

Virginia Chapter IPMA-HR Spring Conference Agenda
Change is the New Norm: HR Leading the Way
March 21-23, 2017
Fredericksburg Hospitality House, Fredericksburg, Virginia

WEDNESDAY, MARCH 21

12:00 – 5:00 PM

Vendor exhibits setup

9:00 – 5:00 PM

Registration

9:30 – 10:00 AM

Welcome to Fredericksburg

Bob Bell, IPMA-HR Virginia Chapter President Elect / Mary Katherine Greenlaw, Mayor of Fredericksburg

10:00 – 10:30 AM

Lessons in Leadership: The Fredericksburg Story

Presented by John Hennessy

10:30 – 12:00 PM

GENERAL SESSION

Keeping Up with the Ever-Changing Legal Landscape

Presented by Randy Sparks

The old maxim “The more things change, the more they stay the same” certainly does not apply in the HR arena, where the law seems to change every day. To effectively do their jobs, HR professionals must keep up with new laws and regulations, new court decisions, new agency policies and agendas, and, as 2017 demonstrated, a new President and administration. In this session, we will look at recent legal developments that HR professionals need to know, including recent decisions from the courts under Title VII, the ADA, and FMLA, the latest on changes to the FLSA, new and pending legislation, and the enforcement priorities of various federal agencies to enable you to help your company keep up with the changing legal landscape.

Key Learning Points:

- Be able to ensure that employer activities and policies comply with applicable law.
- Be able to discuss how to adopt, update, and administer company policies and procedures that reflect current law.
- Be able to better handle employee issues and foster positive employee relations in the handling of employment issues.

12:00 - 1:00 PM Lunch provided

1:00 – 3:30 PM

GENERAL SESSION

Blurred Lines: Appropriate Workplace Behavior at Work and After Hours

Presented by Karen Michael

This presentation uses interactive technology, case studies and videos to highlight appropriate workplace conduct, legal discrimination laws, state assault/battery laws, social media, bullying and necessary bystander and manager reporting obligations.

Key learning points:

- Apply employment law to promote a positive work environment
- Discuss how to update workplace policies to establish standard for workplace conduct
- Investigate and resolve employee complaints

3:30 – 3:45 Break *Sponsored by Pierce Group Benefits*

3:45 – 5:15 PM

GENERAL SESSION

The Power of Social Connectedness in Employment

Presented by Caroline Angel, RN, PhD, Research Director, Team Red, White, and Blue (TRWB).

Research has documented how positive experiences in one area of life transfer to other areas, in a cascading wave of “positive spillover effects”. One positive spillover effect that has been recently noted in community members who participate in Team Red, White, and Blue (a nonprofit Veteran Service Organization) is on their employment. TRWB’s approach connects them to their communities through physical and social activity. Learn how this inclusive program model focused on developing genuine relationships is an “upstream” approach, which can contribute opportunities for rigorous research and lessons outside of the “health setting”.

Key Learning Points:

- Increase knowledge of best practices and innovation in human resources.
- Discuss how to identify new recruitment sources.
- Learn how to develop and implement employment initiatives in response to changes in the community.

5:30 – 6:30 PM Sponsor Reception and Icebreaker, *Sponsored by Bolton Partners*

6:30 PM Dinner on your own (guide will be provided)

THURSDAY, MARCH 22

7:30 AM – 4:30 PM

Vendor exhibits open

7:30 – 8:30 AM

Registration

8:30 – 10:00 AM

GENERAL SESSION

HR's Role in Leading Change

Presented by LeRoy Thompson

Addressing the challenges that change presents can test the resilience of any organization. But it is imperative for a successful company, government agency, or nonprofit to develop the capacity to navigate shifts in its external and internal environment.

Interestingly enough, the convergence of technological innovation, and the rethinking of organizational culture, has put the human resource function front and center in driving organizational change. As one would expect this emerging role is putting pressure on HR to step up its game. "Driving change" requires an augmentation of skills and mindsets.

Key Learning Points:

- Identify the organizational challenges presented by pronounced change.
- Equip the workforce with resources to prosper during times of change.
- Learn to develop, influence and execute strategies for communicating and managing organizational change.

10:00 – 10:30 AM Break *Sponsored by Nationwide Retirement Solutions*

10:30 – 12:00 PM

CONCURRENT SESSIONS:

1. Changes and Options with Retirement Benefits

Presented by John Barkett, Willis Towers Watson

With GASB 75 set to make OPEB liabilities more transparent this year, public employers are surveying the retiree medical landscape in search of innovative solutions that provide better value for their health care dollar. This session will review how recent policy changes are making the Marketplace model an attractive option for Medicare-eligible retirees, while considering the outlook for a similar solution being available for early retirees in the near future.

Key Learning Points:

- Discuss the impact of new regulations on health care costs.
- Explore strategies for managing benefit program.
- Develop compensation and benefit strategies in response to changing needs of employees and the organization.

2. *Mindfulness During Times of Stress at Work*

Presented by Sandra Shaklan, CIGNA

We all experience stress at one time or another. The good news is there are practices you can develop to better manage stress when it arises. Mindfulness has been shown to have a positive impact on stress and help improve our ability to cope. Learn how Human Resource professionals can add this resource to their toolkit to help improve the work environment. This session will focus on understanding the basic principles of mindfulness and how to incorporate mindfulness practices (including mindful eating, and breathing) and activities into daily life.

Key Learning Points:

- Identify the physical and emotional symptoms of stress and the impact on organizational effectiveness.
- Learn how to promote behavioral health and well-being within an organization.
- Discuss strategies for developing and implementing new benefit programs.

12:00 – 1:30 PM Lunch/Business Meeting *Sponsored by Mark III Benefits*

1:30 – 3:00 PM

CONCURRENT SESSIONS:

1. *The Opioid Crisis-Impact on the Workplace*

Presented by Captain Gregg Ladislaw, City of Alexandria Police Department

In this session, participants will learn about the current status of the opioid crisis from a law enforcement perspective, with a thorough review of treatment options and prevention techniques available. Captain Ladislaw will specifically discuss the impacts of the opioid crisis on the workplace, and how Human Resource professionals can appropriately address the topic and work toward prevention.

Key Learning Points:

- Gain insight into the opioid epidemic and its effects.
- Discuss how the epidemic manifests itself in the workplace.
- Establish and communicate workplace policies to address this issue.

2. *Records Retention Every HR Professional Needs to Know*

Presented by Glenn Smith, Library of VA

This session will address the Virginia Public Records Act and its implications on managing public records of the commonwealth; how to understand and use the Library of Virginia's Records Retention and Disposition Schedules and other resources; and the ins and outs of destroying public records and how to document that process. After this session you will definitively understand the difference between a long- and short-term employee personnel file. Bring your HR-specific records questions to get the expert's advice on managing the public records of an HR department

Key Learning Points:

- Have an improved understanding of the legal and regulatory requirements of the Virginia Public Records Act.
- Guide your organization with proactive steps to respond to changes in records retention processes.
- Update knowledge of human resource trends and employment law.

3:00 – 3:30 PM Break

3:30 – 5:00 PM

CONCURRENT SESSIONS

1. What Local Leaders Want from HR

Panel Discussion by Timothy Baroody, City Manager, City of Fredericksburg
and Kimball Payne, Retired City Manager, City of Lynchburg
Moderated by Cindy Taylor

This interactive panel discussion is designed to provide attendees with insight into the chief executive's response in time of change. Whether coming in as a new leader or having led the organization for a long time, what does the Manager expect from HR in building organizational strength? As challenges emerge what role does HR play in helping the organization adapt and thrive?

Key Learning Points:

- Understand HR's role in managing changing organizational environments.
- Understand HR's role in meeting leaders' needs in changing and challenging situations
- Learn to develop, influence and execute organizational strategies.

2. The Value of HR/Finance Partnership

Presented by Kathy Seay, Deputy County Administrator, Hanover County
and Janet Lawson, Director of Human Resources, Hanover County

Human Resources and Finance professionals support the entire organization. Working together effectively optimizes resources and accomplishes mutual goals. Strong partnerships between these two departments add value within any organization. This presentation describes the successful approach used by Hanover County's Finance and Human Resources departments.

Key Learning points:

- Develop strategic relationships/partnerships.
- Participate in improving organizational effectiveness.
- Understand connection of HR and financial decisions.

6:00 PM Dinner @ Bowman Distillery

Co-sponsored by Cigna and Willis Towers Watson

FRIDAY, MARCH 23

7:30 – 10:30 AM Vendor exhibits open

8:30 – 9:30 AM

GENERAL SESSION

Changes from the Hill

Presented by Neil Reichenberg, Executive Director IPMA-HR

Every day brings news out of Washington. Find out what revisions you can expect to see regarding critical legislation which impacts public sector human resource management on several topics including:

- Tax Reform/Tax Cuts/ACA Cadillac Tax
- DOL Updates (FLSA, independent contractors/joint employment)
- Mandatory Public Safety Bargaining/Mandatory Union Fees Case
- Health Care Reform
- Cost Sharing Reductions
- Sexual Orientation/Transgender Discrimination
- 5th Amendment Case

Key learning points:

- Learn current trends in order to monitor the legislative and regulatory environment.
- Guide your organization with proactive steps to respond to changes.
- Update knowledge of human resource trends and employment law.

9:30 – 11:30 AM

GENERAL SESSION

Real Ethics in the Real World: Ethics in the Changing Workplace

Presented by Dr. Mike Gillette, Bioethical Services of Virginia

This seminar is designed to provide attendees with the tools they need to resolve ethical issues that develop in the workplace. The session will be highly interactive, and it will consider topics such as ethical issues in the supervisor-supervisee relationship, managing collegial relationships and the ethics of balancing tension between 1) personal values vs. professional obligations, 2) duties to employers vs. duties to customers and the public good, and 3) confidentiality vs. whistleblowing.

Key learning points:

- Learn strategies for interpreting and applying information from a variety of sources to lead organizational decision making
- Develop an organizational strategy for ethical decision making
- Discuss how to lead organizational discussion on ethical expectations

11:30 – 12:00 PM

Putting it All Together

Closing Remarks (Janet Lawson, IPMA-HR Virginia Chapter President)

12:00 PM Box lunch