

2013 HR and Leadership Insights

7:30-8:00

REGISTRATION

8:00-9:00

Why Succession Planning Isn't Just for CEOs

Derrick Nielsen, Vice President, Organizational Development and Family Business Services

Succession planning is something many companies consider only when a CEO or president becomes ill, close to retirement or is terminated. Yet many other positions in your company are "mission-critical" and could slow or stop your business' operations. This session will illustrate how you can recruit, train, retain and promote in a way that supports employee satisfaction, relevant workforce skills, and bench strength within the organization.

9:10-10:10

Cut Costs and Increase the Employee Appeal of Your 401(k) Plan

Brad Bechtel, Vice President, Employee Benefit Services

A retirement plan has become an expected part of your recruitment and retention package – but it also brings significant fiduciary responsibility and incurs costs to the company. By learning more about current trends in retirement plans and plan design, you can understand how to lower your administrative costs while also meeting your fiduciary responsibility. As well, you may be able to customize your plan design to more effectively provide incentives to targeted groups such as senior management/owners or employees with longevity – while also making the plan more cost-effective.

10:20-11:20

Successful Outsourcing: When to Do It & How to Manage It

Cindy McSwain, Vice President, Outsourcing Services

When you have more responsibilities and priorities than hours in the day, great time management alone can't help. The key is to identify which responsibilities only you can handle – and which could and perhaps should be outsourced. Outsourcing is as much an art and science as being a good manager; this session will help you learn the pros and cons of outsourcing and the best practices that can make it work for you.

11:35-1:00

LUNCH AND KEYNOTE**Workplace Bullying: Stopping the Hidden Epidemic**

Gary Namie, Ph.D., Director, Workplace Bullying Institute

We all know the dangers of the schoolyard bully. Little recognized but just as common and potentially much more dangerous to both organizations and their employees is the workplace bully. Studies show that nearly one-third of all employees have experienced bullying behavior on the job, but few organizations know how to recognize it and minimize it or what can happen when they don't manage this most common type of harassment.

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1:10-2:10**Building a Culture of Respect***Gary Namie, Ph.D., Director, Workplace Bullying Institute*

The cost of workplace bullying is high in terms of lost productivity, turnover and potential for litigation. To manage and mitigate this type of toxic behavior requires an intentional and ongoing effort to create a culture that doesn't tolerate it. This session will help you understand the kinds of tools you can use to intervene in and prevent workplace bullying, ranging from appropriate policies to education and training to management communication.

2:20-3:20**Champagne-Style Employee Recruitment & Retention on a Beer Budget***Carrie Wiegand, PHR, Organizational Consultant, Organizational Development and Family Business Services*

A recovering economy brings opportunity for businesses but also opportunity for your top talent to job-hop. A fall 2012 survey reported $\frac{3}{4}$ of workers were either actively searching or open to new opportunities. Making some surprisingly low-cost investments and fine-tuning your existing processes can make a big difference in your ability to find and keep the people right for your organization. In this session, you'll get an overview of current trends in staffing management, learn the importance of employee engagement and how you can increase it, and learn ways to manage employee benefits costs.

3:30-4:30**1 + 1 = 3: Integrating Cultures After Mergers & Acquisitions***Marjorie Engle, Vice President, Organizational Development and Family Business Services*

In any business transition, such as a company merger, acquisition or a company being acquired, employees typically weather uncertainty, change, and shifting alliances. Business leaders and HR professionals must actively manage the transition from start to finish to avoid losing key talent and knowledge and support the melding of corporate cultures. Learn strategies to help make this transition smoother, foresee typical mistakes that managers often make, and the solutions that have worked in actual case studies.