Likability & Success, Presenter - Kathryn Danko-Lord
This session is based on the book “The Likeability Factor” by Tim Sanders. Mr. Sanders believes that people who are well liked do better in life than those who are not liked. Ms. Danko-Lord will outline 4 factors:

- Friendliness: your ability to communicate liking and openness to others
- Relevance: your capacity to connect with others’ interests, wants and needs
- Empathy: your ability to recognize, acknowledge and experience other people’s feelings
- Realness: the integrity that stands behind your likeability and guarantees its authenticity

Impact of the Patient Protection and Affordable Care Act of 2010, Presenter - Christopher Keen
In this session, you will learn what the Act defines as “Large” employer, the potential penalties, along with the safe harbors to avoid those penalties. In addition, he will discuss the individual mandate and penalties; expansion of Medicaid eligibility; insurance exchanges and federal subsidies; minimum essential coverage definition; definition of “Affordability,” as well as, the new waiting periods and terminology.

Workplace Wellness, Presenter - Mimi Dean
This session will help you understand why Workplace Wellness should be considered; what Workplace Wellness is and its benefits.

Changing Trends, Presenter - Dr. Memo Diriker
In this session you will learn why and how recruitment and retention Strategies on the Eastern Shore of Maryland need to be adapted to the region’s Shifting Demographics. This presentation will include:

- An Overview of the Eastern Shore’s Shifting Demographics
- Parlez Vous Español?
- Working with a GraySHORE!
- Brain Drain versus the Come-Here Phenomenon
- Shore-Centric Compensation Strategies
- Recruiting and Retention for All Ages

Workforce Readiness; Changing the Lives of our Heroes, Carl F. Peters & William E. Hensel, Sr.
In this session, you will be educated on the re-employment initiatives for returning military members, veterans and their families. Identify services provided, tax credits and the benefit to employers of hiring qualified service members and resources to aid in your search for these qualified vets and their family members. Understand how the federal USERRA law (Uniformed Services Employment and Reemployment Rights act applies to employers and employees.
Train Your Brain: Igniting Inspiration in Change
Presenter - Tammy Ditzel
In this session, you will learn to understand your own challenges with change; to train yourself to find the opportunity in change; how to develop a “change attitude” even when you don’t understand the change. In addition, you will gain a new perspective of the different sides of change; learn how to create a framework to help your staff see themselves in the future, in a positive way; gain ideas to generate excitement; and to facilitate engagement and involvement even when they haven’t “bought in.”

Changes in the Workplace: Understanding Unions, Presenters - Keith Peraino & Dina Cordiano
This interactive session includes several role-plays, small group discussion, a mock union organization meeting, some group issue identification and real-life scenarios to enhance the learning experience. Some of the topics that will be covered in this session:

- Early warning signs of union activity
- How unions organize and why employees seek unions
- Profiles on unions that may attempt to organize your organization
- How a union contract impacts a supervisor’s role
- Free speech rights of management during the organizing drive
- How to eliminate and avoid unfair labor practices
- A Supervisor’s key role in small group meetings and one-on-one discussions
- How to legally initiate discussions with employees
- Building a positive employee relations foundation in your area

When Work Works
Presenter - Cassidy Neal
In this session, you will learn how flexible work arrangements such as job sharing, flexible scheduling, phased retirement, and telecommuting can drive employee engagement, productivity, retention, and benefit your organization’s bottom line. You will also examine key HR strategies for implementing flexibility as well as legal issues to consider. And you will hear about new resources and opportunities as a result of SHRM’s partnership with the Families and Work Institute, including the “When Work Works” initiative.

Change Anything
Presenter - Paul McMurray
This session will help HR professionals learn how to put together a complete change plan as they coach and mentor others in the organization, especially change related to bad behaviors such as procrastination and disorganization.

Individual struggling to change a career limiting habit or looking to improve performance—regardless of power or position—will leave with a systematic process for changing their behavior and experiencing new levels of success.

Keeping all the Balls in the Air
Presenter - Rob Peck
In this session you will learn how to truly excel while juggling more multiple responsibilities than ever. When coping with constant change, nurturing a good sense of humor is a vital stress management skill. You will be inspired to use more laughter to reduce workplace stress, raise morale and fuel increased productivity. Knowing how to handle adversity with a sense of humor, you will model a resiliency that rubs off; motivated to overcome obstacles by deepening your resiliency and playing to people’s strengths.