

2010 Human Resources Conference Agenda

“The Game of HR”

May 16-18, 2010 ~ Wild Dunes Resort

Sunday, May 16, 2010

- 12 Noon Exhibitor Registration Begins
Sweetgrass Pavilion Tent
- 12 – 6 p.m. Exhibitor Set-up
Sweetgrass Pavilion Tent
- 1:00 p.m. GOLF TOURNAMENT
Harbor Golf Course
- 1 – 3 p.m. South Carolina Diversity Council Board of Directors Meeting
Tides A
- 4:00 p.m. Attendee Registration Begins
Palms Foyer
- 6 – 7:30 p.m. WELCOME RECEPTION in Exhibit Hall
Hosted by South Carolina Diversity Council & the S.C. Chamber’s HR Committee
Sweetgrass Pavilion Tent
(Dinner on your own)
- 9 – 11 p.m. HOSPITALITY SUITE *sponsored by Palmetto Health*
Boardwalk Inn Club Room

Monday, May 17, 2010

- 8 a.m. Registration
Palms Foyer
- 8:30 a.m. Breakfast Buffet Open
Palms Foyer
- 9 a.m. OPENING BREAKFAST
Welcome and Opening Remarks
Keynote Presentation:
The Impact of Appreciation on Engagement – A Global Study
Beth Thornton, O.C. Tanner
In 2008, global consulting firm Towers Perrin was commissioned by O.C. Tanner to conduct a survey of employees in 13 countries to assess the role

of appreciation in driving employee engagement. The analysis also identified the behaviors that set apart leaders who engender the highest levels of employee engagement and business performance. The results will shock you!

Palms 1-3

10:15 a.m. **Break in Exhibit Hall**
Sweetgrass Pavilion Tent

10:30 a.m. **The Latest Developments in Washington: A Federal Policy Update**
Al Robinson, Ogletree, Deakins, Nash, Smoak & Stewart, P.C.
(Washington, D.C. office)
During this session, attendees will receive a firsthand account of the initiatives and recently released or pending federal regulations of interest to HR professionals. Is health care reform still alive? What's the latest regarding the Employee Free Choice Act? Also, learn about any proposed regulations that may be coming down the pipe over the next few years.
Palms 4-8

11:30 a.m. **Legislation Matters**
Darrell Scott, South Carolina Chamber of Commerce
Human resources professionals who take a proactive role in legislative issues will position themselves in a more strategic role within their company. This session will provide an overview of the state issues affecting HR everyday. Learn how you can get more involved and help shape legislation in South Carolina.
Palms 4-8

12 noon **LUNCH in Exhibit Hall**
Sweetgrass Pavilion Tent
(Rain back-up is Palms 1-3)

1:00 p.m. **It's Jeopardy...HR Conference Style!**
Brought to you by McAngus, Goudelock & Courie, LLC

Contestants:
The Honorable Paul Campbell, South Carolina Senate
Rita McKinney, McNair Law Firm, P.A.
Jerry Kershner, Talley Metals
Palms 4-8

2:00 p.m. **Break in Exhibit Hall**
Sweetgrass Pavilion Tent

2:30 p.m. **Diversity and Affirmative Action in 2010: Beyond Race & Gender**
Cara Crotty, Constangy, Brooks & Smith, LLP

This session will explore the constantly evolving demographics of our society and the resulting implications for our workplaces. When discussing diversity and affirmative action, we often lapse into thinking only of race and gender, but true diversity takes into account so many other factors. How can you make your workplace truly more diverse? For affirmative action employers, we will review the new agenda of the Obama administration so you can be sure to stay in compliance.

Palms 4-8

3:15 p.m. Break in Exhibit Hall
Sweetgrass Pavilion Tent

3:45 p.m. **Social Media in the Workplace: Stay Protected**
Mike Carrouth, Fisher & Phillips LLP
Millions of workers are sharing personal and professional information every day using Facebook, Twitter, LinkedIn and My Space. Not only can these sites be disruptive in the workplace, but they have the potential to have a negative impact on a company's business. Learn how to monitor your employees' behavior and the policies that should be in place to keep your company out of court.
Palms 4-8

4:45 p.m. Adjourn

6 - 9 p.m. NETWORKING RECEPTION *sponsored by Constangy Brooks & Smith, LLP & Delta Dental*
Location TBD

9 – 11 p.m. HOSPITALITY SUITE *sponsored by Palmetto Health*
Boardwalk Inn Club Room

Tuesday, May 18, 2010

8:30 a.m. CONTINENTAL BREAKFAST in Exhibit Hall
Sweetgrass Pavilion Tent

9 a.m. **South Carolina Employment Security Commission Reform**
Dan Ellzey, Fisher & Phillips LLP
Major reform is looming at the South Carolina Employment Security Commission as a result of the Legislative Audit Council report released in late January. The major issues identified in the report will lead to new legislation already in the works. Learn how these changes will impact businesses and our state's economy, find out and what you need to do to prepare.
Palms 4 & 6-7

- 9 a.m. **EXHIBITOR ONLY SESSION**
Developing Innovative Marketing & Sales Programs in Turbulent Times
Martin S. Roth, PhD, Moore School of Business, University of South Carolina
 The Chinese proverb “May you live in interesting times,” seemed a lot more appealing before the financial crisis than it does today. All businesses face unprecedented levels of turbulence and uncertainty. There’s never been a better or a more critical time for innovative marketing and sales programs. The presenter will share practical and tactical innovation lessons gleaned from successful companies around the world.
Palms 5 & 8
- 10:00 Break in Exhibit Hall
Sweetgrass Pavilion Tent
- 10:15 **The Games Employees Play**
Liz Speidel, Haynsworth Sinkler Boyd, P.A.
Palms 4 & 6-7
- 11:00 Break in Exhibit Hall
Sweetgrass Pavilion Tent
- 11:15 **CONCURRENT SESSION #1**
The U.S. Supreme Court’s Firefighter Decision and its Effect on Employment Decisions
Bernard Tisdale, Ogletree Deakins Nash Smoak & Stewart, P.C.
 The Supreme Court’s *Ricci* decision changed the rules (again) for hiring, RIF’s, promotions and other employment decisions. This session will cover how the decision affects employment decisions and what employers can do to protect themselves.
Palms 4 & 6-7
- CONCURRENT SESSION #2**
A New Aggressive Approach to Workplace Safety
Wilder Allen, Safety Management Corporation
 Shortly after becoming the nation’s labor secretary, Hilda Solis warned that there was “a new sheriff in town.” She has since followed through on President Barack Obama’s campaign promise to boost funding for the Occupational Safety and Health Administration (OSHA), increase enforcement and safeguard workers in dangerous industries. Learn about those changes and new workplace safety changes that are on the way.
Palms 5 & 8

- 12 noon LUNCH/SPEAKER
Human Capital in an Exponential World
Love Collins, III, Benedict College
In order to sustain a competitive advantage with respect to human capital, we need to have an exponential lens. This is especially the case today, as we live in a world where technology and high speed access to information is rapidly changing business as we know it. That is, we must be aware of exponential changes taking place around us and realize that we cannot afford to conduct our business processes in a vacuum. Awareness and planning for exponential changes is certain to have a most astonishing effect on our future thinking, choices, actions, and ultimately, the productivity of our human capital. The essence of this presentation is anchored in these very important concepts, the enormity of which is most enlightening.
Palms 1-3
- 1:15 p.m. CONCURRENT SESSION #1
Creating a Best Place to Work: Lessons from the 2009 Best Places to Work Award Recipients
Peter Burke, Best Companies Group
Come to this session, and learn about what it takes to be a “Best Place to Work.” We will review the Best Places to Work in SC employee and employer data and trends as well as discuss how you can improve your workplace. Everyone is talking about it; now it’s time for you to find out why. What you learn in this session could help you make the Best Places to Work in South Carolina list in 2010!
Palms 4 & 6-7
- CONCURRENT SESSION #2
The Elements of a Successful and Award Winning Diversity Program
Peggy Smith, Goodwill Industries of Lower South Carolina, Inc.
Learn about diversity initiatives from the 2009 Excellence in Workplace Diversity Award medium-size company winner, Goodwill Industries of Lower South Carolina. In order to be successful, diversity initiatives must be embraced throughout the organization, at all levels of management and with all employees. Leave this session with ideas on creating a business case for incorporating new diversity strategies at your company.
Palms 5 & 8
- 2:00 p.m. Break
Palms Foyer
- 2:15 p.m. **Modern Retention Strategies That Work: Why Great Talent Chooses to Stay with the Company**
Jim Gray, Jim Gray Consultants LLC

Worried about your organization's top talent walking out the door?
Concerned that the recession may have disengaged some of your best
employees? How do great organizations keep the people they want? Too
often, employee retention strategies have been based on instincts rather
than research. Discover what really works for solving turnover problems
in any economy.

Palms 4 & 6-7

3:00 p.m. Adjourn