

## 2019 AHRMA Conference

### Broaden Your Horizons #facingforward

Session	Room	Presenter	Title
8:00-9:00	Zilker	Risha Grant	Permission Granted to Build an Inclusive Culture
9:15-10:15	Zilker	Debi Dault	The New Workforce: Talent Management for the Future
9:15 - 10:15	Hill Country C/D	Nancy Kasmar	Equitable Pay as an Organizational Strategy
9:15 - 10:15	Big Bend	Stephen Huerta	Create an Engagement Strategy to Drive Your Bottom Line
10:45 - 11:45	Zilker	Alice Dendinger	Transformational Change of your Performance Management Systems
10:45 - 11:45	Hill Country A/B	Sarah Weiner	How to Make Financial Wellness a Reality in Your Organization
10:45 - 11:45	Hill Country C/D	Dorothy Mankey	Employee Experience Design - Strategic Thinking for the Modern HR Professional
10:45 - 11:45	Big Bend	Jessica Miller-Merrell	Digitizing Talent: Creative Strategies for the Digital Recruiting Age
12:30-1:30	Zilker	Bernard Coleman	Double Down on Inclusion to Retrofit Your Organization
1:45 - 2:45	Zilker	Jerrod Murr	Creating an Environment Where People Thrive
1:45 - 2:45	Hill Country A/B	Andrea Devers	Deliver HR projects, programs, and solutions on time and within budget
1:45 - 2:45	Hill Country C/D	Jill Prentice	Navigating Charged Leadership Conversations
1:45 - 2:45	Big Bend	Ryan Searles	Crisis Leadership - How to Prepare for & Respond to the Risk of Active Shooters
3:15 - 4:15	Zilker	Jason Finkelman	Navigating Immigration: How to Hire Current Visa Holders
3:15 - 4:15	Hill Country A/B	Christine Bailey	Creating a Data Literacy Culture in HR
3:15 - 4:15	Big Bend	Corey Tanner & Tara Kumpf	Sensitive, Uncomfortable, and Awkward: Strategies for Reducing Risk with Problematic Employees
3:15 - 4:15	Hill Country C/D	Rose Ann Garza & Kelly Detlefsen	Developing Financial Literacy within Organizations – From Basics to Bonus

**NOTE: Session descriptions may be subject to change.**

## KEYNOTE SPEAKERS



### Bernard Coleman III

Bernard is the Global Head of Diversity and Inclusion at Uber Technologies Inc. In this role, Bernard drives the diversity and inclusion programs and his efforts span the boundaries of Uber working in close collaboration with people program areas like human resources, talent recruitment, analytics, marketing, communications, and branding in an effort to enhance diversity throughout Uber. Through well-built and meaningful relationships both internally and externally, Bernard works to help promote Uber as a leader not only in ride sharing but as a forerunner in D&I engagement.

Prior to joining Uber, Bernard led the diversity and human resources initiatives at the Hillary Clinton for America campaign as the first ever in United States history, Chief Diversity and Human Resources Officer for any presidential campaign for either political party. Bernard helped to develop the campaign's institutional planning in support of the mission and goals as well as assessing the strategic diversity indicators and standards that ensure responsibility and accountability for achieving diversity, multiculturalism, and cultural competence within the diversity and inclusion matrix.

Bernard previously served at the Democratic National Committee for six years as the Deputy Chief Diversity Officer and the Director of Human Resources, helping modernize the DNC's human capital operations – moving from transactional to tactical. As part of the modernization, Coleman helped to promote greater pay equity, diversification of staff, the creation of safer spaces, greater cross-cultural competence across the organization culminating in fuller partner relationships and enhanced multiculturalism. Bernard has also held senior level roles at the Democratic Congressional Campaign Committee, the Society for Human Resource Management and the Government of the District of Columbia.

In addition, Bernard has written for Forbes, Catalyst, the Society for Human Resource Management and his insights have appeared in media outlets such as Nasdaq Government Clearinghouse, Time Magazine, TechCrunch and the Huffington Post. Coleman holds an M.B.A. in international business from Trinity University, a B.A. in psychology from Hampton University and an Executive Strategic Diversity and Inclusion Management certification from Georgetown University. Bernard is also a graduate of the University of Virginia's Thomas C. Sorensen Institute for Political Leadership.

Ned a 2018 American Council of Young Political Leaders Fellow, a 2018 Black Enterprise Top Executive in Corporate Diversity, recognized as one of the Top 50 Multicultural Leaders in Technology in 2017 by the National Diversity Council, Bernard was also honored as one of Hampton University's Inaugural Forty Under 40 honorees, as well as The Network Journal's 2017 "40 Under Forty" honoree. Bernard also serves on the Cultural Vistas, Tides Advocacy Fund and Paladin boards, respectively.

*Diversity and inclusion is an opportunity – the opportunity to leverage perspective, talents and gifts through the power of collective thought and differing ideas. There's something very exciting about crowd sourcing concepts, seeing what innovation can occur and having the agency to add flavor to the end result.* – Bernard C. Coleman III

**Learn how to Double Down on Inclusion to Retrofit Your Organization!**



## Risha Grant

Risha Grant is diversity personified. From her race, gender and lifestyle choices, to being a young, small business owner and tackling economic issues, every area of her life intersects diversity.

Her interest in societal isms like racism, sexism, classism and plain old “stupidism” began when she was very young, instead of playing outside, she was inside “playing” school—or more accurately—learning to count, read and write, just in case her darker skin tone cheated her out of an equal education. Through this experience and others, Risha would later learn how experiences like these would feed into her BS and with that realization, Risha planned to change the world, starting with her backwards state.

Today, Risha is the founder & CEO of Risha Grant LLC, an award-winning diversity consulting and communications firm. Their mission is to utilize diversity communication strategies, tactics and training as a catalyst to create an inclusive culture in every company and community. Additionally, Risha created DiversityConneX.com, a highly successful online recruitment tool to connect diverse professionals with careers, internships, and non-profit and corporate board positions.

Using passion, persistence and knowledge, she has worked with governors, NBA teams, mayors, CEO’s of Fortune 500 companies and other business and community leaders to reduce bias and further the understanding of Diversity & Inclusion. As an international speaker, Risha teaches and empowers attendees with D&I tools to increase their bottom line and permission to get rid of their BS.

### **Permission Granted to Build an Inclusive Culture**

Building an inclusive culture is imperative to business success. Learn the keys to creating a culture that welcomes all employees, boosts retention and productivity. Learn the keys to creating a culture that welcomes all employees, boosts retention and productivity. During this talk, Risha shares applicable tips and strategies to take your company’s culture to the next level, including keys to attract and retain top diverse talent and strategies to showcase how an inclusive culture provides a competitive advantage.

## SESSION SPEAKERS



**Ali Payne**

Ali has a sincere interest in meeting her clients' strategic wellness needs through developing strong relationships between leadership and team members. As Gallagher's Global Wellbeing & Engagement Practice Leader, she has the opportunity to help companies develop health promotion and wellness practices for employers who might not have dedicated staff, and for clients who are looking to bring additional structure and analysis to existing health initiative programs.

Ali and her team help clients improve their team member retention, productivity and morale through innovative health strategies and implementation of well-designed programs that best meet the needs of her clients to help lower company health care costs and improve overall corporate culture.

Ali has a Bachelor's of Science degree in Exercise Physiology and Health Promotion and Masters of Science degree in Human Resource Management and Health Promotion. She practices what she preaches as a 40x marathon finisher and 7x Ironman finisher!

### **Well Organization, Well Workforce: Transform Your Workplace with Better Organizational Wellbeing**

Organizations are challenged with designing effective wellbeing and engagement strategies that align with business, people and cultural needs, while balancing the needs of a diverse workforce and today's dynamic and complex business environment. With these challenges comes a tremendous opportunity for leaders to frame an employee and customer value proposition that fuels organizational success. Leaders who embrace and promote a culture that values wellbeing can realize significant business outcomes empowered by a healthy, motivated and engaged workforce.

In this session, we'll define the optimal wellbeing and engagement climate and review the challenges that face organizations looking to optimizing these investments. Next, we will assess the wellbeing and engagement strategies being utilized by organizations, how these compare against best-in-class employers and highlight opportunities to close these gaps. As part of this process, we will discuss how wellbeing and engagement strategies have transformed from linear, disconnected programs to holistic, dynamic and fully-integrated initiatives that better connect employees directly to their customers within the communities they serve. Finally, we will explore the range of qualitative and quantitative metrics available to organizations to value the impact of these investments.



## Alice Dendinger, SPHR

Alice Dendinger, SPHR has over 30 years of experience in the field of Human Resource Management and Organizational Development. Alice has demonstrated success at linking HR initiatives and programs to the overall business mission and goals of an organization thus creating a positive impact to the overall bottom line. She is often called upon to transform the organizational culture. Alice has focused her work on strategic management, organizational development, employee relations and communication, mediation and conflict resolution, performance management; and assisting the leaders, managers, supervisors, and direct reports at every level to work better together. Since 2002, she has led the Alice Dendinger Alliance Group providing HR Consulting, Coaching and Mediation services and in 2014, she launched PivotU - A Training, Learning and Transformation Company. Her true passion is providing personalized service by uncovering and addressing the real issues affecting clients' teamwork and productivity. Alice has contributed to the advancement of the HR profession and serving over 20,000 HR professionals throughout Texas as State Director of the SHRM Texas State Council (2007&2008), Member of the SHRM Texas State Council (1999-2010), Austin Human Resource Management President (1999) and AHRMA Board Member (1995 -2001). In addition, Alice has served as President or member of many nonprofit boards such as The Dispute Resolution Center, Peoples Community Clinic, Seton Northwest Community Advisory Board and The Down Home Ranch to name a few.

Alice has an undergraduate degree in Business Management and a Masters in Communication. Additional education/certifications include: Coach University graduate, Texas Certified Mediator, DiSC Behavioral Analyst, Five Behaviors of a Cohesive Team Accredited Facilitator, Myers Briggs Type Indicator (MBTI), Emotional Intelligence Profile 2.0, and Future Search Strategic Planning Facilitator. Alice has continued education in organizational development, strategic planning, communication, group facilitation, conflict management, team development, interpersonal skills, leadership development and 360° assessments.

### **Transformational Change of your Performance Management Systems**

Does anyone still do performance reviews once a year with a convoluted form and an overall rating? Since 2001, Alice Dendinger, SPHR, has been encouraging the Abolishment of Performance Reviews as we know them. Today's employees want meaningful feedback that is given often and focused on their ability to contribute value to the organization.

In November 2018, Alice Dendinger gathered a "think tank" of skilled, successful and seasoned HR professionals to explore this topic of performance review and talent management.

By attending this session, you will receive the results of this gathering of HR Minds who developed a comprehensive calendar of performance feedback. Discover what was designed in an effort to meet the demands of the business for performance management and the ongoing needs of the employees for meaningful feedback.

By attending this session, participants will:

- Understand the business case for why we want to abolish performance reviews as we know them.
- Explore how to change a one-time event of a performance review into a system of feedback and performance management.
- Take a deeper dive into the concept of feedback and how it can be woven into a performance management system.



## Andrea Devers, MBA, PHR, SHRM-CP

Andrea Devers is HR technologist and change management expert. She's built her career in global HR Compliance, HR process improvement, and shared services across all functions of HR Technology, Process and Programs. She views business through the lens of technology and how it impacts people operations. Andrea is an alumnus of UT Austin & St. Edward's University, holds a Master of Business Administration and SHRM-CP designation. She is also trained in Lean Six Sigma and Gallup StrengthFinder. When she's not leading teams towards organizational goals, you'll find her blogging for SHRM National.

Whether you're working on an HR system implementation, a new performance management program, developing managers training or any number of HR related projects understanding basic project management is a great skill to hone. Project management in human resources will focus on key project management skills for the HR professional. You will learn successful techniques for detailed, systematic, team-involved planning and effective implementation, including change management from a fellow HR Pro.

### **Deliver HR projects, programs, and solutions on time and within budget**

There are certain benefits to the professional able to master the process of project management:  
Learn how to deliver HR projects, programs, and solutions on time, within budget. Achieve crucial results and ensure those results meet team, department, and the organization's strategic objectives.  
Use resources effectively to save time and money while helping teams make the best use of their valuable time.  
Deliver on your objectives within reasonable timelines while avoiding business cycle risks and setting realistic expectations with stakeholders.

- Benefits of honing your Project Management Skills and how to apply them to HR work.
- Understanding the processes involved in project work.
- Understanding unique challenges in HR project management work.
- Understanding how to organize and scheduling the work.
- How to Identify and Manage Risk.
- Understanding of change management and basic implementation skills
- Understanding project de-briefs in order to learn from every HR project and apply them in future projects.



## Christine Bailey, SPHR, CCP

Christine is an innovative and strategic compensation and human resource professional with over twenty years of project management, compensation management, organizational communication and workforce analysis experience. She has proven expertise in the design, administration and maintenance of compensation programs in public sector organizations including managing the compensation and classification system for the State of Texas, covering 150,000 employees in over 100 state agencies; as well as conducting organizational assessments, reviewing compensation and classification determinations and facilitating career progression programs for the City of Austin.

She is experienced in analyzing salary surveys, market pricing benchmark jobs, conducting job analysis and developing job descriptions. In addition to her compensation background, Christine has conducted HR risk assessments and audits to monitor and review compliance with compensation and human resource practices, policies and regulations, facilitated employee focus groups, and designed and delivered training on a wide variety of compensation and human resource topics. She has expertise in workforce planning and analysis, recruiting, and training and uses these skills to combine her love of data with the desire to solve talent management puzzles.

Christine has served as an advisory board member for WorldatWork and as President of the Central Texas Compensation and Benefits Association. She has earned designations as a Certified Compensation Professional (CCP), Global Remuneration Professional (GRP), Senior Professional in Human Resources (SPHR), SHRM Senior Certified Professional (SHRM-SCP) and is also a trained facilitator and mediator.

### **Creating a Data Literacy Culture in HR**

Data analytics and data literacy have become key competencies in organizations. More and more business decisions are made based on data, and HR leaders must speak that language; however, not all have the background or education to understand and evaluate data, nor feel comfortable interpreting those results. This session will focus on giving HR leaders tools to become more data literate by:

- Building a common vocabulary of key terms and concepts used in analytics;
- Understanding the role HR data plays in your organization;
- And increasing your ability to read, analyze, interpret and make business cases based on data.



## Debi Dault, CRP, GPHR, SHRM-SCP

Debi Dault, President, Dault Global Solutions formed her company after many years in the Global Workforce. Her career started in staffing right out of college with a marketing degree from Texas Wesleyan University. She quickly learned how to recruit, interview and hire hundreds of people a week. “ During her 13 years there, she had 11 promotions where she learned invaluable business acumen. The time she worked with mergers and acquisitions honed a unique skill to go in to unfamiliar territory and quickly access strengths and weaknesses to formulate a plan of action. Her journey in staffing ended at the executive management level on the Board of Directors.

After leaving staffing, Debi worked in the global mobility industry where she used her background in Human Resources to help Fortune 500 companies of all industries relocate their high potential employees all over the world. Becoming a business partner has allowed her to collaborate at all levels within organizations. Debi is very active in SHRM and is a past State Director, Past Chapter President and currently the Conference Director for the Texas SHRM Global HR Conference. Debi is passionate about helping others on their path to success.

## The New Workforce: Talent Management for the Future

Talent management is an integral part of every organization no matter if you have 5 employees or 5000; people are what make up our companies. Do you wish you had a crystal ball to tell what you need to do to prepare for talent in the future? Would you have believed what you were told to expect? Workforce 2000 and Workforce 2020 are books written by a “think tank” which sparked conversations about what Human Resources should consider to prepare for the changes, which were expected.

This session will look at where we are in relation to the book’s predictions. How did we prepare, what did we not plan for, what was easier than expected? In addition, we will look at predictions for the future workforce. What should we consider for Workforce 2030 and 2040?

Artificial Intelligence & Robot Relationships are just a couple of examples of what HR can look forward to in the future. Various studies will be discussed along with guidelines to get HR ready for the New Workforce.



## Dorothy Mankey, SHRM-CP

Dorothy believes that work should be a place to learn and grow, a place to connect with a purpose, have fun, and solve problems. She works with leaders and organizations to help them build and maintain high performing teams. Dorothy's brilliance comes in her ability to foster environments of high trust, where individuals can gain a deeper understanding of who they are and what strengths they bring to their team.

Dorothy specializes in talent development solutions with a data-driven and scientific mindset. She leverages coaching and design thinking methodologies to assist organizations with strategic planning, employee experience design, team building, and leadership development. Dorothy is a native Austinite, triathlete, and a passionate globetrotter.

## Employee Experience Design - Strategic Thinking for the Modern HR Professional

We see it all around us, the way we work is changing. The rise of the GIG economy, the shifting demographics in our country, and constantly evolving technology are all changing the expectations of our employees. Today's HR professionals are being called on to sit at the leadership table with knowledge of people and behavioral economics. We are asked to apply that knowledge to the organization and craft a world class employee experience that is both meaningful and enjoyable. This makes us ask:

- How can HR take the lead in crafting and shaping the employee experience?
- How can HR design meaningful, best in class experiences that engage employees at all stages, from candidates through alumni
- Equally important, how can HR help build and reinforce design capabilities throughout the organization?

The answer? We use Design Thinking, a framework that many of our counterparts in product and marketing roles are using to design customer facing products. Design Thinking is a framework that allows us to uncover new insights and help us develop human-centered organizational programs, processes, services, and experiences that win awards and that employees write home (or tweet) about! With the Design Thinking approach, we can create irresistible employee experiences that make bottom lines sore and employee engagement numbers sing.



**Jason Finkelman**

Jason Finkelman is an Immigration Attorney working with domestic and foreign businesses, as well as international individuals in a variety of employment-based and family-based immigration matters. He represents U.S. and international companies, entrepreneurs, investors, business-owners, executives, professionals, skilled workers, students, and families in obtaining employment visas, lawful permanent residence ("green cards") and U.S. citizenship. Jason has worked with clients across a number of industries including high-tech, semiconductor, healthcare, higher education, energy, oil and gas, import/export, research, video game, as well as professional athletics, music, and entertainment to help them meet their immigration goals. Jason continues to be at the forefront of immigration law. Please visit [www.finkelmanlaw.com](http://www.finkelmanlaw.com) for more information on his services.

## **Navigating Immigration: How to Hire Current Visa Holders**

U.S. businesses are consistently faced with the challenge of finding qualified candidates to fill highly skilled positions. The demand for the best talent continues to be fierce and many employers are turning to foreign talent already in the U.S. on a visa. Join Immigration Attorney, Jason Finkelman, for a discussion on how U.S. businesses can find success navigating the immigration system to hire foreign employees who are already in the U.S. with a visa or in the green card process. Learn when employers can hire existing visa holders, when these candidates are able to change jobs, steps involved for employers and visa holders alike, and the timeline for processing and approving the transfer of employment. This session is advanced and is geared towards human resources leaders, recruiters, and business leaders who oversee and/or are involved in the hiring process.



## Jerrod Murr

Jerrod Murr is a speaker, corporate trainer, and cultural entrepreneur. He is a graduate of Northeastern State University with a Bachelor's Degree in Business Administration, and a member of the Northeastern State University Hall of Fame. Murr is the founder of The 20 Leadership Camp, a faith-based movement equipping students through personal leadership challenges. He is also the Co-Founder of Paradigm Shift, a leadership training and development firm. Murr speaks at multiple Human Resource conferences and corporate educational events throughout the year. He is also honored to be a member of the Salvation Army Advisory Board, as well as being appointed Partner Expert in The Forge's startup incubator, powered by the Tulsa Regional Chamber. Murr currently resides in Muskogee, OK with his wife, Jenn, and three children, Adela, Josalyn, and Everette. His favorite book is *The Giving Tree*, and he loves working on his Bucket List, the OKC Thunder, and good coffee.

## Creating an Environment Where People Thrive

As a contributing business partner, the HR professional must be ever mindful of the environment organizational leadership is creating. In "Creating an Environment Where People Thrive," we discuss specific strategies that HR professionals can adopt to achieve a greater level of influence as a business partner, connect with external groups to a higher degree, and ultimately shape the environment within their organization.



## Jessica Miller-Merrell

Jessica Miller-Merrell is the Founder of Workology.com which began in 2005. Workology is workplace resource destination for HR, recruiting professionals and business leaders. The site was listed twice as a top 75 career resource by Forbes Magazine. She is an HR and Recruiting process and optimization consultant and a published author of Tweet This! and most recently The HR Technology Field Guide. Jessica has been listed as the 7th most powerful woman on Twitter and recognized by Forbes as a top 50 social media power user. Because of vast industry expertise and knowledge, Jessica's professional opinions and expertise are sought after and sourced by publications and media including Economist, Forbes, CIO Magazine, CBS, Entrepreneur Magazine, and SHRM's HR Magazine. In addition to Workology, she regularly contributes to Huffington Post, Forbes and Fortune Magazine in addition to HR and recruiting blogs. Jessica Miller-Merrell is workplace change agent and author focused on human resources and talent acquisition living in Austin, TX. Recognized by Forbes as a top 50 social media influencer, she's the founder of Workology and host of the Workology Podcast.

Jessica is an experienced consultant and HR and talent acquisition practitioner having worked with companies like Whole Foods, AT&T, OfficeMax, Home Depot and the Chickasaw Nation. She has extensive experience in HR and talent acquisition trends and processes. She is available to keynote and speaks at conferences, events, and webinars in addition to her work as a digital, HR and talent acquisition consultant, analyst and author.

Jessica holds both her Senior Professional in Human Resource designation and her SHRM Certified Senior Professional credentials. She earned a Bachelor's degree in Anthropology and Business from Kansas State University and a Master's in Business Administration from Webster University. Jessica is from a small town in Kansas and lives in Austin, Texas with her husband, Greg and daughter, Ryleigh.

### **Digitizing Talent: Creative Strategies for the Digital Recruiting Age**

Digital recruitment might be the key to an effective overall recruiting strategy, but the question is where to begin. This session will walk you through how to prioritize your digital recruiting and internet marketing options and show you how to develop strategic yet smaller initiatives designed to drive change and establish buy-in so that you can continue to move forward in your digital and online recruitment efforts. Learn how to get started realigning your recruitment efforts to those of the larger organization focusing your activities online by using creative and truly out-of-the-box digital recruiting and marketing strategies. Our session will focus on establishing return on investment, establishing metrics and capitalizing on relationships with other departments outside of HR including marketing, IT and communications.

#### **Presentation Focus Areas:**

How to prioritize talent attraction efforts using digital strategies  
Establish small wins that you can build on focused on executive leadership communication

The top five creative digital strategies that every recruiter and HR leader should consider from programmatic ad buying, social media to using video in your recruiting.

Leveraging relationships within the organization to establish ROI and strategic partnerships



## Jill Prentice

Jill is laser-focused on optimizing the employee experience. People initiatives like performance management, learning and development, employee engagement, diversity and inclusion and bespoke employee support programs are where she directs her passion.

Jill is a lifelong learner with a strong interest in personality dynamics, conflict resolution, workplace representation and inclusion. She is an advocate for keeping Human Resources human-centered, and she finds energy in working directly with employees on their personal and professional development, ultimately resulting in stellar work. She is also an MBTI Certified Practitioner.

## Navigating Charged Leadership Conversations

As an HR professional, crucial conversations are often necessary. Join us for “Navigating Charged Leadership Conversations” as we refer to several case studies as insight for navigating difficult yet crucial conversations with assigned or perceived leaders. We will discuss how to identify the situation, stakeholders, communication approach, timeframe, and outcome. Situations are related to diversity or inclusion topics (i.e. discrimination based on un/conscious bias, microaggressions, inequity).



## Corey Tanner

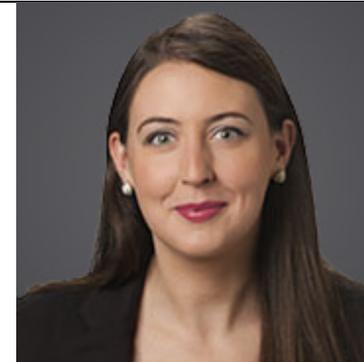
Corey represents employers of all sizes in state and federal court litigation and administrative proceedings. She routinely provides counsel regarding employment discrimination claims, ethics investigations, leave issues, wage & hour compliance, & disability accommodations. She specializes in human resources & equal opportunity issues in both the private & public sector.

Prior to joining Ogletree, Corey was the Director of Investigations and Policy at the University of Texas at Austin, where she addressed all allegations of employment discrimination and harassment, as well as issues related to Title IX, Title VI, FMLA, ADA, whistleblower retaliation, and other civil rights laws. She regularly counseled executive leadership and HR managers in handling a range of difficult employment issues from recruitment to termination. She also provided trainings on EEO and inclusion initiatives and served as Deputy Chief Civil Rights Officer for the UT Charter School System. In addition, Corey has worked extensively on employment issues in public, private, and charter schools across Texas.

Corey attended college at St. Edward's University, where she graduated with honors (summa cum laude) in 2008. During her undergraduate studies, she worked and studied abroad to develop her Spanish fluency in both Barcelona and Buenos Aires. After graduation she attended law school at SMU, where she served as associate managing editor of the International Law Review and as an international law research assistant. Corey also clerked at both the Fifth District Court of Appeals and the EEOC. She graduated in the top ten percent of her class in 2011, receiving the Order of the Coif distinction.

### **Sensitive, Uncomfortable, and Awkward: Strategies for Reducing Risk with Problematic Employees**

This presentation discusses tactics for HR professionals to use with common varieties of difficult employees. The course will discuss related workplace problems and how to address them within the bounds of the law. Consideration of ADA, FMLA, and Title VII issues is included.



## Tara Kumpf

Tara Kumpf is an advocate for employers in all aspects of labor and employment law. She represents employers at the administrative level before the U.S. Equal Employment Opportunity Commission and Texas Workforce Commission, as well as in state and federal court. Tara also counsels employers on a variety of employment-related issues, including claims of discrimination and harassment, wage and hour compliance, employee relations issues, and disability and medical leave issues. Tara frequently conducts workplace investigations and assists employers in drafting handbooks, policies, and a variety of employment agreements.

Prior to joining Ogletree Deakins, Tara completed a Federal Clerkship with The Honorable Harry Lee Hudspeth, Senior U.S. District Court Judge for the Western District of Texas, in Austin, TX, where she helped manage the docket, analyze summary judgment motions, and brief upcoming issues for trial.

While attending the University of Texas School of Law, Tara interned with The Honorable Lee Yeakel, U.S. District Court Judge for the Western District of Texas, in Austin, TX, where she helped draft final judgment orders and prepare for judicial proceedings.

Tara also interned for the Office of the Texas Attorney General in the General Litigation Division, as well as with a variety of other law firms in Austin. During law school, she was heavily involved with the Board of Advocates and Interscholastic Mock Trial Team, becoming a national finalist at the John L. Costello Mock Trial Advocacy Competition.

Prior to attending law school, Tara was a Teach for America Corps Member in Houston, TX, working as an elementary school teacher for the Houston Independent School District.



## Nancy Kasmar, MS, SPHR, SHRM-SCP, CCP

Nancy has worked with hundreds of organizations throughout North America as a compensation consultant. She was the 2018 Director for Washington SHRM and is a past President of the Lake Washington Human Resource Association. In addition to her professional and volunteer responsibilities, Nancy speaks regionally and nationally on topics ranging from compensation and benefits to mentorship and diversity.

### **Equitable Pay as an Organizational Strategy**

Pay equity is a complex topic for any organization, with tremendous business and strategic implications. It takes sustained commitment to cultivate pay equity within an organization. Join us as we talk about the current state of pay equity in the United States. Understand how a pay equity analysis is designed and conducted, and how to determine the story behind the data. From a broader perspective, we will discuss how HR programs and systems impact pay equity across the organization. We'll discuss how to modify your HR business practices to address pay inequities.

Participants will be able to:

- Evaluate the impact of pay equity laws on HR strategies
- Evaluate the credibility of a pay equity analysis
- Analyze organizational practices that lead to pay inequities
- Avoid systemic pay inequities
- Evaluate their HR practices to identify and address systemic pay inequities



## Rose Ann Garza, SPHR, SHRM-SCP

Rose Ann Garza, SPHR, SHRM-SCP, is the Chief Human Resources Officer for Kerbey Lane Cafe. Prior to joining Kerbey Lane in 2006, Rose Ann spent years in the restaurant and hospitality industry working with Brinker International and Destination Hotel and Resorts. A member of Kerbey Lane's Executive Leadership Team, she leads the execution of Kerbey Lane's people strategy as well as builds organizational capability and team member culture to further enable Kerbey Lane's growth and impact.

In addition to her role at Kerbey Lane, Rose Ann currently serves on the Texas Society for Human Resources Management (Texas SHRM) Executive Team as Assistant State Director working directly with the leaders from 33 chapters throughout the state of Texas. Rose Ann volunteers with the Austin Human Resource Management Association (AHRMA) where she has held the roles of President, President Elect and Vice President of Programs in addition to being active on several committees. Rose Ann is also an active member of the Society for Human Resource Management (SHRM).

Rose Ann received a Bachelor of Arts from Texas State University and a Master of Fine Arts from The University of Texas at Austin. In her spare time, Rose Ann enjoys traveling, spending time with family and friends as well as cheering on the Texas Longhorns. Hook'em!



## Kelly Detlefsen

Kelly Detlefsen is the VP of Training & Development for Kerbey Lane Cafe where she focuses on teaching how to give great service to guests and fellow team members along with teaching ideals beyond the normal expectations of a restaurant. After graduating with a degree in Business Management and Human Resources from the University of Nebraska–Lincoln, she was a Corporate Trainer for Brinker International, traveling around the world to motivate successful openings of Chili's restaurants. She took this experience and built a Training Department at Kerbey Lane Cafe, where learning is based around live classrooms, E-learning and interactive training. After hours, Kelly stays busy spending time on the water with her husband and their Golden Retriever, Finnley.

### **Developing Financial Literacy within Organizations – From Basics to Bonus**

We will review the strategy behind Kerbey Lane's open book management and financial literacy training, how we got started and will share some wins from along the journey. Next, we will play the P&L Game. Have you ever wanted to do your bosses job for 30 minutes? This is your chance! This game engages attendees in a crash course of how to read, understand and impact a Profit and Loss statement (aka Income statement). Attendees will walk away with a fun and interactive way to teach their employees the big picture of how your business makes a profit and how they can impact the bottom line.



## Ryan Searles

As Vice President, Risk Management for The Texas Group, Mr. Searles develops customized curriculum on topics ranging from Work Place Violence Prevention, Active Shooter Response Training, self-defense, OSHA, CPR, weapons, and tactics. He possesses a comprehensive background in complex problem-solving and relationship building derived from conducting domestic and global operations across five continents. Mr. Searles has managed risk upon multiple lines to protect life and safety, critical infrastructure, as well as high-value property and equipment.

Ryan conducts corporate training, Vulnerability, Threat & Risk Assessments, Loss Prevention Consulting, and Policy and Procedure writing, which he has done for numerous Fortune 100 companies, Hospitals, Schools, and other organizations. Mr. Searles brings more than 16 years of professional experience in “in-the-field” security, force protection, and risk management for multiple-jurisdictional responses at local, state, regional, and national levels. He is credited with measurable accomplishments, including leading tactical teams of 90+ personnel in dynamic, fast-paced environments.

Mr. Searles is a Certified ALERRT Instructor, and is certified to teach Medical, Civilian, and Law Enforcement Response to Active Shooter Emergencies, Firearms, and Conflict Resolution, to name just a few. Ryan contributed to the development of ASIS International’s Active Shooter Response Training, which is still in use today.

A recipient of multiple Purple Hearts and service-related accommodations, Ryan understands the sacrifices required to ensure our nation’s freedom. While serving in the U.S. Army, he also received several medals for outstanding performance and professionalism. Experienced beyond his years, and a man of high integrity, Ryan remains personally driven to protect others.

### **Crisis Leadership - How to Prepare for & Respond to the Risk of Active Shooters**

We often associate active shooter incidents with schools, but most people aren’t aware that active shooter incidents happen at businesses twice as often. These events can dramatically impact operations, lives, and communities. While we may feel as though we have no control over this alarming trend, organizational leaders are obligated to prepare their organizations to respond if faced with such a situation. In this session, we’ll discuss how to gather, assess, and synthesize external environmental information related to active shooter incidents to ultimately guide your organization through strategic decisions that will improve the company’s competitive advantage to stay in business, should such a tragic event occur. Attendees will gain knowledge regarding best available risk management strategies regarding this topic, including avoidance, mitigation, and acceptance.



## Sarah Weiner, SHRM-SCP

Sarah Weiner, SHRM-SCP, is a dynamic HR professional with a background that includes accounting, management consulting, and software licensing. She is passionate about HR technology and driving employee's utilization and engagement with their benefits. Sarah is currently the Benefits Manager at SunPower Corporation, a global leader in solar energy, and formerly the HRIS, Benefits and Compensation Manager at Aspen Heights Partners, a leading, property development and management company, with properties across the nation. She holds a Bachelor of Arts degree from University of Oregon's Clark Honors College where she majored in International Studies with an emphasis on Communications. Employers and employees appreciate Sarah's curiosity and proven success in improving experiences throughout the full employee life cycle.

## How to Make Financial Wellness a Reality in Your Organization

HR pros know that financial stress directly impacts business operations and people management practices. Whether its companies struggling with high healthcare premium costs, employees' ability to afford healthcare, or poor employee health, productivity and engagement, deploying a cost-effective and attractive financial wellness solution is critical in this tight labor market. In this session, we'll analyze and assess the leadership practice of designing employee benefit offerings and explore the risk management strategy of contributing to Health Savings Accounts. Attendees will walk away with the tools needed to influence decision-makers and implement a new approach to employee benefit program design.



## Stephen Huerta

Corporate HR executive turned entrepreneur. Passionate about new ways of doing business and making the world a better place to work through Workify. Committed to giving employees a voice, making it easier for management to uncover hidden trends and helping organizations take action to improve their bottom line.

## Create an Engagement Strategy to Drive Your Bottom Line

Every day, organizations struggle to capture and utilize important employee feedback. As a result, companies miss out on hidden opportunities to improve the workplace costing thousands, if not millions, of dollars. As Millennials become the dominant group in the workplace, expectations around how companies will gather and act on employee feedback are changing fast. A smart approach for measuring and managing employee feedback is now an essential part of any HR strategy. This session will enable attendees to create an engagement strategy that acts as a catalyst for change within any organization.

### Program Learning Objectives:

- Develop a strategic plan that includes the use of technology to enhance existing feedback practices.
- Interpret analytic data to drive improvement of the employee experience as a strategic business goal.
- Change management strategy for engaging the workforce that connects organizational performance to strategic goals.