



Lawrence, KS #486

THE RESOURCE

REGISTER ONLINE: www.jayhawkshrm.org

March 2014



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MARCH 2014 CHAPTER MEETING Two Presentations

Presenter: Scott Ferrin, Southwest Central Field Services Director
Date: Tuesday, March 4, 2014

12:00-1:00 p.m. The Future of HR: What's Next for the Profession

For most organizations today, the business focus has shifted from short-term survival to long-term sustainability as the U.S. and global economy continue to recover slowly from the 2008-2009 recession. Achieving sustainability will be a true test of HR leadership in the uncertain economy ahead. In this presentation, you will explore four major challenges HR professionals are facing today and a two-part strategy for turning the challenges into opportunities for your organization. In addition, you will look at a case study of Deloitte LLP, where the strategies have brought impressive bottom-line results, as well as employee retention, engagement, and productivity.

1:15-2:15 p.m. Making Sense of Social Media as a Tool for HR Professionals

What is social media? How do I use it to become a more effective HR professional? To tweet or not to tweet? This informative workshop addresses these and other key questions on the minds of HR professionals. The workshop will provide an introduction to social media and an overview of the various tools being widely used, while providing advice on how HR professionals can take the lead in the strategic use of social media at their organizations.

Bio:

Scott has been SHRM's Southwest Central Field Services Director since September, 2010. His primary responsibilities include managing state council relationships, serving as a liaison with state councils, chapters and volunteer leaders, and promoting SHRM membership. He attends State Council meetings and conferences, and, as his schedule permits, chapter events. Scott resides in Mesa Arizona and serves the Southwest Central Region, supporting SHRM members in Arizona, Colorado, Kansas, New Mexico and Utah.

He has served in a variety of volunteer organizations prior to joining SHRM and most recently was the Legislative Director for the East Valley Human Resource Association (EVHRA), an affiliate chapter of SHRM located in Arizona. Scott is certified as a Senior Professional in Human Resources (SPHR) and a Project Management Professional (PMP).

Scott is an experienced HR professional with 15 years of work in HR and HR-related responsibilities. Prior to joining the SHRM staff, he held titles as a Senior Workforce Planner, Workforce Planning Manager, Talent Manager, Recruiter, Site HR Generalist, and Site HR Manager for companies ranging in size from Fortune 500 down to companies with 60 employees. He has worked in the mining, financial services, insurance and education industries during his career.

Scott has a Bachelor of Arts Degree in Business Administration with an emphasis in Finance from Weber State University and a Master's Degree in Business Administration (MBA) from the University of Phoenix.

Tuesday, March 4, 2014

Registration begins at 11:15 a.m. * 11:30 a.m. Buffet Lunch Available * 11:45 Opening Business
Chapter Announcements * 12:00 Speaker Presentation * 1:00 Meeting Adjourned
Location: Pachamama's Alton Ballroom, 800 New Hampshire Street, Lawrence, Ks 66044

Cost: \$15 if pre-registered by Thursday noon deadline prior to chapter meeting * \$20 after Thursday noon pre-registration deadline or walk in at the door.

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www.jayhawkshrm.org



President's Message



Life can only be understood backwards; but it must be lived forwards.

– Soren Kierkegaard

You will not need the luck of the Irish to get two topics in March. This month we are thrilled to have Scott Ferrin, SPHR giving two separate presentations. During our regular chapter meeting he will be providing insight into the future of HR. After our regular meeting he has graciously agreed to stay another hour and speak about using social media as an HR tool. Basically you are able to get two for the price of one! Additionally both of these have qualified for Strategic credit in the past so hopefully there will be 2 hours of strategic credit available as well.

Our chapter is part of the Southwest Central Region of SHRM and Scott is the Field Services Director for Kansas as well as: Arizona, Colorado, New Mexico, and Utah. This is a great opportunity to hear someone from SHRM speak in an intimate setting and I hope to see you there. **Please note: this month's chapter meeting will be one week earlier – we will be meeting on the first Tuesday, March 4th instead of our regular second Tuesday time.**

Tying into the feedback we have received from the chapter we are going to start trying some new ways to interact. There seems to be a lot of desire to utilize the expertise and knowledge of other members especially in regards to handling specific HR related issues. Also, there is interest in interacting virtually. Consequently we have come up with a LinkedIn Question of the Week! There is a Jayhawk SHRM Chapter group on LinkedIn and if you are not a member we would love to have you join. Each week a question will be posted from the questions you have provided and we are hoping our members will educate and mentor each other on those issues. Have a question and don't want to wait? Post it and let's see what happens! Hopefully we will see some good discussions.

Submitted by,

Heather Bunker, SPHR

President Elect, Jayhawk Chapter SHRM

presidentelect@jayhawkshrm.org

Join the conversation via LinkedIn

Question of the Week!

How does your company recognize its employees?

Sign into linkedin, look for the Jayhawk SHRM Chapter group, and participate in the conversation. What a great way to network !

Submitted by,

Keri Rodriguez

Social Media & Recognition



LOOKING AHEAD—2014 SHRMinar

SCHEDULE

9:15–9:45 a.m. – Registration
 9:45–10:00 a.m. – Welcome
 10:00 a.m. – 12:00 p.m.
 Workshop with Leigh Branham
 12:00 – 12:30 p.m. – Lunch
 12:30–2:00 p.m. – Workshop
 continues with Leigh Branham

Interested in being an event sponsor?

Email Mary@kathy-perkins.com for more information.



Brochure sponsored by:



SHRM JAYHAWK CHAPTER

BOARD OF DIRECTORS

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Who are we? We are an organization comprised of Human Resource professionals that meet once a month in Lawrence, Kansas. We are affiliated with the National SHRM organization.

Our chapter membership is a great value and you do not have to be a national member to join us. Our goal is to network the human resource professionals in the community and through our collective voice, be able to positively impact our community and our profession. Visit www.jayhawkshrm.org for more information and to join our chapter.

Driving Engagement... One Associate at a Time

Presented by
Leigh Branham



TUESDAY, April 8, 2014

Registration begins at 9:15 am
 Workshop from 9:45 am – 2:00 pm

This program is sponsored by The Jayhawk Chapter of SHRM and is open to the public. Join us for an **ENGAGING** experience with Leigh Branham.

Pachamama's
 The Alton Ballroom
 800 New Hampshire,
 Lawrence, KS

New Year New YOU in 2014!

New Year's Eve is often seen as a time of rebirth, the chance to start anew.

Peter Steimle has shared his goals for 2014 which consist of going to the indoor pool and getting in the water, 5 mornings per week. NO goal for speed, number of laps, or even time in the pool. Just go! Peter read an article that it's easier to achieve EASY goals, while it's easy to quit really hard goals. Exercise has to be one of the hardest kinds of goals, so he has set himself up for success! So far he has about 3 weeks of perfection—and has ended up swimming each day until he was tuckered out! When the pool was closed due to weather, He shoveled snow instead. Peter is feeling pretty good about his Easy goal! Peter is also offering to everyone reading this, an offer to do a customized keynote speech or training session to businesses/organizations about Diversity, Change, or Overcoming Obstacles.

Thank you Peter for sharing your 2014 goals. If anyone else would like to share, please email your goals to jennyhiatt@lpcu.net.



LOOKING AHEAD—2014 SHRMinar

continued from page 3



Leigh Branham, SPHR, brings 30 years experience in business, education, and management consulting to his mission of helping employers implement best practices in employee engagement and retention.

He is the author of *Keeping the People Who Keep You in Business: 24 Ways to Hang On to Your Most Valuable Talent* (AMACOM, 2001), which consistently ranks on Amazon.com as one of the best-selling books on employee retention. His newest book is *The 7 Hidden Reasons Employees Leave: How to Recognize the Subtle Signs and Act Before It's Too Late*.

Leigh was Vice President, Organizational Consulting with Right Management Consultants in Kansas City and leader of the firm's Talent Management practice in the Heartland region. Prior to that, he was a Senior Consultant with Lee Hecht Harrison in Irvine, California.

In these roles, Leigh has consulted in a wide range of industries, including manufacturing, retail, banking/finance, telecommunications, hospitality, insurance, government, health care, energy, and construction.

He has been widely quoted in the media, including *Fortune*, *Business Week* and *The Associated Press*, as an expert on employee retention. He writes a regular commentary on managing talent for *The Kansas City Star*.

Visit www.keepingthepeople.com for more information about Leigh.

70% of American workers are not engaged or actively disengaged. What is employee engagement? Why is employee engagement important?

Leigh will describe the critical elements of employee engagement and other objectives including:

- ◊ Distinguish degrees of engagement in team members and identify those on whom you want to focus your engagement efforts.
- ◊ Identify the correctable and avoidable root causes of associate disengagement.
- ◊ Take away practical associate re-engagement best practices for dealing with current realities.
- ◊ Prepare for and conduct an effective re-engagement discussion with one or more associates.
- ◊ Use new insights and tools from the participant workbook to engage and re-engage associates in the future.

WHO SHOULD ATTEND:

Human Resource professionals and managers who want to get better at inspiring associate energy and enthusiasm to achieve expected business results, especially high potentials and top performers. Managers with direct reports who may have become less engaged for any of several reasons, including the uncertainty caused by job insecurity or disruptive change and managers. Business owners who want to maximize employee productivity.

GENERAL INFORMATION

DATE: Tuesday, April 8, 2014

TIME: 9:45 am to 2:00 pm
(Registration begins at 9:15 am)

REGISTRATION

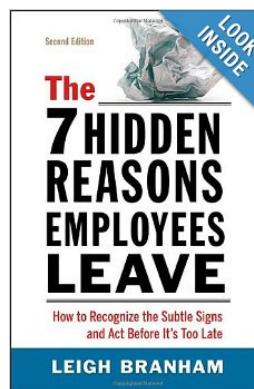
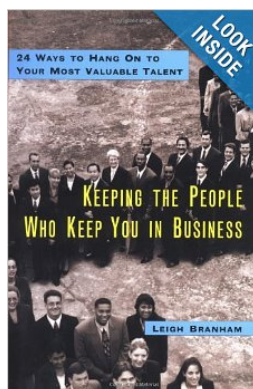
- ◊ Early bird fee on or before April 1
Members—\$45 Guests — \$55
- ◊ After April 1
Members — \$60 Guests — \$70

Registration fee includes workshop and buffet lunch catered by PACHAMAMA'S.

REGISTER & PAY ONLINE!

- ◊ www.jayhawkshrm.org—upcoming events and registration.
- ◊ If paying by check, register online and pay at event or mail check to: Jayhawk Chapter—SHRM, PO Box 442033, Lawrence, Kansas 66044.
- ◊ Questions? Call Debbie Snyder at 785-550-5760 or email Professionaldevelopment@jayhawkshrm.org

Approval pending for 3.5 credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).



Tuesday, April 8, 2014

Registration begins at 9:15 a.m.
Program from 9:45 a.m. – 2:00 p.m.

This program is sponsored by The Jayhawk Chapter of SHRM and is open to the public. Join us for an engaging experience with Leigh Branham, expert on employee retention and engagement!

PACHAMAMA'S

The Alton Ballroom

800 New Hampshire, Lawrence, KS

The SHRM Jayhawk Chapter would appreciate your sponsorship for this event. There are 3 different types of sponsorships available.

Deluxe Sponsorship (limit 2)

The Deluxe Sponsors will have:

- The name of their organization announced as a sponsor at the SHRMinar.
- Five minutes at the podium to present your company's information; and distribute informational materials at the SHRMinar.
- The name of their organization listed on a display that will be placed on the lunch/snack table at the SHRMinar.
- The organization's logo placed in the power point presentation that will run prior to the start of the SHRMinar and over the lunch hour.

Gold Sponsorship

The Gold Sponsors will have:

- The name of their organization listed on a display that will be placed on the lunch/snack table at the SHRMinar.
- The organization's logo placed in the power point presentation that will run prior to the start of the SHRMinar and over the lunch hour.

Silver Sponsorship

The Silver Sponsors will have:

- The organization's logo placed in the power point presentation that will run prior to the start of the SHRMinar and over the lunch hour.

2014 SHRMinar Sponsorship Form

Please place a mark next to one of the boxes below to indicate the type of sponsorship that you have selected. Sponsorship registration deadline is April 1st, 2014.

☐ **Deluxe Sponsorship:** \$400.00

*Deluxe Sponsors should mail materials for distribution at the SHRMinar to the address listed below no later than April 1, 2014.

*E-mail Logo in Jpeg format no later than April 1, 2014
to: professionaldevelopment@jayhawkshrm.org

☐ **Gold Sponsorship:** \$250.00

*E-mail Logo in Jpeg format no later than April 1, 2014
to: professionaldevelopment@jayhawkshrm.org

☐ **Silver Sponsorship:** \$150.00

*E-mail Logo in Jpeg format no later than April 1, 2014
to: professionaldevelopment@jayhawkshrm.org

Name _____

Title _____

Company _____

Address _____

City, State _____

Zip _____

Contact Phone: _____ Fax: _____

E-mail address: _____

Please Make Checks Payable to: SHRM, Jayhawk Chapter

Mail Sponsorship Payment To:

SHRM Jayhawk Chapter
P.O. Box 442033
Lawrence, KS 66044

Questions?

Please contact Mary McKenzie

Phone: (785) 856-0200 / Fax: (785) 843-9331

Email: mary@kathy-perkins.com

KANSAS LEGISLATIVE UPDATE

February 14, 2014

Today is the last day for non-exempt committees to introduce bills. In the past week numerous bills were introduced including a new tobacco tax bill, increasing the tax to \$2.29 a pack and a bill that would have the state pay a portion of malpractice insurance premiums for health-care providers who provide at least four hours a week of free care to the poor. Turnaround Day is now two weeks away, and due to the Legislature's schedule and snow days last week, committees have had little time to work bills and have them considered by the full chambers—except for this week. This week the Legislature saw some of its first debate of bills by the full chambers, each taking on controversial issues.

Employment issues

In the House on Tuesday legislators spent nearly two hours debating HB 2453, a religious freedom regarding same-sex marriage bill. It was originally seen as legislation on social issues, but it quickly became clear by Monday that it would affect businesses and employers. It would allow businesses and government agency employees to refuse to provide products or services to same-sex married couples. It is aimed to prevent same-sex couples from suing vendors for not providing services to them or to sue government employees who assert "sincerely held religious beliefs" prevent them from providing services to them. However, it requires an employer to provide accommodation if (a) the employer can have another employee provide the service, or (b) if the employer can ensure the service is provided without undue hardship. Essentially, the employer would only be able to refuse the religious accommodation if both of requirements cannot be met. It would open an employer to litigation. The bill passed the House on a vote of 72-49 and is now headed to the Senate Judiciary Committee for review. Senate President Susan Wagle did state on Thursday she did not think there was support in her chamber to pass the bill to the Governor.

Worker's compensation

Both HB 2615 and HB 2650 will receive hearings in House Commerce Committee on Thursday. HB 2615 is a bill pertaining to the worker's compensation assigned risk pool, and HB 2640 is a bill regarding worker's compensation insurance experience ratings. Senate Commerce will hold hearings on SB 398, which expands workers compensation coverage to firefighters, police and correction officers who suffer heart attacks on the job.

Unemployment Insurance

Next week HB 2576 will be up for hearing in the House Commerce Committee. This is an unemployment insurance bill that accomplishes two goals. First, it allows employers who relocate to Kansas to choose between the new employer rate of 2.7% or the rate associated with their reserve ratio from the state the employer was formerly located. Second, the bill creates a new definition for an "entering or expanding employer" which addresses the problem where an employer experiences significant growth in payroll over the previous calendar year. To prevent a massive spike in their insurance liability, these qualifying employers would be eligible for the new employer rate of 2.7% for four years if several conditions are met.

Economic Development

On Wednesday, House Judiciary will be holding hearings on HB 2567, which proposes to make any nonprofit organization supported in whole or in part by public funds, which is engaged in economic development, tourism or general marketing activities for the state or any political or taxing subdivision, a public agency and deems any recorded information, regardless of form or characteristics, by the nonprofit a public record. This bill is problematic because it may force those agencies to expose their "trade secrets" and sensitive financial information about private companies who may be considering coming to Kansas. The House Judiciary Committee meets at 3:30 p.m.

Also, the House Commerce Committee will be looking at the PEAK legislation they had passed out a few weeks ago. The committee plans to readdress concerns raised over the annual \$6 million cap placed on the program. There is concern the way the bill is currently drafted that the cap compounds annually and this is not the intention of the bill's supporters.

Tort Reform

SB 311, the tort reform bill, was passed out favorably from the Senate Judiciary Committee this week. This is the bill that raises the cap on non-economic damages and was a result of a 2012 Kansas Supreme Court decision. The Kansas Medical Society and the Kansas Hospital Association introduced the bill. Supporters included the Kansas Association of Family Physicians, the National Federation of Independent Business, the Kansas Association of Osteopathic Medicine, the Kansas Association of Defense Council, and the Kansas Chamber of Commerce.

Insurance issues

This week the Kansas Insurance Department's budget was closely reviewed by the full Senate Ways and Means Committee and the House Budget Subcommittee. The Governor originally recommended an additional \$3 million sweep from the department's fee funds to the State General Fund. However, in each committee's budgets, the Governor's recommendation was rejected and the sweep was eliminated.



Scott Crique
Legislative Affairs
legislative@jayhawkshrm.org

Volunteerism Chair
volunteerism@jayhawkshrm.org

FOUNDATION NEWS

2013 One Millionth Dollar Donor *Congratulations to the Garden State Council-SHRM!* Their contribution was the one that put the SHRM Foundation over the \$1 million mark in its 2013 annual fundraising campaign, and we are pleased to recognize them as our 2013 *One Millionth Dollar Donor!*

Under the leadership of State Director, Laraine Knauss, SPHR and Immediate Past Director, Jerry Dropcho, SPHR, the Garden State Council supports the eleven SHRM chapters in New Jersey. Founded in 1987, its rich history laid the foundation for its evolution into an influential voice of the human resource profession in New Jersey.

Foundation Chair, Ed Dougherty, SPHR told us "the Garden State Council – SHRM has long been an avid supporter of the SHRM Foundation and its valuable work." Since 1998, they have donated more than \$60,000 to fund SHRM Foundation scholarships, research and educational resources. In fact, GSC-SHRM is consistently ranked in the top 10% of donor State Councils each year. *How do they raise money for the SHRM Foundation?* Ed says "the Foundation is actively promoted at all Council events, including the annual GSC – SHRM Conference & Expo held each year in October."

State director Laraine Knauss adds "The SHRM Foundation will continue to be an important part of our focus as a Council and is supported by our eleven chapters throughout the state. Congratulations on reaching the ambitious \$1,000,000 goal! We are pleased to have played a role in that accomplishment."

Donate to the SHRM foundation: <http://www.shrm.org/about/foundation/SupporttheFoundation/contributions/Pages/default.aspx>



Holly Goodman
Foundation Activities Chair

VOLUNTEERISM



Turn in January and February time now!
E-mail Scott (scott@tihc.org) with hours and sites.
Thank you!

Scott Criqui
Volunteerism Chair
volunteeism@jayhawkshrm.org

Financial Report

Prepared by:
Barry Kingery
VP Of Finance
finance@jayhawkshrm.org



Current Assets: 02/28/2014

Checking Account: \$ 5,609.80

CD's:
91-Day (2/4/14) \$ 1,135.77
182-Day (3/7/14) \$ 5,124.98
12-months (5/13/14) \$ 8,647.65
\$14,908.40

Pay Pal Account \$ 537.84

Petty Cash: \$ 100.00

Total: \$ 21,156.04

DIVERSITY

PEOPLE!?

You are trying to attract diverse candidates, when current employees—managers even—complicate things by mistreating each other! At times it can get so bad that you may begin to wonder if stupidity and ignorance constitute a protected class. FACT 1: People can fake respect and appreciation for others. FACT 2: People can usually tell when our words and actions don't match our thoughts. Before long everybody is walking on eggshells.

Naturally, people are comfortable with values, characteristics and ideas that closely resemble their own. But what does a hiring manager do when the most qualified candidate does not "fit" into the existing team? Is skill, creativity or talent to be sacrificed because the team members insist "we need people who fit in?" If the manager is a baseball fan that might be a good time to ask if she would have hired Jackie Robinson even though he didn't look like a "fit." "Do you want to win, Coach?" is a good question. Once on-board themselves, managers often need help bringing their teams through this change.

To attract and retain the best employees we need to help our current staff learn to respect and value everyone else. Business, service, social progress—they're all based on relationships, and HR can have an enormous impact on the results of an organization by helping employees recognize how they are sabotaging relationships. **Relationships heal when we see the fears, needs and concerns of another as being equally valid and important as our own.**

I felt terrible when I read a book about this subject and 4 days later my wife said to me: "You've changed." "What?!" I replied astonished. She repeated herself and explained that since I had read this book...she couldn't put her finger on it, but I had definitely changed. I was more considerate...and kind, she said. Well!, I thought. I was certainly considerate and kind, especially to my own wife! But she looked me in the eyes and said: "You've been different since you read that book!" Reading Leadership and Self-Deception by Arbinger, had allowed me to understand and accept how the hopes, feelings and perspectives of other people are as real and valid as my own, even though I have a different point of view. I had not tried to open my mind—but I could appreciate multiple perspectives after reading this hard-to-put-down story.

The complete name is Leadership and Self-Deception: Getting Out of The Box, by Arbinger. ...And I nor any family member will be compensated if you go online now and order this book for the leaders of your department, company or community organization. We will however, all benefit if you do.



Peter Steimle
Diversity Chair - Jayhawk Chapter of SHRM
diversity@jayhawkshrm.org

Mark Your Calendars – 2014 Upcoming Events



March 4th (Note the date change.) **The March Chapter Meeting will be moved up a week....**

"The Future of HR: What's Next for the Profession" and "Making Sense of Social Media as a Tool for HR Professionals"

Presented by Scott Ferrin, SHRM Southwest Field Services Director

April 8th – SHRMinar

"Driving Engagement One Employee at a Time"

Presented by Leigh Branham, www.keepingthepeople.com

May 13th

"How to Feel Good and Stay Positive No Matter What"

Presented by MK Mueller, Author of 8 to Great: The Powerful Process for Positive Change

June 10th – TBD

July 8th

"The All-in Way: 5 Strategies to High Performance"

Presented by Kelly Tyler Byrnes



VP of Professional Development
Debbie Snyder
professionaldevelopment@jayhawkshrm.org

SHRM 2014 Annual Conference & Exposition

June 22 - 25, 2014

Orange County Convention Center Orlando, Florida



Success begins with a commitment to advancing your goals. When undertaken with determination and the right tools and resources, it

can put you on the path to change yourself, your team, your organization, or even your profession. The SHRM Annual Conference & Exposition provides you with the foundation you need to launch this journey.

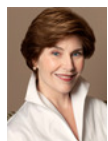
With hundreds of sessions to choose from, you can be assured that you're getting the information and resources you need to be the best. These ideas and concepts will transform the way you think about work and change the way you do things in the office.

Craft a truly personalized curriculum with these tracks:

- * Compensation & Benefits
- * International HR
- * Employment Law & Legislation
- * Business Management & Strategy
- * Personal & Leadership Development

Our speakers will present you with stories and perspectives that could change how you see the world around you.

The SHRM Annual Conference & Exposition is the biggest—and best HR conference in the world



KEYNOTE SPEAKERS

Mrs. Laura Bush, Former First Lady of the United States
Tom Friedman, Best-Selling Author & Journalist

Registration is Open!

annual.shrm.org



MASTERS SERIES PRESENTERS

Americus Reed, II
Olivia Fox Cabane
Jonah Berger

CONCURRENT SESSION SPEAKERS



Steve Browne
Anne Marie Slaughter
Steve Gilliland
Aliah Wright
Joe Rotella

Upcoming SHRM Conferences

Employment Law and Legislative Conference
March 17-19, 2014

Talent Management Conference and Exposition
April 28-30, 2014

For more information, visit annual.shrm.org