

HUMAN
RESOURCES

CWSHRM
CONFERENCE

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CENTRAL WISCONSIN SOCIETY FOR
HUMAN RESOURCE MANAGEMENT
Superior Merit Award Winning Chapter

AFFILIATE OF
SHRM
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Ruder & Ware
BUSINESS ATTORNEYS FOR BUSINESS SUCCESS®

Cordially invite you to attend our

**ANNUAL HUMAN RESOURCES &
LABOR LAW CONFERENCE**

Thursday, April 8, 2010 at the Stoney Creek Inn • Mosinee, WI

Registration 7:30am to 8:00am

Conference 8:00am to 3:30pm

7:30 am | Registration

8:00 am | Opening Keynote Presentation

Positive Leadership Modeling

Chip Lutz – Covenant Leadership

Position your leaders for success with this interactive program that gives them the tools to move past organizational barriers and connect with team members in a real, powerful way. Journey with Chip as he humorously relays how to communicate with team members, empower them to make a difference, and have fun while they move towards mission accomplishment!

Chip Lutz is the President and Founder of Covenant Leadership, LLC. A retired Navy Officer, he has had two command tours, and served as the Director of Security for the Naval District Washington, DC during September 11, 2001. A seasoned educator and trainer, he is currently adjunct faculty for two different universities and has taught over 20 different classes in leadership, management, human resource development, and organizational behavior. Chip helps people create positive environments so that they can find life more workable and work more livable.



9:30 am | Break & Networking

9:40 am | Law Workshop

Legal Issues Relating to Social Networking

Attorney Sara Ackermann – Ruder Ware

Social networking is here, and likely here to stay. Learn how forums and listservs like Facebook®, Twitter®, and LinkedIn® can be a liability risk for businesses. Our attorneys will examine the risks and provide guidance on how to understand and utilize this new phenomenon while protecting the business' interest and avoiding liability.

Sara Ackermann is an attorney and litigator with the Ruder Ware law firm and has substantial experience advising and representing clients in the area of employment law. Sara's expertise includes wrongful discharge, anti-discrimination, anti-harassment, plant closing and mass lay-off, wage and hour, family medical leave, and reasonable accommodation.

10:40 am | Break & Networking

10:50 am | Legal Workshop

Mock Trial - Sexual Harassment

Ruder Ware Attorneys: Sara Ackermann, Dean Dietrich, Jeff Jones and Chris Toner

Employers face claims of sexual harassment on a daily basis. The most common claim is that a male supervisor was sexually harassing a female subordinate and the harassment became so intolerable that the subordinate had to resign from her employment. This presentation will present a mock hearing on a former employee's claim of sexual harassment. You are the judge as to whether the employee has a valid claim. Adults only.

Annual Human Resources & Labor Law Conference

12:00 pm | Lunch

1:00 pm | HR Workshop

Staffing Waste: Identify it, Measure it, Reduce it (Strategic Credits applied for)
Joseph P. Murphy – Shaker Consulting Group

As your organization looks to achieve strategic success and sustain a competitive advantage, it is imperative that HR Professionals bring a new level of analytical literacy to the job. The hard truth is that you hired your best, and you hired your worst. And both outcomes came from the same hiring process! That's why understanding how those decisions were made and how those candidates were evaluated is a critical component to reducing staffing waste. Conventional metrics are insufficient at best for communicating the strategic value and contribution of recruiting departments and the positions they fill. Joe will identify and explore the specific metrics that you can use to document staffing waste. Once equipped with specific action steps to collect and explore this data you will be compelled to seek additional methods to improve your own staffing process.

[Joe Murphy](#) is a principal and vice president of Shaker Consulting Group, Inc. He has over 30 years of experience in Human Resources and has published research on staffing practices with SHRM and Staffing.org. The emphasis of his current work is on assisting recruiting teams improve the objectivity and yield of their staffing process. As a result, his clients are able to document performance gains and return on investment through better methods and metrics.

2:00 pm | Break & Networking

2:15 pm | Closing Keynote Presentation

Laugh for the Health of It
Robin Getman

Are you serious about having fun? Need to lighten up? This session is for you. This session is full of high energy, fast paced fun, jamb packed with useful tips and techniques to help you develop your laugh response and handle challenging situations with a smile. Laugh and learn as Robin Getman , your facilitator of fun, helps you identify ways to relax, renew and restore (and look forward to coming to work each day!) This session will tickle your funny bone, sharpen your customer service and do wonders for your self-esteem.

[Robin Getman](#) is a speaker, trainer and hospitality expert. She has been presenting seminars on laughter, soul and service to audiences for nearly two decades. Her audiences represent hospitality, health care, arts, government and academic industries all over North America. Robin consistently tops her clients' lists as one of their most popular and highly rated speakers on the topics of laughter, personal leadership and the spirit of service.



Conference Refund Policy

You must send us a written (by post or e-mail) registration refund request before the deadlines listed below. The amount you are reimbursed will depend on the date that we receive the request.

Please address your request to:
Jane Maule, Merrill Millwork,
1300 W. Taylor Street, Merrill, WI 54452

E-mail refund requests may be sent to:
jmaule@park-vue.com

REIMBURSEMENT DEADLINE	REFUND AMOUNT
Before March 15, 2010	100%
After March 22 but before April 1, 2010	75%
April 1, 2010 and later	0% - sorry no refund

Annual Human Resources & Labor Law Conference

I/We will attend the Annual Human Resources & Labor Law Conference on Thursday, April 8, 2010 at Stoney Creek Inn, in Mosinee, WI

SEMINAR COST:

Early Bird - Register by March 15, 2010:

\$100.00 for State SHRM Chapter Members
\$125 for non-members of a State SHRM Chapter

Registration after March 15, 2010 but before deadline of April 1, 2010:

\$125.00 for State SHRM Chapter Members
\$150 for non-members of a State SHRM Chapter

Student registration - register by April 1, 2010:

\$60.00 for students enrolled in a college program

Due to limited seating, only paid reservations will be accepted.

NAME(S) _____

BUSINESS _____

ADDRESS _____

PHONE _____

E-MAIL _____

PLEASE MAKE YOUR CHECK PAYABLE TO: **CWSHRM**

Please send your registration and check to:

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