

Guest Speaker Bios
2011 Space Coast Human Resource Conference
On the Road to Organizational Excellence!
Holiday Inn Melbourne-Viera Conference Center
Wednesday, April 27, 2011

Master of Ceremonies: Gerry Hoeffner, President, Personnel Dynamics Consulting

Gerry is President of Personnel Dynamics Consulting Group, which specializes in Change Management, Corporate Culture Enhancement, and Employee Development. Gerry has two decades of employee development experience and has found a unique and energizing approach to training employees and their management teams. Gerry's experience in manufacturing, retail sales, financial services, and the medical field provides a broad spectrum of insight and knowledge to his work. Gerry travels throughout the U.S. speaking on issues involving business and the human element. He supplies educational and consulting services to managers, owners and employees aimed at implementing change and improving the performance of their teams. HR magazine called his work on the Workforce 2020 program "the most effective part of the day". In 2002, his Best Places To Work program was the recipient of the Pinnacle Award from the National Society for Human Resource Management (SHRM) for the St. Lucie County Human Resources Association.

Finding the UP in the Downturn: How To Turn The Economic Meltdown Into Your Greatest Opportunity

Guest Speaker: Fawn Germer, Professional Speaker and Best-Selling Author

Keynote speaker Fawn Germer's leadership message went *everywhere* last year, with four events across China and Taiwan, followed by a keynote for Cisco in Barcelona. She just spoke at the Harvard Business School's leadership conference and her 2011 calendar is packed with major events because she is inspiring, insightful — and she has personally interviewed world renown leaders on what it takes to win.

She'll energize your spirit, wake you up to your untapped potential and show you what you are doing to sabotage your success. All the while, Fawn will make you laugh as you re-focus your vision and dare to be daring.

Whether she's speaking in front of an audience of thousands, huddling with the nation's most accomplished leaders or mentoring a new generation, Fawn unleashes the possibility that exists once we embrace our obstacles and dare to stand up and lead. In the last twelve months, this best-selling, Oprah-featured author has keynoted for Xerox, Cisco, NASA, Michaels, State Farm Insurance, The Department of Defense, Novartis, State Street Financial, The Network of Executive Women, ADP, Brown-Forman, the Association for Corporate Growth and many, many other major associations and corporations. Fawn is a four-time, Pulitzer Prize nominated journalist and has personally interviewed more than 300 famous leaders and legends for their perspective on leadership and success.

Last year Fawn released her sixth book, *The Ah-Hah! Moment* and is working on another book on leadership in a globalized market.

“Got Change?”

Guest Speaker: Patrick T. Grady, CEO of Today n’ Tomorrow Enterprise, Inc. and a Leadership Fellow at TRI Leadership Resources

Patrick T. Grady works with organizational leaders to build commitment to major changes. He is a former educator and past Vice-President of the Tomorrow's America Foundation, Inc. (TAF). TAF is an organization that develops and implements leadership workshops for adults and young leaders.

For over two decades, audiences nationwide have enjoyed Patrick T. Grady's stimulating presentations encouraging audiences to make the most of their lives by setting specific objectives, overcoming procrastination, learning from adversity and maintaining a dream or vision. In this competitive age, Patrick gives audiences an edge, captivating them as they listen, laugh and learn about the principles of greater productivity.

Patrick resides in Wahoo, Florida with his wonderful wife, Rozanne and his three incredible children Brittani and twins Ashley and Brandon.

2011 Employment Law Update

Guest Speaker: Myrna Galligano, Esq., MG Services LLC

Myrna L. Galligano of MG Services LLC practices in the area of employment law representing employers during investigations and charge procedures before the U.S. Equal Employment Opportunity Commission and the Florida Commission on Human Relations. Additionally, she provides a variety of legal services for employers including counsel on employment matters, managerial training on employment law, non-managerial training on workplace harassment, review of policies and procedures, preparation and review of employee handbooks, conducting internal investigations, and dispute resolution of employment matters through mediation.

After receiving her B.A. in Business Management (magna cum laude) in 1988 and her J.D. in 1991 from the University of Houston, she was admitted to the Florida bar in 1993. As an adjunct professor at several Florida colleges for the past 10 years, Ms. Galligano has taught employment law, workplace harassment, diversity and legal ethics in business. Additionally, Ms. Galligano has presented at numerous seminars and conferences nationwide on a variety of employment law topics.

Virtual Teams: Challenges and Opportunities

Guest Speaker: Debra Cohen, Ph.D., SPHR, Chief Knowledge Development and Integration Officer, Society for Human Resource Management (SHRM)

As Chief Knowledge Development and Integration Officer for SHRM, Dr. Cohen is responsible for the Society's Knowledge Development and Integration Division, which includes the SHRM Knowledge Center and its Library, the Research Department, Academic Initiatives, and HR Standards.

Dr. Cohen joined SHRM in May of 2000 as the Director of Research. Prior to SHRM, Dr. Cohen spent 15 years as an academician teaching HRM at George Washington University for 10 years and George Mason University for five years. She has published over 40 articles and book chapters and has been published in several journals.

Dr. Cohen received her Ph.D. in Management and Human Resources in 1987 and her Master's Degree in Labor and Human Resources (MLHR) in 1982, both from The Ohio State University. She received her Bachelor of Science in Communications from Ohio University. She is a frequent presenter at national, international and regional conferences and has spoken to a wide variety of audiences. Prior to her academic career, she was a practicing Human Resources Manager in Training and Development.

Mock Trial hosted by Andrew S. Hament, Chelsie J. Flynn, Louis J. Wilson, Heather L. MacDougall and Priscilla Fenton Hament, Ford & Harrison, LLP

Andrew S. Hament, partner

Andy Hament represents management in all areas of employment and labor law. He is certified by the Florida Bar as a specialist in Labor and Employment Law. He regularly advises private and public sector employers in discipline and discharge, reductions-in-force, collective bargaining, union grievance/ arbitrations, discrimination issues, sexual harassment investigations, executive employment and severance agreements, trade secret and non-compete issues, drug abuse and drug testing, the Family and Medical Leave Act and violence in the workplace. Andy regularly represents employers in state and federal courts and in investigations and charges before the U.S. Equal Employment Opportunity Commission, the Florida Commission on Human Relations, the U.S. Department of Labor, the National Labor Relations Board and the Florida Public Employees Relations Commission.

Chelsie J. Flynn, counsel

Chelsie Flynn concentrates her practice on litigating employment cases in state and federal courts and advising employers on various employment issues, including federal and state anti-discrimination statutes, the Fair Labor Standards Act and the Family and Medical Leave Act. She regularly conducts management training on developments in various employment and labor laws. Prior to joining Ford & Harrison, Chelsie served as an associate at an Orlando law firm where she represented private and public employers in litigation and administrative actions under Title VII, the Florida Civil Rights Act, the Americans with Disabilities Act and the Public Employees Relations Act. She also worked with clients regarding employment policies, employee privacy and discipline, public records and general legal/regulatory compliance.

Louis J. Wilson, counsel

Louis Wilson represents management in all areas of labor and employment law. He regularly advises employers on day-to day employment issues, from drafting employment contracts, non-compete agreements and personnel policies to conducting sensitive internal investigations, executive terminations and reductions in force. He has represented clients involved in the automotive, energy, financial services, grocery, hotel, manufacturing, retail and steel industries on a wide assortment of matters. Louis also defends employers in state and federal courts as well as in administrative and arbitration proceedings. He has experience assisting employers with a broad range of traditional labor matters, including union organizing campaigns, bargaining unit challenges, collective bargaining negotiations, representation elections, strike response plans and unfair labor practice charges.

Heather L. MacDougall, of counsel

Heather MacDougall represents employers with regard to all matters involving labor, employment, and occupational safety and health law. A substantial portion of Heather's time is spent counseling and representing companies in traditional labor relations, EEO discrimination charges and litigation and OSHA citations. As a certified Senior Professional in Human Resources (SPHR), Heather provides proactive counseling and guidance to employers on every aspect of the employer-employee relationship. Previously, Heather was a partner with a large Indianapolis-based firm. In addition, Heather's prior experience includes being appointed by President George W. Bush to serve as Chief Legal Counsel and Special Advisor to the Chairman of the U.S. Occupational Safety & Health Review Commission, the independent federal agency that serves as an administrative court deciding contested OSHA citations.

Priscilla Fenton Hament, of counsel

Priscilla Hament focuses her practice on the representation of employers in labor and employment law matters. She represents private and public sector employers in a variety of traditional labor issues, claims of discrimination, harassment and retaliation, and ADA, FMLA and FLSA violations. Prior to joining Ford & Harrison, Priscilla served as the Executive Director for the Academy of Florida Management Attorneys. She has also worked as a trial attorney for the National Labor Relations Board in Region 12 and as a Board Member staff attorney in Washington, D.C.; U.S. Department of Labor, Office of Labor Management Relations and the Wage & Hour Division; and in private practice. Priscilla is a certified Senior Professional in Human Resources.