ... choose your investigator ... and document every step. We’ll also discuss best practices to follow, and pitfalls to avoid. Plus, we’ll give you *sample templates of investigation forms and checklists* to make your job easier.

Thursday, September 7

7:30 – 8:30 AM
REGISTRATION AND CONTINENTAL BREAKFAST

8:30 – 9:15 AM
KEYNOTE ADDRESS – HR AS THE AGENT (AND ARCHITECT!) OF POSITIVE CHANGE IN YOUR WORKPLACE

STRATEGIC TRACK Change is absolutely scary. But in this day and age, when the only constant *is* change, it’s also an absolute necessity. Our keynote speaker – who has held top executive AND HR positions – will share his experiences in implementing change ... getting buy-in from executives and staff ... the team-building benefits of change ... and how HR can emerge as a leading player in the process.

9:15 – 10:30 AM
BREAKOUT SESSION #1 – CHOOSE FROM:

- **KEYNOTE ADDRESS FOLLOW-UP WORKSHOP**

STRATEGIC TRACK Keynote addresses often raise provocative questions. But our keynote speaker provides ANSWERS, too! Join us for a freewheeling, interactive workshop designed to build on the ideas presented in our keynote address. You’ll get specific solutions to the challenges you’re currently facing – and hear your colleagues’ concerns as well.

- **HARASSMENT, BULLYING, AND OTHER EMPLOYEE MISBEHAVIOR – A PREVENTION GUIDE**

COMPLIANCE TRACK Sexual harassment and workplace bullying are more than just annoying – they’re legally perilous. And while solving these problems is great, what’s even better is **stopping them before they start**. Our expert employment attorney will outline a detailed plan to prevent harassment and bullying on the job – and recommend steps for HR and management to take if these problems do arise.

Presenter Profile

John Benson is executive VP for HR, communications, and IT at construction and development firm Skanska. John is well known for his unique blend of proven change leadership skills, including HR, strategy, and leadership development. An in-demand speaker, John will identify the creative workplace tools and techniques that his firm has employed to further its position as a global leader.



10:30 – 10:45 AM
BREAK AND REFRESHMENTS

10:45 – 11:45 AM
EMPLOYMENT LAW MASTER CLASS FOR TODAY’S HR PROFESSIONAL: CUTTING-EDGE LEGAL DEVELOPMENTS

COMPLIANCE TRACK A one-hour session with a top HR attorney will typically cost you about \$500.00. But *The HR Specialist Summit* includes a full hour with one of America’s leading employment lawyers as part of our blue-ribbon program. And of course, you’ll also have the chance to ask our expert your questions. The value of this session ALONE could pay for your entire *Summit* tuition!

SUMMIT AGENDA

Presenter Profile

A former U.S. assistant attorney, Julius M. Turman is a partner with Constangy, Brooks, Smith & Prophete, and he heads the firm's San Francisco office. Julius has a strong national reputation for success in representing and counseling employers on complex employment law issues, including wage/hour, discrimination, and noncompetes.



11:45 AM – 12:00 PM
ROOM CHANGE AND BREAK

12:00 – 1:30 PM
**LUNCH & SPECIAL PRESENTATION:
DEALING WITH CONFLICT – A STRATEGIC
AND TACTICAL APPROACH**

STRATEGIC TRACK Verbal aikido? The Monk's Technique? These may sound like moves from a martial arts movie, but they're part of *HR Specialist Summit* moderator Jathan Janove's unique approach to dealing with conflicts at work. You'll discover when to intervene (and when NOT to) ... listening skills ... the Midas Touch apology ... and much more.

As an added benefit, *HR Specialist Summit* faculty members will be seated at select tables – giving you yet another chance to interact with our compliance and strategic experts.

1:30 – 3:00 pm
BREAKOUT SESSION #2 – CHOOSE FROM:

- **GETTING SERIOUS ABOUT EMPLOYEE ENGAGEMENT: HOW TO CREATE (AND MEASURE) A FULLY ENGAGED TEAM**

STRATEGIC TRACK Talking about employee engagement is one thing – but truly achieving it is quite another. In this extended workshop session, we'll explore the techniques savvy employers use to turn their staffs into actual teams. You'll then discover methods to measure engagement levels – perfect for showing management the value of an engaged workforce.

- **MASTERING EMPLOYEE LEAVE AND ACCOMMODATION**

COMPLIANCE TRACK Perhaps no two issues cause more headaches for HR than accommodation and leave. From religious accommodation to intermittent leave, FMLA fraud/abuse to pregnancy accommodation and

more, every decision made by you or your management team has the potential to trigger a lawsuit. Join a top employment attorney for this give-and-take session that will show you how much you have to give – and how much you have to take!

3:00 – 3:15 pm
ROOM CHANGE/BREAK AND REFRESHMENTS

3:15 – 4:15 PM
**HR BY THE NUMBERS: METRICS & DATA
ANALYSIS**

STRATEGIC TRACK If there's one thing executives can agree on, it's that they want to see the numbers behind any proposal or decision. This intriguing "HR by the numbers" session will help you do just that, as we review techniques for collecting HR data ... yardsticks for analyzing this data ... and the technology hacks you can employ to help you with both.

Presenter Profile

Monica Whalen, Utah President Emeritus of the Employers Council, specializes in helping employers run their business while complying with a dizzying number of federal and state employment laws. She is a former Employer Associations of America board member and was recognized as one of Utah's 30 Women to Watch.



4:15 – 5:00 PM
**DISORDER IN THE COURT:
TEAM COMPETITION**

COMPLIANCE TRACK As ridiculous as some employee lawsuits may seem, sometimes the outcomes seem even crazier. Our panel will present a series of real-life cases, and teams of attendees will vote on what the actual decisions were. You'll laugh while you learn – and you may even win a prize!

5:00 – 5:15 pm
CLOSING & FIRST PRIZE DRAWING

5:15 – 6:15 pm
**RECEPTION – HOSTED BY CONSTANGY,
BROOKS, SMITH & PROPHETE**

Join our speakers and your colleagues from around the country for cocktails, hors d'oeuvres, and networking. A great opportunity to review what you've learned during Day One – or to plan your evening in fabulous Las Vegas.

Friday, September 8

7:30 – 9:00 AM

CONTINENTAL BREAKFAST AND INTERACTIVE ROUNDTABLE DISCUSSIONS

Spend a fast-paced 25 minutes at the table of your choice — each on a different topic that you can discuss with our expert. After 25 minutes you can switch to a second table, and then a third. Topics

- HR Leadership
- Metrics for HR
- Employee Engagement
- Wage-and-Hour Law
- Workplace Retaliation
- Privacy in the Workplace

will include:

9:00 - 10:15 AM

FRIDAY KEYNOTE PANEL – WHAT DO HR AND THE C-SUITE REALLY WANT (AND EXPECT) FROM EACH OTHER?

STRATEGIC TRACK What do your top executives want from HR? And how can you get what you need from the C-Suite? Our expert panel – made up of leading executives who came from HR backgrounds – will explain the perspectives of upper management when dealing with the regulatory, management, and staffing concerns of HR specialists. Beyond getting a seat at the table, you'll gain greater insights on the thinking behind BOTH SIDES of the table.

10:15 - 10:30 AM

BREAK AND REFRESHMENTS

10:30 – 11:30 AM

BREAKOUT SESSION # 3 – CHOOSE FROM:

- **PANEL: THE FUTURE OF PERFORMANCE MANAGEMENT: REVIEWS, COMMUNICATION & TRAINING**

STRATEGIC TRACK It's your job to maximize your human capital ROI – but how? From getting more from millennials to developing tomorrow's leaders ... determining the future of onboarding to reviewing the fate of performance reviews ... and more, our expert panel will share their performance management insights to help your employees AND the bottom line thrive.

- **WHEN IT'S TIME TO DISENGAGE: TERMINATION CHECKLIST**

COMPLIANCE TRACK It's never fun to terminate someone, but it's part of your job. And when it has to be done, it has to be done correctly. (It's no wonder that wrongful termination is one of the most "popular" employee

Presenter Profile

Alyssa Peters is a partner in the Macon, Ga., office of the Constangy, Brooks, Smith & Prophete law firm. She devotes her practice to defending and counseling employers in various employment law matters, and she specializes in class-action litigation, wage-and-hour compliance and employee leave policies.



lawsuits.) Our legal expert will lead a discussion of how to terminate an employee (or 50), including legal requirements ... what should be said ... and what should NEVER be said.

11:30 AM – 12:15 PM

TAKEAWAYS, GIVEAWAYS, AND ANSWERS TO YOUR BURNING QUESTIONS

STRATEGIC TRACK AND **COMPLIANCE TRACK**

Our *HR Specialist Summit* wrap-up session provides a lightning-round overview of the most important points our experts want you to put to work when you get home. Of course, it wouldn't be an *HR Specialist Summit* session if we didn't also take your questions. And we'll also be awarding our Grand Prize!

1:30 – 3:30 PM

POST-CONFERENCE WORKSHOPS

Take a break after the general sessions conclude, and then come back to participate in one of the following special focused programs presented by accomplished, nationally recognized speakers:

- **THE HARD-WON WISDOM WORKSHOP**

STRATEGIC TRACK From the man himself! Based on *HR Specialist Summit* moderator Jathan Janove's new best-selling book, this two-hour back-and-forth will help you solve your thorniest problems. Need to turn around underperformers? Have a tense situation that needs to be defused? Get Jathan's expert counsel – AND a free copy of his book!

- **CALIFORNIA EMPLOYMENT LAW**

COMPLIANCE TRACK Many employees (and their savvy attorneys) see golden opportunities in the Golden State – to sue you! This session will summarize new laws, litigation, and liabilities in the state that leads the nation in workplace protections. This program will be useful for those who manage staff in California, and others interested in tracking the latest trends (given that developments in California tend to spread east).

HOTEL

The *HR Specialist Summit* is being held at the beautiful Venetian Resort Hotel Casino. This five-diamond hotel is situated in the heart of the dazzling Las Vegas Strip. The Venetian boasts world-class amenities, fine dining, exciting night life, and first-rate business and meeting services.

The Venetian is an all-suite hotel. No more cramped rooms! At the end of a rewarding day at *The HR Specialist Summit*, you'll be able to stretch out, review the day's events, catch up on some work, or enjoy in-room dining – all in total comfort.

Of all its many wonders, the Venetian is probably best known for its signature attraction, the Grand Canal Shoppes. Stroll through old Venice – or, if you prefer, you can even take a gondola – to savor the Old World charm of this peerless shopping, dining, and entertainment attraction.

We've negotiated a rock-bottom room rate for *HR Specialist Summit* attendees – but rooms are extremely limited, so book yours today. Visit www.venetian.com for some breathtaking photographs of this amazing property, and then go to www.HRS-Summit/hotel to reserve your room – or, rather, your suite – TODAY!



FREE GIFTS FOR *HR SPECIALIST SUMMIT* ATTENDEES

The *HR Specialist Summit* is presented by *The HR Specialist* – keeping employers in compliance (and out of danger) since 1937. All *HR Specialist Summit* attendees will receive 6 issues of our monthly *HR Specialist* newsletter AND our PREMIUM PLUS online HR information service – a combined \$397.00 value – absolutely FREE!

Plus, you'll receive a free paperback copy of moderator Jathan Janove's new book, *Hard-Won Wisdom: True Stories from the Management Trenches*. It's packed with memorable lessons to help HR and managers handle every tricky employee issue.

New York Times best-selling author Daniel Pink says *Hard-Won Wisdom* "creates a short-cut to the knowledge needed to become an empathetic, effective leader in the workplace."



HR SPECIALIST SUMMIT FACULTY

Dr. Isaac Dixon
Associate VP for HR
Portland State University, Portland, OR



Dr. Dixon has over 30 years of experience in strategic HR leadership and management roles. A dynamic speaker, Dr. Dixon specializes in the role of technology in HR and is known for his expertise in helping organizations build, retain, and reward high-performing teams.

Marcy Fetzer, PhD
Founder, Excellence in Leadership Group
and professor at BYU's Marriott School of Business
Sandy, UT



Dr. Fetzer has over 15 years of experience coaching leaders across the world as part of her leadership consulting firm and as a principal consultant for DecisionWise. She also is a professor in the Marriott School of Business at Brigham Young University's Organizational Leadership and Strategy Department.

Jim Goh
Constangy, Brooks, Smith & Prophete
Denver, CO



Jim Goh has represented management in all aspects of employment counseling and litigation for more than 25 years. Jim is a fellow of the College of Labor and Employment Law, one of only 10 management-side employment attorneys in Colorado to earn this honor.

Steven B. Katz
Constangy, Brooks, Smith & Prophete
Los Angeles, CA



Steven Katz defends employers in complex employment litigation matters, class and collective actions, and multi-plaintiff disputes. He concentrates his practice in wage-and-hour litigation, and has represented clients before the California and United States Supreme Courts.

Ellen C. Kearns
Constangy, Brooks, Smith & Prophete
Boston, MA



Ellen Kearns represents management in a full range of traditional labor and employment issues, including NLRB proceedings, negotiations, and arbitration. She has appeared before federal and state courts litigating employment discrimination, sexual harassment, wrongful discharge cases, and wage/hour matters, among others.

Nicole Mouskondis
Co-CEO, Nicholas and Company, Inc.
Salt Lake City, UT



Nicole Mouskondis is the co-CEO of Nicholas & Company, Inc., a foodservice distribution company. She began at Nicholas and Company as the HR assistant and worked her way up to become the VP of HR. Nicole holds a master's degree in Strategic Communication and Leadership (MASCL) from Seton Hall University.

Timothy Riker Newton
Constangy, Brooks, Smith & Prophete
Atlanta, GA



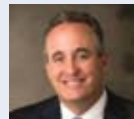
Tim Newton has more than 20 years of experience in representing employers in litigation involving ADA, ADEA, FMLA, and other state and federal laws. He has been recognized by *Best Lawyers in America*® and is a sought-after presenter of national harassment and diversity training sessions.

Heather A. Owen
Constangy, Brooks, Smith & Prophete
Jacksonville, FL



Heather Owen is board certified in labor and employment law in Florida and has counseled and successfully defended employers in all areas of employment law. Heather has been recognized by *Best Lawyers in America*® and is a popular speaker at national SHRM conferences.

Scott W. Parson, President
Oldcastle Materials West Division
Ogden, UT



As president of the West Division of Oldcastle Materials (North America's leading construction materials supplier), Scott leads a team of over 4,000 people in 10 states. Since joining Oldcastle in 1996, Scott has held leadership positions in HR, marketing, safety, and operations management.

David P. Steffen
Constangy, Brooks, Smith & Prophete
Tampa, FL



David has 15 years' experience defending employers before state and federal courts and agencies. He has been recognized by *Best Lawyers in America*® and has served as both president and director of legislative affairs for SHRM's HR Tampa chapter.

Dr. Frank Wagner
Leadership Coach
The Marshall Goldsmith Group, West Linn, OR



A nationally known leadership coach, Frank was asked by his partner Marshall Goldsmith to design the international network of coaches who practice Goldsmith's methodology of Stakeholder-Centered Coaching. Dr. Wagner has coached hundreds of key leaders, helping them gain commitment and work across organizational boundaries.

Register Now
at
HRS-Summit.com

SUMMIT REGISTRATION

Name _____ Title _____
Organization _____
Address _____
City _____ State _____ ZIP _____
Phone (_____) _____ Email _____

Yes! Please register me for *The HR Specialist Summit*. I understand my satisfaction is unconditionally guaranteed or my money back.

Please register me at:

- \$999** Standard Rate
 \$899 Early-Bird Rate (valid through July 26, 2017)
 \$299 I cannot attend, but please send me the course materials.

Check enclosed, payable to Business Management Daily/*HR Specialist Summit*.

Please charge my: VISA MasterCard AmEx Discover

Card # _____ Expiration _____

Name on Card _____ Signature (required) _____

Please bill me

Registration Includes:

- Access to all *HR Specialist Summit* sessions, including pre-conference events and post-conference workshops
- A complimentary 6-month subscription to the HR SPECIALIST newsletter
- A complimentary 6-month subscription to the HR SPECIALIST PREMIUM PLUS online information service
- A complimentary copy of moderator Jathan Janove's new book, *Hard-Won Wisdom*.
- Continental breakfast Thursday and Friday
- Luncheon Thursday
- Refreshment breaks
- Course materials
- Certificate of completion
- HRCI/SHRM/CLE credit hours

DATES:

September 6-8, 2017

LOCATION:

Venetian Resort Hotel Casino
3355 S. Las Vegas Blvd., Las Vegas, NV 89109
(702) 414-1000

Book your room at

www.HRS-Summit.com/hotel

Rooms are extremely limited, so please make your reservation as early as possible. Ask for "HR Specialist Summit rate." Reservations are the responsibility of attendees and can be made by contacting the hotel.

HRCI/SHRM CREDIT

HR Specialist Summit attendees can earn recertification credit hours through the HR Certification Institute (HRCI) or SHRM.

FOUR EASY WAYS TO REGISTER

ONLINE:

www.HRS-Summit.com/register

PHONE:

Toll-free (800) 543-2055

FAX:

(703) 905-8040

MAIL:

Business Management Daily
7600A Leesburg Pike, West Building, Suite 300
Falls Church, VA 22043

CANCELLATION POLICY

Participants will receive a full refund, less a \$150 processing fee, if cancellation is received by 5:00 PM ET on August 12, 2017. Otherwise, participants are responsible for the full registration fee. An alternate may always attend in place of an original registrant.