Educational Sessions

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

**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
Educational Sessions

**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 & 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 Saundra 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 Alex Vincent

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
Educational Sessions

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.