

## Keynote Speakers

**Sara Christiansen**, Ideation Consulting



For the last 20 years, most companies have driven a "work culture" in which standardization was the key strategy. However, with the shrinking markets, the credit crunch, mass outsourcing, it has become very apparent that to lead our organizations, innovation is a critical component of success. But traditional management is not sufficient to drive performance in the modern workplace.

**Richard Russo**, Davis & Campbell LLC



Technological advances, while helping improve productivity, also increased the risk of employer liability for the federal government ramping up enforcement of wage and hour violations, and an increasing number of lawsuits being filed, it is important for employers to seek expert guidance in this rapidly developing area. Attention to detail is a must and will have a better understanding of compliance with wage and hour laws in the 21st century.

**Joel Bishop; O.C. Tanner**



This session will present a keynote that will share research found in The Carrot Principle. Mr. Bishop will share groundbreaking findings of a 10-year, 200,000 employee effectiveness study in addition to global data from 100+ organizations that have positively transformed business results through recognition. Mr. Bishop will then lead a lively discussion of how to build high performance teams that outperform their peers by adopting a recognition strategy. The presentation concludes with specific examples and ideas for how to get started on a recognition strategy or enhance their current recognition program.

## Inspiring Leaders to Achieve Results Through People



Decatur Area Chapter SHRM  
#0555 Annual Fall Conference

Tuesday, October 9, 2012

8:00 a.m.—4:00 p.m.



Decatur Area Chapter SHRM #0555  
PO Box 872  
Decatur, Illinois 62525-0872  
E-mail: decaturareashrm@gmail.com

AFFILIATE OF



SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT

Zachary Linzy PHR



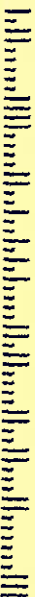
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# Inspiring Leaders to Achieve Results through People

Visit our website for more detailed descriptions on the breakfasts offered. <http://decaturn.shrm.org/events>

**Session 1: 9:30 am -10:30 am**

**A. Leadership: How to Influence - Heidi Carmichael, CCC and MBTI Certified**

This session will introduce foundational concepts of leadership within organizations and in life. Participants will be led through a deeper understanding of their own leadership abilities in four critical areas. Participants will develop action items to promote change and create accountability for themselves to ensure they reach their goals in leadership skills development.

**B. Healthcare Reform UPDATES - Derek Schryer, Davis & Campbell LLC**

This session will cover new regulatory guidance about major provisions of the act affecting employers that go into effect over the next few years. There will also be some discussion on the issues related to the act that were argued before the United States Supreme Court in March 2012.

**Session 2: 10:45 am - 11:45 am**

**A. Termination of Employment—Best Practices - David Lubben, Davis & Campbell LLC**

This session will cover how to manage and minimize the risks, what is required of employers after the discharge decision is made, additional requirements for plant closings and mass layoffs, and issues relating to reductions in the workforce through elimination and consolidation of positions.

**B. Performance Management - Sara Christiansen, Ideation Consulting**

This session is a continuation of the Morning Keynote Session. Attendees will participate in an activity that will explore their personal beliefs about performance management. Discussion will also take place regarding the 5 critical components of an "engagement-driven" performance management system.

**C. Grow Decatur**

Three general areas of improvement have been identified in past and current discussions on the topic of growth in Decatur. They are Economic Development, Education, and Quality of Life. attend this breakout session to learn more....

**Session 3: 1:45 pm—2:45 pm**

**A. Top 10 Background Check Mistakes, Alan Kinsey, Inquirehire**

This session will address common, but avoidable, mistakes employers make when conducting pre-employment background checks. Employers making these mistakes subject their organization to the risk of poor hiring decisions, higher turnover, and in extreme cases, litigation. Specific areas covered include, Criminal Record Checks, Employment Verification, Education Verification, Professional Reference Checks, Social Media, EEOC/Civil Rights Act Considerations, and Credit Checks and Regulatory Restrictions.

**B. Pay or Play - Brad Vernon, Principal and Consulting Actuary Benefit Innovators, Inc.**

The presentation begins with background regarding the key terms in the Affordable Care Act and the impact of reform on employers and employer sponsored coverage. Tax issues are then discussed followed by details about the workings of health insurance exchanges, subsidies and penalties to employers for not offering affordable coverage. The final portion of the presentation is dedicated to presenting an in-depth case study of Pay or Play modeling, which is financial modeling done to help an employer determine what strategy best fits their needs.

**A networking cocktail hour with door prizes will occur at the conclusion of the conference.**

## Breakout Sessions



### Details (re-certification credits pending)

- Registration includes attendance at three Keynote presentations, two meals (breakfast, & lunch) and snacks. \$149/\$99 SHRM and Decatur Chamber members.
- Registration deadline is October 1, 2012.
- There will be a \$25 late registration fee for all registrations **received after** October 1, 2012 and accepted only as space allows.

### To register:



(pre-payment required)

**1. Via Web:** <http://decaturn.shrm.org/events>

**2. Mail completed registration form and payment (by mail - check or money order only)**

**to: Decatur Area Chapter SHRM #0555, PO Box 872, Decatur, IL 62525-0872**

Name \_\_\_\_\_

Address \_\_\_\_\_

City, State, Zip \_\_\_\_\_

Phone \_\_\_\_\_

E-mail \_\_\_\_\_

SHRM Affiliate Member  no  yes

Chapter (required) \_\_\_\_\_

SHRM member  no  yes -

Membership Number \_\_\_\_\_

## Conference

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## Morning Brea

Session 1 - **ct**

## A. Leadership

## B. Healthcare

Session 2 - **ch**

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Register via the web by July 1, 2012 and your name goes in a drawing for a paid registration to the 13th Annual Illinois HR Conference & Exposition in August 5-7, 2012 (