

UPPER PENINSULA HUMAN RESOURCES ASSOCIATION

SPRING SUMMIT

THE U.P.'S ANNUAL HR CONFERENCE

FRIDAY, MAY 20, 2022

NORTHERN MICHIGAN UNIVERSITY

9:30 a.m. - 10:00 a.m.	Registration & Light Breakfast		
10:00 a.m. - 11:15 a.m.	<p>Welcome Keynote Speaker—Ballroom <i>“For The Love of Work: The Strategic Intersection of Meaning and Hard Work”</i> <i>Josh Schneider</i></p> <p>With the Great Resignation in full swing, organizations must revisit their talent development approach, finding new ways to upskill and create meaningful work experiences. This program offers a fresh look at employee engagement and how it contributes to an organization's and individuals health and sustainability. This talk will cover, best practices for deploying the 4% of our work responsible for peak experiences, how to answer the one question driving every employee's decision to stay or leave, discovering a new framework to viewing what truly engages and energizes employees, and how pushing for high engagement drives burnout in a high performance culture.</p>		
11:15 a.m. - 11:45 a.m.	Networking/Break		
11:45 a.m. - 12:45 p.m.	Breakout Session 1 – Choose one of the following (see reverse for descriptions):		
<i>Location</i>	Ballroom	Peninsula 5	Peninsula 2
	<i>“Into the Lab: What actually drives engagement”</i> <i>Josh Schneider</i>	<i>“Driving Financial Wellness at Work”</i> <i>Errol Hau</i>	<i>“A Year of Employment Law FAQs: Trend and Tips”</i> <i>Laura Katers Riley</i>
12:45 p.m. - 1:45 p.m.	Lunch—James Reid debrief on MISHRM and SHRM—Ballroom		
1:45 p.m. - 2:45 p.m.	Breakout Session 2 – Choose one of the following (see reverse for descriptions):		
<i>Location</i>	Ballroom	Peninsula 5	Peninsula 2
	<i>“Cyber Resiliency”</i> <i>Panel</i>	<i>“Change the Way You Advertise for Talent”</i> <i>Chris Czarnik</i>	<i>“Best Workplace Investigation Strategies”</i> <i>James Reid</i>
2:45 p.m. - 3:00 p.m.	Networking/Break		
3:00 p.m. - 4:20 p.m.	<p>Closing Keynote Speaker—Ballroom <i>“Winning the War for Talent”</i> <i>Chris Czarnik</i></p> <p>Topics including understanding the demographic changes that have led to the worker shortage and what the future holds, learning to create a persona of your ideal applicant, and gathering data from your most recent hires to guide your recruiting efforts.</p>		
4:20 p.m.– 4:30 p.m.	Closing Remarks/Prize Drawings		

BE SURE TO VISIT OUR VISIT OUR SPONSORS IN THE **FOUNDERS ROOM** by the **COFFEE** FOR A CHANCE TO WIN THEIR AMAZING RAFFLE PRIZES! TO WIN THE **GRAND DOOR PRIZE**, HAVE EACH VENDOR SIGN OFF ON THE CARD YOU RECEIVED AT REGISTRATION AND DROP IT IN THE BOWL BY 2:25!



BREAK OUT SESSION DESCRIPTIONS

Breakout Session #1 (11:45 a.m.– 12:45 p.m.)

- A) **“Into the Lab: What Actually Drives Engagement”** by Josh Schneider
During this session, Josh will take a deep dive into how we help ensure we get a positive ROE (Return on Effort), explore the 4 zones of employee performance through the lens of the employee brain, and examine the 8 true north drivers of energy and engagement as it relates to human performance at work
- B) **“Driving Financial Wellness at Work”** by Errol Haus
Errol will cover how financial wellness has changed for employers and employees, what are the most helpful activities occurring in today’s marketplace, and how programs can be improved to better address DEI needs.
- C) **“A Year of Employment Law FAQs: Trends and Tips”** by Attorney Laura Katers Reilly of Kendricks, Bordeau, Keefe, Seavoy & Reilly, P.C., Marquette
Laura will review the most frequently asked questions she received from employers in her labor and employment law practice over the past year, from questionable hires, to COVID burnout, to civil rights complaints (guess the hottest topics), and more. This session will identify trending legal subjects and give you some pointers to manage your own workplace challenges.

Three learning objectives: (1) identify trending employment practices that could result in legal trouble; (2) learn about ways to cope with these if problems have already arisen in the workplace; (3) understand preventative measures that could be implemented to avoid legal trouble.

Breakout Session #2 (1:45 p.m.– 2:45 p.m.)

- A) **“Change the Way You Advertise for Talent”** by Chris Czarnik
Learning objectives:
1. Understand that job change is an emotional decision...not a financial one.
2. Audit your own job ad performance in real time to see how you are competing in the marketplace.
3. Learn to write a 3 box job ad that meets job seekers where they are emotionally and drives questions.
- B) **“Best Workplace Investigation Strategies”** by James Reid
In this session, participants will examine the investigation process from end-to-end, identifying the best strategies for completing an investigation. We will consider proactive approaches to prevent claims, as well as considering laws that govern the investigative process. Finally, we will discuss the various examples of retaliation and strategies to correct retaliation.

Learning objectives:
1. Identify the 10 common investigation mistakes
2. Understand how to evaluate and conduct an investigation
3. Identify best practices to prevent claims
- C) **“Cyber Resiliency”** with Tanner Wagner, Keith Glendon, and Adam Simonsen
The cyber security panel will focus on how a business becomes “cyber resilient” from a chronological order standpoint. The three learning objectives would be laid out as is listed below and each one of these objectives will be tackled through the lens of three different perspectives relevant to the industry: insurance (risk management), planning and response (strategic), and information technology.

1. What are the pitfalls to a business of not being cyber resilient?
2. What does it mean to be cyber resilient?
3. How do you and your business accomplish cyber resiliency?

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