



Concurrent Sessions

Anne Bibeau, Partner, Vandeventer Black LLP (Monday, 9:45am-10:45am)

“Work Place Investigations”

We will enact scenes from a workplace investigation and invite participants to direct the investigation and interview witnesses. Throughout, we will give the participants guidance and recommendations on conducting interviews, documenting the investigation, and dealing with common investigation issues.

Star Bobatoon, CEO, Star Consulting LLC (Tuesday, 2:50pm-3:50pm)

“Title”

Stay tuned for additional info

Dr. Royce Burnett, Chair of School of Accountancy, Old Dominion University (Monday, 9:45am-10:45am)

“Making the Case: Building the Business & HR Strategy Case for Better Outcomes”

Stay tuned for additional info

Adam Cook, Chief Research Nerd, CraniumTap, (Monday, 3:30pm-5:30pm)

“Make Better Business Decisions with Data”

The key for any business professional is the ability to make better decisions. Understanding the optimal process for making better decisions and using data resources are integral. Learn the process, how to avoid potential pitfalls, and see how CraniumTap integrates data with businesses to help them chart a more effective course.

Kati Davis, Manager Product Management and Consumer Solutions MEDCOST, (Monday, 9:45am-10:45am)

“Wellness @ Work: A Total Health Approach”

Get the inside track on developing an accessible wellness program with “Wellness @ Work: A Total Health Approach,” sponsored by MedCost. Presented by Kati Davis, who has over 15 years’ experience in worksite wellness, this informative session shows that wellness programs do not have to be BIG to be effective. You will learn current trends in workplace wellness and the manageable action steps you can take to integrate wellness into your company culture, develop employee engagement, and encourage social connectivity.

Suzanne Etherington, Principal and Senior Client Manager in Mercer’s Richmond, VA office (Tuesday, 10:10am-11:10am)

“Thriving in a Disrupted World”

Every organization has a vibe, a feeling that is noticeable from the moment you enter. Some are hectic and stressful; others feel cold and sterile. Many are humdrum and dull, with rows of under-engaged employees hard at work in their cubicles. But a few — a rare few — are different. Walk inside these organizations and one thing is clear: people are genuinely excited to be there. *A perceptible buzz — an undercurrent of energy and vitality — permeates the air.* A clear sense of pride, passion, and purpose is evident in every product, every moment of truth, and every interaction. What distinguishes these exceptional organizations from the rest? The answer is that they have found ways to transform work into a compelling experience. They have thought carefully about how to create a deal that meets the full range of their employees’ needs in an inspiring environment. And they have learned how to unlock the full potential of their workforce, one employee at a time. While many organizations are still searching for ways



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to survive in today's complex business world, these exceptional organizations have learned how to THRIVE.

Bryan R. Fine, MD, MPH, CEO & Founder, Perentric (Tuesday, 2:50pm-3:50pm)

"Two Blind Mice, Two Blind Mice, See How They Run--- Up Your Health Care Costs"

Most healthcare is an intimate experience between a doctor and a patient, with medical decisions – given the complexity of 'the system' – shrouded in cost-uncertainty. As a result, truly optimizing corporate healthcare costs is an intimidating undertaking for any human resource professional. In this innovative, provocative session, Bryan R. Fine, MD, MPH will discuss how-healthcare-costs-really-happen and will introduce utilitarian ideas that might allow organizations to implement employee-centered strategies for improved cost-control and employee satisfaction.

Shelby Goldsmith, IPMA, SHRM-SCP, Learning & Development Analyst, City of Virginia Beach (Tuesday, 2:50pm-3:50pm)

"The Evolution of the City of Virginia Beach Inclusion & Diversity Council"

Details on the development of the City's Inclusion and Diversity Council.

Terry Hall, Principal Consultant, Hall Analytics, LLC, (Tuesday, 9:05am-10:05am)

"Analytics in Action - Building a Better Business & HR Strategy Case"

Human Resources professionals should be a strategic partner in the leadership of a company or organization. Making sound business decisions is critical to sustaining and operating a company profitably. Build your credibility by developing well-documented business cases for informed decision making. Developing a sound business case is analogous to "doing your homework." The options and recommendations in a sound business case must be supported by carefully analyzed data. This session will cover the "all others bring data" side of building credibility.

Sharon Harrington, founder and Senior Organizational Communication Consultant of Amediate, LLC (Monday, 10:50am-11:50am)

"The "Bye" to Uncivil Behaviors That Can Derail a Workplace Culture"

This session will provide insight into identifying workplace behaviors that can decrease morale and rapidly deteriorate the values that once defined the organizational culture and success.

Paul Johnson, President, Pragmatica Innovations, (Monday, 4:35pm-5:35pm)

"Risk Management and the HR Professional"

Risk is pervasive in all elements of life and in business. How you manage Risk, as a human resource (HR) professional begins with an understanding of it. Organizations that do not manage risk are vulnerable to situations that could disrupt, damage or destroy their ability to conduct business. The HR professional plays a pivotal role in all risk management processes - Identification, Assessment, Mitigation and Monitoring. Risk mitigation extends into business continuity planning to support organizational resilience, recovery and contingencies.

Branden King, CEO and Founder, Crisis Consultant Group, LLC (Monday, 1:00pm-2:00pm)

"C.A.R.E. (Civilian Actions for Real Emergencies)"

This course is uniquely designed to provide corporate HR and related professionals with the skills & techniques to prevent, mitigate, and respond to emergencies. Learning highly effective mental preparation methods, unique verbal de-escalation techniques, and simple physical



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responses to crisis, participants will be empowered to quickly navigate dangerous encounters. Sharing valuable lessons learned from decades of front-line experience in Mental Health, Law Enforcement, Military and Tactical operations, attendees will leave fully equipped for potential crisis situations they may face.

Pratik Kothari, Founder and CEO, TECHARK (Monday, 1:00pm-2:00pm)

"Global Scaling"

Pratik will be discussing running and growing a global business. He will touch on what goes into making a global business work and how his teams in different countries work together.

Tom Lucas, Attorney at Law, Office Managing Principal, Jackson Lewis (Tuesday, 9:05am-10:05am)

"The Times They Are a Changin'-Again"

From sexual harassment to workplace violence, joint employer issues before the EEOC, NLRB and Courts, 2017 was yet another year of significant legal change. In 2018, employers must be prepared to respond to shifts in the law with the implementation of a Trump agenda.

Neil McNulty, President, Eggleston (Tuesday 9:05am-10:05am)

"Human Resources at the Strategic (C Suite) Table"

Human Resources professionals will learn what they should (and should not) bring to the executive suite.

Neil McNulty, President, Eggleston (Monday 3:30pm-4:30pm)

"Transitioning Military Recruitment: The Methods and the Myths"

Attendees will learn how to attract and recruit the transitioning military candidates who will have the highest probabilities of success within their organizations.

Carmen Phelps, PhD, Lead D&I Consultant, Project 986 Consulting, LLC (Tuesday, 10:10am-11:10am)

"Workplace D&I 101: Simple Strategies for Incorporating Diversity & Inclusion Ideals into your HR and Organizational Practices"

This session provide valuable tools needed to introduce the workforce and organizational leadership they represent to accessible D&I practices that can help to advance their business' brand and realize or sustain competitive edge's in their respective industries. Because HR practitioners represent key influencers within their organization, such tools are highly essential to the overall success of any organization seeking to ensure the advancement of their brand in changing cultures, climates and environments impacting the mission of any business.

Martha Smith, MA, JD is the Vice President for Human Resources and Administration at Regent University. (Tuesday, 1:45pm-2:45pm) *"Family Friendly Policies and Practices"*

Is your workplace a "best place to work" for employees with families? With an increasing number of single-parent families and families with both parents working, employers have an opportunity to improve their competitive edge in employee recruiting by attracting these workers with family-friendly policies and practices.

Randy Sparks, Attorney at Law, Kaufman & Canoles, (Monday, 10:50am-11:50am)

"Outrageous Employment Law Cases...and the Lessons We Can Learn"

Every day, HR professionals are called upon to deal with a variety of employee issues, often ranging from the novel to the bazaar. Do we always handle them correctly? Can we do it better?



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During this session will examine some real life, outrageous workplace situations and discuss the potential issues posed by each situation and best practices for addressing them.

Craig M. Stanley (Monday, 4:35pm-5:35pm)

“Employee Financial Wellness & Conscious Plan Design: Critical Factors in an Organization’s Viability”

It has become abundantly clear that the “health” and “wealth” of employees are inextricably linked. As a result, financial stress and the inability to retire can have a direct impact on the morale, productivity, and overall bottom line of an organization. “Financial wellness”, the approach of educating employees on the specific topics that drive their financial stress, combined with the ideal retirement benefit structure and funding – something we call “conscious plan design” – can have a dramatic effect on the health of your employees and the long-term viability of your organization.

Justin Steil, BS, CRPS, Financial Advisor, UBS Financial Services and Michael Dullaghan, Putnam, (Monday, 3:30pm -4:30pm)

“Millennial Money – Engaging the Millennial 401k Participant”

Every day 10,000 Millennials turn 21. Born between 1980 and 2000, they are playing a growing role in companies' workforce and will soon be the largest percentage of the working age population. Millennials have life goals similar to other generations with saving for retirement a top financial priority. However, millennials have different challenges. Learn why Millennial participants matter to company retirement plans and best practices to engage them. Doing so will help your company attract and retain this growing workforce.

Kristina H. Vaquera is a Principal in the Norfolk, Virginia, office of Jackson Lewis P.C. (Monday, 1:00pm-2:00pm)

“Worst Places to Work? A Legal Snapshot and Analysis of Workplaces Creating Liability”

This review will take an anecdotal, at times humorous, dive into some of the Worst Places to Work across the country and the legal liability and employment issues created by employers. Learn how to avoid these mistakes and put your company on the path to be a Best Place to Work all while appreciating the inherent humor found in HR and employment law.

Various speakers from companies (Tuesday 1:45pm-2:45pm)

Panel Discussion companies recognized as best place to work

Stay tuned for additional info

Peter Wallace, BS, CCIO, PMP, Chief Information Officer for the City of Virginia Beach. (Tuesday, 1:45pm-2:45pm)

“How HR Can Thrive in the Face of Technology-Driven Disruption”

Stay tuned for additional info