

## **Tri-State 23<sup>rd</sup> Annual Conference – May 7, 2009**

### **Breakout Sessions**

#### **You're Not Alone, and You *Can* Do It!**

##### **How to Build a High Performance Workforce in Your Organization**

Your company pays for performance in all areas of your business. Sustained success depends on everyone in every position, at every level. In this session, you will learn seven steps to building a high performance workforce, including: establishing accountability; fostering a culture of respect through review and reward systems; and managing talent for optimal impact and growth

**Presenter: Cristina L. Amyot, SPHR,  
President, EnformHR**

#### **Creating a More Effective Organization: How Do You Do What You Need to Do When You Need to Do It?**

A thought provoking and mind expanding strategic vision session using a people centric differentiating model, blending the past, the present and the future. By attending this session, participants will be able to understand the essential components of exceptional service and how the role branding, technology, strategic planning and human resources play in the successful execution within an evolving corporate culture.

**Presenter: Edward Balderston, Jr., Exec. VP,  
Chief Admin. Officer, Susquehanna Bancshares, Inc.**

#### **It's About the Results We Want, Not the Initiatives We Plan™ “Creating & Executing a Culture of Core Genius”**

Research shows that 83% of people are not utilizing their full talent and potential. In this session, you will understand how to drive a culture that is focused on results while engaging people in the value they can provide. You will learn how to redefine how people create value within an organization so that you can leverage full capability and Core Genius.

**Presenter: Jack Gottlieb  
President, The Total Solutions Group, Inc.**

#### **Sustaining Your Firm's Momentum – Effective Succession and Talent Management**

The key to sustaining momentum is to attract, motivate, develop and reward talent. If your organization does not take care of your talent, another organization will. In this session, you will learn how effective succession planning and talent management is critical in maintaining organizational momentum and in avoiding downward spirals

**Presenter: Jamie Hongiman  
SVP & Nat'l Practice Leader, Talent Strategies Aon Consulting**

#### **Don't Get Even!: Five Ways to Avoid Liability for Retaliation Claims**

What could be worse than having an employee accuse your organization of illegal discrimination or harassment? Having the employee claim retaliation, as well. In this session, you will understand the law of retaliation; know how to reduce the risk of retaliation claims; and learn about strategic use of performance management systems to prevent retaliation claims.

**Presenter: Ann Kiernan, J.D.  
Fair Measures, Inc.**

### **Building a Web 2.0 – Friendly Culture**

Web 2.0 is having a profound impact on how organizations work. It is all about building relationships. Participants will be provided with a framework for understanding 2.0; understand the transformational effect web 2.0 is having in the workplace; how companies are using 2.0 for recruitment, on-boarding, training, communication, collaboration and knowledge management; and how HR portals and web sites need to be designed in order to engage people.

**Presenters: Anne Pauker Kreitzberg, President  
Charles B. Kreitzberg, Ph.D. -Cognetics Corporation**

### **The Power of Positive Confrontation**

Learning to confront others is a key element of leadership development. Yet, when slighted, taken advantage of, or treated rudely, most people will pretend to ignore the situation, complain to others or lose their temper. They often miss the most effective strategy of all: confronting positively. In this seminar the participants will assess their confrontational style and learn a practical step-by-step guide for dealing with difficult people and situations.

**Presenter: Barbara Pachter  
President of Pachter & Associates**

### **The Dynamics of Change**

Change is not always easy, yet it has become a way of life for those living in today's professional environments. Managed properly, it becomes an opportunity for people to contribute, learn, and grow from the experience. Participants in this program learn how to strategically plan for change, and will leave with the tools to move themselves and others forward as change agents instead of change resisters.

**Presenter: Claudia A. Monte  
CAM Consulting Group LLC**

### **A National Study of Current Benefit Trends**

Learn what employees truly desire and eliminate wasteful spending of benefits that have no perceived value in their workplace. Participants will be armed with the practical skills that are needed to replace outdated plans with new choices based upon a national employee benefits trend study. All HR professionals who are interested in creating value for their company and advancement in their career should attend this session.

**Presenter: Leanne M. Cindea  
Vice President of Employee Benefits Evesham Capital Management**

**Disability Discrimination and Reasonable Accommodation Issues in New Jersey:  
Exploring the ADA and the New Jersey Law Against Discrimination through the Mock  
Deposition of an HR Manager**

Explore a mock deposition of an HR manager, and learn how matters ought to be handled internally by HR professionals. How to avoid common mistakes, and the proper handling and resolutions of ADA and NJ Law Against Discrimination issues. Two attorneys will play the defendant's and the plaintiff's attorney, and another attorney will play the HR Manager.

**Presenters: Denise M. Keyser, Esquire, Jennifer L. Sova, Esquire and Aisha M. Barbour, Esquire**

**Ballard Spahr Andrews & Ingersoll, LLP**

**How to Avoid the Most Common Areas of Attack in an Employment Lawsuit  
Learn the Inside Secrets from a Former Plaintiff's Attorney**

Learn from a perspective not offered by any other firm, the most vulnerable areas of HR employment law in a lawsuit brought by a former employee. You will learn how to take proactive measures to avoid the legal land-mines that an employee's attorney will seek to attack.

**Presenter: Matthew R. Grabell, Esquire**

**CEO Employee Relations Solutions, Inc.**

**CSR – Don't Board the HR Express Without It!**

***Are You a Rider or a Driver?***

Whether your company is large or small, everyone can benefit from Corporate Social Responsibility (CSR). Learn how to be a giving member of the community and to ensure your organization's sustainability. You will walk away from this highly interactive session learning the seven steps to use in identifying where your company is in this CSR process or how to start the process.

**Presenter: Theresa H. McGlinchey**

**Regional HR Generalist, Ingersoll-Rand – Climate Control**