








# CONFERENCE-AT-A-GLANCE

Six Learning Tracks - 76 Sessions

|  | SUNDAY, OCTOBER 1, 2017  | MONDAY, OCTOBER 2, 2017   | TUESDAY, OCTOBER 3, 2017  | WEDNESDAY, OCTOBER 4, 2017  |
|--|--|---|---|---|
| EARLY MORNING  | <b>HR TENNESSEE 2017</b><br>Conference & Exposition<br>October 1-4, 2017<br>            | TALENT MGMT. & ACQUIS.   Empty Seats: Planning for Succession Issues in the Organization                                      | TALENT MGMT. & ACQUIS.   Performance Management: Making it Better, Making it Matter         | TALENT MGMT. & ACQUIS.   Good Judgment: The Path for Great Leaders  |
|  |  | LEGAL   Wage and Hour Update  | LEGAL   Immigration in the Trump Era  | LEGAL   Are We Being Unreasonable? Practical Guidance for ADA Reasonable Accommodation Issues   |
| MID MORNING  | 12th Annual MT SHRM Golf Scramble<br><br>11:30 am - 6:00 pm Gaylord Springs Golf Links | STRATEGY & BUS. MGMT.   Identifying Leadership Competencies that Integrate with Organizational Business Strategy              | STRATEGY & BUS. MGMT.   Building Execution Power Using the Leadership Pipeline              | STRATEGY & BUS. MGMT.   Human Performance Technology (HPT): Roadmap to Impact Financial Budgets   |
|  |  | COMP.   Compensation 101: A Primer for HR Professionals   | BENEFITS   Successful Employer Partnerships: Lessons in Quality and Value                   | BENEFITS   Are You Up To Date? The Top Trends & Innovations in Employee Benefit Plan Design   |
|  |  | STRATEGY & BUSINESS MANAGEMENT<br>           | TALENT MGMT. & ACQUIS.   Using Analytics to Drive Recruiting Performance                    | TALENT MGMT. & ACQUIS.   Recruit Like the FBI: The Original Social Engineers  |
|  |  |   | LEGAL   Train Your HR Team To Expect The Unexpected Employment Law Issues                   | LEGAL   Top 10 Handbook Policies  |
|  |  |   | STRATEGY & BUS. MGMT.   Honing Your Business Strategy Skills                                | STRATEGY & BUS. MGMT.   Improving Transitions through Knowledge Transfer  |
|  |  |   | BENEFITS   Evolution of Worksite Wellness   | BENEFITS   The Case for Advocacy  |
|  |  |   | COMP.   Excel Tips and Dashboard Skills   | COMP.   Pay Compression: What Did You Expect?   |
| HR TECH.   Getting Started with Learning and Performance Analytics   |  |   |   |   |
| TALENT MGMT. & ACQUIS.   Microsoft: With A Name Like Sourcing It's Gotta Be Good   | TALENT MGMT. & ACQUIS.   Employee Culture as a Talent Acquisition Tool   | TALENT MGMT. & ACQUIS.   Social Recruiting: Turning Your Employees Into Rockstar Recruiters                                   |   |   |
| LEGAL   Wage and Hour Update   | LEGAL   What to Do About Harassment? Strategies for Addressing a Common and Complicated Workplace Problem  | LEGAL   Non-Compete, Non-Solicit and Non-Disclosure Agreements: How to Avoid Risks When Onboarding Employees                  |   |   |
| STRATEGY & BUS. MGMT.   A Look in the Mirror: HealthCare takes an Outside-In Approach to CEO Succession & Culture - A Panel Discussion | STRATEGY & BUS. MGMT.   HR's Role in Fostering a Culture of Innovation: Perspective from a CEO and Chief People Officer  | STRATEGY & BUS. MGMT.   How to Design and Implement a Successful Strategic Management Development Initiative                  |   |   |
| BENEFITS   Pharmacy Program Management: Pitfalls, Challenges, and Best Practices   | BENEFITS   Market Innovations and Strategies for Improving the Delivery of Behavioral Health Care - A Panel Discussion   | BENEFITS   The Case for Advocacy  |   |   |
| COMP.   Mercer's 2017-2018 US Compensation Planning Survey   | COMP.   Navigating the Compensation Landscape: Tips and Strategies for HR professionals - A Panel Discussion   | COMP.   Pay Compression: What Did You Expect?   |   |   |
| HR TECH.   Faster, Smarter, Stronger: Getting Over Your Data Fears and Getting a Grip on Hiring Trends                                 | HR TECH.   Work and Productivity Performance   | LEGAL   Attorney Q&A Session - Everything You Always Wanted to Know But Were Afraid to Ask - A Panel Discussion               |   |   |
| LUNCH  | Lunch in the Marketplace Café  | STRATEGY & BUS. MGMT.   Tennessee HR Professional Awards Luncheon with Keynote Michael Burcham: Think Like a CEO              |   |   |
| MID AFTERNOON  | TALENT MGMT. & ACQUIS.   Hire the Best and Make Them Better  | TALENT MGMT. & ACQUIS.   The Business Impact of D&I at BCBST  | TALENT MGMT. & ACQUIS.   Breaking Down Barriers: D&I Success Stories A Panel Discussion     | PRESENTING SPONSORS<br><br><br>RAISING POSSIBILITIES<br>PRESENTED BY<br><br><br>PRODUCED BY<br><br>Supporting • Educating • Connecting<br>MIDDLE TENNESSEE SOCIETY FOR HUMAN RESOURCE MANAGEMENT |
|  | LEGAL   The New Protected Class: New Protections for LGBT Workers and Accommodations for Transgender Employees   | LEGAL   Recent Developments under the National Labor Relations Act: Case Studies and Practical Guidance                       | LEGAL   Supreme Court Labor & Employment Update   |   |
|  | BENEFITS   Mindfulness in the Workplace: Techniques to Reduce Employee Stress and Improve Engagement   | BENEFITS   Health Policy Update from Washington DC  | BENEFITS   How Communications Can Drive Better Business Results from your Benefits Programs |   |
|  | HR TECH.   Designing for the Workforce of Tomorrow   | HR TECH.   How to Embrace the Future of Feedback at Work  | HR TECH.   The Tools You Need for the Learning Culture You Want                             |   |
|  | STRATEGY & BUSINESS MANAGEMENT   Super Sunday Mega Session with John Daniel  | COMP.   Money Talks   | COMP.   Strategically Using Incentive Pay in the War for Talent                             |   |
| TALENT MGMT. & ACQUIS.   Achieving a Competitive Advantage by Human Capital with Talent Development Strategies                         | TALENT MGMT. & ACQUIS.   Developing a Mentoring Culture  | TALENT MGMT. & ACQUIS.   16 Elements of Engagement: The Building Blocks of High-performing People, Cultures and Organizations |   |   |
| LEGAL   The Ultimate Legal/HR Audit: An HR Attorney's Perspective  | LEGAL   FMLA and Leaves of Absence   | LEGAL   Dealing with Racial Tension in the Workplace  |   |   |
| STRATEGY & BUS. MGMT.   Think Like a CEO: How Interactive Intelligence's Top 100 Leaders Learned Strategic Execution                   | STRATEGY & BUS. MGMT.   HR Analytics: Beginning the Journey  | STRATEGY & BUS. MGMT.   Creating a Data-driven, Decision-making Culture in Your Organization                                  |   |   |
| COMP.   Reward Implications and Strategies for Millennials   | COMP.   Compensation Mythbusters   | COMP.   Employee Value Proposition and Total Rewards: Modernize or Risk Irrelevance   |   |   |
| LATE AFTERNOON   | BENEFITS   Innovation in Healthcare Delivery   | BENEFITS   Optimizing Your Employee Benefits - A Panel Discussion   |   |   |
|  | HR TECH.   Today's HR Technology Tools that Deliver Human Capital Solutions that Drive the CEO's Agenda  | HR TECH.   Identifying Hi-Pos and Evaluating the Impact of Learning Experiences   |   |   |