

2020 SCHRMA EVENTS CALENDAR



AFFILIATE OF
SRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

EMPLOYMENT LAW UPDATE

ANDREW CASCINI, EMPLOYMENT ATTORNEY @ HENN LESPERANCE, PLC

Keep your knowledge-base current regarding recent and ongoing changes in both Federal and State Laws as well as regulations pertaining to HR. This informative session will emphasize the Michigan Recreational & Medical Marijuana Laws and their impact on employers.

THURSDAY, JANUARY 23 | Noon - 1:30pm | CASCADES MANOR

DISABILITY ACCOMMODATIONS: PRINCIPLES ALL HR PROS SHOULD KNOW

SARAH WILLEY, EMPLOYMENT ATTORNEY @ MILLER JOHNSON

How much leave time off is enough, and when is it too much? Is a '100% healed' rule before an employee can return to work legal? Maximum length of leave rules (such as one year and done) - OK or not? Can you limit your accommodating of an employee's physical restrictions to only work-related injuries, but not off-the-job conditions? Come hear about these and many more myths and truisms in the confusing world of ADA compliance.

THURSDAY, FEBRUARY 27 | Noon - 1:30pm | CASCADES MANOR

EMERGING MODELS FOR EMPLOYERS TO MANAGE HEALTH CARE SPENDING

**JOSEPH MAHER, DIRECTOR OF VALUE BASED PRODUCTS
JACKSON HEALTH NETWORK**

As health care costs continue to grow, employers are continuing to explore new and innovative approaches at controlling costs. Nationally, this innovation has taken multiple forms. Boeing has entered into exclusive provider contracts. WalMart will fly employees to Cleveland Clinic and other providers for select surgeries. Intel has developed direct contracts with health systems in multiple states. Locally, smaller employers can apply certain lessons and learnings to take a more active role in managing health care costs.

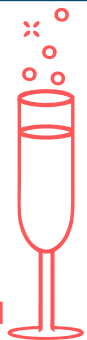
THURSDAY, MARCH 26 | Noon - 1:30pm | CASCADES MANOR

THE TALENT FIX: 7 STRATEGIES TO ATTRACT MORE TALENT RIGHT NOW!

TIM SACKETT, AUTHOR, SPEAKER, OWNER @ HRU TECH

Hear the hottest recruiting techniques on the planet right now to find talent in an ultra-low unemployment environment. Almost all corporate recruiting shops use one primary strategy, Post and Pray. That hasn't worked since the Great Recession, yet most still post jobs on a career site and pray someone will apply. We'll dive deep into seven strategies HR should be using in 2020 and how you can make it happen with the smallest investment possible. Great recruiting isn't all about brand and budget, sometimes it's just doing what your competition isn't!

THURSDAY, APRIL 16 | 5:00 - 6:30pm | GRAND RIVER BREWERY - JACKSON



STRATEGIC HR LEADERSHIP: BEYOND GETTING A SEAT AT THE TABLE

SHAWN PREMIER, CHRO @ CONSUMERS CU, PAST PRESIDENT OF MI SHRM

For years we have heard that as HR leaders we need to get a "seat at the table". While many leaders have earned this seat, most continue to struggle to be seen as a strategic business partner in our organizations. This session will focus on the key competencies that HR leaders need to have to be not only viewed as a strategic partner, but as a key driver of organizational success.

THURSDAY, MAY 28 | Noon - 1:30pm | CASCADES MANOR



DEVELOPING YOUR ROCK STARS AND SUPER STARS

KIMIKA GARRETT, ORGANIZATIONAL KIMISTRY

Do you have a Rock Star on your team? Have you ever seen a Super Star in action at work? Maybe you answered "yes" or "maybe" to these questions. However, most leaders are unable to explain the difference between the two types of employees. This gap in understanding can result in unmotivated, disengaged and under-performing employees (often leading to retention issues). We will focus on understanding the difference between a Rock Star and a Super Star and the unique approaches in engaging, motivating and developing them.

THURSDAY, JUNE 25 | Noon - 1:30pm | CASCADES MANOR

EMERGING PRACTICES IN CREATING MENTALLY HEALTHY WORKPLACES

HEATHER HARBACK, DIRECTOR OF CULTURE & TALENT @ CP FEDERAL CU

Research shows 1 in 5 Americans manages a diagnosable mental health condition in any given year and that 80% will at some point in their lifetime. Studies also show that 34% have left a job (voluntarily or involuntarily) for mental health reasons. For Millennials, that number is 50%, and for Gen Z, it's 75%. Further, 95% of employees who took time off due to stress provided a different reason for the time off. This, paired with the knowledge that utilization rates of EAP's and other common resources is as low as 4.5%, requires employers to implement practices to address neuro-diversity and create mentally healthy cultures at work. In this session, we will look at emerging practices in this space.

THURSDAY, JULY 23 | Noon - 1:30pm | CASCADES MANOR

BUILDING RESILIENCY IN CHAOS AND COMPLEXITY

BECKY ANDREE, VERTICAL LEADERSHIP CONSULTING

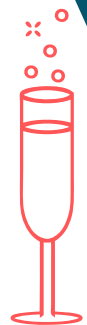
The workplace (and our personal lives) are over-scheduled, complicated, and sometimes downright chaotic. Now, more than ever, learning how to adapt and build resiliency is mission critical. Which adds another layer of complexity to the HR role - creating individual and organizational resiliency! Great news - this session will provide you three keys to build resiliency for yourself and your organization.

THURSDAY, AUGUST 27 | Noon - 1:30pm | CASCADES MANOR

GET 'EM ENGAGED, KEEP 'EM ENGAGED

TIM FURLONG, AUTHOR, SPEAKER, OWNER @ MY QUARTER TURNS

We want engaged employees that are productive, motivated, and excited to come into work and fight the good fight. Yet there seems to be disagreement about exactly how. Studies tell us those in leadership tend to have the biggest impact on engagement. How are we setting expectations for our leadership team? Are we holding them accountable to those expectations? Ask yourself, why do certain teams and departments seem to be so productive and build so many newly minted leaders that go on to do great things in the organization? Take a look at those leading and managing them first, and you will probably find that somehow they instill a sense of value in their team members that others can't seem to replicate.



THURSDAY, SEPTEMBER 24 | 5:00 - 6:30pm | SANDHILL CRANE VINEYARDS

ANNUAL LEGISLATIVE UPDATE

NANCY MCKEAGUE, CHIEF OF STAFF @ MICHIGAN HEALTH & HOSPITAL ASSN.

This session is one you don't want to miss, filled with comprehensive updates on local, state, and federal legislative issues that directly impact the world of HR. Nancy McKeague's expertise and unique commentary and inside scoop on the political arena are a must hear.

THURSDAY, NOVEMBER 5 | Noon - 1:30pm | CASCADES MANOR



2020 MEMBER APPRECIATION LUNCHEON

Join us free of charge as the SCHRMA Board shows our appreciation for members and their guests. Come enjoy a time of fellowship among friends and HR colleagues.

THURSDAY, DECEMBER 17 | Noon - 1:30pm | CASCADES MANOR

REGISTRATION AND DETAILS
@SCHRMA.SHRM.ORG



Signifies after-hours event
with for-cost alcoholic
beverages available.



Signifies student
appreciation event.
Students attend free.