

# 2012 GMA SHRM Programming Calendar

Visit [www.GMASHRM.org](http://www.GMASHRM.org) for Complete 2012 Programming Details



**Note:** We have applied for HRCI credits for all **Strategic Summits** and **HR Toolboxes**.

Check each event online for changes/updates and on whether HRCI strategic or general credits have been pre-approved.

## January

**January 24 – 8:00 to 11:30 a.m. Strategic Summit: Creating a Culture of Recognition** — This session explores strategies for aligning employee recognition initiatives with corporate objectives and provides a step-by-step guide for implementing a strategic employee recognition program. Review keys for developing a recognition program and learn practical ways for putting them into practice in your organization. Presenter: Mike Byam, Terryberry Company

## February

**February 1 – 8:00 to 10:00 a.m. HR Roundtable: Gender & Sexual Diversity in the Workplace** — Does your organization really support Gender and Sexual Diversity in the Workplace? Join GMASHRM and as we explore timely topics that affect our GLBT workforce. Facilitator: Out Professionals and Executive Network (OPEN)

**February 23 – 8:00 to 10:30 a.m. HR Toolbox: What Price is Right? Performance Management and the Business Link to Compensation** — Explore the trends and pain points of compensation and benefits in an uncertain economy. We'll discuss performance management imperatives, 360 reviews, pay-for-performance myths and pitfalls, PIPs, and important salary and budget and compensation trends. Presenter: Rena Somersan, Verisight, Inc.

## March

**March 14-15 – 8:30 a.m. to 4:30 p.m. World at Work: Base Pay Administration and Pay for Performance** — This course provides an in-depth discussion of the principles, design, implementation and evaluation of an employee base pay program. Exercises will show how to design a pay program that is fair, competitive and supportive of an organization's compensation strategy. Speaker: World at Work

**March 20 – 8:00 to 11:30 a.m. Strategic Summit: Creating a Coaching Culture** — This session examines the role coaching plays in creating high performance environment. You'll learn ideas for developing a coaching culture and develop your own coaching skills and behaviors. Presenter: Diane Hamilton, PCC, SPHR, Calibra

## April

**April 4 – 8:00 to 10:00 a.m. HR Roundtable: Workplace Wellness** — Attend this Roundtable and join with your peers to explore the legal and ethical considerations to make when examining your wellness initiatives. Learn and discuss best practices in implementing a wellness program that both empowers employees and achieves your objectives to lower medical insurance costs, raise morale, and attract and retain employees. Facilitator: Pat Barone, Catalyst Coaching® LLC

**April 17 – 8:00 to 10:30 a.m. HR Toolbox: Employee Engagement - Putting Common Sense into Common Practice** — We'll explore what drives high performance teams, as well as the opposite. Learn valuable tools for engaging others at every level of the organization, and determine if your organization's habits are fostering a culture of team synergy or lack of teamwork. Presenter: Terry Siebert, Siebert Associates

## May

**May 15 – 7:30 a.m. to 5:00 p.m. GMA SHRM Human Capital Conference** — Join us for a day-long conference with keynotes and breakout sessions. Check the GMA SHRM website for details!

## June

**June 6 – 8:00 to 10:00 a.m. HR Roundtable: HR Technology** — Join with your HR peers to explore what does and doesn't work in the world of HR technology. We'll be discussing Applicant Tracking Systems, HRIS, Social Media Recruitment Tools, and other HR technologies. Facilitator: David Miller, Madison College

**June 21 – 8:00 to 10:30 a.m. HR Toolbox: FMLA/Military Leave** — This session offers HR professionals the latest updates on FMLA and military leave and will present best practices for both responding to employee needs for FMLA/military leave while also complying with the law. Presenter: Axley Brynelson, LLC

## July

**July 24 – 8:00 to 11:30 a.m. Strategic Summit: Creating a Culture of Acceptance of Diversity in the Workplace** — This strategic summit will first raise your awareness and sensitivity to people with disabilities in the workplace and then explore American Family's journey to diversity and inclusion. Presenter: Helen Taylor of American Family and Theresa Gilliland, author of "In a Moment"

## August

**August 21 – 8:00 to 10:30 a.m. HR Toolbox: Don't Get Burned: Hot Topics in the Legal Arena** — This legal issues Toolbox examines HR laws and amendments passed in 2011 and 2012 and recent court decisions and their impact on your HR policies and practices. Since the session will address *emerging* legal issues, specific topics won't be defined until approximately three months prior to this event. Presenters: Robert Gregg and Jennifer Mirus of the Boardman Law Firm and Lauri D. Morris of L. D. Morris Law S.C.

## September

**September 5 – 8:00 to 10:00 a.m. HR Roundtable: Creating/Building a Great Workplace** — In this HR Roundtable discussion, you can share and collaborate with other HR professionals on the key factors that help create and maintain a *GREAT* workplace. Facilitator: Ellie Nehls, Edgerton Gear

**September 18 – 8:00 to 11:30 a.m. Strategic Summit: The Oz Principle – Strengthening Personal and Organizational Accountability at Work** — This Strategic Summit introduces the key elements of personal and organizational accountability featured in the international bestseller *The Oz Principle*. Issues we'll explore include: the value of accountability, avoiding the blame game, overcoming obstacles to accountability, and dealing with cross functional boundaries. Presenter: Yvon Wagner, Regional VP and executive facilitator, *Partners in Leadership, The Oz Principle*.

## October

**October 3 – 8:00 to 10:00 a.m. HR Roundtable: Social Media Policies** — Join with your HR peers as we explore our questions, challenges, and solutions around fully utilizing the power of social media while avoiding the downsides and liabilities. Facilitator: Lori Kannenberg Dorn, Lawton & Cates, S.C.

**October 3 - 5 – Wisconsin State SHRM Conference** — Head to Wisconsin Dells to connect with hundreds of other HR professionals from throughout Wisconsin at this annual conference sponsored by WI SHRM. Location: Wisconsin Dells

**October 11 – 8:00 to 10:30 a.m. Governmental Affairs Toolbox** — In this HR Toolbox we will learn about both current and emerging governmental and legislative issues that have an impact on your HR programs and strategies. Presenter: Visit the GMA SHRM website for details!

## November

**November 7 – 8:00 to 10:00 a.m. HR Roundtable: Leadership in Small and Mid-Sized Companies** — Explore the issues involved leadership selection, development, and succession in this HR Roundtable. Learn from your HR peers what practices work for them – and how they have overcome their own challenges in leadership for small/mid-sized companies Facilitator: Sandy Bieringer, SPHR

**November 13 – 8:00 to 11:30 a.m. Strategic Summit: Finance Made Easy for HR Professionals** — This Strategic Summit will enable you to speak to a financial person in their language and translate issues facing HR professionals into financial terms. We'll examine such things as: financial statements, financial analysis, common financial terms, financial measurements, and key performance indicators. Presenter: Wade Huseh, CPA and Partner, Baker Tilly

## Find Out More About GMASHRM Programming Events for 2012!

To find out more details about any of these 2012 GMA SHRM Programming events (a more complete description with dates, times, locations, and HRCI credit status) visit GMA SHRM online at: [www.GMASHRM.org](http://www.GMASHRM.org)