

Business Acumen & HR Strategy

What Does it Mean to be Strategic?
presented by Danyelle Ackall

Recalibrating Your Compass: Leading
Through the Strategic Planning Process
presented by Randy Anderson

Building, Leading, and Aligning Elite
Teams presented by Jeff Boss

Building a High-Performance Work System
presented by Vincent Bovino

Staying Power: Why Your Employees
Leave & How to Keep Them Longer
presented by Leah Brown

Building Highly Effective Relationships with
Business Managers presented by Margaret
Graziano

Maximize Your HR Leadership
Effectiveness presented by Margaret
Graziano

The Intersection of Employee Experience
and Organizational Performance presented
by Todd Grierson

Engagement, Productivity and Business
Performance presented by Scott Heyhoe

HR Creating Business Value: Outside-In
Approach presented by Jessica Johnson
and Keri Jolly

HR's Role in Mergers & Acquisitions
presented by Klint Kendrick

Human & Machines: re-imagining Work in
the age of AI presented by Albert Loyola

The Employee Experience: Engagement
and Culture from the Ground Up presented
by Autumn Manning

A Simple Approach to the Complexities of
Change Management presented by Elissa
Montoya

Creating an Environment Where People
Thrive presented by Jerrod Murr

Develop and Certify Your Leaders:
Leadership Development that Works
presented by Rick Robinson

Measuring What Matters: Using Metrics to
Drive Culture presented by Rick Robinson

The Future of HR: Aligning HR with the
New World of Work presented by
Maryanne Spatola

Employee Engagement in the People Era:
What Works presented by Jimmy Taylor

At the Knowledge Hub

Humans & Machines: Balancing Human
Skill & AI presented by Alberto Loyola

Strategies in Gaining C-Suite Buy-In for
Your New HRIS System presented by Gary
Tonniges

Employment Law & Labor Relations

Legal Exchange

Global Talent: How to Bring it Home?
presented by Kavitha Akula

Zip It! The Boss' Words Can Bite You.
presented by Alan Bush and Bradley
Morefield

Do you Understand the Unemployment
Insurance Law? presented by Todd Cohen

Mastering the Form I-9: Basic Principles for
Maximum Compliance presented by Esther
Contreras

Immigration Law Update for Employers:
What you Don't Know can Hurt you
presented by Esther Contreras

Wage and Hour: Legal Developments,
Recent Risk Areas, & Proactive Measures
presented by Melodie Craft and Dustin
Jones

The Dusty Lotto Ticket: How Stale
Harassment Claims get Revived (and won)
presented by Bill Davis

Investigators Gone Wild: How to Handle
When the EEOC and DOL Come Knocking
presented by Michael Deponete

The Role of HR Professionals in Protecting
the Company's Trade Secrets presented I-
9 and E-Verify Compliance: The Good, the
Bad, and the Ugly presented by John Fay

Employment Law & Labor Relations (Continued)

Clearing the Smoke: Workplace Drug Policies to Deal with Marijuana Use presented by Stephen Fox

We're Not in Kansas: 10 Traps of the Modern Workplace presented by Rob Ghio

Is That Even Legal for HR To Do? Uncovering HR Legal Myths presented by John Hagan

Their Past Impacts Your Future: Hiring Ex-Offenders presented by Todd Higey

Agency Enforcement Effort Under Trump: What is Really Going on presented by Carrie Hoffman

Don't be Scared, Be Prepared. Workplace Violence Issues presented by Arthur Lambert

Three Horned Steer: Interplay Between the ADA, the FMLA and Worker's Comp presented by Arthur Lambert

Eight-Minute Compliance presented by Andrew Malahowski

Coaching Leaders to Handle Sensitive Employee Relations Situations presented by Michael Mirarchi

Paul Simon, Elton John and Lynard Skynard: Your Employees' Farewell Tour presented by Dustin Paschal

OFCCP Update: The Government Contractor Environment Under President Trump presented by Scott Pechaitis

#Metoo: Where was HR? How did This Happen? And how to Avoid Future Claims presented by Amber Rogers

California Workplace Law Update presented by Cepideh Roufougar

Leave it to us: Conquering Your Leave and Accommodation Challenges presented by Kathy Schatz and Kristin Bauer

The Impact of Hurricane Harvey (Weinstein) on HR presented by Paul Simon

Dilly Dilly, Off to the Chamber of Misery: Consequences of Discipline presented by Paul Simon

Choose Your Own Adventure: Navigating Employment Law Scenarios presented by Eva Turner

At the Knowledge Hub

Gender Stereotyping Issues presented by Dustin Paschal

Global HR & Cultural Effectiveness

Foolproof Methods to Achieve a Centralized Global Recruitment Strategy presented by Angie Brooks

Navigating Cultural Barriers to Promote Growth and Communication presented by Martin George

Global Mobility: Managing Foreign Talent Acquisition and Retention presented by Dilnaz Saleem

Human Resource & Organizational Development

Cracking the Code of Employee Engagement to Create an ALL IN Mentality presented by Randy Anderson

How to Create a Results-Focused Culture Within Your Organization presented by Randy Anderson

#MeToo. #NowWhat? presented by Cortney Baker

Unleash the Power of Diversity presented by Debjani Biswas

Get Unstuck: Go Beyond Unconscious Bias to Conscious Inclusion presented by Jeanetta Darno

Critical Thinking for the HR Professional presented by Alice Dendinger

Productive Conflict is not an Oxymoron presented by Alice Dendinger

An Extraordinary Workplace is More Than Ping Pong Tables and Bean Bags presented by Kai Dickens

Investigating Allegations of #MeToo presented by Max Dubroff and Christine Cave

Human Resource & Organizational Development (Continued)

Demonstrating Compassion at Work Through Effective Mentoring presented by Paula Harvey

From Fax to Facebook: Multi Generations in the Workplace presented by Glenna Hecht

Creating a Workplace Culture That Retains and Engages the Best Employees presented by Jill Hickman

Radical Feedback for the Talent Revolution presented by Joe Hirsch

Time's Up: Breaking the Silence About Workplace Bullying presented by Bonnie Kramen

Bullies and Abrasive Leaders: Why They act That way and how to Stop it presented by Catherine Mattice-Zundel

Leadership in the Trenches: Developing Your Front-Line Leadership presented by Penny Miller

Workplace Bullies are too Expensive to Keep presented by Francis Mulcahy

Embracing the Millennial Culture presented by Jerrod Murr

Performance Management: Design or Delete presented by Deborah Shigley

Elevating Women in Leadership: How Organizations Make Sustainable Change

presented by Kym Sosolik and Julianna Hynes

Building Truly Accountable Teams: The Journey From Mediocre to Exceptional presented by Alex Vincent

Leadership & Personal Development

Developing Your Personal Leadership Brand presented by Deborah

Unlimited: Conquering the Myth of the Glass Ceiling presented by Cortney Baker

Playing Politics: The Psychology of the Human Workplace presented by Karlyn Borysenko

The Five Essential Coaching Questions. (Yes, just five!) presented by Michael Bungay Stanier

Celebrate! Educate! Communicate! Communicating Across Generations presented by Julie Burch

Engaging Emotional Intelligence (EQ) During Change presented by Buzz Kolbe

Lead While Life Happens: Overcome Stress & Burnout to Strengthen Leadership presented by Heather Lehman

Career Myths and Realities for Women presented by Sandra Stroope

Negotiate to Great! What's Your Negotiating Style? presented by Linda Swindling

Learning to Lead Change and Engage Stakeholders for the HR Professional presented by Barbara Trautlein

Find Your Lane: Change your GPS and Experience Success! presented by Bruce Waller

At the Knowledge Hub

Rock Your LinkedIn Profile in 15 Minutes or Less presented by Carrie Corcoran

Risk Management

Winning With a Successful Safety Culture: Does Accountability Really Work? presented by Berry Bairrington

How to Legally Discuss Criminal History With Applicants presented by Mike Coffey

7 Steps to Making Bulletproof Hiring Decisions presented by Mike Coffey

Invisible Casualties: Overcoming Adversity After a Tragedy presented by Alicia Cuello

Active Shooter: How to Prepare & How to Respond presented by Bryan Gray

Committed to Comfort: Your Roadmap to Creating an Ergonomics Program presented by Lisa Harris

The New "Equal Pay": How to Mitigate Risk of pay Discrimination Claims presented by Scott Pechaitis

The Risks and Rewards of Social Media Screening presented by Angela Preston

Risk Management (Continued)

#NotUs in a #MeToo World presented by Terri Swain

At the Knowledge Hub

Danger at the Desk: Controlling Risk Through Ergonomics presented by Lisa Harris

Truth or Myth? Liability and Risks of AEDs in the Workplace presented by Frank Mannino

Talent Acquisition & Workforce Planning

Competency Models: Better Hiring, Performance Management and Development presented by Mitch Byers

Hire the Right Employee Every Time: Avoid the Body Snatcher presented by Amy Castro

The Workforce of the Future: Prepare for These Trends and Changes presented by Dianne Durkin

The Magic of Retention presented by Shawn Ishler

Fast Track Recruiting: 10 Easy Steps presented by Karen King

Credible Leaders: Hire Right and Keep Talent presented by Robert Lewis

Hiring in the Digital Age: New is not Always Better presented by Laura Mitchell and Michelle Duncan

The Changing Talent Acquisition Landscape: New Trends and Expectations presented by Elissa Montoya

The People Side of Onboarding presented by Christopher Mulligan

How (and Why) to Conduct a Glass Ceiling Analysis presented by Scott Pechaitis

How to Create and Deploy Flexible Work Options presented by Kelly Simants

Why Hire Older Workers? presented by Heather Tinsley-Fix

Engaging with the Military Person: Military Friendly vs Military Familiar presented by Emma Toops

Building a Veteran Recruitment Program With Limited Resources presented by Lane Transou, Bob Cartwright and John Boerstler

Recruiting in the Age of Googlization presented by Ira Wolfe

How to Capitalize on the Millennial Generation presented by Avi Zaraya

Total Rewards

A Radical New Roadmap for Employee Financial Health presented by Helen Calvin

M&A Traps: Don't Let Your Health Plan Spoil the Deal presented by Janet Downs

The Real Enemy in Healthcare: Manufacturing Disease presented by Wally Gomaa

Optimizing Total Rewards presented by Kathleen Jinkerson

A Silent Killer of Well-Being: Supporting Employee Caregivers presented by Jeryn Laengrich

Do We Ever Really NEED a Donut? How and why Behavior Affects our Wellness presented by Heather Lehman

Decreasing Healthcare Costs While Improving Care With Data Analytics presented by Scott Roloff

How to Motivate Employees to Lose Weight and Live Healthy presented by Yoram Solomo

At the Knowledge Hub

Healthcare in America: The Fundamentals presented by Kelley Barringer

3 Trends in 401(k) That Will Affect You presented by Aaron Pottichen

Student & New to HR

HR Overview Panel

The Job Mobility Puzzle: Becoming an HR Professional presented by Rebecca McPherson

At the Knowledge Hub

Benefits of Networking

Internships: A Try Before You Buy Arrangement presented by Malcolm Coco

Shape up your SHRM Student Chapter presented by Otis Scott

In addition to the offerings above that are specifically designed for those who are new to the HR Profession and/or Students, a variety of sessions in each of the other tracks will be tagged as “HR-101” meaning that they are introductory level courses and appropriate for those who are new to the field of HR.

The HRSouthwest Conference (HRSWC) supports both the SHRM and HRCI certifications for our attendees.

Pending approval, attendees can expect to earn up to 16.75 hours of recertification credit hours from both SHRM and HRCI.

HRSWC will offer numerous opportunities to receive different types of HRCI recertification credit, including Business, Global and California. Details on the number of hours available for specialized credit types will be published when available.

