

NONPROFIT ORG  
US POSTAGE PAID  
CARTERSVILLE, IL  
PERMIT 14

ADDRESS SERVICE REQUESTED

Return by Friday, April 6, 2012  
 Laura Atkinson  
 Southern Illinois Personnel  
 Management Association  
 PO Box 3873  
 Carbondale, Illinois 62902-3873  
 Phone 618.998.7910  
 laura\_atkinson@chs.net  
 www.sipma.org



# 2012 Human Resource Conference



## Human Resources the Strategic Partner

**SIHHRA**



# Agenda

7:30 am - 8:00 am	<b>Registration and Vendor Expo</b>
8:10 am	<b>Welcome:</b> Angela Holmes-Young, SIPMA President and Brad Futrell, SIHHRA President
8:30 am - 9:30 am	<b>1A HR - A Critical Partner for Business Success</b> David Boulay, President, IMEC
	<b>1B Preventing &amp; Reining in FMLA Abuse</b> Courtney C. O'Connell, J.D., Personnel Counsel Illinois Department of Central Management Services
9:35 am - 10:35 am	<b>2A HR - A Critical Partner for Business Success</b> David Boulay, President, IMEC
	<b>2B Preventing &amp; Reining in FMLA Abuse</b> Courtney C. O'Connell, J.D., Personnel Counsel Illinois Department of Central Management Services
10:40 am - 11:40 am	<b>3A NLRB - Recent Development &amp; Rulemaking</b> Don Gardiner, Assistant to the Regional Director National Labor Relations Board
	<b>3B Strategic Selection Decisions</b> Tedd Powers, Founder & Principal Corporate Strategy & Finance Associates
11:45 am - 12:45 pm	<b>Lunch</b> - Door Prizes, Scholarship Awards
12:50 pm - 1:50 pm	<b>4A NLRB - Recent Development &amp; Rulemaking</b> Don Gardiner, Assistant to the Regional Director National Labor Relations Board
	<b>4B Strategic Selection Decisions</b> Tedd Powers, Founder & Principal Corporate Strategy & Finance Associates
1:55 pm - 2:55 pm	<b>5 The Science of Negotiation &amp; Conflict Resolution</b> Mike Neely, President, Mike Neely Services, Inc.
3:00 pm - 4:00 pm	<b>6 The Illinois Department of Employment Security - Make it Work for You</b> Jay Rowell, Director, Illinois Dept. of Employment Security



Friday • April 13, 2012

## National Labor Relations Board – Recent Development and Rulemaking

### National Labor Relations Board

The NLRB captured headlines in recent months when it issued complaints against Boeing concerning its decision to expand operations in South Carolina, rather than the State of Washington. Further, the Board has been accused of invoking its rulemaking authority, rather than going through the legislative process, to change its election procedures and to require employers to post notices advising employees of their rights under the law. Moreover, social media issues have, and will continue to have, an impact on workplace issues as they relate to the National Labor Relations Act. These, and other labor relations topics, will be presented and discussed during this session.

## HR – A Critical Partner for Business Success

### Illinois Manufacturing Extension Center

Business leaders in the 21st century are surrounded by challenges: rising costs, increased customer expectations and low-cost competition, combined with the unprecedented skilled-labor shortage to make all but the most solid businesses seem vulnerable. And even though solutions are within reach, they cannot be successfully implemented unless they are well managed and properly supported by the workforce at all levels. HR is more than ever a critical strategic partner for business success. In this session, Illinois Manufacturing Extension Center (IMEC) President, David Boulay, offers a thought-provoking, lessons learned perspective on how to find the solutions that address today's strategic HR challenges and keep them relevant for your organization.

## Preventing and Reining in FMLA Abuse

### Illinois Department of Central Management Services

There are over 40,000 employees and 44 agencies, boards, and commissions under the jurisdiction of the Governor of the State of Illinois, and only one lawyer has the primary responsibility for ensuring these entities comply with the Family and Medical Leave Act. A daunting task, so what are the methods and practices used by state agencies in exercising their rights as employers to prevent and rein in FMLA abuse? Join in on the discussion as this topic is explored.

## Strategic Selection Decisions

### Corporate Strategy & Finance Associates

Learn how hiring managers can do a better job of matching people with positions. This session will teach you how to identify key behavioral traits that candidates exhibit during an interview. By linking behaviors with skills and knowing what to look for, hiring managers can increase the probability of successful hires.

## The Science of Negotiation and Conflict Resolution

### Neely Services, Inc.

Understanding the relationship between stress and human performance, along with visual assessment cues, can help HR professionals defuse situations. For example, during a negotiation, your brain produces thought at a predictable speed; and there are ways to increase that speed to aid in negotiation skills. In resolving an anger situation, there are visual cues on the level of aggression of the other party that assist in resolving the issue. Whether negotiating in a work setting or improving their golf game, participants will find this information very useful.

## The Illinois Department of Employment Security – Make it Work for You

### Illinois Department of Employment Security

IDES administers three major programs: Unemployment Insurance (UI), Employment Services, and Labor Market Information. The Department leads these programs through nearly 60 statewide offices, including Illinois workNet centers. During this session, IDES will provide a review of the recent changes to the Unemployment Insurance Act, information on the appeals process, a briefing on Illinois Job Link (IJL), and how the agency can work for you.



Return by Friday, April 6, 2012  
**Laura Atkinson**  
**Southern Illinois Personnel**  
**Management Association**  
**PO Box 3873**  
**Carbondale, Illinois 62902-3873**  
**Phone 618.998.7910**  
**[laura\\_atkinson@chs.net](mailto:laura_atkinson@chs.net)**  
**[www.sipma.org](http://www.sipma.org)**

## 2012 Human Resource Conference Friday, April 13, 2012 - 7:30 am to 4:00 pm

**John A. Logan College - Hancock Conference Center**  
**(Park/Enter at Parking Lot A - Main Entrance)**  
**Carterville, Illinois 62918**

*John A. Logan College telephone: 618.985.2828 ext 8597*  
*Attendees will receive .5 vocational credits from JALC. Topics meet HRCI certification requirements for PHR/SPHRs.*

**Cost:** (please check the appropriate box)

- SIPMA Members:** \$75 per person  
(Current paid membership)
- SIHHRA Members:** \$75 per person  
(Current paid membership)
- Non-members** \$100 per person

## Online registration at [www.imec.org](http://www.imec.org) - Events

**Attendees:** \_\_\_\_\_  
 (please print) \_\_\_\_\_

**E-mail** \_\_\_\_\_

**Company** \_\_\_\_\_

**Phone** \_\_\_\_\_

**Address** \_\_\_\_\_

**City** \_\_\_\_\_ **State** \_\_\_\_\_ **Zip** \_\_\_\_\_

**Payment**  **Check Enclosed**  **Check to Follow**

**Special Accommodations** \_\_\_\_\_