



THRAC 2015

Presentation Summaries

Session 1 (9:45 am – 10:45 am)

Coaching Skills for HR Business Partners

Linda Miller

Coaching Skills for HR business partners is designed to help HR professionals integrate coaching skills within their HR roles. During this session, participants will be introduced to the coaching mindset, a simple structure for coaching conversations, and three core coaching skills. The structure and skills are useful in identifying goals, drawing out ideas and solutions, and focusing on the development of people while moving toward organizational goals. If you've been interested in coaching, this session is intended to deepen the learning around coaching and provide useful tools that can be immediately applied.

HR and the Aging Workforce

Nancy Conway

Can your organization afford to lose your reservoir of talented, experienced older workers in the coming years? If not, have you done serious strategic workforce planning to analyze the impact of baby boomer retirements and to identify potential skills gaps that could result? This session will look at key HR strategies that should be integrated into an overall talent management program for today's multi-generational workforce. It will also look at lessons to be learned from recent research – including the 2014 SHRM Aging Workforce Survey – and from best practice case studies of the Vita Needle Company and Scripps Health.

Got A Solution? HR Approaches to Five Common and Persistent Business Problems

Dr. Dale J. Dwyer

All organizations face a myriad of problems and issues every day, but most of them rarely get solved. Instead, organizations tend to rely on approaches that may or may not have worked in the past. In this session, attendees will learn five "realizations" that can help them engage employees and managers in providing effective solutions to common and persistent business problems. In addition, participants will work through a real problem they are facing in their own organizations as they learn.

Session 2 (11:00 am – 12:00 noon)

The Next Generation Workplace: Who the Heck Are These Kids?

Alicia Wagner

Business is changing and we don't have to tell you, so is the talent walking through your doors. It's time to take a much needed look at the different generations that co-exist within your company and why that is so "mission critical" moving forward. For the first time in history, there are five different generations working side by side. That very unique situation can create barriers to success in your everyday work-a-day world. In this session, learn how to break down those barriers and pave the way for a much more fluid, fun and productive work environment while better recruiting, on-boarding, training and retaining your most valuable asset, your people.

Social – Why It's HR's Business: How to Take Social Collaboration from Concept to Business Strategy

Cara Capretta

The emergence of social collaboration tools allow for new opportunities in the human resources function. HR must be able to leverage social media and technology to communicate a universal message that encourages engagement, drives collaboration and enables leadership development. It's crucial for HR executives to utilize social media to better communicate throughout the organization, and more importantly, to brand HR as the owner of social media technology. Learn how to take social collaboration from concept to business strategy.

Stepping Up Your Game: Negotiating Skills for HR Executives

Val Grubb

If you think negotiating skills are only for sales people, think again! Every single relationship in your life entails some negotiation. True, it's often linked to sales (or business), but that limited perspective ignores the fact that negotiation pervades all aspects of your professional life. Trying to increase your team's productivity? Leading a team of co-workers to complete a complicated project? Attempting to get the best deal from a vendor? Pitching a new product to a client? In all of these situations, you'll have to negotiate to succeed. That said, a successful negotiation isn't about getting what you want at all costs. Rather, it's about engaging in a give-and-take with someone whose goals and agenda differ from yours, striving to reach a compromise that's satisfactory to everyone involved. This class takes the mystery (or misery depending on your perspective!) out of a negotiation by creating a step-by-step process for analyzing what motivates each person involved and how you can bring all parties together to achieve success.

Session 3 (2:15 pm – 3:15 pm)

Backstage with a Private Investigator

Denny Austin

In your real-life HR talent show, discover the ways a PI can help you see behind the curtain, and bring into focus the backstage antics of the more undesirable candidates. Be a judge! In this session, we will engage in an open discussion about real HR scenarios and when you should consider surveillance, or when you shouldn't. Learn what you can do to help a PI obtain the evidence you need. Find out how conducting a surveillance during certain times may be more beneficial than others. Do you know how a PI firm can help with difficult terminations and other potentially volatile HR situations? We will shine a spotlight on some events you might not have considered. It can be a daunting task to hit the buzzer on an employee who is hurting the company. Sometimes a private investigator can help you pull the hook on that out-of-tune performer and keep your top talent in harmony.

Got C.I. Talent? Leveraging Contextual Intelligence to Amplify Talent

Matt Kutz

Contextual Intelligence is about better leadership! This workshop is designed to explore and expand the leadership and decision-making performance of individuals, managers, and leaders. Too often leadership becomes a passive process based solely on outdated models of the past. The goal of this workshop is to help you understand leadership from the perspective of a context rich and fluid environment, and offers you a framework to understand and organize the various complexities and speed at which information comes at you.

Beyond the Resume: Legal Considerations in the Hiring Process

Dana Quick

In the course of this presentation we will look at three larger general topics dealing with investigations of prospective employees, the laws that apply, and how to properly use them in practice. These topics include identifying potential religious accommodations, through the lens of the recent U.S. Supreme Court decision *Abercrombie*; use of criminal records and in pre-employment screening; and understanding employer's responsibilities under the Fair Credit Reporting Act.