

Fire Up! Your Employees and Smoke Your Competition How to Invite, Incite and Ignite Employee Performance

Presented By: Jay Forte, Performance Consultant, Speaker, Author, Workplace and Life Coach, Humanetrics, LLC www.WorkFiredUp.com

According to studies by Gallup, more than half of employees do just enough in the workplace not to be fired. Average work yields average results. At no time, particularly in a post-recession period, can any company settle for average employee performance. So what does it take to fire up your employees? What does it take to engage and inspire them to perform at consistently high levels, invent opportunities and drive the bottom line?

It takes a change in how we hire and retain today's intellectual-age employees. These employees must now be intellectually, emotionally and personally connected to what they do to activate their performance, passion and loyalty. Learning how to hire for talent and fit, sculpt and customize jobs, and build a powerful personal manager/employee rapport through feedback and development is how great companies are transforming their human capital into financial capital.

Your people are your profits. Fire them up, inspire them and engage them and they drive great results. Put them in the wrong jobs, don't customize their work around their strengths, or ignore them as people and they will do as just enough not to get fired. Loyalty and performance is more an issue about management than employee work ethic.

In this program you will learn:

1. How the movement to an intellectual workplace has changed the definition of performance, the value of employees and their impact on the bottom line.
2. How to connect employees *intellectually* by hiring on talent and "fit."
3. How to connect employees *emotionally* to their jobs through job sculpting.
4. How to connect employee *personally* through improved performance feedback.
5. How to build a plan to activate the performance power of your people.

2012 Employment Law Update

**Presented By: Andrew Hament, Partner, Ford & Harrison, LLP
www.fordharrison.com**

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.

Strategic Leadership Takes Flight: The American Airlines Story

Presented by: William Mitchell, Managing Director, Leadership Planning & Performance, American Airlines

The effectiveness of leaders, their alignment with the business strategy, and their ability to grow and develop internal talent are critical in today's competitive landscape especially in the tumultuous airline industry. Yet often leadership development programs fail to have the impact on the business that HR envisions. Through this session, you will learn American Airlines strategic approach to leadership development and their key components of success engaging key leaders to reinforce the development experience; delivering relevant and personalized content; creating a sustainable experience; and the deliberate alignment with business objectives and other talent management efforts.

In this program you will learn fundamental guiding principles and practical methods for implementing a successful and business relevant leadership development program.

Using Thinking Styles to Improve Performance

Presented by: Catherine Cassidy, CEO, Martin Training Associates
www.martintraining.com

In today's cross-functional organizations, where authority over team members is no longer the norm, leaders at every level of the organization need the knowledge and skill set to build high performing teams. This requires them to ensure movement through the four stages of team development – Forming, Storming, Norming and Performing. Having tools designed to build knowledge about individual preferences is a great way to move quickly through the early stages and into performance.

This session will be highly interactive. You will have the opportunity to identify your own thinking style and gain valuable knowledge about other styles. The facilitator will provide insight into how to improve communication between styles and give you a way to identify any particular challenges your teams could have based upon the 'thinking diversity' of the group.