

Dear Conference Attendees,

This conference will address issues and challenges facing HR professionals, Not-for-Profit and Business Leaders in the business world today and beyond. It will give practical tools to meet the challenges to directly influence the business' bottom line. Sessions provided will address items that greatly affect a business such as ethical leadership, communication skills, diversity and legal compliance issues. You will gain real advice that can help you succeed from the local panel of VP's in HR.

Keynote Speakers

Ken Gronbach: "Charting the Course Through Change"

Understanding the basics of Generational Marketing and Shifting Demography, the basics of supply, demand and how they change. Real life examples of the enormous power of oscillating populations and the profound effect on industry, business, organizations, economics and culture. Why is understanding Generation X so critical? Where have all the managers gone, and what happened to McDonald's help wanted signs? Rethinking the labor force instead of chasing rainbows. The new HR archetype—armed for the battle and headed for the C-level. Changing the HR Brand forever by taking control and staying ahead of the wave.

VP Panel Discussion: "Challenges of Today & Planning for Tomorrow"

Facilitator, Chris Metzler, CU ILR, will guide our distinguished panel through a discussion on the challenges facing HR now and the steps VP's are taking to prepare their organization for the future. Honored Panel includes:

Mary Opperman, VP of HR, Cornell University
Allen Pederson, VP of HR, Cayuga Medical Center
Schelley Michell-Nunn, Director of HR, City of Ithaca
Bob Bantle, EVP of Tompkins Services, Tompkins Trust Co.

Judi Clements "The More I Hurry, the Slower I Go:
How to Restore Balance in Your Life"

With the many challenges facing HR professional today & beyond, one of their greatest challenges will be achieving balance between work & home, and helping their employees do the same. You'll laugh and learn as you hear Judi share some real work strategies for achieving this balance.

- Recognize & reverse burnout before it devastates you.
- Set personal & professional priorities.
- Communicate your priorities to others.
- Say "no" without guilt or alienation. Keep your sense of humor.
- Organize your personal & professional responsibilities.
- Utilize effective stress management techniques.

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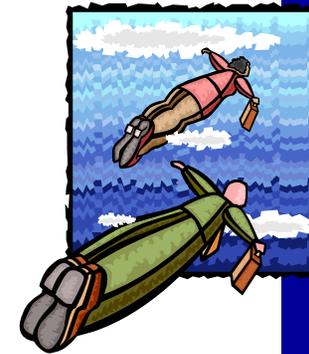
Sponsors of this spectacular program will be available throughout the day in the exhibitor area. Please be sure to visit our Vendors and Sponsors and thank them for helping bring about this day.

Program submitted for recertification points through the Human Resource Certification Institute (HRCI)
For more information about certification or recertification, please visit HRCI at www.hrci.org.

Conference Information Contact:
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Society For Human Resource Management of Tompkins County's Annual Conference



HR: TODAY & BEYOND

Date: Wednesday, May 23, 2007

Time: 8:00 am—4:30 pm

Emerson Suites, Ithaca College

ITHACA

Conference Agenda

<u>Time</u>	<u>Topic</u>	<u>Speaker</u>
7:45—8:20 am	Registration, Continental Breakfast and Visit Exhibitors	
8:20 am	Welcoming Comments	Phyllis Shurn- Hannah SHRM -NE Regional Mgr.
8:30—9:45 am	Keynote Address "Charting the Course Through Change"	Ken Gronbach
9:45—10:00 am	Break —Visit Exhibitors-Sponsors	
10:00—Noon	Breakout Session #1 Ethical Business Leadership	Kate Leunig
	Communication Essentials for HR Professionals & Business Leaders	Dr. Richard Atkins
Noon —12:15 pm	Break —Visit Exhibitors-Sponsors	
12:15 —2:00 pm	Lunch VP of HR Panel Discussion Challenges of Today and Planning for Tomorrow	
2:00—2:15 pm	Break —Visit Exhibitors-Sponsors	
2:15—3:15 pm	Breakout Session #2 Diversity & Inclusion Today & Tomorrow	Chris Metzler, Esq. Dir. EEO Studies, Diversity & Inclusion Cornell ILR
	How to Avoid Back Wage Violations	Jim Jordan US DOL
3:15—3:30 pm	Break —Door Prizes by Exhibitors-Sponsors	
3:30-4:30 pm	Keynote Address "The More I Hurry, the Slower I Go: How to Restore Balance in Your Life"	Judi Clements
4:30pm	Closing — Grand Prize Drawings -1 yr Membership to SHRMTTC -1 yr Membership to SHRM -Registration for NYS SHRM conference July 22-24, 2007, Turning Stone Casino	

BREAK OUT SESSIONS

Session #1 10 am-noon

Ethical Business Leadership:

While mission and value statements, policies focusing on ethical behavior, and codes of conduct are important guidelines for establishing expectation, just publishing documents is not enough. Today, new laws impact behaviors and business leaders must have a clear understanding of the value of an ethical culture. This program will examine the role of leadership and HR in creating an ethical culture in your organization. Discussion will include HR Works' journey to be a recipient of the Rochester Business Ethics Award 2005, examples of the "good, the bad, and the ugly" ethical dilemmas employers face and tools to deal with them, and employer practices that create an ethical workplace.

Communication Essentials for HR Professionals

This program covers communication styles and their effect on others. Poor communication at work results in absenteeism, turnover, conflict, tension, low productivity, complaints, wasted time, and low morale. The language people use affects how they feel and how they see and understand the world. As a result of this workshop, participants will be able to: increase awareness of leadership impact on others through speech and behavior, respect everyone they lead and meet, and contribute more effectively to the organization.

Session #2 2:15 –3:15 pm

Diversity & Inclusion: Today and Tomorrow

This program will help employers understand the ways in which the idea of diversity and inclusion will continue to expand in the years to come. Employers need to be prepared for demographic changes that will alter both company cultures and hiring practices. This program will give participants an understanding of the value of trends in workplace diversity and determining the preparations that should be made to address future trends.

How to Avoid a Back Wage Violation, US DOL:

This workshop will give participants the opportunity to learn more about the wage rules of the Fair Labor Standards Act by a US Department of Labor expert. Participants will be given a brief overview of the law, hear about actual violations that cost employers to pay back wage penalties and have time for questions and answers.

Reminder: **Business casual** dress & bring plenty of **business cards** for drawings & networking.

HR: Today and Beyond

REGISTRATION FORM

<u>Conference Fees</u>	<u>SHRMTTC</u> HRATT or STAR <u>Member</u>	<u>Non Member</u>	<u>Student</u>
Early Bird (by April 30)	\$125	\$150	\$35
Regular	\$150	\$175	\$40

Fee includes all sessions, meals, prizes (must be present to win), conference bag, list of exhibitors and handouts.

Cancellation will be subject to a \$40 processing fee. No refunds after 5/16/07

Make Checks Payable to: **SHRMTTC**
We also accept PayPal payments.

Total: \$ _____

PLAN YOUR SCHEDULE. Choose 1 at each time:

- 10:00—Noon Ethical Business Leadership
 Communication Essentials
- 2:15— 3:15 pm Diversity
 Avoid Back Wage Violation

Name _____

Title, PHR/SPHR _____

Company _____

Address _____

Phone _____ Email _____

Local SHRM Chapter Name _____

Meals: special dietary needs: _____

Please photocopy for additional registrations.

Mail Registration Form to: Deborah Shigley
Cornell University
Office of the Vice Provost for Research
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Ithaca, NY 14850

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