



23rd Annual Human Resources Conference
presented by Ogletree Deakins Nash Smoak & Stewart, P.C.
May 15-17, 2013

AGENDA

Wednesday, May 15, 2013

- 3 - 5 p.m. **Exhibitor Registration and Set-up**
Group Registration Area and Alcove
- 3:00 p.m. **Attendee Registration Begins**
Group Registration Area and Alcove
- 5 – 6 p.m. **Welcome Reception in Exhibit Hall (Atlantic 1-4)**
Hosted by the S.C. Chamber's Human Resources Committee
(Dinner on your own)
- 8 - 10 p.m. **Hospitality Suite** *sponsored by MAU Workforce Solutions*

Thursday, May 16, 2013

- 7:30 a.m. **Registration / Exhibits Open**
- 8:00 a.m. **Opening Remarks / Breakfast Buffet** *(Sponsorship still available)*
- 8:15 a.m. **Inspired People Produce Results**
Jeremy Kingsley, President, OneLife Leadership
The world of business is faster paced than it has ever been. Budgets are being slashed, competition is fierce, and the finance people are scrutinizing profitability like never before. Pressure for results has never been greater. What is the key to leadership in this high stakes game? Inspiration. Your employees are your number one asset, and the quality of your relationship with them will spell the difference between success and failure. The speaker will reveal the essential principles and skills for effective HR leadership in the twenty-first century: Passion, Purpose, Loyalty, Humility, Patience, Integrity, Communication, and Personal Attention. Inspiring your people is the key to unlocking your staff's potential. It's the ingredient that enables you to lead your team to unprecedented success. Your ability to inspire makes you more than a manager, it makes you a leader.
- 9 a.m. **HR Leadership: Influencing Organizations, Decisions, and People**
Patrick Wright, Darla Moore School of Business, University of South Carolina
Many people talk about HR Leadership as being the next paradigm for HR, but few agree on what HR Leadership means. In this session, Professor Patrick Wright will discuss the roles and responsibilities that comprise HR leadership, with a focus on how HR leaders can influence the organization, decisions, and people to add value.
- 9:45 a.m. **Break in Exhibit Hall**

- 10:15 a.m. **Social Networking: What Employers Need to Know**
Chris Gantt-Sorenson, Haynsworth Sinkler Boyd, P.A.
This presentation will highlight the benefits and pitfalls of social media and how it influences recruiting, hiring, and marketing. Also noted will be key safeguards, innovative uses of social media, employee's personal use, laws impacting social media, and general guidance.
- 11 a.m. **Using On-site Clinics to Bend the Trend in Healthcare Costs**
Gary Williams, Vice President of HR, Mount Vernon Mills, Inc.
Health care premiums continue to rise at or near double digits, while there is near stagflation in wages and the remainder of the economy. What can be done to combat the upward spiral? This session addresses some of the issues to consider in placing health clinics on site. Learn from the practical experiences of a manufacturing employer eight years into the process who offers insight into all facets of this strategy, from initial setup to establishment of reasonable expectations of savings and the results achieved thus far which has helped keep the company competitive in a razor thin margin environment.
- 11:45 p.m. **Cross Cultural Communication and Negotiation**
Mona El Shazly, Columbia College
This presentation provides an overview of the elements of cross cultural communication and negotiation. It highlights the link between language, culture, thoughts and perceptions. In so doing, a greater appreciation of the complexity, diversity and similarities among all persons is gained. Guidelines are offered to enhance negotiation skills between parties.
- 12:15 p.m. **Boxed Lunch in Exhibit Hall** *sponsored by Fisher & Phillips LLP*
- 1:15 p.m. **What happened? You're not the person I hired**
Jim Fadell, Consultants of Carolina
Most job qualifications are focused on education, experience and skills. This session explores the shortcomings of those qualifications as it relates to predicting performance on the job. We make the distinction between who the candidate really is and who he/she becomes during the recruiting process. The session introduces the use of pre-hire assessments to gain critical information to make better hiring decisions. We make the connection to a company's return on investment for human capital throughout the employment cycle and show how the right hiring decision can maximize that ROI. Finally, the use of assessment information is expanded to discuss how the data can be used throughout various aspects of talent management including leadership development, succession planning, and promotions and transfers.
- 1:45 p.m. **Fearless Firing: Saying Goodbye Without a Courthouse Reunion**
Andy Satterfield, Jackson Lewis LLP
It's never easy when an employee must be let go. This presentation will focus on the most prudent approaches to termination, best practices in documentation, as well as practical steps for winning unemployment claims. Specific items addressed include:
- Conducting appropriate and complete investigations
 - Creating clear and decisive documentation
 - Negotiating and drafting separation agreements to limit risk
 - Protecting your valuable resources through the use of restrictive covenants
 - Handling unemployment claims to avoid adverse decisions and testimony

- 2:15 p.m. **Employees We Fear**
Kathy Dudley Helms, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
Employers today are faced with the task of trying to root out workplace violence before it occurs. What can you do to prevent violence in the workplace and when is action appropriate. The hindsight that came with the horrific events in Newtown, Connecticut make employers and employees alike nervous. The intent of this program is to identify the laws involved with this issue and to examine the issues that create the questions the employer should answer in assessing a potentially violent situation.
- 3:00 p.m. **Break in Exhibit Hall**
- 3:30 – 6 p.m. **Exhibitors Breakdown**
- 3:30 p.m. **Take this Job and Love It**
Jim Young, HR Director, SC State Ports Authority
Several discussion topics are evaluated that deal directly with why employees hate their jobs. The majority of the issues do not focus on money but more on relationships and perceptions. The objective of the session is to provide tools that can be used to overcome the challenges that surface as a result of people losing interest in their job(s). If administered properly, reductions in turnover can be realized, along with increased productivity, and better team work.
- 4:15 p.m. **Recent Developments at the S.C. Department of Employment & Workforce Unemployment Division**
Erica Von Nessen, S.C. Department of Employment and Workforce
- 5 p.m. **Sessions Adjourn**
- 7 - 10 p.m. **Networking Reception** *sponsored by BlueCross BlueShield of SC*
- 10 - 12 **Hospitality Suite** *sponsored by MAU Workforce Solutions*

Friday, May 17, 2013

- 7:45 a.m. **Continental Breakfast**
- 8:15 a.m. **Legal Yesterday but Not Today: NLRB Invalidates Long-Standing Rules and Policies in Non-Union Facilities**
Dan Ellzey, Fisher & Phillips LLP
Recently, the National Labor Relations Board (NLRB) has ruled that long-established policies on disrespectful language, harassment, walking off the job, etc. are illegal. At the same time, the NLRB has broadened its definition of protected concerted activity to the point that numerous other company policies and rules are found to be overly broad and illegal. This presentation will discuss the rules that the NLRB has attacked and provide guidance on amending the rules to comply with NLRB directives. The second part of the program will focus on union elections, membership, and local organizing and developments with the new mini unit rule, expedited elections, and persuader rule.
- 8:45 a.m. **Break**

9:00 a.m.

CONCURRENT SESSION #1

Employment Law Pitfalls in Workers' Compensation Claims

Bill Duda & Bernard Tisdale

Ogletree, Deakins, Nash, Smoak & Stewart, P.C.

Workers' compensation claims are often handled by health and safety professionals, or even front-line supervisors. While they may do an excellent job on the workers' comp claim, they may not be familiar with the host of other employment laws that are implicated when an employee claims injury at work. Does a temporary work-related back injury requires accommodation under the ADA? Do we have to discuss or provide light duty? How does HIPAA fit in? How much can we ask about the condition? Does the FMLA apply? Can we hire a replacement employee? Does OSHA require we report the injury? Attend this session to learn about the interplay of these laws and learn how HR professionals can minimize exposure to employment law liability by monitoring workers' compensation claims for employment issues and educating your health and safety professionals on employment laws.

CONCURRENT SESSION #2

Developing and Sustaining the Credentialed Workforce in South Carolina

Tom Ledbetter, Midlands Technical College

This session will include discussion and analysis of the workforce demands of the next ten years, including the impacts of economic growth/no growth, the demographics of the coming workforce changes, competition-driven adoption of advanced technologies across the entire workplace and cost-benefit valuation models for understanding the fiscal impacts of these changes.

9:45 a.m.

Break

10:00 a.m.

CONCURRENT SESSION #1

How to Develop Successful "UnderCover" On-the-Job Training and Trainers

Tom Yeoman, Principal, The Yeoman Group, LLC

Utilizing the premise of the hit CBS show, "Undercover Boss®", this presentation will illustrate how to build and execute successful on-the-job training (OJT) for internal work processes. Beginning with the identification of actual/real "training problems", we will demonstrate a proven methodology and means for improving your existing process training and OJT.

CONCURRENT SESSION #2

Workplace Investigations: Confidential or Not?

William Floyd, Nexsen Pruet, LLC

HR Professionals routinely investigate sensitive personnel issues such as sexual harassment or theft. Recent NLRB decisions have complicated the task by criticizing employers for conducting "confidential" investigations in certain circumstances. We will review some important tools when conducting effective workplace investigations and discuss when an investigation can and cannot be confidential.

10:45 a.m.

Roundtable Discussions

The roundtable discussions will be led by employment law attorneys and will be topics chosen by attendees during the conference.

12 noon

Adjourn