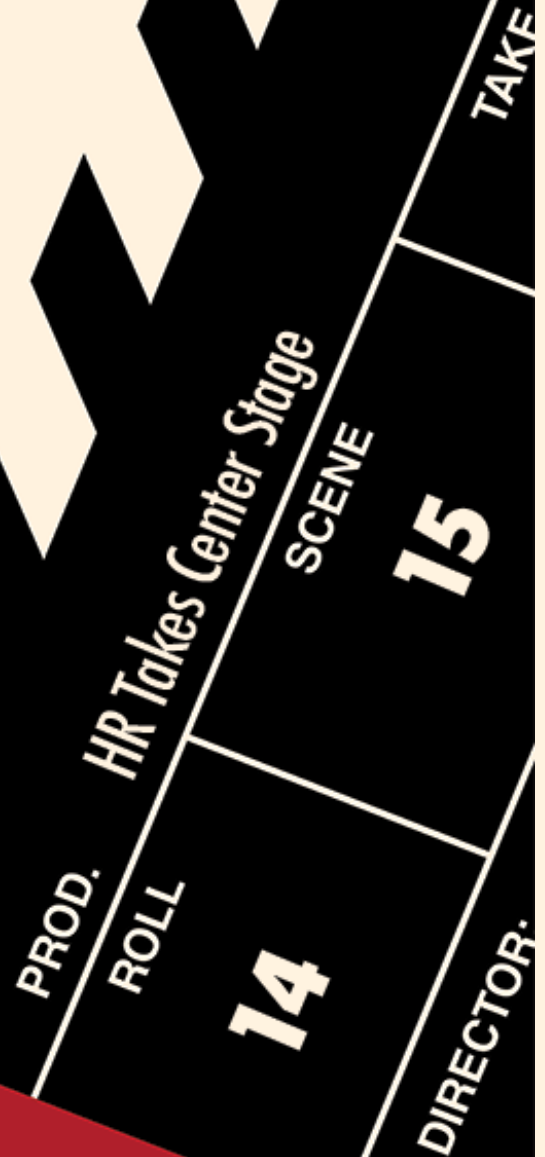


SHRM VERMONT STATE CONFERENCE 2023

September 14 -15
DoubleTree
Burlington



**Lights,
Camera,
Conference!**



SHRM VERMONT STATE CONFERENCE 2023

SEPTEMBER 14-15, 2023 | SOUTH BURLINGTON, VERMONT

Conference Pass

Early Bird: \$419 (valid until 08/04)

Regular Price: \$469

(Membership to VT Chapter or SHRM is not necessary to attend)

Includes:

- All Keynote and Breakout Sessions
- Breakfast & Lunch Both Days
- Networking Reception
- Expo & Interactive Conference App
- Swag Bag Loaded with Goodies, Including a Copy of Dr. Sangwan's Book, *Powered by Me!*

Discounts:

If you are a member of one of Vermont's 3 affiliated SHRM Chapters and/or a member of SHRM, you are eligible for a discount on your registration! The following discounts are available:

Vermont Affiliated SHRM Chapter (VHRA, GMHRA, RVHRA) - \$25 off (Code: **CHAPTER23**)

SHRM Members - \$25 off (Code: **SHRM23**)

Both a Vermont HR Chapter Member and a SHRM Member - \$50 off (Code: **SHRMCHAP23**)

Note: Please make sure your membership(s) is current. Discount code use is monitored and will be verified. If membership is not current, your invoice will be adjusted back to regular price plus a \$25 administrative fee.

Register Now

WWW.SHRMVT.ORG

Funny Business: An Evening of Comedy and Connection!



Ted Alexandro
Stand-Up Comedian

Join us for an evening of networking, delicious food, and after dinner entertainment featuring the renowned stand-up comedian, Ted Alexandro! Get ready to have your funny bone tickled and your taste buds tantalized as we combine delectable cuisine with side-splitting humor.

\$55 per ticket - *not included in conference pass.*

REGISTRATION IS OPEN NOW!

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Thank You



The Richards Group
TOTAL REWARDS



THE SOURCE AND RECRUIT COMPANY



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AGENDA-AT-A-GLANCE

THURSDAY, SEPTEMBER 14, 2023

7:30am - 9:00am	Registration and Breakfast
9:00am - 9:15am	Welcome
9:15am - 10:30am	Keynote: Neha Sangwan, MD
10:30am - 11:00 am	Expo, Break, and Book Signing by Neha Sangwan, MD
11:00am - 12:15pm	Breakout Sessions #1
12:15pm - 1:30pm	Lunch & 2023 HR Professionals of the Year Awards
1:30pm - 2:30pm	Keynote Interview: Luis Guzman and Ross Gibson
2:30pm - 3:00pm	Expo, Break, Dessert, and Meet and Greet with Luis Guzman
3:00pm - 4:15pm	Breakout Sessions #2
4:15pm - 5:15pm	Cocktail Reception with Exhibitors
6:00pm - 8:00pm	Dinner and Comedy (*Separate Ticket Required)

FRIDAY, SEPTEMBER 15, 2023

7:30am - 9:00am	Breakfast with Exhibitors
9:00am - 9:15am	Welcome Back
9:15am - 10:30am	Breakout Sessions #3
10:30am - 11:00 am	Expo and Break
11:00am - 12:15pm	Breakout Sessions #4
12:15pm - 1:15pm	Lunch and SHRM Update
1:15pm - 1:45pm	Break, Exhibitor Drawings, and Silent Auction Concludes
1:45pm - 3:00pm	Closing Keynote: Legal Panel
3:00pm	Closing Words

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2023 KEYNOTES



Powered by Me: From Burnout to Fully Charged at Work and in Life

Presented by: Neha Sangwan, MD | Intuitive Intelligence

Every year we are asked to do more with less. To excel under pressure, you must expand your capacity and become more resourceful. World events over the past few years have catalyzed change at unprecedented levels. Are you ready to upgrade your human software to meet this new pace and scope of change? In addition, how do you focus on your well-being while also staying connected to your peers, your colleagues and most importantly - your passion and purpose? Join Neha Sangwan, MD for an interactive keynote with practical tools that will help you identify where you are on the spectrum from burnout to optimal wellness and how to heal - at home and at work. Attendees will receive a copy of her latest book, *Powered by Me* and the opportunity to have Dr. Sangwan sign it at the conference!

Embracing Authenticity in the Workplace: A Special Interview with Actor Luis Guzmán for Vermont HR Professionals

Presented by: Luis Guzmán and Ross Gibson | The Richards Group

An exclusive interview with acclaimed actor Luis Guzmán. The interview with Luis promises to be an enriching experience for HR professionals, offering a Vermont-centric lens on embracing authenticity in the workplace. By exploring the intersection of authenticity, Vermont values, and workforce dynamics, Guzmán's insights will inspire HR practitioners to create inclusive, diverse, and vibrant work environments where employees can thrive. Join us as we delve into the world of acting and learn how Luis Guzman's experiences and wisdom can inspire HR professionals in Vermont to create authentic work environments and drive success in Vermont's organizations.



Lights, Camera, Compliance! Three Powerhouse Attorneys in Employment Law Take Center Stage

Presented by: Beth Rattigan | Downs Rachlin Martin, Kerin Stackpole | Paul Frank + Collins, and Amy McLaughlin | Dinse

The SHRM Vermont State Conference proudly presents its highly anticipated closing keynote panel session featuring a powerhouse trio of distinguished employment lawyers. This engaging session promises to provide invaluable knowledge and guidance on the latest developments in employment law, equipping HR professionals with essential tools to navigate today's ever-evolving legal landscape.



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BREAKOUT SESSIONS #1

Thursday, September 14, 2023 | 11:00am - 12:15pm

Basics of Compensation to Enhance Employee Satisfaction and Retention

Presented by: David Twitchell | The Richards Group

Participants will be able to identify the laws that affect compensation; understand how business strategy and compensation philosophy guide a total rewards program; establish job value utilizing internal and external methods; and administer and communicate compensation programs.

"Spotlight" on the Housing Market

Presented by: Leslee MacKenzie, Eileen O'Rourke, and Enya Murphy | Coldwell Banker Hickok and Boardman

Don't leave talent behind due to Vermont's housing challenges. Hear from Coldwell Banker Hickok & Boardman's President, Leslee MacKenzie and Eileen O'Rourke, Realtors who brings over 40 years of HR experience. We will discuss market trends, address market challenges, and introduce creative ideas relating to housing to help you recruit and retain employees. You are asked to be an expert on so many topics, let local Realtors provide the concierge level service and insight into Vermont markets.

The Employment Discrimination Claim Lifecycle: "A Triple Feature" with Plaintiff, Defendant, and Agency Perspectives

Presented by: Jeremy Grant, Eric Jones, Gary Karnedy, Norm Watts | Primmer Piper Eggleston & Cramer PC, Emily Adams, and Julio Thompson | Civil Rights Unit at Vermont Attorney General

Panel presentation featuring plaintiff's counsel, defendant's counsel, and the Director of the VT Attorney General's Civil Rights Unit. We will take you on a journey through the entire lifecycle of employment discrimination claims. Each attorney will provide their unique perspective, offering attendees a comprehensive understanding of the issues, potential pitfalls, and valuable tips and an opportunity to engage with the "main characters", making this an interactive and engaging experience.

Step into the Role of Positive Badass and Build Resiliency

Presented by: Shelly Masson | The People Piece

This session is an interactive exploration into the neuroscience behind resiliency, connection, positive psychology, and culture. If you've ever experienced a toxic work culture, you know the toll it takes on everyone in the organization. This is an exploration on the key behaviors that can help create healthy cultures and strategies for what to do if you are in an unhealthy culture or are recovering from one.

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BREAKOUT SESSIONS #2

Thursday, September 14, 2023 | 3:00pm - 4:15pm

Level Up Your Recruitment Game with ChatGPT

Presented by: Matthew Burzon | The Source and Recruit Company

Every once in a while a new technology comes along that instantly changes an industry. In this session we will learn how to supercharge your recruitment processes using ChatGPT, a large language model created by OpenAI designed to have casual conversations with humans. If this will be your first time exploring ChatGPT, prepare to be wowed!

The One-Person Show: The Solo HR Practitioner

Presented by: Susan Graham | NFP HR Solutions

Being an HR department of one comes with challenges. You are expected to be all things to all people. One minute you're solving a sticky employee relations issue, and the next you're processing paperwork. You might even wear multiple hats outside of HR! In this session, we'll explore opportunities for solo HR professionals to draw on both internal and external resources to make the role less of a solo act and more of an organization-wide production.

Inclusive Leadership - The Immigrant View: Aligning Diverse Teams for Organizational Success

Presented by: Ayo Owodunni | Prime Target Consulting

The US workforce is changing fast. With 10.3M immigrants arriving between 2011-2020, they now represent 13.7% of the population, triple the number in 1970. To remain competitive, leaders must acquire the skills to deliver results through culturally diverse teams. In this session, Ayo shares 6 key qualities needed, and practical tips to develop them throughout an organization's leadership levels.

Emotional Intelligence for the Next Generation

Presented by: Lisa Rees | LTR Leadership

Emotional Intelligence is one of the most important hard skills needed to lead change, achieve goals, create inclusive cultures, and engage and retain employees. This workshop is based on the ability-based model of EI and is supported by over 30 years of research. Attendees will learn how to: view emotions as data, accurately identify emotions, leverage emotions to build trust, understand root causes of emotions, and effectively manage emotions in self and others.

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BREAKOUT SESSIONS #3

Friday, September 15, 2023 | 9:15am - 10:30am

Building Conflict Resilience in the Workplace

Presented by: Lauren Adams | PRISM Conflict Solutions

Building capacity to constructively manage conflict can elevate your team, increase engagement, and enhance culture. In this age of quiet quitting and staffing shortages, helping your teams move through challenging inter-personal dynamics can make all the difference. In this workshop, participants will develop an understanding of how to build conflict resolution in the workplace.

Inclusive Leadership

Presented by: Jermaine Moore | The Mars Hill Group

Organizations increasingly rely on diverse, multidisciplinary teams that combine the collective capabilities of people of different genders, cultural heritages, races, generations, and abilities. Inclusive leaders cultivate an environment where all their employees feel welcomed, valued, respected, and heard. These leaders experience better engagement, retention and performance from their teams.

Mental Focus in the Workplace

Presented by: Porter Knight | Productivity Vermont

When you're in the spotlight, keeping your brain focused is critical! Participants in this session will learn how to recognize different brain responses to action and stress, identify consequences of distraction and multitasking and develop skills to offset those impacts, as well as learning how to apply strategies to prepare the brain to function effectively and bolster focus throughout the day.

The HR Executive Producer: Managing the Drama of Change Resistance with Greater Ease and Joy

Presented by: Elizabeth Moran | Elizabeth Moran Transformation

Organizational change can be overwhelming. Leading change doesn't have to be. Join Elizabeth Moran as she explains strategies to reduce resistance to change among employees in your organizations. You will learn how to identify and leverage strengths as the change expert you already are, learn 3 neuroscience concepts related to change resistance and how to use these to create better outcomes, understand the 3 most common tough questions asked in response to new changes and how to address these with greater compassion and confidence.

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BREAKOUT SESSIONS #4

Friday, September 15, 2023 | 11:00am - 12:15pm

Forget Retaining Your People, Grow Them

Presented by: Sena Meilleur and Amy Scannell | OneDigital

Think retention is the most important aspect of your talent strategy? Think again. Savvy business leaders understand that the retention problem is not going away, & that they need a playbook to secure their workforce for the long haul. The hard truth is that the shortage of workers is an indication of a demographic drought. We'll challenge traditional assumptions about what motivates workers to stay with their employer & introduce an entirely new approach to tackling turnover.

HR Leadership in a Time of Uncertainty and Change

Presented by: Karin Tierney | Hickok & Boardman HR Intelligence

HR practitioners report feeling overwhelmed, burnt out, and unsure of how to navigate the changing nature of work. Explore how leveraging emotional intelligence, building resilience, and recognizing the signs of unproductive stress will help you to lead calmly and effectively during times of crisis, change, and uncertainty. Join me to consider the impacts of stress in the workplace, understand the role of stress as it relates to high performance, and consider the Fight, Flight, Freeze responses.

Your Brain is your Superpower: Organizational Mindfulness as a Simple Solution to Complex Problems

Presented by: Peter Anderson | Inner Citadel Consulting

"We don't rise to the level of our goals, we fall to the level of our training." In 2022 US businesses lost 1,500 billion dollars to loss in productivity from attention deficit, stress, anxiety, and distraction. Organizational mindfulness offers specific strategies to ease stress, promote focus and recover from adversity, while supporting positive and inclusive culture. Learn about the science of your brain at work and some practices and strategies to limit the effects of anxiety, stress, and digital distraction.

IDEAS By Design: Embedding Inclusion, Diversity, Equity, Access, and Social Justice in Organizations

Presented by: Dan Egol | IDEAS Generation

What does it mean to embed Inclusion, Diversity, Equity, Access, and Social Justice (aka 'IDEAS') into HR & organizational cultures? In this interactive session, learners will explore practical ways to bring IDEAS values to life and: Define & leverage IDEAS Identify actions, and processes to that advance these principles in HR and the organization Practice applying these principles in HR work through a scenario.

ACT NOW & SAVE! DON'T MISS YOUR CHANCE TO SECURE EARLY BIRD RATES, ENDING 08/04/2023!