

KEYNOTE SPEAKERS

Wednesday, August 25, 2021

1:30-2:30pm



PROMISES MADE & KEPT: CHANGE AND THE PSYCHOLOGICAL CONTRACT AT WORK

Charles Fields, MSHRM, CMP

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Speaker Bio:

As a human capital management (HCM) strategy consultant for UKG (Ultimate Kronos Group), Chas Fields helps organizations identify, assess, and maintain their human element, which increases efficiency and effectiveness cultivating a differentiated employee experience, and ultimately drives business success. Fields joined Kronos, Inc. in 2017 with a diverse background in HCM initiatives such as training and development, change management, operations, strategic planning, and project delivery. He deeply understands the impact that effective HCM strategies and solutions can have on both operations and human resources (HR), and his experience building and managing relationships with partners allows him to help strengthen long-term employee engagement and effectively train and develop employees.

Session Description:

It's often said that change is the only constant, and this could not be truer when it comes to the world of work. After all, 2020 has brought about immense changes in the way we communicate, collaborate, and interact with managers and peers alike. It may be tempting to sit back and watch how change unfolds, but the employee experience and employee motivation, productivity, and organizational citizenship is directly affected by deliberate change management strategies implemented—or not implemented, by companies. Maintaining the psychological contract plays a vital role in the success or failure of organizational changes and shifts. In this presentation we will discuss the concept of the psychological contract at work and explore the (often forgotten and misunderstood) exchange relationship that has a myriad of impacts from both the employee and employer viewpoints. This interactive and research-based presentation will explore the hidden costs of distrust, mistrust, and inaction by companies and the many benefits to providing a clear and convincing change communication plan for employees.

Thursday, August 26, 2021

9:15-10:15am

“...PEOPLE AIN’T NO D* GOOD”**



Joe Erwin

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Speaker Bio:

Entrepreneur Joe Erwin is the co-founder and former president of national marketing agency Erwin Penland (now EP+Co), which he and his wife Gretchen opened in 1986 with one employee and grew to 400 staff in Greenville and New York with clients including Verizon, Denny’s, Michelin & L.L. Bean. In 2015, Joe left EP to open Erwin Creates, which owns downtown coworking destination Endeavor, supports Clemson’s Erwin Center for Brand Communications, and provides leadership consulting services to senior executives. In 2018, Joe became the founding, lead owner of Greenville Triumph professional soccer – with a mission to inspire unity and create joy by bringing together and serving the diverse, international Upstate community. The team won the USL League One Championship in just their 2nd year (2020). Catch them this season in Triumph Stadium at Legacy Early College field (9/3, 11 & 19 + 10/1, 16 & 23), at the team store at 22 S. Main St. downtown, and at GreenvilleTriumph.com.

Thursday, August 26, 2021

3:00 – 4:00pm

Legal Panel to Address Current HR Legal Trends & Hot Topics



Mark Bakker
Nexsen Pruet
Moderator

[Bio](#)



Jennie Cluverius
Nexsen Pruet
Panelist

[Bio](#)



**Chris Gantt-
Sorenson**
Haynsworth
Panelist

[Bio](#)



Gus Suarez
Ogletree Deakins
Panelist

[Bio](#)

SESSION DESCRIPTION

In this session you will hear from top employment and labor law practitioners that will discuss: 1) the importance of assessing the HR framework through the eyes of legal counsel by preparing for newly implemented and proposed regulations, including but not limited to lingering COVID regulations and concerns that affect the workplace; 2) latest trends and legal requirements regarding drug testing, background checks, and leave requirements; and 3) current needs for workplace policy updates and changes based on the hottest HR topics today.

POD -DEPARTMENT OF ONE

Wednesday, August 25, 2021

Session 1

2:45 – 3:45pm

EMPLOYMENT LAW BASICS



Ashley Cuttino

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Speaker Bio:

In response to the Coronavirus pandemic, Ashley has lead Ogletree Deakins' nationwide unemployment response team. In this role, Ashley tracks unemployment changes nationwide and provides counsel to clients on unemployment related issues. In addition, Ashley is the co-chair of the Ogletree COVID-19 litigation practice group. COVID-19 litigation involves all areas of

employment law as well as personal injury related claims. In this role, Ashley has been able to utilize her substantial past litigation experience that includes employment litigation, personal injury litigation, medical malpractice defense and complex toxic tort defense.

Outside of COVID-19, Ashley concentrates her practice in management-side employment litigation, including defending claims against wage and hour, discrimination, wrongful discharge, and breach of contract. She also has a broader general litigation practice that has allowed her to defend clients in complex toxic tort actions, class actions, asbestos personal injury defense, construction defect cases, and FELA claims for railroad clients. Ashley's specialty is complex litigation, class actions and multi-plaintiff litigation.

Session Description:

Ashley will present an interactive program filled with real life examples of both common and nuanced HR issues. The interactive program will cover the gambit of HR issues commonly faced by the profession today.

Wednesday, August 25, 2021

Session 2

4:00 – 5:00pm



The Middle Manager

Susan Seymore

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Speaker Bio:

Susan Seymore is a strategic consultant that leverages behavioral science and human analytics to help organizations maximize their business results. Prior to her career as a consultant, Susan spent over 20 years in human resource leadership positions in a variety of environments ranging from small business to Fortune 50 companies and in industries including healthcare, technology, professional services, and manufacturing. Her broad career experiences combine to inform Susan's ability to understand the diverse needs of her clients. She holds a Bachelor of Business Administration from the University of Georgia, is a SHRM Senior Certified Professional, and a Certified Predictive Index Practitioner.

Session Description:

The managers with the highest impact on company success or failure are frontline managers. Typically, they make-up 50% to 60% of a company's management ranks and directly supervise as much as 80% of the workforce. (HBR, Fred Hassan) It is the frontline manager who is responsible for the hiring, motivation and production of the people who do the work—those who design, make, and sell the products or deliver services to customers. Instead of administrative work and meetings, they should focus on coaching their employees and on constantly improving quality. This interactive session talks about the what and how.

Thursday, August 26, 2021

Session 3

10:30 – 11:30am



BECOMING IRRESISTABLE AND UNSTOPPABLE: NEW MODEL FOR EMPLOYEE EXPERIENCE

Jason Treu

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Speaker Bio:

Jason Treu is a Chief People Officer and leadership and teamwork expert. He helps executives, managers, and HR departments develop unstoppable leaders, talent and employee experiences. He provides coaching, trainings, keynote speaking, conflict resolution, and other services. He spent 15+ years in leadership positions working with industry-changers such as Steve Jobs, Reed Hastings (Netflix CEO), Mark Hurd (HP), Mark Cuban, and others. He’s the best-selling author of Social Wealth that’s sold more than 60,000 copies. His 2017 TEDxWilmington talk was on “How to Get CoWorkers to Like Each Other.” He has been named one of the top 10 executive coaches in 2019, 2019 Top HR Influencer, and top leadership and coaching provider by Texas Lawyer Magazine for 2018 and 2019. More than 60,000 leaders, managers, and employees are using his culture- and team- building game Cards Against Mundanity to skyrocket trust, communication, and teamwork. It’s being used at Amazon, Southwest Airlines, Ernst & Young, Google, Gillette, Microsoft, Oracle, Blue Cross Blue Shield, Worldwide Express, CareHere, Oklahoma City Thunder (NBA team), Houghton Mifflin Harcourt, Novartis, Merck, Intel, Thermo Fisher Scientific, and many others. He has his law degree and master’s in communications from Syracuse University.

Session Description:

With the Big Reset, every company is having to navigate this uncharted terrain by completely reimagining and re-engineering the employee experience blueprint, which includes the future of work. Maximizing employee experience -- the key moments that matter -- is a major strategic advantage that provides companies with a critical edge over their competitors, making them unstoppable and irresistible. They can scale and innovate faster, lower costs, increase productivity, attract and retain talent, and improve the customer experience. However, pre-Covid, the vast majority of companies were doing a pretty poor job supporting their employees. A 2019 Gartner study found that only 13% of employees reported being fully satisfied with their experience. So HR practitioners and companies have a significant challenge ahead of them. It comes down to understanding the human performance equation and how to quickly maximize it in this ever-changing and unpredictable landscape. (Hint: People don’t come to work for free lunches. They come to work to accomplish great things. The most engaged, happy, and successful people feel truly fulfilled in their roles, so building high-levels of trust, connection, growth, and inspiration are absolutely critical for them.) Attendees will learn how to design an experience that incorporates those strategies and tactics to get an impactful ROI. Following this Big Reset, you will return to your team with the tools to develop, connect, empower, lead, motivate, support, share, and inspire your employees, managers, colleagues, and leaders. Attendees will also receive handouts, tools, and worksheets you’ll be able to use immediately afterward.

Thursday, August 26, 2021

Session 4

12:30 – 1:30pm

THE STRATEGIC HR TOOLKIT



Robyn Knox, SHRM-SCP, SPHR, RCC™

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Speaker Bio:

Robyn Knox is the President and Founder of The HR Business Connect, LLC, an HR consulting, coaching, and leadership development firm located in the Upstate of South Carolina. She is an experienced HR leader with over 25 years of human resources experience in the manufacturing industry. As an HR executive, Robyn developed innovative HR strategies across all facets of human resources. Robyn was recognized as the 2016 Greenville SHRM HR Professional of the Year, and she was recognized by the SC Chamber of Commerce and SC SHRM State Council as the 2017 South Carolina HR Professional of the Year. Robyn is a Clemson University graduate, having earned a Bachelor of Science in Management and a Master of Human Resource Development (MHRD). She also completed a Post-Graduate Diploma in Corporate Sustainability from Furman University. Robyn has been certified as a Senior Professional in Human Resources (SPHR) by HRCI since 2002, and she was recognized by the Society for Human Resource Management as a Senior Certified Professional (SHRM-SCP) in 2014. Robyn also earned her Registered Corporate Coach™ (RCC™) accreditation in 2020. Robyn has held several leadership positions and served on multiple boards within the state, including current Chair of the Greenville County Workforce Development Board (GCWDB); current member and former Secretary of the Greenville Regional Education Center Advisory Board (RECAB); member of the Business Advisory Group for South Carolina's Coordinating Council for Workforce Development (CCWD); a District Director for the South Carolina SHRM State Council; Membership Director and Board Member for Anderson Area SHRM (AASHRM); and a Past President of the Greenville Society for Human Resource Management (GSHRM). Robyn is an independent Certified Coach, Trainer, and Speaker with The John Maxwell Team, and she is an independent Five Behaviors Authorized Partner, as well as an Everything DiSC® Authorized Partner and Certified Trainer. Robyn is also an Adjunct Professor at Anderson University.

Session Description:

If you lead the HR department, regardless if your company is large or small, facilitating or coordinating the Strategic Planning Process may fall under your area of responsibility! During this session, we will review the structure of a basic strategic planning process. We will review best practices in creating a vision, mission, and strategy, and how to drive alignment throughout the organization. You'll also fill your HR strategic toolkit with an understanding of other tools, such as strategy maps, HR balanced scorecards, and digital dashboards. You will receive plenty of samples and worksheets so that you are prepared to create your own strategic plan!

Thursday, August 26, 2021

Session 5

1:45 – 2:45pm

Developing Your HR Organization



Jamie Lynne Cox, SHRM-SCP

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Speaker Bio:

Jamie Cox is an accomplished HR executive with experience in multiple industries including manufacturing, hospitality, and healthcare. Jamie has spent over 15 years in the HR field. She has spent that time in leadership and team support roles in all aspects of the employee experience. Jamie has been a leader while serving on the executive teams within the organizations she has served. Jamie's experience has expanded to the strategic and complex HR activities with a focus on people and the success of employees. In her work with HR, Jamie has provided a collaborative and problem-solving spirit to the organizations she has worked with in her career. Jamie graduated magna cum laude from Limestone College with a bachelors degree in Human Resource Management with a double major in Training and Development and a minor in business administration. Jamie is also a Senior Certified Professional in Human Resources. Her specialty is the support of people while providing lifelong skills to develop their personal and professional growth.

Session Description:

Developing an HR organization, no matter the size is a daunting task. There are five key components that every HR manager should review in the first 30 days: 1 - HR Team (organization) 2 - Payroll 3 - Benefits 4 - Recruiting 5 - Processes/Procedures. Knowing what to look at and knowing how to look at them are two very different things. For example, looking at an org chart is not the same as understanding the organization. In the same way, knowing your HR team member's titles is not the same as knowing who you have on your team. This presentation will take you through each of these components and how to apply them to get an in-depth understanding of the HR deliverables that will help you measure success.

POD -TOTAL REWARDS

Wednesday, August 25, 2021

Session 1

2:45 – 3:45pm



People, Rewards, and Engagement

Michelle Elder, RCC™

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Speaker Bio:

Over my 16-year Human Resources career, I have worked for FedEx Office, The Wendy's Company, Denny's, and IVC. In 2019, I partnered with two colleagues to create a boutique Human Resource Consulting Organization. As the Director of Organizational Development at REL Talent, my goal is to help small business entrepreneurs develop a strong work culture that empowers and develops their team members, a culture that places people at the organization's heart. I believe that a thriving organizational culture requires intention and effort. In my role, I help organizations live up to this notion by assisting in developing solid company foundations, onboard team members and leaders to model the company culture and values. The most rewarding part of my career has been enforcing strong cultural norms for Denny's and Denny's Franchisee Association, followed closely by establishing a solid HR/OD team with IVC. My approach to Human Resources is inspired by a strong operational background, which you will find reflected in my ten-year operational and management career with FedEx Office. With a knack for directness and honesty, I am passionate about finding innovative ways to challenge leaders and owners to think differently about their people and their Human Resources team.

Session Description:

There are several reasons for organizations to consider developing a Total Rewards program. A great Total Rewards program can help an organization stay competitive in the marketplace, improve employee retention, and attract new talent to the organization. Ultimately, a Total Rewards program is the organization's way of providing compensation, benefits, and recognition for all that the employee contributes. It is a straightforward way of communicating to the employee that they matter – and as a result, create more engaged employees that deliver improved business results. During this presentation, we will cover the following topics:

- What employees are saying about Total Rewards
- Define Total Rewards and the different areas within a Total Rewards program
- Five steps to develop a Total Rewards program (or validate your existing program)
- Establish a plan to communicate your Total Rewards program more effectively with your employees
- Cover current trends in Total Rewards

Wednesday, August 25, 2021

Session 2

4:00 – 5:00pm



The Middle Manager

Kyle Powers, CFP®, MBA, AIF

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Speaker Bio:

Kyle Powers joined The Fiduciary Group in September of 2019 as the Director of 401(k) Advisory Services. He works closely with plan sponsors and employees to improve the retirement readiness of plan participants and provide strategic guidance to plan sponsors.

He is a graduate of Miami University, received an MBA from Saint Joseph's College of Maine, and holds the Accredited Investment Fiduciary designation. He has been a financial advisor for more than a decade. Prior to joining The Fiduciary Group, Kyle was the Director of Operations and financial advisor to 401(k) plans and high-net worth individuals with the Measured Wealth Private Client Group, LLC, based in Boca Raton, Florida. Currently a Commander in the Navy Reserve with which he has served for the past 10 years, Kyle is a Surface Warfare Officer and spent 8 years on active duty serving around the world from San Diego to New Orleans and Germany.

Session Description:

Kyle will discuss a range of topics related to 401(k) plans, from automatic enrollment to creating safe harbors. He recently took one company's plan from 58% participation to 92% participation and is happy to share the "secrets" to his success with your members.

Thursday, August 26, 2021

Session 3

10:30 – 11:30am



STAYING AHEAD OF THE DEPARTMENT OF LABOR (DOL)

Charles E. McDonald, III

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Speaker Bio:

Mr. McDonald is a shareholder in the Ogletree Deakins, Greenville office and practices primarily in the area of employment litigation and advise and counseling. He was certified as a specialist in employment and labor law by the Supreme Court of South Carolina in 2006. Mr. McDonald represents a variety of employers in employment litigation matters

ranging from breach of employment contracts to cases involving discrimination in areas of race, sex, age, and disability in both individual and class actions. He also counsels employers regarding wage and hour matters such as employee compensation, exempt/nonexempt status, overtime compensation, minimum wage payments, and off-the-clock work issues. He represents employers in individual and collective actions alleging violations of the Fair Labor Standard Act (FLSA) and applicable state wage payment statutes. Mr. McDonald also represents employers in noncompete matters, trade secrets, and counsels employers in reduction-in-force situations to ensure compliance with the Worker Adjustment and Retraining Notification Act (WARN). Mr. McDonald is the shareholder author of the firm's *OD Comply: Wage and Hour Issues* and *OD Comply: Employment Applications* subscriptions. He advises employers on multi-state wage and hour compliance issues. Mr. McDonald is Co-Chair of the firm's Wage and Hour Steering Committee.

Mr. McDonald has practiced exclusively in the area of labor and employment law for the past 21 years. Prior to joining the firm, Mr. McDonald served as judicial law clerk to the Honorable C. Victor Pyle, Jr., Judge of the Thirteenth Judicial Circuit, Greenville, South Carolina. Mr. McDonald litigates all aspects of employment law cases in state and federal courts, drafts employment contracts, severance agreements, and noncompete agreements. He also drafts and reviews policy and procedure manuals, employee handbooks, contracts, and similar policies. Mr. McDonald also provides harassment training, performs human resource audits, and audits employers' timekeeping and payroll practices for compliance with federal and state wage/hour laws.

Session Description:

This presentation will provide insightful tips for FLSA and FMLA compliance so that if the DOL comes knocking you will be ready. As employers, you must take a proactive approach to FLSA and FMLA compliance so that if you receive a letter from the DOL notifying you of an on-site audit, you will be ready. This session will also discuss strategies for handling a DOL audit. Whether you have experience with DOL audits or not, you will find many practical benefits from this session.

Wednesday, August 25, 2021

Session 4

12:30 – 1:30pm

Compensation



Jennifer Floyd, SPHR, SHRM-SCP

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Speaker Bio:

Experienced Vice President Human Resources with a demonstrated history of success working in various industries. Skilled in HR Strategy, Leadership Development, Total Rewards, Business Coaching, Team Building, and Organizational Design. Strong human resources professional with a Bachelor of Science

(BS) focused in Marketing from Clemson University - College of Business and Behavioral Science.

Session Description:

PENDING

Wednesday, August 25, 2021

Session 5

1:45 – 2:45pm



Looking Ahead: Staying Innovative and Effective with Employee Health in 2021

Rachel Ferrara

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Speaker Bio:

Serving as the Business Development Director at TargetCare, Rachel plays a major role in partnering with HR professionals and decision makers who are facing organizational challenges related to increasing healthcare costs and improving employee well-being & engagement. Through her commitment to this role and involvement in the Charlotte health and fitness community, Rachel has helped organizations adopt the mindset that investing in employee health and well-being is not only the right thing to do, but proves to be a highly effective business strategy—if done right. As a Division I Collegiate Athlete turned certified Pilates instructor and corporate health partner, Rachel has a strong passion for inspiring others to live their healthiest lives. From the athletic field, to the studio, to the corporate setting— she offers a unique, innovative perspective when it comes to preventive health care and personal well-being. Inspired by her experience working for an organization with a demonstrated 16 years of industry success, Rachel aspires to share the knowledge and expertise on what it takes to successfully launch a program by taking a proactive, holistic, people-centered approach to health care.

Session Description:

Health advocate, Rachel Ferrara will outline key components essential to understanding and evaluating an effective employee health and wellbeing program in today's current work environment. Whether an organization has returned to work or has plans to work remote until further notice, Rachel will provide insight on how employee health & well-being is continuing to change. She will offer clear guidance for HR leaders to follow to ensure the company's greatest asset is being taken care of—the people. She combines her industry knowledge, experience, and passion for wellness in this presentation. Attendees can expect to be informed, engaged and entertained. This presentation is highly interactive, and each person will leave with a better understanding of how to:

- Embrace whole-person employee well-being and engagement as a core business strategy in today's work environment (both virtual and onsite)
- Address the short-term and long-term employee health issues that have been impacted by COVID-19 and recent events.
- Capitalize on the opportunity to create workplace cultures of employee wellbeing that focus on prevention beyond the immediate risks of COVID-19
- Evaluate the best fit health solutions to meet the needs of each unique culture.

POD -TALENT ACQUISITION

Wednesday, August 25, 2021

Session 1

2:45 – 3:45pm

The Future of Work, Engagement, Well-Being & Inclusion



Devin C. Hughes

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Speaker Bio:

Devin C. Hughes is an author, speaker, consultant, executive coach, and an internationally recognized expert on how work is evolving. He is best known for his expertise in the science of happiness, organizational/cultural change and leadership development. He has lectured and worked with a variety of Fortune 100 companies, as well as the Secret Service, the IRS, and an assortment of for-profit and non-profit organizations. Devin is the author of 20 books and has lectured in more than 15 countries.

Session Description:

The research is clear—positive and inclusive environments are performance enhancers. They are characterized by higher productivity, less turnover and more resilient cultures. Organizations with happy employees outperform the competition by as much as 202%. Happy and engaged employees are committed and passionate about the work they do resulting in higher performance and lower turnover rates. Leaders who know how to cultivate positive emotion tap into an endless well of psychological capital – hope, optimism, confidence, resilience and belief – that has the power to keep people and teams innovating, creating value, and being more successful even in tough times. Attend and learn the real, tangible, and actionable steps to building a better workplace culture using a proven method for culture change.

Wednesday, August 25, 2021

Session 2

4:00 – 5:00pm

Undercover HR



Jenni Stone, MHRM, PHR, SHRM-CP

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Speaker Bio:

Jenni is Consultant, and Partner at HR Shield, a company that provides HR solutions to small and midsize businesses nationwide.

Jenni holds a Masters degree in HR Management and is dual certified Professional in Human Resources (PHR) and a Certified

Professional (SHRM-CP). She is active in a number of professional organizations including, South Carolina SHRM State Council where she serves as Secretary, Greenville SHRM where she serves as Treasurer, and Society of Human Resources Management. Jenni continues to share her wealth of knowledge of HR as a SHRM blogger and is a frequent speaker at professional human resource meetings and conferences across the country. Jenni lived in Tampa Bay for over 25 years, and recently relocated to beautiful Travelers Rest, South Carolina. She's a wife, mother to 2 beautiful grown children, and grandmother to 2. When she's not doing "HR" she's a personal chef, avid motorcyclist and singer.

Session Description:

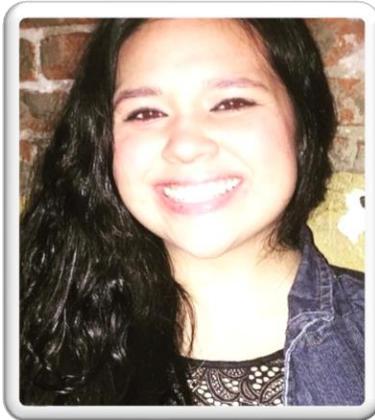
What's your candidate experience is like? Your interview process? Curious if your orientation, onboarding and new hire process is effective? Ever wonder what it's like to work as a frontline employee for your own organization? In this presentation I share my experience applying for, interviewing with and working as a front-line associate in a real retail organization, and what's happening when they don't know an HR professional is working behind the register.

Wednesday, August 25, 2021

Session 3

10:30 – 11:30am

War on Talent 2021: Talent Acquisition Tips for your Arsenal



Christine K. Miller, MBA, SHRM-SCP

[linkedin.com/in/christinekmiller/](https://www.linkedin.com/in/christinekmiller/)

Speaker Bio:

Christine (Meehan) Miller, MBA, SHRM-SCP has been a Human Resources professional since 2009. She graduated with her Master's in Business Administration from Penn State University in December 2019. Christine also has achieved the HR Department of One Specialty Credential from SHRM. Currently she is the Human Resources Business Partner for District Photo Inc, in Beltsville, MD. She currently oversees the entire full-cycle recruiting process for the Beltsville plant including day-to-day management of all HR functions. Over the course of her time in HR, her experiences include a specialization of recruiting for organizations of all sizes. Her expertise involves large scale recruiting of up to 200+ people within short periods of time, down to specialized positions within niche markets. Additionally, Christine has had in-depth experience with the successful creation of Veterans' hiring initiatives within several organizations which led to an increase of veteran hiring and retention. Her experience utilizing various resources and tools include social media, job boards, government agencies, recruitment services, and developing relationships with local universities, colleges, and trade schools. Christine also serves on the board for Maryland SHRM (MDSHRM) as the College Relations, Communications, Website and Social Media chairs; along with Howard County Society of Human Resources (HoCoHRS) board as the VP of Membership.

Session Description:

Do you feel like you are constantly putting out hundreds of ads only to get one or two candidates to apply? At the end of the day, your results are minimal while it is costly and ineffective. Often, we feel like we're spinning our wheels. In today's war on talent, it may seem like only the strong survive. In this session, we will explore ways that even the smallest business can implement to attract talent in what feels like today's "dog eat dog world". Christine Miller, MBA, SHRM-SCP will outline creative ways to drive talent towards your organization. Taking the hardest positions and formulating a way to identify the best talent for the role for optimal success. HR is often expected to waive a magic wand and make candidates appear. Given today's employment market, our magic wands may seem dimmed, but Management still demands to see results. Marketing is not always an HR professionals' strong suit. Together let us change that by getting you and your team in the marketing mindset. By the end of the session, attendees will takeaway: ways to attract talent in today's market, understanding the candidate experience, onboarding the right way and how to get your current employees to work with you instead of against you to find talent. It's time to add to your arsenal of Talent Acquisition tools and win the war on talent!

Learning Objectives:

- Methods of talent acquisition techniques
- Define and describe the Candidate Experience
- Learn how the candidate experience and onboarding are crucial to retention
- Learn and identify ways to make your current employees your biggest source for talent

Wednesday, August 25, 2021

Session 4

12:30 – 1:30pm



How Creating Digital Accessibility Helps Increase Communication and Global and Cultural Effectiveness

Christopher Sparrow

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Speaker Bio:

Chris is the Employment Services Coordinator for the Upstate office of Able South Carolina. He has been working at Able SC for the past four years. In addition to working with individuals directly to build employment skills, Chris ensures employers understand their obligations under the ADA and how to make their workplace more inviting for job seekers with disabilities. He has provided trainings to a variety of businesses and services providers throughout the state, including the Greenville Society of Human Resources Managers (GSHRM), the SC Manufacturing Extension Partnership, and MAU Workforce Solutions. He is a Certified ADA Coordinator and has done ADA Assessments for SC DHHS, the Peace Center for the Performing Arts, Columbia Parks, and Recreation, the City of Greenville, and other businesses and municipalities in the region. Chris is a Leadership Greenville Alumnus and is active in the disability rights movement in Greenville. Through his involvement with Greenville CAN, Chris also co-chairs GVL Ability, a group of self-advocates who promote inclusion through community engagement and activism. Chris is a native of Greenville, SC. He earned his Bachelor of Arts in communication from USC-Upstate and has also earned certificates of Graphic and Web Design from Greenville Tech. In 2012, Chris experienced a rare neurological event that left him paralyzed below the waist. Because of what he learned about the world of disability and about himself, he decided to dedicate his life to helping his community and state be more inclusive and accessible for all of our residents and visitors.

Session Description:

A recent poll conducted by PEAT (The Partnership on Employment and Accessible Technology) found that 46% of respondents indicated that their last experience with applying for a job online was rated as “difficult to impossible”. A long list of reasons was provided from complex navigation to poorly written and inconsistent instructions to video instructions that were not closed captioned. These issues can not only present problems during the application process but throughout the duration of employment for many qualified workers. As technology plays more a role in the workforce, employers need to understand the steps to ensuring that their organization is digitally accessible for people with disabilities. This training will focus on improving attendees behavioral competencies of Communication and Global and Cultural Effectiveness by learning to design, implement and promote organizational policies and practices to ensure diversity and inclusion in the workplace while also helping participants to develop and deliver communications that are clear, persuasive, and appropriate to a variety of audiences. Participants will be taught what digital accessibility is and how it helps both employees and employers; tools for easy accessibility checks; and resources to help them become more digitally accessible.

Wednesday, August 25, 2021

Session 5

1:45 – 2:45pm



The First Five: Tactical Strategies for Successful Recruiting

Rhiannon Poore

[linkedin.com/in/rhiannonpoore/](https://www.linkedin.com/in/rhiannonpoore/)

Speaker Bio:

Entrepreneurial at heart, with a unique ability to drive and execute results through creativity, resilience and perseverance. Gifted in building deep, collaborative relationships at all levels of an organization. Over 15 years experience with progressively increasing responsibility in talent acquisition, business development, marketing, and talent development.

Career Highlights:

- Successful executive search career with boutique search firm
- Marketing, branding and communications experience, including creation of company website, social media campaigns, and LinkedIn advertising
- Creation of talent acquisition team for large regional public accounting firm
- Significant project management experience, including ATS selection and installation, website creation, and firmwide training programs.

Session Description:

POD -EMPLOYEE ENGAGEMENT

Wednesday, August 25, 2021

Session 1

2:45 – 3:45pm



Lead With Laughs: Use Humor To Put The 'Human' In HR

David Horning

[linkedin.com/in/david-horning-7b636176/](https://www.linkedin.com/in/david-horning-7b636176/)

Speaker Bio:

Combining 8 years of comedy and a passion for positive psychology, David Horning is on a mission to transform workplace culture as a keynote speaker. David has inspired and entertained audiences across the country for the past 6 years, including Wyndham Hotels, ShurTech Brands, SHRM, DisruptHR, and many others with fresh and fun presentations that turn traditional leadership on its head with his use of humor. He is the founder and Chief Experience Officer of Water Cooler Comedy, a company offering keynote presentations, corporate comedy shows, and humor leadership consulting. In addition to speaking, David continues to perform stand-up wherever his work takes him, including in the New York Comedy Festival and at clubs all over the United States. As part of his mission to prove that anything can be funny, in 2020 he launched his podcast, "You Can't Laugh At That," exploring the ins and outs of humor theory, stand-up comedy, and joke writing to determine what makes audiences laugh and how to do it better. He has shared his expertise on leadership and HR podcasts such as "HR After Dark," "The Chad And Cheese," and "The Indigo Podcast."

Session Description:

We've been programmed to believe that "work isn't the time or place to laugh," but this outdated adage is demotivating, destructive, and a culture killer, especially in a post-pandemic world where employees are looking for organizations who invest in their well-being. Not only can humor add some levity to our days, it connects us on a more human level, engages our teams, and inspires the outside-of-the-box thinking that solves outside-of-the-box problems. As the uncertainty of the 21st century workplace looms, creativity and collaboration are vital to building culture, but change is scary. By being open to laughing about our fears, challenges, and mistakes, we give ourselves permission to grow, both as individuals and as teams, starting with a simple mindset shift that EVERYONE is capable of.

You don't even have to be funny to do it!

POD -EMPLOYEE ENGAGEMENT

Wednesday, August 25, 2021

Session 1

2:45 – 3:45pm



The New Normal: “Free Speech” in the Workplace During Pandemic, Protests, and Polarized Elections

Bill Foster, JD

[linkedin.com/in/william-h-foster-4523a9/](https://www.linkedin.com/in/william-h-foster-4523a9/)

Speaker Bio:

William H. Foster focuses his practice on issues of Employment law, human resources, employee benefits and immigration on a local, regional and national basis. He advises and defends employers in employment-related matters, including:

- Discrimination and retaliation under federal and state equal employment opportunity laws
- State common law wrongful discharge
- Non-compete and trade secrets agreements and related litigation
- Employee benefits litigation under ERISA
- Immigration compliance
- Contract disputes
- Corporate investigations and risk management
- Allegations of sexual abuse

Bill's extensive experience includes numerous employment law and employee benefits class actions. He has defended clients in jury and non-jury cases in state and federal courts in South Carolina, North Carolina, Tennessee and Georgia.



Katie Towery

[linkedin.com/in/katietowery/](https://www.linkedin.com/in/katietowery/)

Speaker Bio:

Katie E. Towery focuses her practice on issues of employment law, human resources, and employee benefits on a

regional and national basis. She advises and defends employers in employment-related matters, including:

- Discrimination and retaliation under federal and state equal employment opportunity laws
- Wrongful discharge claims
- Noncompete and trade secrets agreements and related litigation
- Contract disputes
- Corporate investigations and risk management

Katie's experience includes defending clients in state and federal courts in South Carolina. Prior to joining Littler, Katie practiced at a large national law firm.

Session Description:

This session will be a discussion on how employers may respond to employee speech in the workplace during these charged, political times. We will address employee words and actions in the workplace, as well as more passive forms of speech, such as topical or political attire. We will also discuss how employees should handle employee postings on social media.

Wednesday, August 25, 2021

Session 2

4:00 – 5:00pm



**Lead With Laughs: Use Humor
To Put The 'Human' In HR**

David Horning

[linkedin.com/in/david-horning-7b636176/](https://www.linkedin.com/in/david-horning-7b636176/)

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You don't even have to be funny to do it!

Thursday, August 26, 2021

Session 3

10:30 – 11:30am



Building a Culture on the One Thing That Motivates All People

Randal Weidenaar

[linkedin.com/in/randalweidenaar/](https://www.linkedin.com/in/randalweidenaar/)

Speaker Bio:

Randal Weidenaar is a consultant, researcher, author and teacher. His passion is for thriving cultures, born from a desire to make work a place where everyone thrives. Randal has studied business processes development at MIT Sloan School of Management; quantitative social research methods at University of Amsterdam, and culture-driven team development at University of Pennsylvania. He has helped corporations, government, HR and non-profit organizations unpack the art and science of leadership and culture creation, and wrote The Ultimate Why workbook to help leaders develop this team culture. In Europe, Randal worked with diverse people teams from over 42 countries, and consulted countless organizations in marketing and culture development. Randal is the owner and founder of Notionfront, a marketing firm that has clients across the United States. He is also the director of Grace Encounter, a self-development organization. Randal lives with his wife on a sustainable farm in central Missouri.

Session Description:

As an HR professional in these challenging times, how do you train your leaders to steer the culture of your organization effectively? One in three workers say their manager can't lead them and twenty-eight percent of HR professionals' time is spent addressing problems caused by poor people managers (SHRM 2019 Culture Report) What if there was one thing that motivated both employees and managers in your organization to lead and perform well? Drawing on human attachment theory, scientific research, and business case studies, this seminar provides participants with inspiration and actionable insights into what creates healthy, thriving culture. This seminar is designed for HR professionals on any level interested in learning more about how to pivot your organization toward effective leadership that can build and sustain profitable, winning AND caring cultures.

Thursday, August 26, 2021

Session 4

12:30 – 1:30pm

Assessing the Impact of My Organization's DEI Strategy



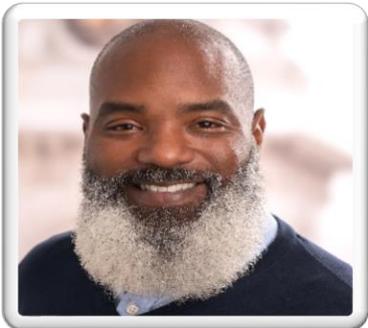
Armando Llorente, SHRM-SCP

[linkedin.com/in/randalweidenaar/](https://www.linkedin.com/in/randalweidenaar/)

Speaker Bio:

Armando G. Llorente, SHRM -SCP, is the Principal Consultant for HRe-Sources (Senior Human Resources Group.) He has over thirty years' experience directing human resources teams at

Thermo Fisher Scientific, EMC, Osram Sylvania (Siemens), and consulting with clients as the Vice President of Human Resources/Practice Leader at Clark & Lavey Benefits Solutions, a leading regional benefits brokerage firm. Armando helps organizations incorporate Diversity, Equity and Inclusion (DEI) initiatives into their overall strategy and mission. He accomplishes this through: - coaching of leadership teams (from C-suite to team leaders) - creating policies and procedures aligned to DEI ...and - establishing checkpoints to validate organizational progress and/or opportunities for improvement. His leadership and commitment to developing/supporting Diversity programs at EMC (now EMC-DELL) were recognized as he received the prestigious "Luminary Award" from HENAAC (Hispanic Engineer National Achievement Awards Corporation.) Armando is the former Diversity Director for the State of New Hampshire SHRM's State Council and a member of the Board of Directors for the Diversity Workforce Coalition (www.diversityworkforce.org). He has a Master of Business Administration degree from Plymouth State University (Plymouth, NH) and Bachelor of Arts degree from Wofford College. He also completed the Fellows Program through The Partnership.



Jermaine Moore

[linkedin.com/in/jermaine-moore-mars-hill-group/](https://www.linkedin.com/in/jermaine-moore-mars-hill-group/)

Speaker Bio:

Jermaine Moore is the founder of The Mars Hill Group with over twenty years' experience developing leaders and building highly engaged, high-performing teams. With a focus on building leadership and organizational competencies and skills, Jermaine introduces and

reinforces behaviors that drive business results. Jermaine's areas of expertise include Diversity, Equity, and Inclusion (DEI), Leadership Development, Executive Coaching, Team Development, Culture Assessment and Development, Communication Training, Change Management, and Workforce Planning. He has partnered with clients across many industries including medical technology, academia, manufacturing, retail, city and state government, banking, insurance, and biotechnology. Corporate clients range from fast-growing start-ups to global organizations. Jermaine is an active instructor for University of New Hampshire's Professional Development and Training Program, serves as the Diversity Director for SHRM's NH State Council and is a board member for the Diversity Workforce Coalition (DWC) whose mission is to promote diversity in the workplace through education, training, and enhanced networking opportunities. Jermaine has designed and developed multiple DEI courses, partnered with organizations in creating their DEI vision, mission, goals, and supporting the development of their diversity and inclusion strategic plan. He has also led and facilitated corporate conversations on race with a goal of identifying meaningful actions that help build a more diverse and inclusive culture.

Session Description:

Organizations have launched/are building important initiatives tied to Diversity, Equity and Inclusion. How can you determine the effectiveness, timeliness and viability of your DEI efforts and/or strategy? Join us as we identify critical elements that will help organizations measure their success and position themselves for greater impact re: DEI initiatives.

Thursday, August 26, 2021

Session 5

1:45 – 2:45pm



Employee Engagement During Difficult Times

Milton Hunt

[linkedin.com/in/miltonhunt/](https://www.linkedin.com/in/miltonhunt/)

Speaker Bio:

For more than 20 years, Milton Hunt has lived all that he teaches and speaks in his Employee Training, Motivational Speaking, and Employee Coaching services and programs. Hunt is a Native American, a member of the Lumbee tribe, the ninth largest in the United States. Having embraced his heritage, the principles, methods, and messages he utilizes and shares with clients and audiences are a blend of both professional expertise and personal experience. Hunt possesses a unique perspective and remarkable ability to recognize vulnerabilities among populations and unify cultural and generational differences among individuals and groups of all ages. Those who engage with Hunt easily identify with him and they sense, “He understands me.” And he does. In combination, these qualities are distinctions that position Hunt at the forefront of industry leaders. Hunt has trained and coached in the corporate, government and private sectors. He also is a keynote and motivational speaker, an “edu-tainer,” known for delivering powerful and proven ideas in informative, captivating, and exciting ways. In all endeavors, Hunt performs with high energy and immense dedication.

Session Description:

Employee Engagement During Difficult Times Employee engagement is a state of functioning in an organization wherein employees are motivated to contribute to the organizations success. Employees give their best and make additional efforts to accomplish important tasks in order to reach common objectives. Generally speaking, employee engagement is a workplace method designed to improve an employee's feelings and emotional attachment to the organization, their job duties, and position within the organization, their fellow employees, and the organizations culture.