

**Building Bridges to Success**

**KEYNOTE SPEAKERS**

**Thursday, July 23**

7:30 -8:00 Registration/Breakfast  
 8:00 - 8:30 Welcome/General Session  
 8:30 - 9:45 **KEYNOTE 1**  
**CATS: The Nine Lives of Innovation**  
 9:45 - 10:15 Break/Open Exhibition Hall  
 10:15 - 11:30 Concurrent 1  
 11:30 - 12:30 Lunch /Exhibition Hall  
 12:30 - 1:45 **KEYNOTE 2**  
**Deep Dive: Mastering the Three Disciplines of Strategic Thinking**  
 1:45 - 3:00 Concurrent 2  
 3:00 - 3:45 Dessert Break/ Exhibition Hall/Drawing  
 3:45 - 5:00 Concurrent 3

**Friday, July 24**

8:00 - 9:00 Registration/Breakfast  
 9:00 - 10:15 Concurrent 4  
 10:15 - 10:30 Break  
 10:30 - 11:45 Concurrent 5  
 11:45 - 2:00 Lunch.  
 10 yr Anniversary celebration  
**KEYNOTE 3**  
**HR, Minister of Culture**

The ISC State Council Book Store will be open both days. Join us for our SHRM Foundation event

**Steve C. Lundin, Ph.D**



**CATS: The Nine Lives of Innovation**

Organizations don't innovate; people do...here's how. After writing the "FISH" series of books that now total 7 million in sales worldwide, **Steve C. Lundin, Ph.D.** has adopted a new animal. "CATS : The Nine Lives of Innovation" is all about innovation, but from a personal, not corporate perspective. The basic premise is that we all have the capacity to innovate and that if you want a more innovative organization, develop more innovative people. The Nine Lives represent the curriculum needed to improve our personal innovation capability. In his presentation Steve will describe the four basic challenges to innovation and outline The Nine Lives approach to overcoming those challenges.

**Liz Ryan**



**HR, Minister of Culture**

What is HR's role in a changing economy and a dramatically altered workplace? Business Week columnist, NPR commentator and former Fortune 500 HR leader, **Liz Ryan**, will share her ideas for creating a cultural engine in your organization to build loyalty, productivity and profitability while establishing a higher level of trust, even during difficult times. Liz's funny, pithy and edgy view on post-millennium HR has been profiled in TIME magazine, Fortune magazine, on CNN and many other national media outlets. Join us for Liz's engaging presentation on HR's role in creating and disseminating your organization's powerful culture symbols and messages in the next step of HR evolution.

**Rich Horwath**



**Deep Dive: Mastering the Three Disciplines of Strategic Thinking**

**Rich Horwath**, a leader in strategic thinking, and key presenter at the SHRM National Strategy Conference, conducted research with senior executives from more than 150 companies to provide HR leaders with a framework for reaching their maximum strategic leadership potential. In this dynamic and interactive session, HR executives will immediately begin applying the tools to their business. The result is that HR leaders will leave the program with a new tool kit of strategic thinking frameworks to more effectively manage their business. They will then be able to transfer these tools to their key managers for maximum benefit.

Register at [www.illinoisshrm.org](http://www.illinoisshrm.org)



ISC-SHRM  
 PO Box 77  
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**Tenth Annual  
 Illinois Human Resources  
 Conference and Exposition  
 Holmes Student Center  
 Northern Illinois University  
 DeKalb, IL  
 July 23-24, 2009**

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	<b>SESSION ONE</b> 10:15-11:30 Thursday	<b>SESSION TWO</b> 1:45-3:00 Thursday	<b>SESSION THREE</b> 3:45-5:00 Thursday	<b>SESSION FOUR</b> 9:00-10:15 Friday	<b>SESSION FIVE</b> 10:30-11:45 Friday
<b>Strategic HR</b>	<b>Creating New Mindsets and Amazing Results in Organizations</b> Cy Wakeman, Cy Wakeman, Inc.	<b>Dancing With The Stars: Reporting HR Metrics and Analytics</b> Noel Hannon, Hannon Associates	<b>Solving the Puzzle: Bringing Visibility to Accountability</b> Seth Davies, Competitive Solutions, Inc.	<b>Driving Strategy with Human Capital Analytics</b> Shane Douthitt, Ph.D. & Scott Mondore, Ph.D., Strategic Management Decisions	<b>Overcoming Resistance to Flexible Work</b> Kyra Cavanaugh, Life Meets Work
<b>Legal/Employee Relations</b>	<b>"Change": President Obama's Labor &amp; Employment Initiatives</b> Jeff Nowak, Franczek Radelet & Rose	<b>Dismantling Your Wage &amp; Hour Timebombs</b> Neil H. Dishman, Jackson Lewis LLC.	<b>Managing Leaves of Absence Under the New FMLA Regulations</b> Kelly Hayden, The Management Association of Illinois	<b>The Employee Free Choice Act May Be Only The Beginning</b> Lisa Callaway, The Management Association of Illinois	<b>To Catch a Thief: Protecting Your Workforce, Trade Secrets and Customer Relationships</b> Peter A. Steinmeyer, Epstein Becker & Green, P.C.
<b>Total Rewards</b>	<b>CSI Compensation - Who Killed the Impact of Our Pay Programs</b> Gregg Weimer & Noel Hannon, Performance and Rewards Solutions	<b>Selling Wellness to your CFO</b> Michael Kelly, HealthCheck360	<b>Good Compensation Practices Matter - Anytime!</b> Robert Fulton, The Pathfinders Group, Inc.	<b>Trends &amp; Best Practices in Employee Recognition</b> Greg Boswell, O.C. Tanner Recognition Company	<b>10 Essentials of a Successful Wellness Program</b> Don Powell, Ph.D., American Institute of Preventive Medicine
<b>Talent Management</b>	<b>Are We Having Fun Yet? Creating a Motivating Work Environment</b> Regina Clark, Left Brain Leverage	<b>Technology: Improve Employee Screening</b> Nick Fishman, Jason Morris, employeescreenIQ	<b>"Employee Hold 'em": Recruit, Retrain, Reward and Retain Talent</b> Marc Drizin, Employee Hold'em	<b>Align Your Hamsters and Honeymooners: Practical Steps to Increase Workforce Engagement</b> Wendy Fencl, BlessingWhite, Inc	<b>Attracting and Retaining Talent in Turbulent Times</b> Marc Hallee; Sullivan, Cotter and Associates, Inc.
<b>HR Tools</b>	<b>Your Workers' Comp Toolbox</b> Mike Holt, Hennessy & Roach, P.C.	<b>Top 10 Background Check Mistakes</b> Alan Kinsey, Inquirehire	<b>Remaining Union Free: Positive Employee Relations</b> Richard A. Russo, Davis & Campbell L.L.C..	<b>Reaching Employees Despite Obstacles - Low Cost, High Impact Communications Strategies</b> Alison Davis, Davis & Company	<b>Creating DIY (Do IT Yourself) Workshops</b> Lenore Erickson, Erickson HR Consulting, Inc.

**REGISTRATION INFORMATION**

- Register at [www.illinoisshrm.org](http://www.illinoisshrm.org)
- Cancellations must be in writing and faxed to (815) 753-6900.
- Cancellations received by July 10, 2007 will be assessed a \$75.00 administrative fee.
- Cancellations received after July 10, 2007 are non-refundable.
- Conference Registrants who No-Show are still responsible for full payment of the registration fee.
- A Conference Registrant may transfer his or her registration to another individual. All such transfers must be in writing and faxed to (815) 753-6900. If a SHRM Member transfers registration to a Non-Member, then the non-member must pay the difference of the registration rate at the time of the transfer.

**RECERTIFICATION HOURS**

The 10th Annual Illinois Human Resources Conference and Exposition has been pre-approved by the HR Certification Institute (HRCI®) for a maximum of 10 recertification credit hours. HRCI awards recertification credits on an hour-for-hour basis for all educational sessions attended, not including breaks, meals, and trade show time. For more information about recertification, visit the HRCI website at [www.hrci.org](http://www.hrci.org). The Illinois State Council of SHRM will provide a worksheet in the on-site conference materials to assist in tracking session attendance and that shows which sessions fulfill HRCI's strategic management recertification requirement for those seeking recertification as an SPHR. Conference attendees should also maintain the conference registration confirmation as proof of conference attendance.



**SPECIAL CONFERENCE ACTIVITIES**



**Visit the bookstore** for a large collection of HR books, videos, accessories and related topics. Find books on compensation and benefits, diversity, affirmative action, recruitment, training, best practices and many more HR-related subjects and items. Booksignings will be scheduled throughout the conference!

**Donate to the SHRM Foundation!**

The SHRM Foundation was founded in 1966 as a 501 (c)(3) not-for-profit affiliate of the Society for Human Resource Management (SHRM). It is governed by a volunteer Board of Directors. The Foundation funds research, publications and education to advance the HR profession and enhance the effectiveness of HR professionals. All contributions to the Foundation are tax-deductible. Great prizes are available for those contributing \$25 or more during the conference!



**CONFERENCE SPONSORS**



**REGISTER AT WWW.ILLINOISSHRM.ORG**