

Metro Milwaukee SHRM

2022 Spring Conference

Mindful Connection

Self

Organization

Community



April 26, 2022

Brookfield Conference Center

325 South Moorland Rd. | Brookfield WI 53005



METRO MILWAUKEE SHRM

How to Register



Online:

<https://metromilwaukeehrm.wildapricot.org/event-4569292>



By mail:

MM SHRM
P.O. Box 833
Germantown, WI 53022



By fax:

(888) 287-4116

Schedule of Events

- | | |
|--------------------|---|
| 7:00 - 7:45 a.m. | Registration / Networking / Breakfast |
| 7:45 - 9:15 a.m. | Opening Keynote by Dr. Shelton J. Goode |
| 9:30 - 10:30 a.m. | Breakout Session 1 |
| 10:30 - 10:50 a.m. | Wellbeing/Networking Break |
| 10:50 - 11:50 a.m. | Breakout Session 2 |
| 12:00 - 1:15 p.m. | Lunch and Keynote by David Crowley |
| 1:35 - 2:35 p.m. | Breakout Session 3 |
| 2:35 - 2:55 p.m. | Wellbeing/Networking Break |
| 2:55 - 3:55 p.m. | Breakout Session 4 |
| 3:55 - 6:00 p.m. | Community Volunteer Activity/Networking |

Note: Specific sessions identified in this brochure are subject to change prior to the conference.

Professional Development Credits



Metro Milwaukee SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM -SCP. This program has been approved for 5 PDCs. An additional credit hour may be available at a later date.



This program has been approved for 5 HR (General) recertification credit hours toward aPHR™, aPHRi™, PHR®, PHRca®, SPHR®, GPHR®, PHRi™ and SPHRi™ recertification through HR Certification Institute® (HRCI®).

The use of this official seal confirms that this Activity has met HR Certification Institute's® (HRCI®) criteria for recertification credit pre-approval.



Mindful Connections: The Key to Conscious Inclusion

Dr. Shelton J. Goode, CEO, Icarus Consulting
7:45 - 9:15 a.m.

As a result of the [pandemic](#), leaders must help their organizations figure out how to adapt — especially as employees return to the workplace. The challenges faced by HR leaders have become the new battlefield because of the coronavirus. Organizations across the country that had to deal with disruptions from the coronavirus are now just ramping back up and grappling with the scale of disruption — and the resulting fear that has gripped workers.

The Challenge - How will HR professionals ensure the organization is cohesive and connected amid this volatile, uncertain, complex, and ambiguous world?

HR leaders must reconnect the organization. HR leaders guiding their organizations' efforts have implemented work-from-home policies, dusted off business continuity plans, and ordered stringent safety measures to protect employees and customers. New policies that emphasize deep cleaning office spaces, self-quarantining, and virtual job interviews are now commonplace.

HR leaders do not have a playbook for this, but one thing is clear: the workplace during and after the pandemic will be different for large companies and small companies. The depth of the disruption will force HR professionals to implement actions in response to the coronavirus pandemic that will shift practices, processes, and behaviors in the workplace over the long term. For example, telecommuting will become more ingrained, in and out of favor for decades. Also, the use of digital tools for remote collaboration will rise. As a result, HR leaders will have to train managers to supervise teams of remote workers. How will HR professionals ensure the organization is cohesive and connected amid this volatile, uncertain, complex, and ambiguous world?

This shift in workplace culture will have significant implications. How HR leaders respond will impact talent acquisition, employee engagement, talent retention.

Leading a high-performing organization isn't easy, and the data tells us that the challenges will only get more robust in the future. Organizations will need more from their HR leaders. They will need integrated programs, a sustainable and affordable source of diverse talent, and an HR leadership team that enables learning throughout the organization.

Learning Objectives:

1. Understand how C-suite executives view connection and its importance?
2. Understand how mindful connections can help the company become or remain a place where people want to come to work and stay?
3. Understand how mindful connections can enhance creativity and innovation
4. Understand how mindful connections add value to the company

Dr. Shelton Goode is the president and chief executive officer of Icarus Consulting. This veteran-owned consulting firm specializes in helping organizations create a culture that leverages diversity and inclusion for competitive advantage. Icarus Consulting accomplishes this by developing strategies that enable their clients to attract, develop, and retain highly skilled talent from an emerging diverse workforce and, at the same time, enhance the engagement, knowledge, and skill of current employees. Forbes has recognized Dr. Goode as one of the "Top 10 D&I Trailblazers" in the country.

Dr. Goode is a business executive with over 20 years of diversity, inclusion, executive coaching, HR, and higher education experience. He has held executive positions for companies ranging in size from \$300M to \$18B+. He has developed or implemented talent management programs, performance management systems, sales incentive plans, labor relations strategies,

Empathy - How to Really Connect with People on a Human Level



Alex Draper
DX LEARNING

One of HR's roles in building mindful connections across the organization and the communities we operate in is to be the champions of best practices. If we don't lead with empathy, how can we expect those that we serve to? This lively experiential keynote, will show just how hard demonstrating empathy really is, and some of the biases that can trick us into thinking we are, but in fact we are not. To combat this, we will introduce a simple scientific model we can all use in every aspect of our lives to be more empathetic. CARE. Clarity, Autonomy, Relationships, and Equity.

Learning Objectives:

1. CARE. Clarity, Autonomy, Relationships, and Equity. A simple model to bring empathy back to the workplace
2. How the brain blinds us from truly connecting with people, and a handful of biases to look out for
3. How to effectively and rapidly connect and build relationships

Alex Draper started life as a trainee schoolteacher in the UK. In 2002 he moved into adult education joining a global leadership training organization. In 2005 he moved to Chicago to build and lead their Americas operation. There he spent 10 years leading and growing the business while working with and training leaders from many top organizations. In 2015 Alex founded DX Learning after seeing a gap in the marketplace for EQ based leadership training. DX is a partner in progressive leadership training that taps into the powerful combination of behavioral psychology and experiential learning, to expose and eliminate bad leadership and prepare leaders to put people first. The workforce is changing before our eyes, and our organizations and leaders within, need to change with it or be left out. He is now a leading force in disrupting the leadership training industry with science-based methodologies that drive leadership self-awareness, emotional intelligence, inclusivity, and psychological safety that solve organizational challenges. Alex has helped develop and unlock the leadership potential in over 25,000 people with DX's leadership programs all over the world. Alex practices what he teaches for an ever-growing global team, as well as at home with two children, and people he mentors and coaches.

How to Prioritize Equity and Inclusion through Mindful Connections



Bianca Shaw
WI Department of
Children and
Families, Office of
Urban Development

In this session participants will have an opportunity to explore the idea of mindful connections through an equity lens. Participants will be provided with resources and tools on how to normalize a mindful culture within their organization. They will also learn how to initiate and implement innovative systems change. This session is ideal for midlevel to executive management and those who influence organizational policies and systems change.

Learning Objectives:

1. Understand bias is universal and how to prevent bias motivated acts that can prevent mindful connections.
2. Learn how mindful connections through an equity and inclusion lens help increase return on investment within your organization.
3. Receive resources on how to 1) normalize a mindful culture within your organization and 2) How to initiate and implement innovative systems change.

Bianca Shaw is an innovative Director, Policy Advisor, and Senior Strategist with more than 16 years of leadership experience and progressive public service in non-profit, state and local governance. She was born in Milwaukee, WI in 1980 and raised in Memphis, TN. Bianca is a graduate of Kirby High School in Memphis, TN and attended Le-Moyne Owen College. She is a mother of one, a business woman and currently serving as an appointee in the WI Department of Children and Families as Director of the Office of Urban Development. She is an Executive Consultant who has influenced both state and local policy programs. She has designed and managed social service, economic development, and community advocacy programs. Her mission is to help individuals move from poverty and low - income situations to middle income and stability.

Mindful Inclusions: Moving from Awareness to Action (session repeated at 1:35 p.m.)



Dr. Shelton J. Goode
Icarus Consulting

Dr. Goode will bring a new approach to the learning experience by discussing real-world, timely case studies and new research. The session will be interactive and action-oriented and will focus on the personal and professional development of the HR Professional.

Dr. Goode will talk about innovations and ideas that his client companies implemented. These case studies will illustrate how real-world changes are made in organizations that are measurable and sustainable.

Dr. Shelton Goode will provide hands-on scenarios and opportunities for discussion and modeling. Attendees will participate in discussions with a corporate leader who excels in various skills to create connections and establish personal networks that can support the attendees' HR practice or business.

The workshop's goal is to challenge the norms of the HR profession and help take HR to the next level.

Learning Objectives:

1. Understand how to build mindful connections
2. Understand how hybrid and remote work help or hinder efforts to build mindful connections
3. Understand the role of HR in building mindful connections across the organization and the communities the company operates
4. Understand how HR can help business leaders adapt the culture and business strategy to leverage mindful connections
5. Understand how mindful connections align with the organization's mission, vision, and values

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Mindful Compensation in a VUCA World



Rena Somersan
Newport Group

Compensation strategies and approaches have not been immune from the impact of the pandemic. The challenges finding capable production, front line or entry level employees is as challenging as ever. Top talent is finding options available with remote and flexible work arrangements. This session will MINDFULLY identify the most effective techniques to help an organization attract, retain and motivate employees in this new atmosphere. We will explore the latest impacts on base, premiums and incentives so they are delivered in a way that reinforces the organization's desired strategy and work environment. This will include the latest data and approaches so an organization can remain competitive in the talent marketplace.

Learning Objectives:

1. Examining alternatives for competitively paying a "hybrid" workforce
2. Highlighting key aspects that are essential for attracting entry level employees
3. Developing a compensation framework that can expand across geographic areas

Rena Somersan is a Managing Principal with Newport's Compensation Consulting team. She has over twenty-five years of consulting and industry experience assisting clients in executing their strategic human resources and compensation initiatives. Rena is often invited to speak at conferences in the areas of her focus which has been in workforce and executive compensation, performance management initiatives, talent motivation and retention. She has a Bachelor's degree from the University of Wisconsin-Madison and an MBA from Koc University in Istanbul, Turkey, where she lived and worked for 13 years after working in Japan for 3 years.

Earning the Heart: How to (Re)Ignite Organizational Commitment



Daniel Stewart
Stewart Leadership

A recent McKinsey study identified 53% of employers reported experiencing higher employee turnover than in previous years, with the problem only expected to worsen over the coming months. How can we retain the right people and build a greater sense of commitment? In this engaging session, learn how successful leaders are shifting how they lead, reshaping their habits, and reframing how they communicate to create stronger loyalty and engagement. Identify ways to meet the employee demand that leaders must transition from guardians of performance to builders of collaboration. Leave with actionable insights on how to treat others as humans instead of as objects to earn their heart and reignite their commitment.

Learning Objectives:

1. Discuss the latest research on leadership styles and behaviors that build engagement and retention
2. Discover the three foundational human needs and the best ways to satisfy them through an aligned talent approach
3. Leave with actionable insights to inspire commitment, connect more deeply with others, and achieve higher levels of performance

Daniel J. Stewart is a sought-after organizational consultant and coach with proven experience advising senior leaders, leading change, and designing leadership-rich organizations. He leads Stewart Leadership's global consulting and coaching practice, business development, and international partnerships. He is the co-author of the award-winning book, *LEAD NOW! A Guide for Results-Driven Leaders*.

The Humanities as a Bridge to Mindful Connections in Human Resources



Dr. Andrew Kim
Marquette University

During the Great Resignation, organizations are learning the value of good leadership. The leadership role that Human Resource plays in the organization could and should position them to drive the mission, vision and values internally, ensure connection to the community and create an atmosphere that makes your organization a destination for employees.

This session will explain how an understanding of the value of the humanities, especially in the context of complex social issues, may lead to mindful connections in the workplace and the community.

The goal is for HR professionals to understand the value of the Humanities in contributing to the day-to-day work that Human Resource professionals do in their work.

Learning Objectives:

1. Attendees will learn the value of a studying the humanities in the context of complex business issues and transformation.
2. Attendees will see how an understanding of the humanities can be leveraged within their organizations to support their stated mission and values.
3. Attendees will understand the power of community through the application of the lessons learned from the study of the humanities.

Dr. Andrew Kim is Director of the Center for the Advancement of the Humanities and Associate Professor of Theology at Marquette University. Having completed his Ph.D. at The Catholic University of America in 2013, Dr. Kim was an Assistant Professor at Walsh University prior to joining the Marquette faculty in 2017. His research and teaching focus on interdisciplinary, collaborative approaches to the theology of addiction and recovery. He has also written on virtue ethics and just war theory. His previous publications include the monograph, *An Introduction to Catholic Ethics since Vatican II* (Cambridge University Press, 2015) and his co-authored *Just War Theory and Literary Studies: An Invitation to Dialogue* (Palgrave, MacMillan, forthcoming 2021). His essays have appeared in *The Journal for Peace and Justice Studies*, *Ecclesiology*, *New Blackfriars*, *Studies in Christian Ethics*, and *The Journal of Moral Theology*, among other venues.

Mike Cummings, CPP has been a practicing security professional for nearly 50 years with the last 37 years in the Healthcare space. He led the security program for a large healthcare delivery system for 32 years before opening his healthcare security consultancy. Mike has worked in the human resources space for his 37 year career, having reported to three excellent CHROs and having had the opportunity to serve in human resource roles throughout this run.

Mike has represented ASIS Milwaukee working with MMSRM for the past 10 years to co-produce an annual program on a topic of mutual interest.

He holds a Bachelor's Degree from Marquette University and a Master's Degree in Organizational and Business Security from Webster University. He has been a member of ASIS International for more than 40 years and is a Certified Protection Professional (CPP).



Mike Cummings
Cummings Security Consulting, LLC



David Crowley, Milwaukee County Executive 12:00 - 1:15 p.m.

As a lifelong Milwaukee resident, County Executive David Crowley knows as well as anyone that Milwaukee County is truly a tale of two counties. He has lived the pain and struggle that many in our communities face every day, and he knows the joy of bringing people together to conquer those struggles. The fundamental tenet of Executive Crowley's administration is to build bridges to bring people together, not walls that keep them apart.

Growing up in a working-class family in Milwaukee's 53206 neighborhood, David was no stranger to hardship. As a child, David's family moved around frequently, often as a result of evictions. He lived in a home with multiple family members who suffered from mental illness and drug addiction, and saw first-hand the impact that these issues have on our community. This is personal to David.

David credits the Milwaukee youth organization Urban Underground for saving his life. He found a support network and a community of people that cared about him, and helped guide him to public service.

While still in high school, David served as a community justice coordinator with Urban Underground, giving him his start in community organizing. He joined AmeriCorps when he turned 18, and worked with several other community organizations including Project Return, Safe & Sound Inc., and COA Youth and Family Centers. David also worked as a legislative aide for the Milwaukee County Board of Supervisors and the Wisconsin State Senate.

David was motivated by the public servants around him to forge his own path in elected service, and was chosen by the 60,000 citizens of the 17th Assembly District to represent them in the Wisconsin State Legislature in Madison.

In two terms in the Assembly, David sat on the Energy and Utilities, State Affairs, Workforce Development and Transportation committees and was the ranking member on the Criminal Justice and Public Safety Committee. He served as the chair of the Milwaukee Delegation, the chair of the Black Caucus, and the co-chair of the Black and Latino Caucus. He also served on the Boards of Directors of both the Wisconsin Housing and Economic Development Authority (WHEDA) and the Outreach Community Health Centers (OCHC).

David is a member of numerous community organizations including the ACLU, Milwaukee Urban League Young Professionals and the Milwaukee NAACP. He attended Bay View High School, UW-Milwaukee and currently lives in Milwaukee with his wife, Ericka, and his three young daughters.

He was elected to serve as Milwaukee County Executive on April 7, 2020 and was sworn on May 4, 2020.

More details about Mr. Crowley's presentation will follow.

Manage 4 Performance: Creating a Highly Connected, Highly Engaged, Winning Team



Raina Fryer
Titus Talent
Strategies

High performers are like professional athletes. What do winning teams in business all have in common? They put their people first without compromising performance. If you want to take your business to the next level, to “win” with results, you have to start by putting your People First. When you can combine a People First Culture with a Performance-Driven Culture of Coaching, that’s the sweet spot. That’s how you see new levels of engagement, alignment, connectedness, and retention, which ultimately leads to more performance and better results. It’s a perfect cycle when you get it right. So how do you make this a reality for your organization? By managing like a coach, knowing the ins and outs of every one of your employees and how you can mentor, support, and equip them to be their very best. When your people are at their best, your business is too. I’ll walk through what it practically looks like to drive performance and results by creating a culture of connectedness people are excited to be a part of.

Learning Objectives:

1. Equip Your People to Win Together
2. Bring Out the Best in Your Employees
3. The Secret to Creating a High Performing Culture

Raina Fryer is the Senior Director of People & Learning for Titus Talent Strategies, a national talent optimization/recruiting firm equipping companies to make the best attraction, engagement, hiring, and development decisions to meet an organization’s people and performance objectives. In her role, Raina is responsible for all things people – but especially focused on growing and developing talent to be more and do more with their natural and unique abilities. Her top 5 include talent planning and strategy, engagement, retention, quality of hire, and training. Raina also coaches women in business as a passion project. This fills her cup; she had a strong coach step in to help her develop and knows the importance of providing an impartial ear as people navigate business and personal challenges.

Getting DEI out of HR and into the Culture



Beth Ridley
Ridley Consulting
Group

How is DEI a leadership competency that helps everyone become more valued employees and positively impact business outcomes? And how can you get everyone to be engaged with DEI, not just those in HR?

In this session, I will simplify what it takes for companies to integrate diversity, equity and inclusion practices throughout their business to improve profitability, brand identity, and recruiting and retention results by making DEI approachable, relevant and doable for everyone. Our Jumpstart DEI® program has enabled over 5,000 professionals appreciate the personal and professional benefits of DEI and immediately apply DEI practices to their daily interactions and decision-making to become stronger leaders and more valued employees and to contribute to a culture of belonging needed to achieve sustainable business results.

Learning Objectives:

1. Learn how to talk about DEI to make it approachable and relevant to everyone.
2. Understand the business benefits of a culture of belonging and a roadmap for how to embed DEI into the culture to achieve benefits.
3. Gain easy to implement action steps to put DEI principles into practice at your company right away.

Fortune 100 corporate executive turned entrepreneur, **Beth Ridley**, works as an organizational transformation expert, speaker, author and CEO of Ridley Consulting Group. Beth combines 25 years of leadership and management consulting experience with expertise in diversity and inclusion and positive psychology to help companies achieve thriving workplace cultures.

Mindful Inclusions: Moving from Awareness to Action (repeat of 9:30 a.m. session)



Dr. Shelton J. Goode
Icarus Consulting

Dr. Goode will bring a new approach to the learning experience by discussing real-world, timely case studies and new research. The session will be interactive and action-oriented and will focus on the personal and professional development of the HR Professional.

Dr. Goode will talk about innovations and ideas that his client companies implemented. These case studies will illustrate how real-world changes are made in organizations that are measurable and sustainable.

Dr. Shelton Goode will provide hands-on scenarios and opportunities for discussion and modeling. Attendees will participate in discussions with a corporate leader who excels in various skills to create connections and establish personal networks that can support the attendees’ HR practice or business.

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Integrating Mindful Connections to Strengthen Corporate Culture and Minimize Legal Exposure: The Time is NOW!



Ann Barry Hanneman
von Briesen & Roper, s.c.

There is no better time than now to develop strategies and take steps to create a desirable workplace culture. In a time when employers must critically evaluate recruitment and retention strategies, HR must take the lead in developing a culture in which employees can develop, grow and influence others both within their organization and community. Use of mindful connection concepts of self, organization and community can serve to guide strategic goals of creating that great place to work while serving to minimize legal exposure. This interactive program will focus on practical steps that can be adopted by employers of all sizes and budgets to succeed in building a desirable corporate culture to attract and keep valued employees for corporate longevity.

Learning Objectives:

1. Provide steps to use current performance management systems to connect with employees to deliver enhanced results for mutual benefit.
2. Offer options for tailoring training programs to address corporate culture, internal and external influence, and provide growth opportunities.
3. Recommended tips to use legal landscape issues to raise awareness of critical issues that impact organizational longevity.

Ann Barry Hanneman is a Shareholder in the Waukesha office of von Briesen & Roper, s.c. She received her undergraduate degree in Industrial Relations from LeMoyné College and her law degree from Marquette University. Ms. Hanneman focuses her practice exclusively in labor and employment law and is a frequent author, speaker and trainer on employment law matters. She is recognized by The Best Lawyers in America® for Employment Law – Management (2021 and 2022). Ms. Hanneman is a member of the Labor and Employment Sections of the American Bar Association and the State Bar of Wisconsin. She is President of the Board of Directors of the Independent Business Association of Wisconsin (IBAW), a member of the Waukesha County Business Alliance's Economic Development Committee, and a lifetime member of MM SHRM.

Building Civility, Can't We All Just Get Along?



Matt Glowacki
WISHRM

During the workday, people frequently interact with others who have different abilities and hardships they are working through. Too many times the absence of information or the presence of misinformation about another person causes people to have far too low of an expectation for what another person can do. This session teaches how and why it is important to see potential in people and how giving them a chance to surprise you, creates camaraderie and promotes company culture. Enjoy the views and the insights Matt brings to his audience through his heartfelt, humorous yet candid style. As a self-professed "Revolutionary," his messages have already reached over a million people over the past twenty years. He works with groups of all kinds on reinforcing their ethics, values, and cultures, all the while supporting high performance work environments and teams through awareness and inclusion.

Learning Objectives:

1. Learn how to see past stereotypes, while explaining how their contributions to the larger team matter.
2. Learn how to recognize how their own challenges shape their day-to-day perception of people.
3. Learn how to engage with someone who is different than themselves in a new and non-threatening manner.

Matt Glowacki was born in 1973 in Janesville, Wisconsin. His birth drew attention because even though he was healthy, he was born without legs. In his professional career as a disability speaker and advocate, he has delivered his messages to over a million people at hundreds of regional and national conventions along with two sitting presidents of the United States. Matt serves as the DE&I Workflex Director for Wisconsin SHRM. He was a member of the State of Wisconsin's Partners in Policy Making for People with Disabilities Council, and has been selected for and served on the State of Wisconsin on the Governor's Rehabilitation Council over the Department of Vocational Rehabilitation, the Wisconsin Easter Seal's State Board, and the University of Wisconsin-Whitewater's College of Arts and Communication Dean's Advisory Board. Matt was a member of the US Paralympic Sitting Volleyball Team for eight years. While playing matches in 26 countries, he competed in the 2000 Paralympic Games in Sydney, Australia, and in the World Championships in Cairo, Egypt in 2002. In 2017, he published his first book, *Able-Bodied Like Me*. Reviewed by Kirkus as a, "Perceptive discussion of disability and bias."

Innovation to Employee Engagement



Josh Bergman
Gallagher

This session will focus on tactics for a cohesive strategy that addresses employee wellbeing from a holistic perspective – one that supports and empowers individuals to thrive at work, at home, and in their communities. We'll also identify and talk about leveraging resources available to support all aspects of an individual's wellbeing: physical, social/emotional, financial, career and community health. A holistic approach includes solutions that engage employees in workplace safety, as well as career development and resiliency. These solutions can help drive better engagement and organizational wellbeing.

Learning Objectives:

1. Understand the importance of an integrated approach to individual and organizational wellbeing.
2. Learn how to assess your organization's wellbeing framework
3. Explore reasons why some employee engagement programs thrive and others don't.

As Area Vice President, **Josh Bergman** ensures that each of his client's Total Rewards Strategy is aligned with their unique organizational needs and financial expectations. Josh has consulted several well-known, highly respected firms on their health and risk management programs. With a relentless problem-solving approach, companies have trusted Josh to breathe new life into their benefits program. His experience brings a unique perspective to his clients by understanding the intricacies of each organization's distinctive culture, and recommends cost-effective strategies to satisfy their overall employee life cycle needs.

Emily Mullen's core focus as an Area Vice President within Gallagher is establishing and maintaining client relationships. While now leading her clients' health and wellbeing initiatives, her career's foundation is Human Resources. She experienced the day-to-day tasks only those within the HR community can holistically appreciate. Her expertise spans organizational wellbeing, talent recruitment & retention, HR technology, and value-enhancing benefit resources.



Emily Mullen
Gallagher



Conference At-a-Glance

April 26, 2022

Brookfield Conference Center

	Room A-1	Room A-2	Room A-3
Registration 7:00 a.m.-7:45 a.m.	Join us in the Conference Center Foyer for Registration and to visit with Conference Sponsors		
Welcome and Keynote 7:45 a.m.-9:15 a.m.	Mindful Connections: The Key to Conscious Inclusion Dr. Shelton J. Goode, CEO, Icarus Consulting		
Session 1 9:30 a.m.-10:30 a.m.	Empathy - How to Really Connect with People on a Human Level Alex Draper DX LEARNING	How to Prioritize Equity and Inclusion through Mindful Connections Bianca Shaw WI Department of Children and Families, Office of Urban Development	Mindful Inclusions: Moving from Awareness to Action Dr. Shelton J. Goode Icarus Consulting <i>(session repeated at 1:35 p.m.)</i>
Session 2 10:50 a.m.-11:50 a.m.	Mindful Compensation in a VUCA World Rena Somersan Newport Group	Earning the Heart: How to (Re)Ignite Organizational Commitment Daniel Stewart Stewart Leadership	The Humanities as a Bridge to Mindful Connections in Human Resources Dr. Andrew Kim Marquette University Mike Cummings Cummings Security Consulting, LLC
Lunch and Keynote 12:00 p.m.-1:15 p.m.	<i>More details to follow</i> David Crowley, Milwaukee County Executive		
Session 3 1:35 p.m.-2:35 p.m.	Manage 4 Performance: Creating a Highly Connected, Highly Engaged, Winning Team Raina Fryer Titus Talent Strategies	Getting DEI out of HR and into the Culture Beth Ridley Ridley Consulting Group	Mindful Inclusions: Moving from Awareness to Action Dr. Shelton J. Goode Icarus Consulting <i>(repeat of 9:30 a.m. session)</i>
Session 4 2:55 p.m.-3:55 p.m.	Integrating Mindful Connections to Strengthen Corporate Culture and Minimize Legal Exposure: The Time is NOW! Ann Barry Hanneman von Briesen & Roper, s.c.	Building Civility, Can't We All Just Get Along? Matt Glowacki WISHRM	Innovation to Employee Engagement Josh Bergman Emily Mullen Gallagher
3:55 p.m.-6:00 p.m.	Community Volunteer Activity/Networking		
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<i>Approved for HRCI Business Credit</i>		<i>Not approved for HRCI or SHRM Recertification Credit.</i>	

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Online:
<http://www.mmshrm.org/>



By mail:
MM SHRM
P.O. Box 833
Germantown, WI 53022



By fax:
(888) 287-4116



Registration limited to 200.
Registration closes April 19th.

Cost:

	Early Bird Pricing March 1 - March 31	Regular Pricing April 1 - April 19
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MM SHRM Member:	\$179.00	\$199.00
MM SHRM Non-Member:	\$199.00	\$219.00
Student Chapter Member	\$69.00	\$79.00

CANCELLATION POLICY: A \$50 administration fee will be applied for all cancellations received prior to April 12, 2022. Refunds will not be issued for cancellations received after that date.

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