

23RD HUMAN RESOURCE MANAGEMENT INSTITUTE

November 4, 2013 · Thompson Conference Center · Austin, Texas



Sponsored by the Texas State Human Resources Association and the
LBJ School of Public Affairs at the University of Texas at Austin

www.utexas.edu/lbj/profdev/candt/hrmi



23RD HUMAN RESOURCE MANAGEMENT INSTITUTE

Monday, November 4

7:30 a.m.	CHECK-IN and CONTINENTAL BREAKFAST	
Opening Keynote Auditorium (1.110)		
8:30 - 8:45 a.m.	Welcome, Overview and Logistics	
8:45 - 10:15 a.m.	Coaching for Performance <i>Anne Grady, Acclivity Performance</i> At the conclusion of this session, participants will be able to... <ul style="list-style-type: none"> • Create a safe environment for discussion of ideas and issues • Listen to the other person's viewpoint and honor their perspective • Develop a consensus and gain support for the final decision • Leverage individual and team strengths • Influence others to action 	
10:15 - 10:45 a.m.	BREAK	
Concurrent Workshops		
10:45 a.m. - 12:00 noon	Session IA Room 1.110 Auditorium	Employment Law Update <i>Tommy Simmons, Legal Counsel to Commissioner Hope Andrade, Texas Workforce Commission</i> At the conclusion of this session, participants will be able to... <ul style="list-style-type: none"> • Describe three specific, recent HR case law examples • Explain the impact of recent employment law decisions specific to the public sector
	Session IB Room 2.110	Eight Key Drivers of Employee Engagement <i>Lynnell Welden, Training Specialist and Curriculum Developer, Texas Workforce Commission</i> At the conclusion of this session, participants will be able to... <ul style="list-style-type: none"> • List at least four of the eight key drivers of employee engagement • Assess your own environment • Develop an action plan for improving employee engagement in your environment
	Session IC Room 2.120	Social Media in HR <i>Bryan Chaney, Talent Branding and Attraction Strategist, TalentBrand.Org</i> At the conclusion of this session, participants will be able to... <ul style="list-style-type: none"> • Identify recruiting tools/techniques for background checks • Determine employee use & abuse policies • Project future use of social media in HR
	Session ID Room 2.122	Employee Relations: Conducting Investigations <i>Sheila Gladstone, Employment Lawyer, Lloyd Gosselink Rochelle & Townsend, P.C.</i> At the conclusion of this session, participants will be able to... <ul style="list-style-type: none"> • Identify effective documentation procedures • Recognize liability pitfalls • List at least three best practices for objective fact finding

Continental Breakfast sponsored by:

Concurrent Workshops

1:30 - 2:45 p.m.	Session II A Room 1.110 Auditorium	<p>DOL Compliance - FLSA <i>Brian Farrington, Of Counsel, Cowles & Thompson</i></p> <p>At the conclusion of this session, participants will be able to...</p> <ul style="list-style-type: none"> • Identify Exempt/Non-exempt classifications • List at least three best practices in record keeping • Describe compensable time (travel, break, training)
	Session II B Room 2.110	<p>Employee Performance Review <i>Diana Cecil, HR Consultant, Texas Association of Counties</i></p> <p>At the conclusion of this session, participants will be able to...</p> <ul style="list-style-type: none"> • Develop meaningful standards • Effectively communicate performance to employee • Coordinate performance with job duties
	Session II C Room 2.120	<p>Effective Policy Development <i>Elizabeth Pierson Hernandez, Associate, Lloyd Gosselink Rochelle & Townsend, P.C.</i></p> <p>At the conclusion of this session, participants will be able to...</p> <ul style="list-style-type: none"> • Develop a timely & relevant employee handbook “How to” • Review and update policies to reflect what you are really doing • Adopt best practices for roll out and enforcement • Adapt policies to an organization’s culture
	Session II D Room 2.122	<p>Workforce Management Systems <i>TBD</i></p> <p>At the conclusion of this session, participants will be able to...</p> <ul style="list-style-type: none"> • Identify necessary components/data that HR should be tracking • Compare/contrast examples of systems (KRONOS, GHE, etc.) • Recognize critical dashboard items
2:45 - 3:15 p.m.	BREAK	
<p>Closing Keynote Auditorium (1.110)</p>		
3:15 - 4:30 p.m.	<p>Innovation and Transformation of State Agencies to Deliver to the New Global Community <i>Geronimo M. Rodriguez, Jr., Vice President of Diversity and Community Outreach, Seton Healthcare Family</i></p> <p>At the conclusion of this session, participants will be able to...</p> <ul style="list-style-type: none"> • Apply techniques to attract and retain a diverse and inclusive workforce • Develop new strategies to attract new employees to the public sector • Create a workforce that is representative of the labor market • Identify characteristics that can support and/or drive changes to the agency/organization’s culture 	
4:30 p.m.	Closing Remarks and Adjourn the 23rd Human Resource Management Institute	

Afternoon Break sponsored by:



Please REGISTER as soon as possible. *Space is limited! Payment need not be sent with registration; an invoice will be issued after your registration has been processed. Based on availability of seats, we will welcome walk-ins; however, registered attendees will have a confirmed seat. As part of your confirmed registration, one week prior to the program you will be provided a web-link to download the presentations and handouts. While on-site registration may be available on the day of the conference, pre-registration guarantees you a seat and participant materials.*

Target Audience

Human Resources professionals from state, county, and municipal agencies/organizations as well as school districts throughout Texas.

Earn Credit Hours

This program agenda has been submitted to the HR Certification Institute for HR credit hours. All participants will be notified as soon as credit hours are assigned.

Registration and Fee

\$165.00 USD per participant. Please register online at: **www.utexas.edu/lbj/profdev/candt/hrmi**

Payment

Do not hesitate to register; payment is not required at the time of registration. You will be issued an invoice after your registration has been processed. Payment does not need to be received prior to the program. Walk-in registrants are welcome, but conference staff will not be able to accept payment on-site.

Cancellation Policy

If cancellation is necessary, written notification is required so that we may release your spot for someone else. Cancellations received by October 18, 2013 will receive a refund, less \$65. There will be a 50% refund after October 18. Entire program fee is due in full for cancellations not received by 5:00 p.m. on November 3.

Attention Patrons!

There are a limited number of support opportunities for this program. Please call 512/471-0820 for additional information.

Food and Beverages

Complimentary refreshments during morning and afternoon breaks as well as a continental breakfast will be provided for attendees of the institute. Lunch is on your own.

Institute Venue

The institute is being held at the Thompson Conference Center of the University of Texas at Austin.

2405 Robert Dedman Drive*
Austin, Texas 78713
(located on the southwest corner of Dean Keeton and Red River)
<http://www.utexas.edu/ce/tcc/attend/maps-directions/>

**All participants should park in the Thompson Conference Center parking lot. The entrance to the parking lot is located off of Red River Drive.*

Lodging Options

There are a variety of nearby hotels for this institute. We are happy to make recommendations but as a courtesy have provided a complete list on-line for participants who may have a preferred chain or price point. <http://www.utexas.edu/lbj/profdev/candt/hotels>

Special Accommodations

If you have a disability and require special accommodations to fully participate in this event, please call the LBJ School at least three weeks prior to the start of the conference at 512/471-0820.

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