

2019 ANNUAL CONFERENCE – KEYNOTE WORKSHOP HIGHLIGHTS

BREAKFAST KEYNOTE WORKSHOP (8:30am – 9:30am)

“Stop Guessing . . . Start Quantifying

Using Data to Manage Tomorrow’s Issues In The Long Island Workplace”



Perhaps the most challenging aspect of an HR Professional’s job is to identify simmering issues and take steps to mitigate risk and maximize success. We’ve all been trained to identify these issues and “guess” when and where they will arise. The time has come to stop guessing and start quantifying. Employers hold a wealth of data that, when appropriately leveraged and analyzed, can inform business decisions and reduce liability. From identifying talent and predicting attrition trends and characteristics, to assessing employee engagement and informing development efforts, the data you already maintain can help remove the guesswork and equip you with quantifiable, actionable solutions to the most vexing workplace challenges. By tapping into your workplace data and learning how to analyze it, you will enhance HR’s strategic value to your company.

Join Jackson Lewis’ Christopher M. Valentino and National Director of Data Analytics, Eric J. Felsberg, for an engaging discussion as they demystify the use of workplace analytics and discuss the specific, practical steps you should take in response to what your data are telling you.

Christopher M. Valentino, Esq., and Eric J. Felsberg, Esq., Jackson Lewis P.C.

LUNCHEON KEYNOTE PRESENTATION (1:15 pm – 2:45pm)

“Ding Happens! How HR Professionals Can

Improvise, Adapt, and Innovate in an Ever-Changing World”



Anyone can perform well when everything goes right. The real test of you and your organization is how you react when things go wrong - and they will! These make-or-break moments are the "Dings!" of life. Handle them well and you come out looking like a rock star. Handle them poorly and you can end up adding unnecessary stress, difficulty, and complication to your life. As Human Resources Professionals, you are at the forefront of change. You are the first to hear when things go wrong, the first place people look to fix the problems, and it is your job to prepare and usher in needed changes in your organization. In this interactive and engaging program you will learn the fundamentals of great improvisation, and leave with specific techniques to use those fundamentals to respond to change and increase innovation in both your organization and your own life. If things go 100% as planned for you every time, then you can skip this session; otherwise, attend and learn how to improvise, adapt, and innovate in an ever changing world!

Avish Parashar, Avish Parashar Productions, Inc.

CLOSING KEYNOTE WORKSHOP (3:00pm – 4:00pm)

“Motivational Interviewing and Hypnosis – Insight for HR

How to Influence with Integrity”

This engaging session reveals insights and simple techniques to shift your perception, reduce stress, and motivate positive change to workers in the work environment through the subconscious. How can we expect to effectively influence others without fully understanding our own mind? When dealing with people, you must realize you're not dealing with that person as much as their viewpoint, which dominates their mind. As we consider “Influencing with Integrity”, we need to see that this is hypnosis, and as HR professionals you are the “Hypnotist”. The hypnosis demonstration cannot happen without rapport. When you understand the basics of the mind, you'll learn how to gain rapport with sincere empathetic listening. From here, you'll gain the insight to spot opportunities within the point of view of other's and their frame of mind; and therefore, more effectively influence them from their perspective. You'll find the difference in this type of motivational influence, as personnel will do things because they 'want to' rather than 'have to.' This process will be the most powerful skill in your arsenal.

Bruce James Francisco, Francisco Production Co LLC



2019 ANNUAL CONFERENCE – CONCURRENT WORKSHOP HIGHLIGHTS

SESSION I Workshop A (9:45am – 10:45am) and SESSION II Workshop D (11:15am – 12:15pm) **“Recruiting in the Age of Googlization: Candidate Experience”**



Qualified workers are growing scarce. Time-to-fill is increasing and cost-per-hire is rising. Talent acquisition seems to be an elusive moving target. And yet most organizations continue to meet-and-greet prospective employees with a friction-filled application and cold, disconnected candidate experience. Consequently, top talent just "swipes left" in mind-numbing numbers. To win the race for talent, an exceptional candidate experience matters, from your career site to the job offer and onboarding. During the presentation Recruiting in the Age of Googlization author/speaker Ira S Wolfe will guide you on a candidate's job search journey. Attendees will experience the benefits of what happens when recruitment practices align...and the fallout when they don't.

Ira Wolfe, Success Performance Solutions

SESSION I Workshop B (9:45am – 10:45am) and SESSION II Workshop E (11:15am – 12:15pm) **“If Not You, Who? How to Crack the Code of Employee Disengagement”**



Companies in the top tier of employee engagement outperform their peers by 147% in earnings per share and have a 90% better growth trend than their competition. However, only 30% of U.S. workers are engaged, which means the vast majority sleepwalk through the day giving you zero discretionary effort. How do you inspire employees to get off the sidelines and get into the game? Jill Christensen has uncovered a proven four-step strategy to turn your disengaged workforce into a unified high-performing team, resulting in increased profits, customer satisfaction, productivity, and retention.

Jill Christensen, Jill Christensen International

SESSION I Workshop C (9:45am – 10:45am) and SESSION II Workshop F (11:15am – 12:15pm) **“Spotlighting Wage and Hour Compliance – How are we doing on Long Island?”**



According to federal judicial caseload statistics, wage and hour filings have increased by over 450% in the last 15 years. In contrast, aggregate settlement amounts for wage and hour class actions have been dropping, from 695.5 million in 2016, to 525 million in 2017 and 253.5 million in 2018. So, where are we headed? What are we seeing on Long Island? What takeaways can we give to employers regarding their wage and hour compliance efforts? To discuss these issues, we have put together a panel of 3 individuals with unique perspectives representing the United States Department of Labor Wage/Hour Division, individuals in wage and hour litigation and negotiation; and management in wage and hour compliance and litigation matters.

Irv Miljoner, Retired - U.S. Department of Labor;
Marijana Matura, Esq., Shulman Kessler; and Craig Roberts, Esq., Jackson Lewis P.C.