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

The current economic downturn is more than just a dip in the business cycle – it is the largest disruption we have seen in eight decades. Consequently, current generations of managers have not faced a challenge this large before. In an economic downturn as serious as the one we are now experiencing, people tend to operate in a climate of personal fear, of which a consequence is an erosion of trust. This personal fear includes a fear of what the future is going to look like, and that is where you have an important role to play. Learn how effective leadership can drastically improve performance, increase productivity and boost results.

In this engaging session you will learn:

1. How company culture can make a significant difference to innovation and growth;
2. How to build a cohesive company working towards common goals; and
3. How to use the intelligent, experienced employees that are already in place in your organization to help form and implement the vision that will take your company from where it is today to where it needs to go.

“Got Change?”

Do your employees mistrust or fear the changes that are coming? Do they feel their skills are not good enough or the right kind to implement the change? Is productivity being impacted due to rapid changes in the workplace? If you answered yes to any of these questions then you need to attend Patrick T. Grady’s session on the fundamentals of leading change: best practices, tools, systems, processes and strategies to reduce problems, speed adoption, increase effectiveness, improve communications and build an environment of authentic participation. Knowing how to work with resistance is the key to turning skepticism and opposition into support for new initiatives.

In this session you will learn specific actions to support, guide, and encourage others to adapt to change more effectively. Organizations with a change management process in place understand its value as a strategic tool for flourishing during times of transition. Managing the change process effectively enables the organization to better meet customer demands, answer the challenge of increasing competition, and meet the needs of a diverse marketplace.

2011 Employment Law Update

As a business owner, manager, employee supervisor, or human resources professional, you must have a thorough understanding of the relevant laws and regulations to avoid the liability and high costs of litigation that could result from making uninformed business decisions. This highly informative and engaging session will provide an update on key Federal and state employment laws, along with guidance as to how these laws are enforced. This session will provide direction on how to comply with EEOC regulations, the Family Medical Leave Act, minimum wage and overtime requirements, and sexual harassment and retaliation claims.

Mock Trial hosted by Andy Hament and Associates from Ford & Harrison, LLP

Whistleblower and overtime suits are on the rise. Andy Hament and his firm, Ford & Harrison LLP, will conduct a mock trial of an employer that is being sued by a former employee for alleged retaliation and overtime violations. What seems like a logical business decision or practice may come back and haunt you in the form of a costly lawsuit.

This mock trial will demonstrate the critical role business and human resource professionals play in protecting employees from retaliation, and companies from liability. Participants will gain “hands on” experience about the judicial system, relevant employment laws and how to apply such laws to their organizations. In addition, attendees will gain significant insight into the importance of proper documentation and continuous management training and other methods used to strengthen the employer’s defenses at trial. Come see whether certain employment practices can withstand cross examination!

Virtual Teams: Challenges and Opportunities

This session will cover what is currently known about the effectiveness of virtual teams and will highlight some of the common challenges or barriers to success. The session will also cover what is known about the positive impact of virtual teams. Two examples of large scale virtual teams will be presented as "living cases" and will describe how these virtual teams came to be, what the successes have been, and what continuing challenges are faced.

The objective of the session is to demonstrate through application the benefits and drawbacks of virtual teams. Lessons learned will be shared with an eye toward participant take-aways that can be used at a later time. In this session you will be able to:

1. Describe how virtual teams form and why they are used instead of face-to-face teams;
2. List the pros and cons of virtual teams compared to traditional teams; and
3. Explain how virtual teams may be both effective and ineffective, using two applied case examples.