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2015 ALASKA STATE HR CONFERENCE SEPTEMBER 24-25, 2015 ANCHORAGE, AK





2015 ALASKA STATE HR CONFERENCE

DAY 1 — SEPTEMBER 24

| ROOM | DILLINGHAM | KING SALMON | KATMAI | ILIAMNA |
|------------------|---|--|--|---|
| 7:30 — 8:00 AM | REGISTRATION | | | |
| 8:00 — 9:30 AM | LEADERSHIP: INNATE OR ACQUIRED? Al Bolea, Applied Leadership Seminars | AFFIRMATIVE ACTION UPDATE David Scheffler, Pinnacle HR Consulting Services | RETIREMENT PLANS-LEVERAGING REGULATORY CHANGES TO ENGAGE EMPLOYEES Mike Brown, ClearPoint401K | KNOCK KNOCK: WHAT TO DO WHEN THE GOVERNMENT IS AT YOUR DOOR Melanie Osborne, Chugach Alaska Corporation |
| 9:30 — 10:00 AM | EXHIBITOR HALL BREAK | | | |
| 10:00 — 11:30 AM | THE SANDWICH GENERATION: IT'S NO BOLOGNA Mary E. Shields, Alaska Commission on Aging Denise Daniello, Alaska Commission on Aging Ken Helander, AARP Alaska | THE CLOUD'S BUSINESS IMPACT ON HR David Chetlain, Ceridian | BUILDING YOUR COMPENSATION STRATEGY Steve Hinds, University of Alaska Anchorage | MOTIVATE FROM PASSION AND PURPOSE ... NOT FROM FEAR Tom Englehart, Carlisle Transportation |
| 11:30 — 12:00 NN | LUNCH IN THE BALLROOM | | | |
| 12:00 — 1:00 PM | ATTITUDE ADJUSTMENT: HOW TO TURN THUMB SUCKIN' LOSERS INTO HARD WORKING WINNERS Chip Madera, MS, CSP, The Leadership Lion | | | |
| 1:00 — 1:30 PM | EXHIBITOR HALL BREAK | | | |
| 1:30 — 3:00 PM | SEEING THE BIG PICTURE: BUSINESS ACUMEN TO BUILD YOUR CREDIBILITY, CAREER AND COMPANY Mary Tesch, The Tattilek Corporation Sandy West, NANA Development Corporation Joe Whal, GCI | UNDERSTANDING CRIMINAL RECORD SEARCHES AND REPORTING Sandy Brewer, Pinnacle Investigations | FIVE STEPS TO MAKE THE PERFORMANCE REVIEW WORK FOR EMPLOYERS, NOT LAWYERS Deborah Jeffries, HR Answers | WELLNESS--THE NEXT GENERATION Cara Fairbanks, The Aleut Corporation |
| 3:00 — 3:30 PM | EXHIBITOR HALL BREAK | | | |
| 3:30 — 5:00 PM | KEEPING YOUR ORGANIZATION COMPLIANT IN TODAY'S CHANGING WORLD Alicia Scalzo Wilmoth, USI | STYLES & TYPES I: PEOPLE DYNAMICS AT WORK: WHO, WHAT & WHY Lynne Curry, The Growth Company | PLEASE SUE ME Gregory Fisher, Davis Wright Tremaine | CHANGE MANAGEMENT: A ROADMAP TO SUCCESS Dr. Charla Brown, UAS |
| 5:00 — 6:30 PM | BUSINESS MIXER EXHIBITOR HALL | | | |

DAY 2 — SEPTEMBER 25

| ROOM | DILLINGHAM | KING SALMON | KATMAI | ILIAMNA |
|------------------|--|--|--|---|
| 7:00 — 8:00 AM | REGISTRATION | | | |
| 8:00 — 9:30 AM | WHAT DOES THE NEW SECTION 503 REGULATION OF THE REHABILITATION ACT MEAN TO ALASKA FEDERAL CONTRACTORS REGARDING HIRING QUALIFIED PEOPLE WITH DISABILITIES? Kristin Vandagriff, Alaska Governor's Council on Disabilities and Special Education Gloria Lewellyn, Division of Vocational Rehabilitation Michaela Phelps, Division of Vocational Rehabilitation Melissa Mitchell - Alaska Job Center Network | TECHNOLOGY MEETS HR: SELECTING AND JUSTIFYING THE RIGHT SOLUTION Sandy Halliwill, NANA Development Corporation | EMOTIONAL INTELLIGENCE: THE INVISIBLE ADVANTAGE Dr. Charla Brown, UAS | ASK NOT WHAT YOU CAN DO FOR YOUR INSURANCE BROKER, BUT WHAT YOUR INSURANCE BROKER CAN DO FOR YOU! Amy Fossum Alliant Employee Benefits Josh Weinstein, Northrim Benefits Jennifer Meyhoff, Marsh & McLennan Agency Michael Ward, The Wilson Agency |
| 9:30 — 10:00 AM | EXHIBITOR HALL BREAK | | | |
| 10:00 — 11:30 AM | HRM: THE BRIDGE THAT CONNECTS A BUSINESS' CULTURE WITH ITS STRATEGY Dr. Dave Rambow, Wayland Baptist University | THE HR PROFESSIONAL COMPETENCY MODEL: A ROADMAP FOR SUCCESS Jon Decoteau, SHRM Dianna Gould, SHRM | TALES OF A SUCCESSFUL LABOR NEGOTIATION: THE IMPORTANCE OF FOCUSING ON YOUR MUTUAL GOALS Dr. Frank Jeffries, UAA | EMPLOYING EX-OFFENDERS: CAPTURING TALENT FROM AN UNTAPPED RESOURCE Cathleen Nelson McLaughlin, JD, MBA, Partners ReEntry Center |
| 11:30 — 12:00 NN | LUNCH IN THE BALLROOM | | | |
| 12:00 — 1:00 PM | ACHIEVING MEANINGFUL EMPLOYMENT FOR YOUNG ADULTS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES: TRANSITION AND TRAINING THE PROJECT SEARCH WAY Erin Riehle, RN, MSN, Project SEARCH | | | |
| 1:00 — 1:30 PM | EXHIBITOR HALL BREAK | | | |
| 1:30 — 3:00 PM | WORKERS' COMPENSATION 101: AN INTRODUCTION TO WORKERS' COMPENSATION FOR EMPLOYERS Chuck Brady, Workers' Comp Committee of Alaska | VALUING THE QUALITY OF YOUR WORK RELATIONSHIPS Dr. Terry Nelson University of Alaska Anchorage | STRATEGIC BUSINESS PARTNER: WHAT THIS REALLY MEANS Diane Blakey Coaching & Consulting, LLC | GOOD HELP IS HARD TO FIND Charlene Davis, AES Ron Frazee, Westaff |
| 3:00 — 3:30 PM | CLOSING SESSION IN THE BALLROOM | | | |
| 3:30 — 5:00 PM | COMMUNICATING ACROSS CULTURES Father Oleksa | | | |

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MESSAGE FROM THE DIRECTOR

Dear Alaska SHRM Members,

It is my pleasure to welcome you to our 2015 Alaska State HR Conference, sponsored by the Alaska SHRM State Council. We are very excited to offer two full days of insightful and engaging keynote speakers and educational concurrent sessions. You will not want to miss our Monday evening business mixer! Come and meet our friends from SHRM including Bob Carr, Senior Vice President of Membership, Marketing and External Affairs; Jon Decoteau, Divisional Director West; and Dianna Gould, Field Services Director West. I know they are very excited about meeting our Alaskan HR colleagues.



Your Alaska SHRM State Council is actively involved with HR professionals throughout the state. Whether you are enjoying one of our award winning, complimentary webinars or volunteering on one of our many worthwhile projects, we are there. Some of those projects include our continued involvement with the Prisoner Re-Entry Program, Hiring our Heroes and other veteran events and the 90% by 2020 Workforce Readiness Taskforce. Our Advocacy Team, better known as the A-Team, is working hard by visiting your representatives on Capitol Hill and here in Alaska to make your voices heard on issues affecting the HR profession.

Speaking of the Prisoner Re-Entry program, did you bring a new pair of socks or underwear for our "Sock It to Unemployment" clothing drive? We are challenging each of our attendees to contribute at least one new pair of socks or underwear over the course of this two day event. You can find the donation container at the registration desk. Thank you in advance for making a difference in someone's life!

I invite you to learn more about the Alaska SHRM State Council by visiting our website at alaska.shrm.org. You can also follow us on Facebook, LinkedIn and Twitter. If you have not yet joined SHRM or are affiliated with a chapter in your area, please stop by the SHRM table to learn about the benefits of being a part of SHRM.

Finally, I want to thank all the many volunteers who worked hard to put this conference together with a special thanks to the conference committee led by Patty Hickok.

I hope you enjoy the conference!

A handwritten signature in cursive that reads "Nancy Miller".

Nancy Miller, SPHR, SHRM-SCP
Alaska SHRM State Council Director

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#AKSHRM15

WiFi Code summertime

GENERAL CONFERENCE INFORMATION

GENERAL INFORMATION

- Breakfast will be available on both days from 7am to 7:45am—we ask that you do not bring plates into the concurrent session rooms
- Please wear your conference badge at all times
- “Session Closed” signs will be displayed if capacity is reached in the concurrent session rooms
- We encourage you to dress in layers as room temperature may vary

RECERTIFICATION HOURS

This conference has been pre-approved for 14 General credits and 9 Business Management and Strategy credits towards HRCI and SHRM certifications. Refer to pages 31 and 32 for certificates. Visit the HRCI and SHRM booths at the exhibit hall for additional certification information!

DRAWING FOR A 2017 CONFERENCE REGISTRATION AND MORE!!

A drawing will be held during the closing session for one complimentary registration to the 2017 Conference, free nights at the Hilton and a Kenai Fjords Cruise for two on Major Marine Tours. Please turn in your completely validated Exhibitor Hall Card at the SHRM booth. You must be present to win!

SPEAKER PRESENTATIONS

This conference is “green.” Presentations are available for download at <http://alaska.shrm.org/presentations> until December 31, 2015.

BUSINESS MIXER

Join us Thursday right after the last session for a business mixer at the exhibitor hall -5pm-6:30pm. Stop by the Ceridian booth and get a drink ticket! Appetizers courtesy of the AK State Council.

SOCIAL MEDIA—LIKE US ON FACEBOOK AND WIN

Like us on Facebook during the conference and be eligible to win one of 10-\$25 gift cards!

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Patty Billingsley

Program and Speakers



Mary Tesch

Program and Speakers



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Kim McKinley

Registration

A WORD FROM THE CHAIRS

Welcome!

We did it again!! Thanks to the support of the best HR professionals on the planet, our students, sponsors, exhibitors and volunteers, we have a new record-setting, sold out event in 2015!

This year we have over 325 total attendees representing over 20 communities and over 175 employers in Alaska. It is interesting to note that compared to the 2008 conference we have:

- Doubled the number of days offered
- Doubled attendance
- Doubled the number of certification credits offered
- Tripled revenue
- Tripled the number of volunteers
- Quadrupled the number of sessions and tracks



We hope you like this year's venue, chosen not only because we outgrew our former one, but due to better parking and for the quality of service that Hilton Hotels are renowned for.

This year we renew our commitment to our certified professionals, by offering recertification credits towards both the HRCI (PHR, SPHR, GPHR) and SHRM (SHRM-CP, SHRM-SCP) certifications. Yes, we have a tight schedule, but that allows us to maximize educational offerings and give you 14 recertification credits to get you closer to your recertification needs.

The funds raised during the conference allow us to provide services to our members in Alaska, including but not limited to our award-winning webinar program, scholarships towards certification, student scholarships, contributions to the SHRM Foundation and more. The following entities have a huge impact in our ability to raise these much needed funds:

- **Sponsors and exhibitors** help underwrite a large portion of this conference and truly, without them, we wouldn't be able to hold this event. Please make sure to stop by their booths, thank them for being here, and learn more about the products and services they offer. You never know when you may have a need at work and how easily you will be able to identify potential vendors that offer exactly what you need –and more!
- **Speakers** volunteer their time and present valuable and timely information on those topics of interest to you. Just when you think you've got it...there is a new law or regulation! They are here to help you navigate through current trends.
- **Volunteers** provide the assistance needed to staff the event, from registration to session hosts to stuffing bags and envelopes. They give selflessly of their time and we thank them!
- **Conference committee** spends an inordinate amount of time starting as far back as 18 months before the conference date working on contracts, speakers, logistics, project management, catering, registration, website, marketing and more!

A huge thank you goes to these groups and to YOU for continuing to make our conferences a huge success. Please let us know throughout the conference what you think –whether it is a comment in person, a Facebook post, a tweet or our survey evaluations – we want to know how we are doing so we know what is working and how we can improve in our future events to better serve you.

Thank you for showing your support with your attendance!

Patty Hickok, SPHR, SHRM-SCP

Nancy Miller, SPHR, SHRM-SCP

KEYNOTE SPEAKERS

Attitude Adjustment: How to Turn Thumb Suckin' Losers into Hard Working Winners

THURSDAY, SEPTEMBER 24 | 12:00 NN - 1:00 PM | BALLROOM

According to Gallop's latest employee engagement survey, over 87% of the workplace is either "Disengaged" or "Actively Disengaged!" This should be any HR Leader's nightmare. Imagine the risk your company assumes with 87% of the employee population sleepwalking through the workplace each and every day. Nightmare, right? Human Resources plays a critical role in helping to establish high performance standards for excellence that are specific rather than vague and nebulous. The speaker will dynamically demonstrate how an update in performance standards are necessary in most organizations. He will also address practical ways to hold employees accountable for performance and how HR can give leadership to the accountability process. You'll learn how to strategically position HR as "The Department" for advancing bottom line profits and production for your organization.



CHIP MADERA, MS, CSP

The Leadership Lion, The Speaker with a Heart of BOLD

Chip Madera is a professional member of the National Speakers Association, Past President of the North Florida Chapter of the National Speakers Association, the American Society for Healthcare Human Resources Administration, and the American Society for Training and Development. He is a Motivation and Performance Strategist with over 13 years experience helping leaders from every type of industry enhance performance and create an environment that delights their customers. He presents nearly 100 motivational keynotes and leadership training sessions per year. His strategic, straight forward, and humorous approach will inspire your leadership and staff to take action and get results.

Chip gets results because of his background in management, psychology and organizational development. He served for 8 years as the Management Training Coordinator of the Institute for Leadership Development (ILD) at Indian River Memorial Hospital, a comprehensive corporate university and organizational development institute designed to provide courses for managerial skill development, as well as opportunities for personal and professional growth for all hospital employees.



Achieving Meaningful Employment for Young Adults with Intellectual and Developmental Disabilities: Transition and Training the Project SEARCH Way

FRIDAY, SEPTEMBER 25 | 12:00 NN - 1:00 PM | BALLROOM

This presentation will discuss how young adults with significant disabilities can be taught the skills necessary to achieve meaningful careers and fill critical positions in businesses across the United States. Project SEARCH is a business-led transition program that leads to successful employment for thousands of young adults with disabilities every year in businesses such as healthcare, manufacturing, retail, distribution centers, universities, government, hotels, resorts, museums, zoos, and heavy industry among others. Learn how this program works and hear multiple examples of people with disabilities excelling in complex and systematic jobs.



ERIN RIEHLE, RN, MSN

Founder and Senior Director, Project SEARCH

Erin Riehle, RN, MSN is a recognized authority and national leader in promoting employment opportunities for people with disabilities and other barriers to employment. She is a founder and Senior Director of Project SEARCH, an employment and transition program that has received national recognition for innovative practices pioneered under Ms. Riehle's guidance. She is regularly invited to present at national and regional conferences, and has co-authored numerous publications and book chapters. She has served on many national committees, such as the Virginia Commonwealth University Business Leadership Roundtable and the Youth to Work Coalition. She has gained over \$3 million dollars in foundation and agency support for Project SEARCH programs, and has won numerous awards for her work. Notably, Project SEARCH received the U.S. Department of Labor's 2004 New Freedom Initiative Award and was the Inaugural recipient of Dartmouth-Hitchcock's 2010 James W. Varnum National Quality Award.

KEYNOTE SPEAKERS

Communicating Across Cultures

FRIDAY, SEPTEMBER 25 | 3:30 PM - 5:00 PM | BALLROOM

This presentation gets to the heart of what we HR professionals deal with each day - employees and culture. Father Oleksa delves into how different conversational tempos, tonal systems, distance and volume settings, politeness styles and cultural rituals affect miscommunication among people and will teach us how we can become aware of the differences in order to become a better HR professional.



FATHER MICHAEL OLEKSA

The Reverend Dr. Michael James Oleksa

*The Reverend Dr. Michael James Oleksa has spent the last 35 years in Alaska, serving as village priest, university professor, consultant on intercultural relations and communications, and authoring several books on Alaska Native cultures and history. A 1969 graduate of Georgetown University and of St. Vladimir's Orthodox Theological Seminary, Father Oleksa earned his doctoral degree in Presov, Slovakia, in 1988. His four-part PBS television series, *Communicating Across Cultures*, has been widely acclaimed. The recipient of numerous awards from local, state and federal agencies, as well as the Alaska Federation of Natives, Father Michael has taught on all three main campuses of the University of Alaska system and at Alaska Pacific University as well. He currently resides in Anchorage with his Yup'ik wife, Xenia, his daughter Anastasia and one of his three grandsons.*



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DAY 1 SESSIONS & SPEAKERS

Leadership: Innate or Acquired?

THURSDAY, SEPTEMBER 24 | 8:00 AM — 9:30 AM | DILLINGHAM

Why do some people emerge as leaders and others don't? What is the core ingredient to becoming a great leader? These two questions will be explored and answered in this insightful expose about leadership.



SPEAKER

AL BOLEA, Applied Leadership Seminars

Founder and architect of the Applied Leadership Seminars. Former CEO/GM of Dubai Petroleum and a retired BP executive. His industry career spans 40 years, including assignments in the US, UK and Middle East. He holds degrees from the University of Pittsburgh, Robert Morris University, and INSEAD, Paris. He's been an intermittent leadership expert for the U.S. Department of Energy and an in-resident CEO at the University of Houston. He's currently the Distinguished Visiting Professor of Leadership at the University of Alaska and leadership guest lecturer at the University of Houston. He is a former board director of the Alaska Gas Pipeline Corporation. Al's first book, Applied Leadership Development was recently released. <http://www.albolea.com>

Affirmative Action Update

THURSDAY, SEPTEMBER 24 | 8:00 AM — 9:30 AM | KING SALMON

This presentation will provide an update on the most recent happenings at the OFCCP. That includes the new directive which clarifies and improves OFCCP procedures for reviewing contractor compensation systems and practices, audit trends and an update on the new regulations modifying the affirmative action obligations and compliance requirements as they relate to the employment and advancement of qualified protected veterans, and more!



SPEAKER

DAVID SCHEFFLER, Pinnacle HR Consulting Services

David Scheffler leads the Affirmative Action and Compliance Consulting practice at Pinnacle Affirmative Action Services. Scheffler specializes in many areas of recruitment governance, including affirmative action compliance, and adds significant value to Pinnacle clients, ensuring that they are in compliance with recruitment regulations. He has more than 13 years of experience in the Affirmative Action/EEO, technology, and recruitment industries, helping clients evaluate their Affirmative Action plan development process and implement new strategies to ensure that their recruitment practices are compliant.



Retirement Plans – Leveraging Regulatory Changes to Engage Employees

THURSDAY, SEPTEMBER 24 | 8:00 AM – 9:30 AM | KATMAI

America faces a looming retirement funding crisis. Explore how recent regulatory changes and required document restatements may make it easier to re-engage employees with improved plan design.



SPEAKER

MICHAEL R. BROWN, CRPS, AIF, ClearPoint401K

Michael joined Clearpoint Financial as a Partner in 2006 after 13 successful years at 2 national investment firms. While at Morgan Stanley, he was a Corporate Client Group Director of 401(K) Plans and was instrumental in expanding the firm's qualified plan consulting resources. He has authored articles on retirement benefit plans and is a sought-after industry speaker. He has been recognized as one of the most influential retirement plan advisors and ClearPoint Financial has received multiple recognitions from PlanSponsor publications. He earned a Bachelor of Arts degree in Business Administration from UAA.

Knock Knock: What To Do When the Government is at Your Door

THURSDAY, SEPTEMBER 24 | 8:00 AM – 9:30 AM | ILIAMNA

When your business is contacted by a regulatory agency such as the EEOC or HRC, you need to have all your ducks in a row. In this presentation you will learn the do's and don'ts when agencies come knocking at your door, including how to effectively work with your legal department in order to successfully defend a claim.



SPEAKER

MELANIE OSBORNE, Chugach Alaska Corporation

As EVP and General Counsel of Chugach Alaska Corporation, Melanie provides legal guidance to Chugach's board of directors and executive leadership team, and legal oversight across the entire Chugach family of companies. Prior to that, Osborne was VP and Deputy General Counsel at NANA Development Corporation, advising on matters involving corporate governance, contracts, employment law, compliance and litigation. She has garnered more than 14 years of experience representing Alaska Native organizations including serving as VP and General Counsel for Ahtna, Inc. and providing counsel to various tribal organizations and Alaska Native Corporations as an attorney at Stoel Rives LLP and Sonosky, Chambers, Sachse, Miller and Munson LLP.

The Sandwich Generation: It's No Bologna

THURSDAY, SEPTEMBER 24 | 10:00 AM — 11:30 AM | DILLINGHAM

Today's workforce is comprised of multiple generations creating a unique, first time experience for both employees and employers. The "Sandwich Generation" is a generation of people who care for their aging parents while supporting their own children -and in some cases, grandchildren. As more baby boomers become both sandwich *generationers* and seniors, the need for employers to understand aging dynamics and family relationships increases dramatically. Becoming a parent to an aging parent presents extraordinary challenges. Our expert panel of professionals with the Alaska Commission on Aging and AARP will provide examples of employer policies for working caregivers; explain the needs of working sandwich caregivers; describe specific needs of caregivers caring for loved ones with dementia and share what other states are doing to support working caregivers and how Alaska could improve.



PANELIST

MARY E. SHIELDS, Chair, Alaska Commission on Aging

Mary E. Shields is currently the Chair for the Alaska Commission on Aging. Before retiring, she was General Manager for Northwest Technical Services holding that position for 23 of the 25 years she was with the firm. Mary and her three children moved to Alaska in 1972, spending four years in Kenai with the Kenai Native Association before moving to Anchorage in 1976. Mary graduated from Central Washington State College in 1969 (now Central Washington University) with a Bachelor of Arts degree in Psychology. She was the first woman President of the Alaska Support Industry Alliance (1990) and continues as an Emeritus member of its Board of Directors.



PANELIST

DENISE DANIELLO, Executive Director, Alaska Commission on Aging

Since 2006, she has served as the executive director for the Alaska Commission on Aging, a Governor appointed commission under the Department of Health and Social Services that plans services for older Alaskans and their caregivers, educates Alaskans about senior issues, advocates for the needs of all Alaskan seniors, and collaborates with others to achieve desired outcomes that benefit older Alaskans. Denise holds a Master of Arts degree in anthropology and dual Bachelor of Arts degrees in sociology and anthropology from the University of Alaska Fairbanks.



PANELIST

KEN HELANDER, AARP Alaska

Ken brings nearly forty years of experience working with older people and their families to AARP Alaska. With academic preparation in counseling and clinical psychology, Ken focused his specialization on issues of mental health and aging. He worked as a clinician and then Director of Senior Services at the Anchorage Community Mental Health Center. His experience with older people subsequently included administrative positions in a long term care facility in Anchorage, directing a large multi-purpose clinic in San Francisco, and managing services for persons with early stage dementia at the Colorado Chapter of the Alzheimer's Association.

The Cloud's Business Impact on HR

THURSDAY, SEPTEMBER 24 | 10:00 AM — 11:30 AM | KING SALMON



Cloud computing is changing the way that companies operate. This presentation will explore cloud-based technology, preparing HR professionals to respond to challenging questions about security, service, and integration. Participants will also learn how cloud-based technology provides an efficient means to make data driven decisions based on the measurement of goals and human capital costs. HR professionals will understand how cloud-based technology will enable them to remain competitive in today's economic climate, as businesses begin to rebound from the widespread impact of the economic downturn by expanding business and bringing on new hires.



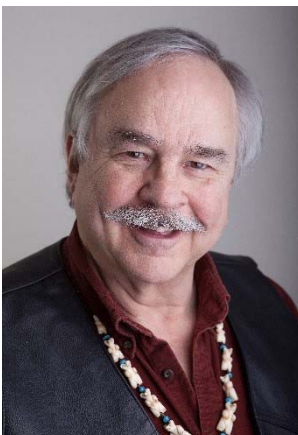
SPEAKER **DAVID CHETLAIN, Ceridian**

David is a sales rep at Ceridian with over 20 years of Human Capital Management experience. Previous industry experience includes sales and management at Kronos and Simplex Time Recorder. Prior to arriving in HCM technology he spent over 9 years in the US Navy serving on Trident Submarines followed by a brief role as a publicist for Microsoft where he worked on the launch of Windows NT. He has a BS Degree from Southern Illinois University and is a licensed career counselor. You can follow David on Twitter at @DavidChetlain where he Tweets on HR, Payroll, HCM, Workforce Management and Economic topics.

Building Your Compensation Strategy

THURSDAY, SEPTEMBER 24 | 10:00 AM — 11:30 AM | KATMAI

Your compensation plan is part of the package that helps you attract, motivate and retain the talent that drives your organization. This presentation will cover the development and implementation of an organizational compensation strategy, including understanding all facets of a compensation structure, how to determine, develop and set objectives for the system, developing an understanding of strategic direction of the organization, translating organizational direction into human resource objectives, securing top management support, understanding your industry and how competitive your organization needs to be, determining strategic direction of competitors, forecasting available talent, bringing market data into the design, developing a compensation philosophy, achieving internal and external equity while at the same time rewarding top performers, continuous monitoring of the results of compensation decisions.



SPEAKER **STEVE HINDS, MBA, SPHR, SHRM-SCP, UAA**

With over 35 years of experience in Human Resources, Mr. Hinds has a very strong background in all phases of Human Resources Management, including training and development, performance management, compensation administration, recruitment, succession management, development of employee handbooks, policies and procedures. Currently he serves as the Director of the Center for Corporate and Professional Development within the Business Enterprise Institute of the University of Alaska Anchorage. In addition to his leadership position within CCPD, he also teaches classes in Consequential Conversations, Components of Compensation Administration, Delivering WOWs in Customer Service and Performance. Hinds has a Bachelor's in Education along with a Master's in Business Administration from Stephen F. Austin State University.

Motivate from Passion and Purpose... not from Fear

THURSDAY, SEPTEMBER 24 | 10:00 AM — 11:30 AM | ILIAMNA

Managers sometimes find that they can successfully motivate employees by making threats about what the employee may lose if he or she doesn't comply. New thinking in the areas of positive psychology and strength-based coaching suggest that these outcomes are illusory and transitory. In this session, participants will explore concepts that will help to motivate their managers and employees for sustainable positive change and peak performance.

SPEAKER

TOM ENGLEHART, Carlisle Transportation



Tom Englehart, Director of Training & Development at Carlisle Transportation, joined the HR team in 2014. He previously worked for 15 years at Magellan Health Services as an EAP consultant and Account Management leader. His management coaching and consulting business is Anchor Consulting & Training. He serves on the National Alliance on Mental Illness-Anchorage Board, where he has been involved with suicide prevention efforts since 2013. He earned a BA in Psychology & Gerontology and a Master's in College and Community Counseling from the University of Akron. Prior to his EAP career, he worked as a mental health counselor in both inpatient and outpatient settings in Ohio.

Seeing the Big Picture: Business Acumen to Build Your Credibility, Career & Company

THURSDAY, SEPTEMBER 24 | 1:30 PM — 3:00 PM | DILLINGHAM

This session focuses on three important leadership skills. You will learn how to gain personal credibility and buy-in for your initiatives by identifying and communicating how said initiatives impact your company's key performance measures. Discover how to become more relevant in your role as a business leader by aligning your strategies with your CEO's priorities. Finally, you will find out how to build on your employees' desire to contribute to the business by helping them understand the big picture and how what they do plays an important role in the success of your company.



PANELIST

JOE WAHL, GCI

As the VP of HR at GCI, Joe is responsible for providing direction for the company's human resource initiatives. As such he leads organizational change, leadership development, training, talent acquisition, diversity, compensation, performance development, benefits, and the execution of GCI's human resource practices, policies, operations. He joined GCI in 2001 as a Project Manager and has progressed throughout the years in various roles and departments in the organization. Joe retired from the Air Force in 2001, after a distinguished twenty year career involving project and program management, IT and HR. Joe received his Bachelor's degree in Human Resources Administration from Sainte Leo College in Florida.



PANELIST

MARY TESCH, The Tatitlek Corporation

Mary Tesch is the VP of Administration of The Tatitlek Corporation. She has also served as the HR Director and CHRO at the same organization. She served as Manager, Director and Vice President of Human Resources for Chugach Electric Association, Inc. for 20 years. She has served on HRCI's Item Writer for the Western Region Item Writing Panel for over 20 years. Mary served on the Anchorage SHRM Board for several years, including a term as President in 2005. She is active in the AK State Conference planning. Mary has been recognized by the Northwest HR Management Association as the "Distinguished Member of the Year."



PANELIST

SANDY BEITEL WEST, NANA Development Corporation

Sandy Beitel West is the Senior Vice President of Human Resources at NANA Development Corporation (NDC) supporting leadership, the employees and shareholders of NDC and its family of companies. West has more than 30 years of experience in human resources and finance. Her career experience includes developing and leading human resources strategy, improving organizational and operational efficiency, embedding performance-driven culture, implementing human resource programs including rewards, benefits, employee and labor relations, leadership and organization development programs. Her work career has primarily been in the oil and gas industry with over 28 years at BP. For the last five years she has been working to support Alaska Native Corporations deliver value to their shareholders.

Understanding Criminal Record Searches and Reporting

THURSDAY, SEPTEMBER 24 | 1:30 PM — 3:00 PM | KING SALMON

Do you really understand what your criminal background reports mean? Are you up-to-date on regulatory changes? Do you know what searches such as State Repository, County Level and Proprietary Database might include - or not? Do you know what criminal records are legally reportable? Or what about States that have limitations on reporting? Join us to learn about these topics and more!



SPEAKER

SANDY BREWER, Pinnacle Investigations

Sandra is a recognized national speaker with over 25 years of risk management and background investigations. She was the first female police officer in a large metropolitan city and from that expertise she founded Pinnacle Investigations, where she currently serves as its President. She is a speaker and consultant to many corporations ranging from the nuclear industry to human resource organizations. Her expertise and engaging presentation style empower and enlighten decision makers across the nation. Sandra serves on the board of Women in Nuclear, serves as a site inspector for the WBENC as well as a member of SHRM.

Five Steps to Make the Performance Review Work For Employers, Not Lawyers

THURSDAY, SEPTEMBER 24 | 1:30 PM — 3:00 PM | KATMAI

Performance appraisals can end up in front of a jury. Come and learn what employers have done to make performance reviews good for employees — and bad for lawyers. You will learn how to train managers to give effective two-way feedback, structure performance reviews to make them user-friendly and focused on the behaviors that matter as well as develop a system-wide approach that promotes consistency and accountability.



SPEAKER

DEBORAH JEFFRIES, HR Answers

As a consultant with over 24 years of experience, Deborah works with clients on their employment compliance, handbooks, policy manuals, recruitment processes, and training needs. She holds a BS in Psychology and a teaching certificate from Willamette University. As a trainer, she works with organizations on the employment process, recruitment, orientation, performance, recognition, discharge, harassment, and improved communication styles. She has served as adjunct faculty to Marylhurst University and Portland State University teaching human resources to business students.

Next Generation Workplace Well-Being

THURSDAY, SEPTEMBER 24 | 1:30 PM — 3:00 PM | ILIAMNA

The "wellness" game is changing and evolving. In this session we'll discuss the current and future trends of well-being at work. We'll talk about what works, what doesn't, and why a paradigm shift is necessary if we want executives to take it seriously. The goal will be an interactive session with an opportunity to network and share ideas with your peers.



SPEAKER

CARA FAIRBANKS, THE ALEUT CORPORATION

Cara has been providing HR and Worksite Wellness guidance to businesses for about 15 years. With a foundation in human resources and massage therapy, she saw a need for a focus on well-being for her employees and started experimenting with programs and techniques to engage employees in their own well-being. As she gained insight and experience, so did the wellness industry overall. Cara spent several years doing consulting work to clients through Northrim Benefits Group and eventually branched out on her own to start WhiteWater Wellness and WhiteWater Consulting. In an effort to balance her own work-life focus, for the past year, she has been the Director of Human Resources for The Aleut Corporation and is personally challenging herself to incorporate a culture of well-being while having all the challenges of an HR professional. While "wellness" is not in her title, Cara champions efforts to weave it into everyday life, both in and out of work.

Keeping Your Organization Compliant in Today's Changing World



THURSDAY, SEPTEMBER 24 | 3:30 PM — 5:00 PM | DILLINGHAM

The past few years have brought heightened regulations around health & wellness plans for companies and organizations. At this presentation, we will review recent Federal law changes impacting employers, including the ACA, DOMA, Tax Code and other requirements. From there, we will review recent updates to make sure attendees leave with the most up to date information that they can apply to their organization.



SPEAKER
ALICIA SCALZO WILMOTH, USI

Alicia provides timely updates on industry trends, legislative updates, Health Care reform and compliance alerts and ideas to improve the impact and effectiveness of programs. She is responsible for monitoring and reporting on changes in benefits laws, publishing periodic updates and newsletters highlighting general issues with respect to welfare benefit programs. She is a graduate of the Seattle University School of Law. Alicia works with the client service team to provide assistance with a wide variety of issues surrounding employer sponsored health and welfare programs.

Styles & Types I: People Dynamics At Work: Who, What & Why

THURSDAY, SEPTEMBER 24 | 3:30 PM — 5:00 PM | KING SALMON

This fast-paced, fun, provocative training session presents a useful framework for understanding the people you work with; reveals key differences and why you and others come to certain conclusions; helps you immediately understand and unravel people issues. The program will include 2 quick self-assessments, an understanding of the four types, team interaction and improving working relationships. Come, learn and have fun while doing so!



SPEAKER
LYNNE CURRY, The Growth Company

In her 34 years with The Growth Company, Inc., Dr. Curry has worked with more than 28,000 managers and employees at more than 3000 organizations in Alaska, thirteen other states and three countries. As Alaska's premier management trainer and human resources consultant, the following words have been used to describe her: dynamic, on-target, highly professional and effective, funny, practical, clear and "real." A successful business columnist, Dr. Curry has been published weekly since 1984 in the Anchorage Daily News and her syndicated column is also featured in other states.

Please Sue ME

THURSDAY, SEPTEMBER 24 | 3:30 PM — 5:00 PM | KATMAI

This session will provide you with takeaways on the latest tips, techniques and practical HR policies to manage productivity, maintain harmony and stay out of court. This session blends employment practices, humor and the law to answer some of today's toughest management issues. Recent cases will be shared as an example of the various things that will get you in trouble and how to avoid that.



SPEAKER

GREGORY FISHER, Davis Wright Tremaine, LLC

Gregory Fisher is a partner with Davis Wright Tremaine, LLC. He practices general and complex commercial litigation with an emphasis in appellate litigation, labor and employment law, business torts, trade secrets, restrictive covenants, and computer security litigation. He works with clients to avoid costly litigation whenever possible and helps them find creative solutions to business problems. Gregory has a broad range of experience in jury trials and appeals when litigation is necessary. He has represented clients in state and federal court, before administrative agencies, and in arbitration proceedings.

Change Management: A Roadmap to Success

THURSDAY, SEPTEMBER 24 | 3:30 PM — 5:00 PM | ILIAMNA

Although change is almost universally constant, many individuals and organizations are resistant to change, even when faced with valid arguments complete with supporting data or policy mandates. Explore your own perceptions of change, understand why facts and figures are not enough, identify the warning signs of complacency, decode resistance to change, and look for leading indicators that your business, your department, or your career trajectory is in need of a renewal. Consider the eight steps for successful change management, as identified by Kotter's acclaimed research, with supporting real-world examples and leave with a new way of looking at how to rally the troops toward a common cause with a destination in mind.



SPEAKER

CHARLA BROWN, PH.D., University of Alaska Southeast

Dr. Brown is the current Department Chair at the University of Alaska Southeast - School of Management - Business Administration. She owns and manages Northern Solstice Advisors, which specializes in talent acquisition and change management. She has 18 years experience in various HR leadership positions in Fortune 500 companies and successful entrepreneurial start-ups. She holds a PhD in Applied Social Psychology from Brigham Young University and a Master's in Industrial/Organizational Psychology from Lamar University. Dr. Brown has a passion for networking, collaborating, and sharing her experiences with others.

DAY 2 SESSIONS & SPEAKERS

What Does the New Section 503 Regulation of the Rehabilitation Act Mean to Alaska Federal Contractors Regarding Hiring Qualified People with Disabilities?

FRIDAY, SEPTEMBER 25 | 8:00 AM — 9:30 AM | DILLINGHAM

As of March 24, 2014, new regulations published by the U.S. Department of Labor's Office of Federal Contract Compliance Programs (OFCCP) regarding the implementation of Section 503 have taken effect. This presentation will discuss the key changes that are designed to hold federal contractors to a higher level of accountability in achieving employment goals for individuals with disabilities. Alaska resources available to federal contractors working to meet this 7% utilization goal for employment of individuals with disabilities will be discussed, including utilization of the Division of Vocational Rehabilitation, Alaska's Job Centers and other partner employment agencies.



PANELIST

KRISTIN VANDAGRIFF, Alaska Governor's Council on Disabilities and Special Education

Kristin serves as an Employment Program Coordinator for the Council, as project lead for the AK Integrated Employment Initiative grant as well as working with the AK Mental Health Trust Authority on implementation of the Employment/Beneficiary Projects Initiative. Her past experience includes over 9 years in working with individuals with disabilities, which includes: the Council, the Division of Senior and Disabilities Services (Intellectual & Developmental Disabilities Unit), as well as for a service provider agency. Kristin graduated from UAA with a Bachelor of Arts in political science as a University Honors Scholar.



PANELIST

GLORIA LEWELLYN, Division of Vocational Rehabilitation

Gloria Lewellyn has been working for the Alaska Division of Vocational Rehabilitation for the past 25 years providing employment services to employers as well as to people with disabilities. She attended Northern Arizona University in Flagstaff, Arizona before moving to Alaska in 1984 and has remained in Alaska ever since. Ms. Lewellyn has worked with people who have a variety of disabilities both physical and intellectual and has worked alongside employers in matching job goods to good employees during this time.



PANELIST

MICHAELA PHELPS , Division of Vocational Rehabilitation

Michaela has worked in Rehabilitation Services with Health and Human Services for nearly 35 years. She holds a Bachelor's in Political Science from Gonzaga University and a Master's in Rehabilitation Counseling from Western Washington Univ. She holds the national Certified Rehabilitation Counseling (CRC) credentials. Over the years, she has worked with the Division of Vocational Rehabilitation (DVR), Veterans Administration (VA), Department of Public Assistance (DPA), Nine Star, and the Division of Senior and Disability Services (DSDS), and many other agencies which have helped to facilitate her work with people with disabilities. She has worked the last 21 years in Alaska focusing on Rehabilitation and working with people with disabilities to obtain employment and to live independently within their communities.



PANELIST

MELISSA MITCHELL, Alaska Job Center Network (Disability Employment Initiative)

Melissa has worked as an Employment Counselor II with the State of AK Department of Labor job centers in Anchorage and Eagle River for 6 years. She assists with career exploration/development, employment, and retention - which also includes help with core employment skills such as interviewing, resume, and job search skills. As a Disability Resource Coordinator II, Melissa helps people with disabilities navigate the Social Security Administration's Ticket to Work Program which provides work incentives to those who receive disability benefits. Melissa graduated from Alaska Pacific University with a Master's Degree in Counseling Psychology.

Technology Meets HR: Selecting and Justifying the Right Solution

FRIDAY, SEPTEMBER 25 | 8:00 AM — 9:30 AM | KING SALMON

Technology can help free you from administrivia so you can focus on strategic goals. We will share a seven-step framework you can use to select the right technical solution. You will learn how to justify the investment to decision makers by writing an effective business case. Find out how to analyze the structure of a business case, explore your needs to support HR, and discover why technology is important to HR. Finally, learn how to calculate ROI to support your business case.



SPEAKER

SANDY HALLIWILL, NANA Development Corporation

Sandy oversees the IT operations of the portfolio of companies in her role as CIO of the Commercial Sector. She is also the President of Aurora Consulting, LLC that specializes in system implementations and IT organizations. Her 30+ year experience with BP include developing and leading IT strategies that encompass all aspects of IT. She has led multi-discipline organizations to improve performance and efficiency through periods of radical business changes. Since leaving BP, she has helped Alaska Native Corporations and other oil and gas companies to optimize their IT organizations and introduce business efficiencies.

Emotional Intelligence: The Invisible Advantage



FRIDAY, SEPTEMBER 25 | 8:00 AM — 9:30 AM | KATMAI

To be an effective HR professional in any capacity, it takes a certain amount of tact, finesse, and persuasion to influence others in order to accomplish your goals. These could include securing executive support for an initiative you wish to launch, getting 100% employee participation in a special program, or simply creating a positive working environment with your colleagues. Introspectively explore how your ability to be self-aware, manage your emotions, read others' emotions, and handle relationships can impact your success. Examine the factors that can build or erode trust and consider ways that you can make personal strides toward professional improvement. Practice in a safe environment and take away ideas for immediate implementation.



SPEAKER

CHARLA BROWN, PHD, University of Alaska Southeast

Dr. Brown is the current Department Chair at the University of Alaska Southeast - School of Management - Business Administration. She owns and manages Northern Solstice Advisors, which specializes in talent acquisition and change management. She has 18 years experience in various HR leadership positions in Fortune 500 companies and successful entrepreneurial start-ups. She holds a PhD in Applied Social Psychology from Brigham Young University and a Master's in Industrial/Organizational Psychology from Lamar University. Dr. Brown has a passion for networking, collaborating, and sharing her experiences with others.

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Ask not what you can do for your Insurance Broker, but what your Insurance Broker can do for you!

FRIDAY, SEPTEMBER 25 | 8:00 AM — 9:30 AM | ILIAMNA

Insurance brokers act as an intermediary between clients and insurance companies and use their in-depth knowledge of the insurance market, risks and leverage to find and arrange suitable insurance policies and coverage. They act in the best interest of their clients and present product options from more than one insurer to ensure their clients get the best deal. Hear from Alaska's leading brokers about what's new, what's working, what's not working and how you can lead the effort of affordable health care in your organization.



PANELIST

AMY FOSSUM, Alliant Employee Benefits

Amy is the Senior Vice President and Consultant for Alliant. She has been in the insurance business for over 20 years, 15 of them with ClearPoint. Prior to joining the firm, she was with UNUM Life Insurance Co. of America. She is extremely well respected in the brokerage community. Her clients range in size from 10 to over 3,000 employees. She is an outstanding negotiator and proficient in the areas of international benefits and mergers/acquisitions. In 2011, Amy was named a Five Star Broker in the State of Washington.



PANELIST

JENNIFER MEYHOFF, Marsh & McLennan Agency

Jennifer Meyhoff is a Senior Vice President and leads the health and benefits practice in Marsh & McLennan Agency's Alaska office. Jennifer's employee benefit experience includes an in-depth knowledge of health plan strategy, self-funding complexities, wellness programs, human resource management, managed behavioral health care and employee assistance programs. She consults to Alaska Native Corporations, public entities, and complicated multi-subsidary organizations with global operations. Jennifer sits on the board for the AK Assoc of Health Underwriters, and is actively involved with several community non-profit organizations.



PANELIST

K MICHAEL WARD, The Wilson Agency

K Michael Ward, SPHR, GPHR, SHRM-SCP brings more than 14 years of HR experience to The Wilson Agency. Past experience includes work in the construction, oil & gas support, government contract, health, retail, non-profit and manufacturing industries. Michael has a Master's Degree in Public Health, Administration and Planning from the University of Hawaii, Manoa.



PANELIST

JOSHUA WEINSTEIN, Northrim Benefits

Josh is the President and a benefits consultant for Northrim Benefits Group, LLC. He oversees the marketing, servicing, and renewing of clients, while providing consultative support for the other benefit advisors in the office. He works with employer groups to develop innovative, attractive, and affordable benefits packages that help recruit, retain, and reward the employees that make their businesses and organizations successful. Additionally, Joshua advises employers and individuals on how best to manage the implications of the ACA and comply with other legal considerations.

HRM: The Bridge that Connects a Business' Culture with Its Strategy



FRIDAY, SEPTEMBER 25 | 10:00 AM — 11:30 AM | DILLINGHAM

Examine the strategic role of HR as the bridge between a business' strategy and the culture that implements strategy starting with an overview of a business strategy planning process that provides strategic direction. Then examine the role of HR in conducting a business strategy and direction analysis, and an analysis of the culture that implements business strategy. The presentation moves to a discussion of the Denison Organizational Culture model of HR strategies essential to shape and align culture for implementing strategy. We will present 8 specific HR strategies and will conclude with an example of a business strategy-culture analysis and identification of specific HR strategies to shape and align culture with strategy.



SPEAKER

DR. DAVE RAMBOW, Wayland Baptist University

Dr. Rambow retired from the US Army after 24 years of service where he served in numerous command positions where he acquired experience and knowledge in strategy development and implementation. Upon his retirement, he entered Wayland Baptist University. The past 21 years he has served as Professor of Management within the School of Business instructing graduate business and management courses. He holds a Bachelor of Science in Construction Engineering, Washington State University; A Master of Arts in Human Resource Development, Webster University; and a Doctor of Education in Leadership, University of La Verne.

Tales of a Successful Labor Negotiation: The Importance of Focusing on Your Mutual Goals

FRIDAY, SEPTEMBER 25 | 10:00 AM — 11:00 AM | KATMAI

This session focuses on what it takes to collaboratively perform a labor negotiation. The discussion will cover the importance of process, planning/preparation, relationships, trust, mutual goals, patience, resilience, managing your negotiation team, and mutual commitment to the organization's success. Participants will leave the session with applied knowledge of how to be more successful in their next complex negotiation.



SPEAKER

DR. FRANK JEFFRIES, University of Alaska Anchorage

Frank Jeffries holds a BA in Marketing, an MBA, and a Ph.D. in Business Administration. Prior to entering academia he worked for 15 years in the high tech industry gaining experience in sales, sales management, product management, and program management positions. He is currently a Professor of Management at the College of Business and Public Policy at UAA. He teaches courses at the senior and graduate level in negotiation, organizational behavior, and organization development. He is very active in research and regularly publishes and presents papers. He also consults for local businesses, and is a management and negotiation coach.

The HR Professional Competency Model: A Roadmap for Success

FRIDAY, SEPTEMBER 25 | 10:00 AM — 11:30 AM | KING SALMON

If you or your organization want to understand the critical technical and behavioral competencies needed for individual success and growth at all levels of an HR career, come to this session. You will learn about the HR Professional Competency Model, which SHRM recently developed to allow HR professionals to systematically analyze their competency needs and to help organizations develop performance appraisal tools and other HR systems. In addition, you will learn how several SHRM competency self-development tools can accelerate your professional growth and increase your ability to contribute to the success of your organization.



CO-PRESENTOR

DIANNA GOULD, SPHR, CAE, SHRM-SCP, SHRM

Dianna Gould has over 20 years experience in the HR profession. Prior to joining SHRM, she had experience as an HR professional for Fortune 500 companies to start-up firms. She has worked in the high tech, international export, manufacturing, and the service industry. Dianna has been an active member with SHRM since 1991 and has volunteered for a variety of leadership roles during that time. She has served as the President for the Portland Human Resource Management Association (Portland, OR) and in 2006 was the Director of the SHRM Oregon State Council Board of Directors.



CO-PRESENTOR

JON DECOTEAU, SHRM

Jon is currently SHRM's Divisional Director West and the California Field Services Leader based in Sacramento, California. In this role he is responsible for leading SHRM's West Division Field Services team, providing membership-focused services for chapters in California and state councils in the Pacific West Region of the SHRM. He is now focused on providing strategic leadership for SHRM in California and the opening of the new Sacramento Office.

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<http://www.shrm.org/about/foundation/pages/foundationhome.aspx>

Employing Ex-Offenders: Capturing Talent from an Untapped Resource



FRIDAY, SEPTEMBER 25 | 10:00 AM — 11:30 PM | ILIAMNA

A significant portion of the potential workforce has some type of criminal record. Are you prepared to consider an ex-offender? Many ex-offenders are willing to start in minimum wage jobs. Some of them have skilled technical or professional experience. Explore the 3 reasons why you should consider hiring an ex-offender and learn how the Center works with employers by referring qualified applicants, including those with Native or minority preference, and assisting employers with the prescreening process. Learn about the fidelity bonding program and the Work Opportunity Tax Credit. Awareness about the realities of reentry and the vital role of gainful employment in reducing recidivism is key to making our state safer AND filling those job openings!



SPEAKER

CATHLEEN N. MCLAUGHLIN, JD/MBA, Partners Re-Entry Center

Cathleen Nelson McLaughlin, J.D./M.B.A., is the Program Director of the Partners Re-Entry Center. She, along with a very passionate group of individuals who are committed to reducing recidivism in the State of Alaska, advocate for people and programs that bridge the gap between community and re-entrants. Cathleen speaks to groups and writes about re-entry throughout the State of Alaska and the United States. Her presentations focus on the challenges and opportunities individuals and communities need to recognize and to collaborate on in meaningful ways to reduce recidivism.

“SOCK-IT” TO UNEMPLOYMENT

Sock and Underwear Drive



We encourage YOU, our generous HR attendees, to bring donations for a sock drive benefitting clients of the Partners Re-Entry Center. Your contributions will help individuals newly released from prison to dress for job search and employment. Re-entry clients often return to the community with little more than a pair of gray sweatpants and one change of underwear. They have a great need for new men’s socks and underwear.

Bring your donation to the registration table on either day of the conference, and you will get an additional entry to the grand prizes!

For more information about the Partners Re-Entry Center, and the many ways in which you can support this important community effort, be sure to attend Cathleen McLaughlin’s 10:00 breakout session on Friday morning, September 25, or call 258-1192.

Workers' Compensation 101: An Introduction to Workers' Compensation for Employers

FRIDAY, SEPTEMBER 25 | 1:30 PM — 3:00 PM | DILLINGHAM

An Entertaining Look at the Origins of Workers' Compensation, an Overview of Benefits, and Some Thoughts on Comprehensive Reform.



SPEAKER

CHUCK BRADY, Workers' Comp Committee of Alaska

Charles Brady is the Workers' Compensation Manager for the Arctic Slope Regional Corporation. He has over 35 years of experience working in the Workers' Compensation field. He is active in professional organizations. He currently serves as President of the Workers' Compensation Committee of Alaska. He was a Past president of the Texas Self-Insurance Association; Past Board Member, Texas Self-Insurance Guaranty Association; Past Vice-President, Arkansas Self-Insurance Association; Past Board Member, Oklahoma Self-Insurance Guaranty Association.

Good Help is Hard to Find

FRIDAY, SEPTEMBER 25 | 1:30 PM — 3:00 PM | ILIAMNA

When it comes to employment, there are two sides of the story. Employers say, "Good help is hard to find," while job-seekers think, "I can't find a decent job out there." How can businesses cut through the red tape of the hiring process? Using an employment agency can alleviate the process - these are firms hired by a company to help with its staffing needs. Employment agencies find people to fill all kinds of jobs, from temporary to full-time, in a number of career fields. Whether a company needs a nurse, an administrative assistant, a manager or a carpenter, an employment agency can find the right employee. So, what do these employment agencies actually do? Find out why they're an invaluable resource for both employers and employees.



PANELIST

RON FRAZEE, Westaff

Ron Frazee, SPHR, has over 34 years of HR experience. He has been the owner of Westaff in Anchorage for 13 years. Prior to that he has served in leadership positions of other organizations, including North Employment. He was on the Anchorage SHRM Board of Directors for 8 years, including a term as President. He has also served as the Alaska SHRM State Council Director and has volunteered for HRCI. He was recognized by the Northwest HR Management Association in 1996 as the Distinguished Member of the Year.



PANELIST

CHARLENE DAVIS, Alaska Executive Search

Charlene Davis, Alaska Executive Search Operations Manager and Executive Search Consultant, brings forty years of extensive human resources, recruitment and management experience to the staffing industry. She is a former Director of Talent Management at Providence Health & Services and has held other director-level roles in employment and recruitment with large organizations in the Lower 48. Her career history also includes Administrator of an international maritime law firm, Director of Attorney Recruitment for a 200 lawyer firm and Director of Recruitment and Business Development for a 145 lawyer firm.

Valuing the Quality of Your Work Relationships



FRIDAY, SEPTEMBER 25 | 1:30 PM — 3:00 PM | KATMAI

The manager and subordinate relationship can be very complex. Utilizing leader-member exchange (LMX) theory, I will discuss three types of work relationships and how reevaluating the quality of your relationship can lead to positive outcomes.

“One cannot lead if he or she does not know how to develop effective and productive relationships with their followers. This is the key component to any leadership style that one possesses.”



SPEAKER

DR. TERRY NELSON, University of Alaska Anchorage

Dr. Terry Nelson earned her BBA and MBA from the University of Arkansas at Little Rock and completed her PhD at the University of Memphis. Her knowledge of the importance of leader and follower relationships comes from over 17 years in leadership roles with Kroger, Coca-Cola Enterprises, and First Tennessee Bank where she was Senior Vice President of Consumer Loan Processing. When not in the classroom, Terry is busy overseeing the College of Business and Public Policy's Leadership Fellows Mentoring program, conducting research, and enjoying being a newcomer to Anchorage.

Strategic Business Partner: What This Really Means

FRIDAY, SEPTEMBER 25 | 1:30 PM — 3:00 PM | KING SALMON

We hear the term “Strategic Business Partner” all the time. What does that really mean? How can an HR professional in any function of the field can truly partner with their organization in a strategic way? How can you make yourself indispensable to your organization and add another level of credibility can boost your own career into places you haven't dreamed possible? Learn how to organize your team for maximum impact on the business, how to design the “HRBP” role, steps for engaging in the business, communicating the changes. Learn how to assess your existing talent in light of the new competencies and how to develop those skills among existing team members or how to make hard decisions on staff changes for maximum effectiveness.



SPEAKER

DIANE BLAKEY, Diane Blakey Coaching & Consulting, LLC

Diane Blakey is a certified coach and the owner of Diane Blakey Coaching & Consulting, LLC. After over twenty years working in Human Resources in the oil industry, she decided she wanted to start her own business focusing on the things she most enjoyed doing. She works as a coach with individuals and teams in the work setting as well as with individuals on their personal and professional goals. She also works as an HR consultant. Diane has an M.S. in Industrial Relations from the University of Oregon and is certified via the Institute for Professional Excellence in Coaching and the International Coaching Federation.

MASTERS OF CEREMONIES

THURSDAY, SEPTEMBER 24, 2015



J. ROBERT CARR, J.D., SHRM-SCP, Senior Vice President, Membership, Marketing and External Affairs

As Senior Vice President, Bob Carr leads SHRM's Membership, Marketing, and External Affairs business unit. He is responsible for the development and execution of a global communications strategy that builds SHRM's portfolio of highly successful brands. Carr served as Chief Professional & Business Development Officer where he oversaw the society's professional development program. As a member of the SHRM's Executive Team, he played a key role in the organization as its Chief Human Resource and Strategic Planning Officer. Carr returned to the organization from the National Bar Association, where he served as Executive Director. Carr received a B.A. in economics from Morehouse College, a J.D. from Columbia University Law School and an LLM (Master of Laws) degree from Georgetown University Law Center.

FRIDAY, SEPTEMBER 25, 2015



PATRICK REINHART, Executive Director, Governor's Council on Disabilities & Special Education

Working as a commercial fisherman in Kodiak in the 80s while in college, Patrick Reinhart decided to move to Alaska and has lived in Anchorage ever since. Patrick was the Executive Director of the Alaska Statewide Independent Living Council for 11 years. He joined the Governor's Council on Disabilities and Special Education in 2009 where he is now the Executive Director. Patrick served as past Executive Director and is currently Treasurer of Challenge Alaska, an organization that provides sports and recreation opportunities for people with disabilities, having even led a group of people with disabilities on a Denali Expedition. Patrick has a Bachelor of Science degree in Outdoor Education from Northland College in Ashland, Wisconsin.

BUSINESS MIXER

THURSDAY, SEPTEMBER 24 | 5PM TO 6:30 PM | EXHIBITOR HALL

Appetizers Courtesy of



Drinks Courtesy of



VISIT THEIR BOOTH TO GET A TICKET



2015 Alaska State HR Conference
RECERTIFICATION CREDIT FORM
 Anchorage, AK 9/24-9/24/15



To keep track of your recertification activities, check the box (☐) by each session you attended.
 To earn recertification credit hours, please log the activities to your online recertification application at www.hrci.org.

Note: PHR certificants may attend any of the sessions pre-approved for specified credit hours for general credit as long as it has been pre-approved.

| Sessions pre-approved for Business credit | Total <u>9</u> | | |
|--|----------------|------------------|----------|
| <input type="checkbox"/> The Cloud's Business Impact on HR | 9/24/2015 | 10am - 11:30am | 1.5 hrs. |
| <input type="checkbox"/> Building your Compensation Strategy | 9/24/2015 | 10am - 11:30am | 1.5 hrs. |
| <input type="checkbox"/> Seeing the Big Picture: Business Acumen to Build Your Credibility, Career & Company | 9/24/2015 | 1:30pm-3:00pm | 1.5 hrs. |
| <input type="checkbox"/> Change Management: A Map to Success | 9/24/2015 | 3:30pm-5:00pm | 1.5 hrs. |
| <input type="checkbox"/> Technology Meets HR: Selecting and Justifying the Right Solution | 9/25/2015 | 8:00am - 9:30am | 1.5 hrs. |
| <input type="checkbox"/> HRM: The Bridge that Connects a Business' Culture with Its Strategy | 9/25/2015 | 10:00am - 11:30a | 1.5 hrs. |
| <input type="checkbox"/> Strategic Business Partner: What This Really Means | 9/25/2015 | 1:30pm-3:00pm | 1.5 hrs. |

If you are seeking *HR credit hours only*, please enter the **Program ID #219448** with the conference dates for a pre-approval total of **14 HR recertification hours**.

There may be the potential to earn more credits than associated with the program ID depending on the session(s) attended. If you attended a pre-approved session listed below, submit it as a separate recertification activity.

NOTE: To earn Business recertification credit for the sessions listed above, do *NOT* use the Program ID Number assigned to the conference. Submit one record for each credit hour category, listing all session titles in the Program Description and total hours for each entry.

Example: If you attend five (5) Business Management and Strategy sessions and three (3) general sessions, you will submit two listings: one for all Business Management and Strategy sessions, listing each session title attended, and one for all general credit sessions.



CERTIFICATE OF COMPLETION/ATTENDANCE
2015 Alaska State HR Conference
HR us Roar!

Attended by:

 NAME OF ATTENDEE

P. Hickok

 Patty Hickok, SPHR, GPHR, SHRM-SCP
 Conference Chair

September 24-25, 2015

 Date of Program

SHRM Activity ID: 15-4706 | SHRM PDC(s): 14

The Alaska SHRM State Council is recognized by SHRM to offer Professional Development Credits (PDCs) for SHRM-CP or SHRM-SCP.

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CareConnect USA—Financial Resources for Employees Materials

Ceridian—Business Mixer beverages

Dr. Dave Rambow—SHRM Foundation prize

Governor's Council on Disabilities & Special Education—Lunch Keynote Speaker Day

Hilton Anchorage—Grand Prize

Major Marine Tours—Grand Prize and Attendee Discounts

University of Alaska Southeast, School of Management—Name Badges

EXHIBITORS

AFLAC

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Governor's Council on Disabilities & Special Education

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Learn what others in the HR community are doing and thinking in the realm of HR policies and practices. SHRM surveys HR professionals on your behalf on select research topics. shrm.org/customizedresearch



NETWORKING

HR Talk

Forum for sharing information and best practices with other SHRM members. shrm.org/hrtalk

Member Directory

Online database searchable by name, title, company, company size, job function or location. shrm.org/members

Volunteer Opportunities ▲

Information on volunteer opportunities within SHRM. shrm.org/volunteer



▲ Approved for recertification credit.

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ALASKA SHRM STATE COUNCIL NATIONAL AWARD WINNING WEBINAR PROGRAM

COMPLIMENTARY | HRCI & SHRM PRE-APPROVED FOR RECERTIFICATION CREDIT

- October 9, 2015 **ACHIEVING SUCCESS WITH GOOD TO GREAT**
Beverly Dennis - Assistant Professor of Business and Management,
Alaska Pacific University
- November 6, 2015 **WHAT IS THE IMPACT OF THE NEW MARIJUANA LAWS
ON EMPLOYERS?**
Gregory Fisher, Davis Wright Tremaine
- January 15, 2016 **GETTING IT RIGHT, ERISA KNOW YOUR FIDUCIARY
RESPONSIBILITIES**
Jane Wines, Benefits Advisor with the Seattle District Office of the
U. S. Department of Labor's Employee Benefits Security Administration
- February 26, 2016 **HOW DO I KEEP MY EMPLOYEES MOTIVATED?
THE PRACTICE OF EMPATHY-BASED MANAGEMENT**
George Langelett, Professor of Management and Economics at
South Dakota State University



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