



## **2020 ANNUAL CONFERENCE – KEYNOTE WORKSHOP HIGHLIGHTS**

### **MORNING KEYNOTE WORKSHOP (8:30am – 9:30am)**

#### **“Workplace “First Responders:” How HR Leaders Are Shaping the Post-COVID World of Work”**



The future of work we had been planning for just six months ago has vanished, and the one before us is hard to predict. But even before the massive disruptions of COVID-19, the workplace was changing drastically—and faster than many leaders could plan for. Now HR leaders are being called to make some of the hardest decisions of our careers—about remote work, health and safety, and even race relations. Now more than ever, HR is making decisions that directly impact people’s lives and livelihoods and are transforming the future of work. Join SHRM President & CEO Johnny C. Taylor, Jr., in a discussion of how the events of 2020 have elevated HR leaders to the role of a lifetime: ushering our workplaces into a new world of work, where people and culture drive results.

**Johnny C. Taylor, Jr., SHRM-SCP, President & CEO, Society for Human Resource Management**

### **CLOSING KEYNOTE WORKSHOP (12:45pm – 1:45pm)**

#### **“What Just Happened? The Top Ten Critical Labor and Employment Law Developments That May Have Been Overlooked During The Covid-19 Pandemic”**



As HR business partners, you and your team members have become highly focused and knowledgeable regarding all things COVID-19. You’ve learned FFCRA, NYQLL, WARN, NYS Mini-WARN, CARES, PPP, PUA and many other acronyms all while providing your teams with emotional stability, support and engagement in a remote environment. It was more than a full-time job! But what about everything else? Federal, state and local labor and employment laws continued to change rapidly during this time. Courts continued to issue important decisions that will frame the way we manage our workplaces on Long Island and that will adjust how we practice workplace law. Join Jackson Lewis P.C. to analyze the Top Ten most critical legal developments that may have been missed while your attention was diverted elsewhere. We’ll address NY State paid sick leave, the expansion of Title VII, the fluctuating work week method for overtime calculations and more. Finally, session participants will become prepared to address “must have” policies and procedures for handling future pandemics or other emergencies to ensure that your workplace didn’t miss a beat.

**Christopher M. Valentino, Esq., Office Managing Principal, Jackson Lewis P.C.**

**2020 ANNUAL CONFERENCE – CONCURRENT WORKSHOP HIGHLIGHTS**



**SESSION I Workshop A (9:45am – 10:45am)**

**“Proven Strategies to Keep Remote Workers Engaged, Enthused, and Effective”**

We are living in unprecedented times - ‘work’ as we know it has changed. In order to thrive, organizations must re-invent themselves and embrace the new normal. As a Top 101 Global Employee Engagement Influencer, Jill understands how organizations operate, and what they need to do to attract, retain, and engage employees - whether they sit under your nose or work remotely. Are remote workers incredibly productive? Yes, but they also tend to feel more disengaged and neglected. In a day and age when people are ‘sheltering in place,’ the companies that will come out on top are the ones which create and execute a strategy to effectively manage remote workers.

**Jill Christensen, *Jill Christensen International***



**SESSION I Workshop B (9:45am – 10:45am)**

**“The Legal and Ethical Implications of Practical Applications of Using AI in Hiring”**

New technologies such as game-based assessments, bots for scraping social media postings, linguistic analysis of candidates’ writing samples, and video-based interviews that utilize algorithms to analyze speech content, tone of voice, emotional states, nonverbal behaviors, and temperamental clues are disrupting the recruitment and assessment space. However, they leave many yet-unanswered questions about their accuracy, and the ethical, legal, and privacy implications that they introduce. In this interactive session, we will explore the brave new world of candidate assessment and consider how to use new technologies (as well as how to not use it).

**Ben Dattner, *Dattner Consulting LLC* and  
Tomas Chamorro-Premuzic, Ph. D., *Manpower Group***



**SESSION II Workshop A (11:30am – 12:30pm)**

**“Managing Benefits During the COVID-19 Pandemic”**

The global pandemic, along with the changing economic and social landscape is impacting employee benefits programs in many ways. The pressure to maintain financial viability while supporting employees has never been greater. This Presentation will provide executive-level perspectives and guidance on the State of the Insurance Market, compliance update under COVID-19, and advice on renewal and preparations to better meet your organization’s goals for both today and tomorrow.

**Stephen Gulino, Bill Hueber, Dennis Fiszer, and Jude Hinrichs,  
*HUB International Northeast***



**SESSION II Workshop B (11:30am – 12:30pm)**

**“HR Leadership Lessons From HOLLYWOOD!”**

Award-winning author and Leadership expert Andy Masters creatively uses the magical imagery of Hollywood to help HR leaders ignite a culture to DEVELOP and EMPOWER their organizations—while defeating the succession planning crisis--in this challenging era of having to “Do More With Less”. That’s right, LEARN and be ENTERTAINED from actual license-protected scenes from movies such as The Devil Wears Prada, The Iron Lady, Apollo 13—and even Office Space and Star Wars! This unique program also cites the latest research from Harvard Business Review, Deloitte, and Glassdoor to provoke REAL organizational change from every attendee. Powerful leadership principles are based on Andy’s latest book “Things LEADERS Say: A Daily Guide to Help Every Leader Empower & Inspire.” Andy’s interactive program provides attendees with not only a memorable multi-media experience, but also with immediate “take-home” action items to help HR cultivate both millennials and Gen Z future leaders!

**Andy Masters, MA, CSP, *Masters Performance Improvement, Inc.***

