

BV-SHRM Business Seminar 2018 **Primed & Strategic: Making HR Relevant**



Sponsored by:



8:00-8:15am

Check-in/Breakfast

8:15-8:30am

Opening Remarks

8:30-9:30am

Increasing the Strategic Value of the HR Function by Rick Robinson

CAN YOU IMAGINE? Having a customized strategic plan that outlines the HR function's goals, strategies, and objectives that are aligned to the strategic direction of the organization? Gaining strong alignment with your team by providing them the opportunity to meaningfully contribute to a plan for accelerating value? Actually implementing new strategies effectively and efficiently? At the completion of this session, participants will be able to clearly articulate the different Value Propositions, explain why they are important, and identify their organization's unique Value Proposition; describe the road map for making the HR function a strategic partner in the growth of the organization; and describe the process and tools necessary to translate strategic thinking into operational execution.

9:30-9:45am

Break

9:45-10:45am

Organizational Values that Drive Culture and Create a Competitive Advantage by Rick Robinson

Most organizations have stated values, but most employees could not tell you what they are or what they mean. This results in value statements that don't benefit the organization, the employee, or the customer.

In contrast, most consistently successful companies place tremendous emphasis on developing, communicating, and living genuine organizational values. These organizations have higher productivity, lower voluntary turnover, higher valuations, and are more profitable than companies that do not stress values.

Participants in this session will learn how to develop values that mean something. Values that will drive the culture you want for your organization. Values that will attract and retain the "right" employees, and will help you dominate your target market.

10:45-11:00am

Break

11:00-12:00pm

Standing on the Starting Line we are all Cowards by Jimmy Taylor

Join industry thought leaders as they share successful, strategic initiatives that can be implemented by senior HR professionals. The execution of an organization's strategic plan requires an engaged workforce. But the statistics are clear - employee engagement remains low, with only a third of the average workforce engaged. Meanwhile, turnover continues to climb and the boomers are exiting the workforce. Today, partnering with your leaders to achieve the business' strategic goals requires understanding how to identify, acquire and manage talent in a way that produces high employee engagement. Retaining an engaged workforce is a critical

business strategy that often involves change management across the organization. In fact, 80% of CEOs surveyed said this is their number one business strategy need. As HR leaders, we can impact change in engagement. In this session, we will examine the best practices of managers who produce high employee engagement and lead high performing teams. The journey to an engaged workforce is not easy, but it is achievable, measurable and relatively predictable. Participants will walk through the process of hiring and managing for engagement, from candidate sourcing and selection through performance management and employee exits. We will look at ways to equip managers to manage for engagement while creating a people-centric culture that encourages peak performance.

12:00-1:00pm

Lunch

Presentation by our sponsor, CHI St. Joseph Health Services and Innovations

1:00-1:15pm

Break

1:15-2:15pm

EEOC Update by Marina Guerra

The EEOC will offer the latest and most important updates that the HR professional needs to know about. Cover your name tag and bring your questions, concerns and criticisms and leave with answers, resources and feel better!

2:15-2:30pm

Break

2:30-3:30pm

Surviving Transformation: Pitch Perfect Change by Alix Alvarado

It's important to have the right mindset when you face change in the workplace. Good communication, perspective, and shortening the pain cycle aid us in moving forward, growing, producing, and developing. Learn how you can uplift those around you and yourself!

3:30-3:45pm

Break

3:45-4:45pm

Feedback for Growth & Mastery by Rashid Kapadia

Well-intentioned and skillfully delivered feedback is a fuel for growth. Insightful and/or expert feedback is a building block of mastery. Frequent and candid feedback is a formula for making feedback feel normal; and for creating a culture of continuous feedback. In this session, participants will be able to 1. Learn about and discuss 3 different ways to provide and receive feedback and 2. Practice giving feedback.

4:45-5:00pm

Closing Remarks/Adjourn