

The Capital Region Human Resource Association 2009 Annual Conference and Marketplace

Sustainable Human Resources: Supporting Our Organizations And Our World



Program
submitted to
HRCI for pre-
approval of
10.0
recertification
credits

Breakfast & Lunch Keynote Speakers
HR Vendor Marketplace
A.M. & P.M. Concurrent Sessions
Cocktails and Networking
Door Prizes & The Grand Prize

CONFERENCE SCHEDULE

7:30 – 8:00 AM – Registration and
Breakfast

8:00 – 9:30 AM – Welcome and
Keynote Speakers

9:30 – 10:30 AM – Break and Exhibitor
Marketplace

10:30 – 11:30 AM – First Concurrent
Session

11:30 – 12:15 PM – Lunch

12:15 – 1:30 PM – Keynote Speaker

1:30 – 2:30 PM – Second Concurrent
Session

2:00 – 4:00 PM – Master Series

2:30 – 3:15 PM – Break and Exhibitor
Marketplace

3:15 – 4:15 PM – Third Concurrent
Session

4:15 – 5:30 PM – Final Exhibitor
Marketplace, Cocktail Party and
Networking

**Holiday Inn Albany on
Wolf Road
March 19, 2009
7:30 AM – 5:30 PM**

Sustainable Human Resources: Supporting Our Organizations and Our World

Breakfast Keynote Speakers:

Thomas DiNapoli – Comptroller of the State of New York

DiNapoli, as chief fiscal officer for the state, is responsible for managing the state's \$154.5 billion pension fund, auditing the spending practices of all state agencies and local governments, overseeing the 1 million-member state and local government retirement system, reviewing the New York State and City budgets, approving state contracts, and administering the state Oil Spill Fund. Prior to becoming Comptroller, DiNapoli represented the 16th Assembly District in northwestern Nassau County for 20 years. During his tenure in the Assembly, DiNapoli chaired the Local Governments Committee, the Governmental Operations Committee and the Environmental Conservation Committee. Prior to his career in public service, DiNapoli was a manager in the telecommunications industry and served as an adjunct professor. He holds a master's degree from The New School University's Graduate School of Management and Urban Professions.

Susan Post SPHR, CAE - Ethical Issues in Human Resources

Doing the "right" thing as an HR professional is sometimes easier said than done in today's corporate environment. But, no matter how tough it is, HR must rise to the challenge. There is simply too much at stake to do otherwise. From establishing guiding principles to devising systems for reporting and investigation to sometimes simply just standing up for what's right, HR professionals have a critical role to play in creating ethical cultures within their organizations. Learn why HR cannot afford to remain silent and what - exactly - HR leaders should do to help their organizations make sound, ethical decisions.

Susan Post is Director, Eastern Region for the Society for Human Resource Management. Prior to joining SHRM in 1999, Susan had 15 years of experience as an HR professional with such organizations as Eastman Kodak and Cornell University. She holds a bachelors degree in Industrial and Labor Relations from LeMoyne College, is lifetime certified by the HR Certification Institute as a Senior Professional in Human Resources (SPHR) and is also certified by the American Society of Association Executives (ASAE) as a Certified Association Executive (CAE). In addition to her role as Eastern Regional Director, Susan serves as Field Services Director for SHRM members in seven states in the Northeast Region. Based in upstate New York, she is also Staff Leader for SHRM's Employee Relations Special Expertise Panel.

Lunch Keynote Speaker:

John Bagyi, Esq., SPHR – 2 Truths and a Lie – The Employment Law Version

Mark Twain once said – "Truth is stranger than fiction" – and nowhere is that more accurate than in human resources and employment law. In this presentation, John will discuss real life scenarios – some actual situations his clients have faced, some fictional – as we attempt to discern which are true and which are lies. Screening and interviewing nightmares, bizarre policies, harassment scenarios, "accommodation" requests, and problematic terminations will all be addressed – along with the lessons that can be learned.

John M. Bagyi, Esq., SPHR counsels and represents employers of all types and sizes in a variety of labor and employment-related contexts. He is a graduate of the University at Albany, a *magna cum laude* graduate of Albany Law School. A guest lecturer at Albany Law School and the School of Business at the University at Albany, John is a frequent speaker at national, state, and local conferences and will be presenting at the 2008 SHRM Annual Conference and Exhibition in Chicago. A former CRHRA Board member, John currently serves as NYS SHRM's General Counsel. Again this year, John was recognized among the Best Lawyers in America for labor and employment law, and he remains the youngest attorney in New York State to receive that honor.

Master Series

Judi Clements – Communicating to Staff in a Down Economy (Limited to 30 registrants)

In a tight economy, managers will often find themselves the purveyors of bad news. In this program, Judi teaches you how to have those difficult conversations. Learn how to establish trust and honesty with your staff, even when business conditions force difficult choices. Learn how to discourage closed-door meetings and back-room gossip that will only add to worker anxiety. Develop an up-front communication style that will help everyone deal better with harsh realities.

Judi Clements is a veteran trainer, public speaker, & performer, who founded *Judi Clements Training & Development* in 1986. Judi writes and delivers training & keynote speeches in the areas of: communication, management, wellness, and customer service. She is a frequently sought after conference speaker who offers inspirational & humorous programs. Judi is a certified NYS teacher, with a Master of Arts Degree from the University at Albany. She is a qualified Myers Briggs personality consultant, certified mediator, and recipient of the Hudson-Mohawk American Society of Training & Development's *Corporate Trainer of the Year* award in 2000.

Conference Schedule At-A-Glance

7:30 – 8:00	Attendee Registration and Breakfast	1:30 – 2:30	Concurrent Sessions II: 1. HR's Role in Helping to Sustain A Union-Free Workplace In The Face Of EFCA – Susan Corcoran Esq. and Rich Landau Esq. – Jackson Lewis 2. Growing Your Own Through Training – Making the Most Out of Training Dollars – Alan Krieger – Alan Krieger Solutions, LLC
8:00 – 9:30	Welcome and Keynotes: Thomas DiNapoli – Comptroller, New York State Susan Post, SPHR, CAE – Ethical Issues in HR	2:00 – 4:00	CRHRA Master Series – Communicating to Staff in a Down Economy – Judi Clements, Judi Clements Training and Development
7:30 8:30– 9:30	Exhibitor Set-Up - Upstairs Exhibitor Set-Up - Downstairs	2:30 – 3:15	Break and Exhibitor Marketplace
9:30 – 10:30	Break and Exhibitor Marketplace	3:15 – 4:15	Concurrent Sessions III: 1. Who's in your Cabinet? Protecting Your Office Like the Oval Office – Michelle Pyan, Commercial Investigations, LLC 2. CHA's Climb Towards Sustainability – Chris Burns, PhD – CHA
10:30 – 11:30	Concurrent Session I: 1. Future Trends in Human Resources Based On Today's Global (and Depressed) Economy – Ken Moore – Ken Moore Associates 2. Ethical Issues in Human Resources, Case Studies – Susan Post SPHR, CAE, SHRM	4:15 – 4:45	Final Exhibitor Marketplace
11:30 – 1:30	Luncheon and Keynote Speaker: Two Truths and A Lie – John Bagyi, Esq., SPHR, Bond, Schoeneck and King	4:45 – 5:30	Cocktails and Networking Exhibitor Prize Drawings and Grand Prize Drawing

Future Trends in Human Resources Based On Today's Global (and Depressed) Economy – Ken Moore – Ken Moore Associates – Human Resources professionals are under increasing pressure to justify their existence by providing competitive advantages for their company. In today's multifaceted, hyper competitive and globally integrated world, organizations need highly skilled professionals who can deal with and solve complex problems using multi-disciplinary teams. The program will examine three critical trends that Human Resources professionals will have to master.

Ethical Issues in Human Resources; Case Studies – Susan Post, SPHR, CAE – SHRM

Join Susan as she continues her keynote address in this lively and interactive session. Susan will present case studies in ethics and you will decide how to resolve the issues.

HR's Role in Helping to Sustain A Union-Free Workplace in the Face of EFCA – Susan Corcoran and Rich Landau, Jackson Lewis

With a new President and a new Congress ready to create a sea change in labor law, the Employee Free Choice Act (EFCA) could become law in the Obama Administration. EFCA is a concern to all employers, including those that have not paid attention to unions previously. We will be addressing: the terms of the EFCA, how EFCA will affect your business, even if it doesn't pass in its current form, why you should be concerned even if unions have never bothered you before and preparing for EFCA.

Growing Your Own Through Training; Making the Most Out of Training Dollars – Alan Krieger – Krieger Solutions, LLC – In this workshop, you will experience the key factors that make a trainer effective and you will learn how to select trainers who are right for your company. Even with skilled trainers, some of the training value is frequently lost between the classroom and the workplace. We will show you what HR can do to maximize training effectiveness and bring the benefits fully into the workplace. You will leave with checklists to guide your plans for future training.

Who's In Your Cabinet? Protecting Your Office Like the Oval Office – Michelle Pyan – Commercial Investigations, LLC - When it comes to vetting your own staff, shouldn't you protect your office like it was the Oval Office? Give your own vetting process the presidential treatment with some easy internal tools and affordable third party options to find out more about your candidates before they join your organization. From effectively utilizing social networking sites, to reading credit and driving record reports, to utilizing drug screening, you can maintain and even enhance the integrity of your organization

CHA's Climb to Sustainability – Chris Burns, PhD – CHA – This presentation will focus on CHA's effort to Go-Green and reduce our carbon footprint by examining the products we use, the energy we consume, our transportation use and the waste we produce. The discussion will include the birth of the idea, how we obtained corporate buy-in, educating the staff (and clients) and establishing a credible program.

Sustainable Human Resources – Supporting Our Organizations and Our World

2009 HR Conference & Exhibition hosted by the Capital Region Human Resource Association
 Thursday March 19th at the Holiday Inn Albany 205 Wolf Road, Albany, NY, 7:30 a.m. to 5:30 p.m.

Registrant Name: _____ Title: _____
 Company: _____ Street Address: _____
 City/State/Zip: _____ Email: _____
 Phone: _____ Fax: _____
 Name & Certifications for Badge: _____
 SHRM (national) Membership No.: _____ Local SHRM Chapter Name: _____

Conference Fees	SHRM, CRHRA or JSEC Member	Non-Member	Student
Early Bird (by February 25th)	\$160	\$180	\$35
Regular	\$180	\$200	\$35
Breakfast Program Only	\$30	\$45	\$15

Conference Fees include all sessions, all meals, prizes (*must be present to win*), access to Exhibition Marketplace, participant conference bag with handouts, list of all exhibitors and participants in attendance, Conference CD-ROM. **Breakfast Program ends at 9:30 a.m.**

2009 CRHRA HR Conference & Expo Participant Registration Form

Cancellation: Cancellations will be subject to a \$50 processing fee. No refunds after 03/13/2009

Tax Deductibility: Conference expenses may be tax deductible; consult your tax advisor.

Conference Payment: FULL PAYMENT MUST ACCOMPANY REGISTRATION FORM

Total payment due: \$ _____ Payment method check MasterCard VISA DISCOVER AMEX

Name as it appears on card: _____ Signature: _____

Card No.: _____ Expiration Date: _____

Make checks payable to: CAPITAL REGION HUMAN RESOURCE ASSOCIATION

Send payments to:

CRHRA
 90 State Street, Suite 1009, Albany, NY 12207
 518-463-8687; fax 518-463-8656; crhra@caphill.com

Meals: Please indicate any special dietary needs you may have: _____

Concurrent Sessions:

Please indicate below which concurrent sessions you plan to attend.

Concurrent Session I Time 9:30 – 10:30 AM	<ol style="list-style-type: none"> Future Trends in Human Resources Based On Today's Global (and Depressed) Economy – Ken Moore, Ken Moore Associates Ethical Issues In HR; Case Studies – Susan Post SPHR, CAE – Society for Human Resource Management
Concurrent Session II Time 1:30-2:30 PM	<ol style="list-style-type: none"> HR's Role In Helping to Sustain a Union-Free Workplace in the Face of EFCA – Susan Corcoran, Esq and Rich Landau, Esq., Jackson Lewis Growing Your Own Through Training – Making the Most Out of Training Dollars – Alan Krieger – Krieger Solutions, LLC
CRHRA Master Series	Communicating to Staff In a Down Economy – Judi Clements, Judi Clements Training and Development Program limited to the first 30 registrants.
Concurrent Session III Time 3:15 – 4:15 PM	<ol style="list-style-type: none"> Protecting Your Office Like the Oval Office – Michelle Pyan LPI, Commercial Investigations, LLC CHA's Climb to Sustainability – Chris Burns, PhD, CHA

Will you be attending the Cocktail Reception and Marketplace from 4:15 PM to 5:30 PM ___ Yes ___ No

Conference Website: www.crhra.org

Contact: Carla Krzykowski crhra@caphill.com, 518-463-8687

Reminders: The dress is business casual. Remember to bring plenty of business cards or address labels for drawings & networking.

Special Note: ONE FORM PER APPLICANT. Please photocopy for additional registrations.