

2016 PHILLY SHRM SYMPOSIUM

SHERATON PHILADELPHIA DOWNTOWN HOTEL
MARCH 22 & 23, 2016



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WELCOME

DEAR PHILADELPHIA HR PROFESSIONALS AND THE BUSINESS COMMUNITY,

We live in demanding times. As technology makes the world seem smaller, the need for talent grows. We must start earlier to develop the skills required for tomorrow and work harder at creating a culture that will allow individuals to deliver their best. This takes a strategy and real leadership. At this year's Symposium you will learn information and skills to help you navigate these challenging waters including important takeaways from two keynote speakers.

Our opening keynote speaker is Dr. Mae Jemison. Dr. Jemison made history as the first woman of color to travel in space aboard the space shuttle Endeavour. She is the founder and President of two medical technology companies and is dedicated to promoting widespread science literacy. She will inspire and encourage you as she discusses her leadership journey and the many possibilities of human potential.



Captain Richard Phillips, Captain of the Maersk Alabama which was hijacked by Somali pirates, is our closing speaker. This international drama marked the first hijacking of a US ship in over 200 years and was depicted in the Academy Award nominated film, Captain Phillips, starring Tom Hanks. Captain Phillips' reaction to the events that occurred in April 2009 demonstrates the real impact of leadership and teamwork in a crisis. Join us as we learn about those leadership characteristics most important in a crisis from the real Captain Phillips.

Sandwiched between these two incredible speakers are fantastic workshops and sessions providing a wealth of information that you can take back to your workplace and use the very next day. I am thrilled that you have chosen to be a part of this stimulating and impactful program.

I am excited to be the chairperson of this year's event. I know that it will be the best year yet. Thank you for choosing to **Connect, Engage and Lead** – at the 2016 Philly SHRM Symposium.

Jackie Linton

2016 Symposium Chair

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Bookmark this link to the home screen of your mobile device for instant access to everything you need to have a great event experience!



All-New for 2016...

Game on! The Symposium Challenge

Get ready for some fun and competition during this year's conference by playing our in-app game, Game On! The Symposium Challenge. Throughout the event, you will have different opportunities to earn points that will help you win one of many awesome prizes (listed below).

Here's how it works...during the conference, you will be given specific passcodes for various challenges. Enter the passcode into your app to start racking up points. How do you earn the passcodes? Strike up a conversation with one of our exhibitors to receive their "secret word," visit the Philly SHRM table and participate in games or designate to the chapter, listen during the opening and closing remarks of presentations, and much more! Keep your ears and eyes open throughout the event, as there will be different challenges announced all day, and you don't want to miss your chance to win!

Here's a chance to start earning points!

1. Open a Browser and go to <https://eventmobi.com/SYMPOSIUM2016>
2. Save the app to your home screen
3. Click the 'Gamification' tab
4. Find the challenge labeled 'Program Booklet Bonus'

NOTE: This step is optional

5. Enter the code **BOOKLET** to earn points

NOTE: You can enter the codes at the top or find the specific challenge first

Prizes Include:

- A Ticket to the 2017 Symposium plus an overnight stay at the Sheraton
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EVENT AGENDA

Pre-Conference: Tuesday, March 22, 2016

Approved for 2 SHRM Professional Development Credits & 2 Business HRCI Credits

3:30pm-4:00pm	Registration for Pre-Conference	Horizons Rooftop Ballroom
4:00pm-6:00pm	Presentation/Roundtable Discussions	Horizons Rooftop Ballroom
6:00pm-7:30pm	Evening Networking Reception	Horizons Rooftop Ballroom

Main Conference: Wednesday, March 23, 2016

Approved for 6.5 SHRM Professional Development Credits & 6.5 HRCI Credits

7:30am-8:30am	Registration & Exhibitor Hall Opens	Liberty Ballroom Foyer
8:00am-10:00am	Master Series: Session 1	Liberty Ballroom D
8:30am-10:00am	Breakout Session 1	Philadelphia Ballroom North & South (On Mezzanine Floor)
10:00am-10:30am	Break - Visit Exhibitors	Liberty Ballroom A & Foyer
10:30am-12:00pm	Welcome & Keynote Speaker	Liberty Ballroom B & C
12:00pm-1:00pm	Lunch - Visit Exhibitors	Liberty Ballroom B & C
1:00pm-3:00pm	Master Series: Session 2	Liberty Ballroom D
1:00pm-2:15pm	Breakout Session 2	Philadelphia Ballroom North & South (On Mezzanine Floor)
2:15pm-2:30pm	Break - Visit Exhibitors	Liberty Ballroom A & Foyer
2:30pm-3:45pm	Breakout Session 3	Philadelphia Ballroom North & South (On Mezzanine Floor)
3:45pm-4:00pm	Break - Visit Exhibitors	Liberty Ballroom A & Foyer
4:00pm-5:00pm	Closing Session Speaker	Liberty Ballroom B & C
5:00pm - 5:15pm	Prize Winners Announced & Event Closing	Liberty Ballroom B & C

CONNECT TO WI-FI

Use the code **LEADINGTHEWAY** for internet access.

Steps to Connect to Wi-Fi:

1. Connect to the Wireless Network: **Sheraton_Meeting**
2. Open Preferred Internet Browser (should bring you to the sign on page)
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4. Click "Agree" to the terms and conditions
5. You should now be granted access and redirected to the home page
6. Click "Submit"



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PRE-CONFERENCE PRESENTATION

TUESDAY, MARCH 22, 2016

Heroic Hearts: Building Courage and Commitment in the New World of Work



HORIZONS ROOFTOP BALLROOM
4:00pm - 6:00pm
2 SHRM Professional Development
Credits (PDCs) & 2 Business HRCI Credits



SPEAKERS:

- Barry Dornfeld, Ph.D., Principal, CFAR
- Claire Robertson-Kraft, Ph.D., Director, Operation Public Education, University of Pennsylvania

In today's business environment, survival largely depends on organizations' ability to remain resolute in the face of immense challenges while navigating through and learning from those same challenges. This may require the adoption of new practices and agreements—a process fraught with potential pitfalls. That's where culture can make the difference: where perseverance, passion for long-term goals, and candid conversations are nurtured, the positive energy released can be truly transformative.

Join presenters Drs. Barry Dornfeld and Claire Robertson-Kraft in this eye-opening program as they share what it takes to propel your organization forward in the new world of work. Dr. Dornfeld will draw from his recent book *The Moment You Can't Ignore*, which provides a blueprint for organizations to renew themselves and meet the demands of the new global marketplace. Dr. Robertson-Kraft will share her research around teacher effectiveness and retention and show how HR practitioners can apply it to achieve successful outcomes in their own work.

Philly SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. The Full Symposium Conference program is valid for up to 8.5 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.

About Barry Dornfeld, Ph.D.

Barry Dornfeld, Principal, co-leads CFAR's Life Sciences and Higher Education Groups. He has been a strategic advisor to organizations in both the nonprofit and for-profit sectors, and is an expert on organizational change, governance, and collaboration. He draws on his many years of consulting, teaching, and industry experience to help guide clients through complex business issues, develop a strategy for change, and to learn from their experience. Barry also teaches extensively, leading workshops on negotiation, board governance, strategy, influence and persuasion, and organizational change, and leading action-learning programs. He speaks to a wide range of groups in many industries with a focus on healthcare, life sciences, not-for-profits, and higher education, and has taught and spoken in many settings in the US and internationally, including extensive experience with Wharton's Executive Education division. In addition to his academic positions, Barry has presented to a range of client audiences including the Association for Women in Science, the Harvard Stem Cell Institute, the Association of Strategic Alliance Professionals, and the Temple University School of Law.

Barry's experience as an anthropologist and filmmaker trained him to listen and ask questions, so that he can work with executives in ways that are attuned to their needs, culture, and learning styles, and that help them reach their business goals. These skills help him connect to clients easily, work productively in a variety of settings, and effectively advise and teach executives. His recent work in the life sciences and higher education has focused on ways to help organizational leaders maximize value across strategic partnerships such as those with academic medical centers and medical professional societies. The objective of this work is to optimize the investments in these organizational relationships relative to basic research, clinical research and trials, scientific information exchange, marketing, and educational curricula and programming.

Barry is co-author of *The Moment You Can't Ignore: When Big Trouble Leads to a Great Future*, published by PublicAffairs Books in October 2014. Barry holds a Bachelor's of Arts in Anthropology and Economics from Tufts University and a Ph.D. in Communication from the Annenberg School of the University of Pennsylvania, and has been a faculty member at New York University and the University of the Arts in Philadelphia.

About Claire Robertson-Kraft, Ph.D.

Claire Robertson-Kraft is the Director of Operation Public Education and a professor at the Fels Institute of Government and the Applied Positive Psychology Program at the University of Pennsylvania. Her research focuses on the implementation of human resources policies in urban schools and how these policies impact teacher performance and commitment. Claire is also very active in the Philadelphia civic community, serving as the Board Chair of Russell Byers Charter School, Co-Founder and President of PhillyCORE Leaders, and on the boards of Youth Build Philadelphia, Leadership Philadelphia, and the Sunday Breakfast Club. Previously, she worked as a third grade teacher and program director supporting elementary and special education teachers with Teach For America. Claire holds a BA in Urban Studies and Philosophy and a Ph.D. in Education Policy, both from the University of Pennsylvania.

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MASTER SERIES

Sleepless in a Global Economy: What Keeps CEO's Up at Night?

LIBERTY BALLROOM D

8:00am - 10:00am

2 SHRM PDCs & 2 Business HRCI Credits

SPEAKERS:

- Nancy Adams, Vice President, Human Resources, Nutrisystem
- Stan Silverman, Founder & CEO, Silverman Leadership
- Plus...a special address by Dawn Zier, CEO, Nutrisystem

Harvard Business Review interviewed 24 CEO's for their recent article, "Top 3 Things CEO's Worry About," and found that their primary concerns are talent, operating in a global economy and legislation and regulation, with talent ranking as most important. Such results highlight the significance of human capital management as part of an organization's overall business strategy and the necessity of integrating all elements of the business with strategic HR initiatives. Top business leaders now clearly understand the importance of HR as a strategic business partner and are increasingly incorporating this as a vital part of achieving organizations' strategic direction. Join us for this Master Series session where you will hear from C-level executives as they share their compelling narrative highlighting their journey, challenges and successes in facing the three priorities most concerning to business leaders and how the strategic integration of HR and human capital management played an invaluable role in achieving their overall enterprise-wide strategic objectives.

SPEAKER PRESENTATIONS



Speaker Presentations

The speaker presentations will be available online at:

<http://www.pshrmsymposium.com/secure/>

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Password: symposium



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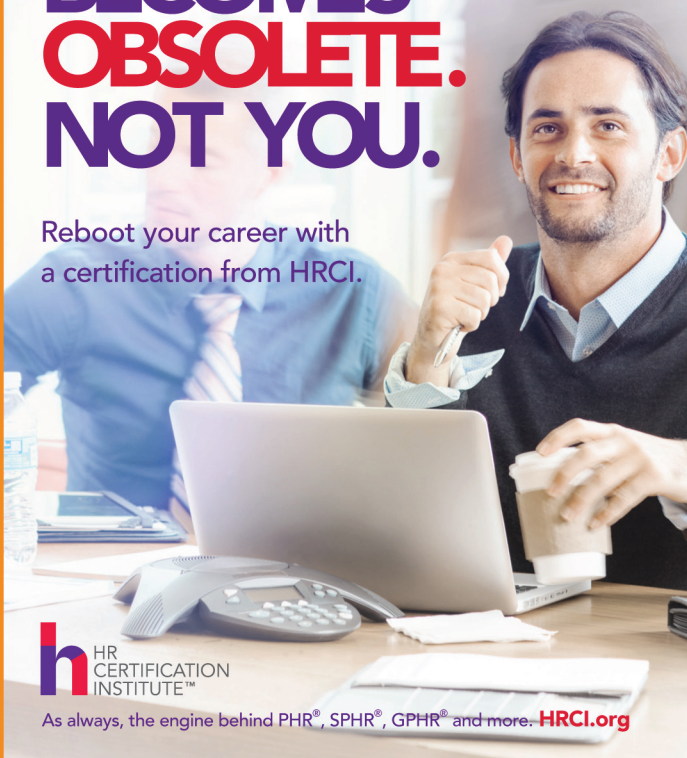
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BREAKOUT SESSIONS

Mobilizing! HR as a First Responder: From Developing a Prevention Strategy to Execution in Crisis Management

PHILADELPHIA BALLROOM NORTH (MEZZ. FLOOR)

8:30am - 10:00am

1.5 SHRM PDCs & 1.5 HR (General) HRCI Credits

SPEAKERS:

- Dave Schratwieser, General Assignment Reporter, FOX 29 News (Moderator)
- Karen M. Anderson, MSN, RN, PMHCNS-BC, Clinical Nurse Specialist, Hospital of the University of Pennsylvania
- John Conklin, President, IAEM-USA Region 3
- Michael Higgins, SPHR, M.Ed., Sr. Director, Strategic Talent Management, The Children's Hospital of Philadelphia
- Judge Renée Cardwell Hughes, CEO, American Red Cross Eastern PA
- Samantha Phillips, Director of Emergency Management, City of Philadelphia

Crisis Management is a common issue in the workplace today. The types of crises are continuously evolving and developing a comprehensive prevention and response strategy, establishing key partnerships and operationalizing plans are essential to effectively navigate crises. With crises ranging from natural disasters to workplace violence, crisis management is an ongoing and evolving skill required of HR professionals at all levels to effectively support organizations. In this session, local leaders will share full cycle view of emergency preparedness to response activation and the integral role of HR in preventing and mitigating risk, managing through crisis and contributing to business continuity.

This panel will use case study presentations and interactive discussion to guide participants in identifying key components of crisis prevention strategy and execution through a variety of lenses including law enforcement, behavioral health, natural disaster, media relations and information security.

Surviving to Thriving: HR Departments of One or...a Few

PHILADELPHIA BALLROOM SOUTH (MEZZ. FLOOR)

8:30am - 10:00am

1.5 SHRM PDCs & 1.5 Business HRCI Credits

SPEAKERS:

- Marcia O'Connor, President & CEO, The O'Connor Group (Moderator)
- Colleen A. Hamilton, SHRM-CP, PHR, VP of HR and Organizational Development, DrugScan
- Bernadette M. Horvat, Executive Director, Human Resources and Workplace Operations, Coriell Institute for Medical Research
- Lorraine Serva, SPHR, SHRM-SCP, Director of Human Resources, Iron Hill Brewery
- Karen Tomlinson, Human Resources Director, The Philadelphia Orchestra
- Sarah Weisenberger, SPHR, SHRM-SCP, Director of Human Resources, Lamb Financial Group

According to a recent SHRM article, "Almost 10 percent of the Society for Human Resource Management's (SHRM's) 275,000 members work in companies with fewer than 100 people, and many are the only HR presence in the company." With the value of HR being recognized by companies of all sizes, the expectations are high. It is essential for small-staff HR professionals to be prepared for the varied demands of supporting an entire organization, positively influence organizational culture and drive business outcomes and how to do it all with minimal resources and infrastructure. This session will offer just-in-time, practical solutions and strategies to help HR Professionals effectively build a small HR function which aligns with the organization's business strategy.



KEYNOTE PRESENTATION

WEDNESDAY, MARCH 23, 2016

Breaking Barriers: Reaching Your Potential and Preparing our Next Generation of Leaders

Dr. Mae Jemison, First Woman of Color in Space,
Currently Leading 100 Year Starship, Founder and
President of Two Medical Technology Companies



LIBERTY BALLROOM B & C

10:30am - 12:00pm

1.5 SHRM Professional Development Credits (PDCs)
& 1.5 Business HRCI Credits



Dr. Mae Jemison, physician, pioneer, entrepreneur and educator will inspire us through her exceptional life story and inspirational journey. Jemison's story, told through her unique leadership perspective, will take participants on a voyage that celebrates individuality and universality, advocates for education as the critical link to our future talent and motivates us to break through barriers to achieve personal and organizational success. She will help us explore how each of us can embrace both the sciences and the arts as a path to personal discovery and fulfillment, innovation and leadership. This session will challenge HR professionals, business leaders and our education community to explore what we need to do today to reach our potential and also prepare the leaders of tomorrow. Join us as we endeavor to forge a brighter future for the next generation of leaders with practical tools and resources we can apply now.

Philly SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. The Full Symposium Conference program is valid for up to 8.5 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.

About Dr. Mae C. Jemison

Dr. Mae C. Jemison is currently leading 100 Year Starship (100YSS) an initiative seed funded by DOD's Defense Advanced Research Project Agency (DARPA) to assure the capability for human interstellar space travel to another star is possible within the next 100 years. She also is founder of the technology consulting firm, The Jemison Group, Inc. that integrates the critical impact of socio-cultural issues when designing and implementing technologies, such as their projects on using satellite technology for health care delivery in West Africa and solar dish Stirling engines for electricity generation in developing countries.

Dr. Jemison, the first woman of color in the world to go into space, served six years as a NASA astronaut. She flew aboard the Space Shuttle Endeavour, STS-47 Spacelab J(a) mission in September 1992 and was NASA's first Science Mission Specialist performing experiments in material science, life science and human adaptation to weightlessness.

Started after she left NASA, The Jemison Group also explores and develops stand-alone science and technology programs and companies. BioSentient Corporation, a medical technology devices and services company focused on improving health and human performance through physiologic awareness and self-regulation is such a company.

A strong, committed global voice for science literacy, in 1994 Jemison founded the international science camp The Earth We Share™ (TEWS) for students 12-16 years old from around the world, and founded and chairs the Dorothy Jemison Foundation for Excellence, a 501(c)(3). TEWS-Space Race launched summer 2011 to improve science achievement in Los Angeles area students underserved and underrepresented in the sciences. Over four years its goal is to directly impact up to 10,000 middle school students and train 600 teachers. In October 2006 the Foundation developed the program *Reality Leads Fantasy—Celebrating Women of Color in Flight* that highlighted women in aviation and space from around the world. Dr. Jemison serves as national advocate for Bayer Corporation's award winning *Making Science Make Sense* program.

An environmental studies professor at Dartmouth College, Jemison taught sustainable development and technology design and ran The Jemison Institute for Advancing Technologies in Developing Countries. She was an A.D. White Professor-at-Large at Cornell University.

Dr. Jemison is a member of the National Academy of Sciences' Institute of Medicine and is: on the Board of Directors of Kimberly-Clark Corp., Scholastic, Inc. and Valspar Corp.; a Trustee of Morehouse College; Board of Texas Medical Center; and served as Chair, Texas State Product Development and Small Business Incubator Board; Chair, Greater Houston Partnership Disaster Planning and Recovery Task Force; a member Board of National Institute of Biomedical Imaging and Bioengineering. Dr. Jemison is an inductee of National Women's Hall of Fame, National Medical Association Hall of Fame and Texas Science Hall of Fame. Among many honors, awards and honorary degrees she received the National Organization for Women's Intrepid Award, the Kilby Science Award and in 1999 was selected as one of the top seven women leaders in a presidential ballot national straw poll.

Prior to NASA, Jemison was Area Peace Corps Medical Officer for Sierra Leone and Liberia for two and a half years overseeing the healthcare system for Peace Corps (and State Department in Sierra Leone). Throughout Jemison has worked internationally including in a Cambodian refugee camp and with the Flying Doctors of East Africa. A general practice doctor in Los Angeles, Jemison earned a B.S. degree in chemical engineering and the requirements for an A.B. degree in African and Afro-American Studies at Stanford University and her M.D. from Cornell University.

Dr. Jemison is a highly sought after speaker on issues of health care, social responsibility, technology and motivation and has provided commentary for the BBC, McNeil Lehrer Report, ABC Nightline, NPR and CNN. In *Find Where the Wind Goes*, she writes for teenagers about growing up on the south side of Chicago, cultivating her aspiration to be a scientist, experiences as a medical student in Africa and her history-making journey into space. She appeared on an episode of Star Trek: The Next Generation, hosted the Discovery Channel's series World of Wonder and was chosen one of People Magazine's "World's 50 Most Beautiful People" in 1993. Dr. Jemison resides in Houston and loves cats.

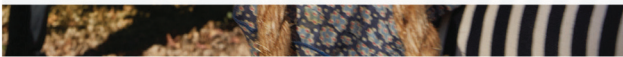


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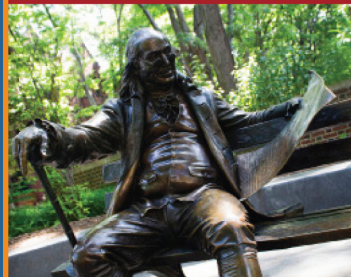


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PRESENTATION OF AWARDS

Presentation of Philly SHRM Awards to Carver Science Fair Winners

Philly SHRM understands that education and training are crucial to career planning and workforce readiness. Throughout the Symposium, the theme of education has been woven into our various sessions, especially during Dr. Mae Jemison's keynote presentation. To show our continued support for education, Philly SHRM partnered with the George Washington Carver Science Fair to sponsor a special Philly SHRM award for elementary and secondary school students. The George Washington Carver Science Fair is an event which encourages urban youth to pursue academic achievement and careers in science. Philly SHRM, Dr. Mae Jemison and Philadelphia School District Superintendent, Dr. William Hite, will recognize the winners of this special award on-stage during the lunch portion of the Symposium.



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Visit representatives from the School District of Philadelphia at Exhibitor Table #51, located in the foyer.

Speak with the Office of School Partnerships to learn more about how your company can partner with a specific Philadelphia School. Make a donation to the School District of Philadelphia through the Fund for the School District of Philadelphia – an independent 501(c) 3 organization that serves as a fiscal intermediary between the private sector and the Philadelphia public education system. Philly SHRM is reinforcing our sustained commitment to education by supporting these important initiatives and investing in the future....we hope you will join us!



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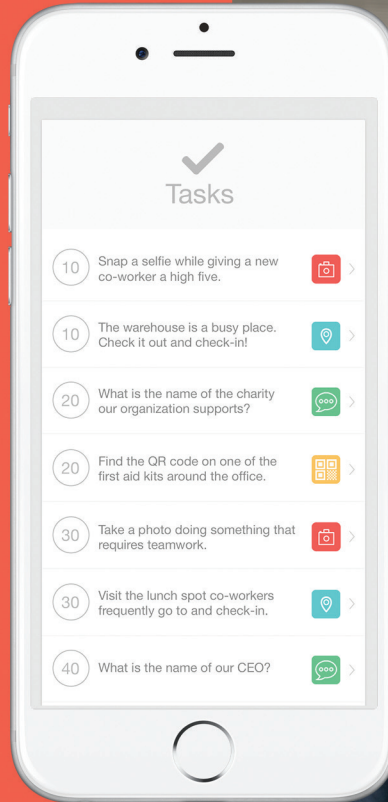


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1:00pm - 3:00pm

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SPEAKERS:

- Steve Wray, Executive Director, Economy League (Moderator)
- Alyssa Cherkin, Corporate Citizenship, Deloitte LLP
- Dr. Paul Harrington, Professor, Drexel's LeBow College of Business
- Robert R. Higgins, Executive Director of Academy of Food Marketing, Saint Joseph's University
- Andy Kovalick, Director of Talent Management, Lassonde Pappas & Co.
- Barbara Mattleman, Executive Director, Graduate! Philadelphia

The war for talent is real and the only way organizations can secure long-term success is through proper alignment of business strategy and human capital. Competitive organizations foster a desired workplace climate and achieve business results by building a highly effective and aligned workforce. This means integrating organizational culture, mission, and strategy with overall talent management strategy, including attracting and retaining high potential/high performing employees, strategic workforce planning and external business/educational partnerships.

How do business leaders in successful organizations plan and execute the necessary business and talent strategies to create organizational alignment and human capital synergy? How can effective and strategic external partnerships with business and academia become an integral element of this overall effort? And how does the effective integration of business and talent strategies create competitive advantage?

A panel of executives from around the region in both business and academia will provide an informative presentation and engage in a powerful discussion to answer these questions and explain what smart organizations are doing to build, create and sustain a human capital dynamic aligned with business strategy and make human capital management an integral part of their competitive arsenal in the war for talent.



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BREAKOUT SESSIONS

Dear Helga: You Won't Believe What My Employee Did This Time...

PHILADELPHIA BALLROOM NORTH (MEZZ. FLOOR)

1:00pm - 2:15pm

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

SPEAKER:

- Michael S. Cohen, Partner, Duane Morris LP

We've all said it: "I would write a book, but who would believe these stories are true?" Unfortunately, many of the tales are far too real! Whether the situation involves the use of "interns," performance evaluations, payment of breaks or even an employee with poor grooming habits, the legal workplace has become far more complicated to manage. Designed for Human Resources professionals, this fast-paced session will focus on uncommon HR issues and examine practical, business-focused solutions that you can use immediately to solve those problems.

The So What of Storytelling: HR Metrics that Matter

PHILADELPHIA BALLROOM SOUTH (MEZZ. FLOOR)

1:00pm - 2:15pm

1.25 SHRM PDCs & 1.25 Business HRCI Credits

SPEAKERS:

- Alison Diflorio, President of Human Resources, Exude, Inc.
- Michelle Hallerdin, Principal Consultant, Elpis Consulting

Today's HR professionals are expected to be business partners which includes being able to speak the language of business. Learning to leverage metrics that matter will help you align HR practices to strategic business goals. Data is a key driver in business decisions and will become even more important as technology advances.

We will use this session to help you better utilize the data you have available, but more importantly help you identify metrics that matter so you can drive your initiatives forward. Through case studies and interactive discussion, participants will leave with a better understanding of how to create a compelling story to influence and gain buy-in from key stakeholders in their organization.

A photograph of Stan Silverman, a man with glasses, wearing a dark suit, white shirt, and a patterned tie. He is gesturing with his right hand while speaking. The background is a blurred interior setting.

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- Aligning all employees towards a common goal
- Why hiring people with good critical judgement is important to the success of your organization
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To arrange for dates or for more information, please contact: Caitlin Graham at caitlin@grouplevinson.com or call 215-627-3030.

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Silverman Leadership is an acclaimed consulting firm, founded by Stan Silverman, speaker, writer and adviser. Stan's career credentials include: CEO of a leading global chemical company, Vice Chairman of a major American university, board member of a number of noteworthy for-profit and non-profit organizations and others.

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BREAKOUT SESSIONS

Global HR Trends & Hot Topics: How To Be Globally and Culturally Effective

PHILADELPHIA BALLROOM NORTH (MEZZ. FLOOR)

2:30pm - 3:45pm

1.25 SHRM PDCs & 1.25 Global HRCI Credits

SPEAKER:

- Howard A. Wallack, MA, MSc, SHRM-CP, Global Markets Executive, Society for Human Resource Management (SHRM)

In this session, you will examine the pace of globalization, research on key global HR trends, and the reasons why global HR competency and skills are important. You will also look at the HR Professional Competency Model, tips for cross-border effectiveness, and seven concepts that will help you succeed in a rapidly evolving global workplace.

What You Need to Know About Creating a LGBTQ-Friendly Workplace

PHILADELPHIA BALLROOM SOUTH (MEZZ. FLOOR)

2:30pm - 3:45pm

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

SPEAKER:

- Helen “Nellie” Fitzpatrick, Director of the Mayor’s Office of LGBT Affairs

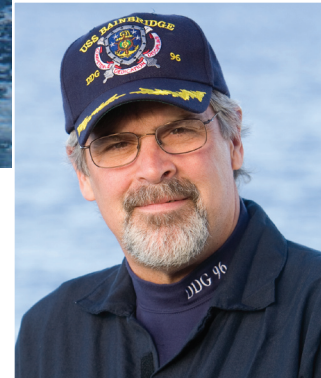
Over the course of the past decade, employers have come to understand the business case for diversity but even the most well intentioned employers need help navigating a variety of issues and identifying the right resources and tools to build a LGBTQ friendly and inclusive workplace. This faced paced session will help participants quickly gain an understanding of key issues surrounding LGBTQ discrimination and identify strategies for helping their organizations become compliant with local, state and federal regulations and laws. Participants will also walk away with best practices for transforming your workplace into one that is more inclusive, attractive to prospective employees and comfortable for existing employees.

CLOSING SESSION

WEDNESDAY, MARCH 23, 2016

Steering Your Ship in Rough Waters: Lessons on Strategy and Leadership

Captain Richard Phillips, Hero of the High Seas and Real Life Inspiration for the Movie *Captain Phillips*, Author, *A Captain's Duty*



LIBERTY BALLROOM B & C

4:00pm – 5:00pm

1 SHRM Professional Development Credit (PDC)
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It has become a truism that for any organization to be successful today it must effectively establish and execute a comprehensive business strategy. While an overall effective business strategy is absolutely essential, the mere establishment and implementation of one does not guarantee success and certainly does not account for the myriad of unforeseen challenges and problems that all business will undoubtedly encounter. Organizations must ensure their business strategies are sufficiently flexible and strong enough to overcome unpredictable troubles and that they possess the necessary leadership to navigate them through serious crises.

Exemplary strategy leadership is best demonstrated during the worst of times. Captain Richard Phillips, the “Hero of the High Seas”, will share his compelling story of strategy and leadership. As a “floating CEO” leading the day-to-day operations of a multi-million dollar ship, he draws lessons from the dramatic events of his capture by Somali pirates relating them closely with the myriad of unforeseen difficulties organizations can face. His story will help your organization survive and thrive, even in times when hope and support seem to be in very short supply.

Captain Phillips connects the vital importance of a well-developed and flexible strategy with impactful leadership to deliver a powerful and timely message that will dramatically energize and inform you to meet extraordinary challenges. Learn a dramatic and real-life lesson on the vital intersection of effective strategy and leadership and how this lesson relates to business strategy and corporate decision making.

Philly SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CPSM or SHRM-SCPSM. The Full Symposium Conference program is valid for up to 8.5 PDCs for the SHRM-CP or SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.

About Captain Richard Phillips

For five days in April 2009, the world was glued to their TV screens as Captain Richard Phillips became the center of an extraordinary international drama when he was captured by Somali pirates who hijacked his ship, the first hijacking of a U.S. ship in more than 200 years. The hostage drama began on Wednesday, April 8th when a small band of pirates swung grappling hooks and climbed ropes from their skiff onto the Maersk Alabama, a container ship ferrying food aid to East Africa. Firing into the air as they leapt aboard the ship, many of the crew members scrambled into a designated safe room aboard the vessel. On the bridge, the pirates held four sailors at gunpoint, but the crew of 20 outnumbered the four attackers.

They managed to wound the apparent leader of the pirates in the hand with an ice pick and regain control. The crew demanded the other pirates leave the ship, but the pirates had scuttled their own small boat. They demanded an escape boat, fuel and food. To protect his crew, Captain Phillips made a conscious decision to put himself directly in harm's way, knowing full well that he might pay the ultimate price for his decision. Amid the standoff, he offered himself as a hostage. Once the pirates settled into one of the ship's covered lifeboats, the crew attempted to trade the pirate they had captured for Captain Phillips. After they released their captive, the pirates refused to honor the agreement and fled with nine days of food rations and Captain Phillips. Held hostage as a human shield in a small lifeboat with three pirates, he had little to hope for or cling to — except the knowledge that he had done absolutely everything he could to save the lives of the 20 sailors aboard his ship. The U.S. Navy responded to the scene, and negotiations were ongoing between the pirates and the captain of the USS Bainbridge.

On Friday April 10th, Captain Phillips jumped out of the lifeboat and managed to swim a few yards toward the nearby destroyer, but the pirates went in after him and managed to haul him back in. The standoff dragged on until April 12th, when Navy SEAL snipers saw one of the pirates aim his AK-47 machine gun at Capt. Richard Phillips's back and concluded he was in "imminent danger." President Barack Obama, who spoke with Captain Phillips by phone after he was freed, said, "I share the country's admiration for the bravery of Captain Phillips and his selfless concern for his crew. His courage is a model for all Americans."

Captain Richard Phillips is the author of *A Captain's Duty: Somali Pirates, Navy SEALs, and Dangerous Days at Sea*, about his experience and his remarkable rescue. This dramatic story was also transformed into an Academy-Award and Golden-Globe nominated film, *Captain Phillips*, which hit the big screens in fall of 2013.

Captain Phillips is a graduate of the Massachusetts Maritime Academy a member of the International Organization of Masters, Mates & Pilots Union, and a licensed American merchant mariner. He became Captain of the MV Maersk Alabama in 2009. Captain Phillips married Andrea Coggio in 1987. They have two children, Mariah and Danny and reside in Underhill, Vermont.

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LETTER FROM PRESIDENT

DEAR ATTENDEES,

Welcome to our 2016 Philly SHRM Symposium! We are extremely excited that you decided to join us to **Connect, Engage, and Lead** with more than 500 of our region's HR and business professionals. We have assembled a remarkable group of speakers to broaden our perspectives, challenge our limitations and inspire us to make a difference. This year, the Symposium has a two-fold approach that focuses on equipping us for the present while also preparing us for the future. The lessons in leadership from Captain Phillips will exemplify how we can help our organizations in times of change and crisis while Dr. Jemison will dare us to consider the possibilities we can achieve when we invest in the talent pipeline of the future. We hope that you thoroughly enjoy each and every session.

I want to express my sincere appreciation to the Philly SHRM board and committee members for their exceptional work and perseverance in planning the Symposium and the comprehensive programming roster throughout the year. Your dedication to the HR profession is both motivating and admirable.

Philly SHRM would like to extend a special thanks to our sponsors and partners for their support in helping us make this conference possible. Your sponsorship allows Philly SHRM to continue to offer programs and events that raise the bar for our members and the broader greater Philadelphia HR community.

I hope you will continue to take advantage of the many wonderful programs, informational resources, and opportunities for connection and service that are offered throughout the year.

Thank you again for your participation and please take the opportunity today to connect with other attendees, engage in the conversation and use today's lessons to lead your organizations forward.

Best regards,

Charity Hughes, SPHR, SHRM-SCP

President, Philly SHRM



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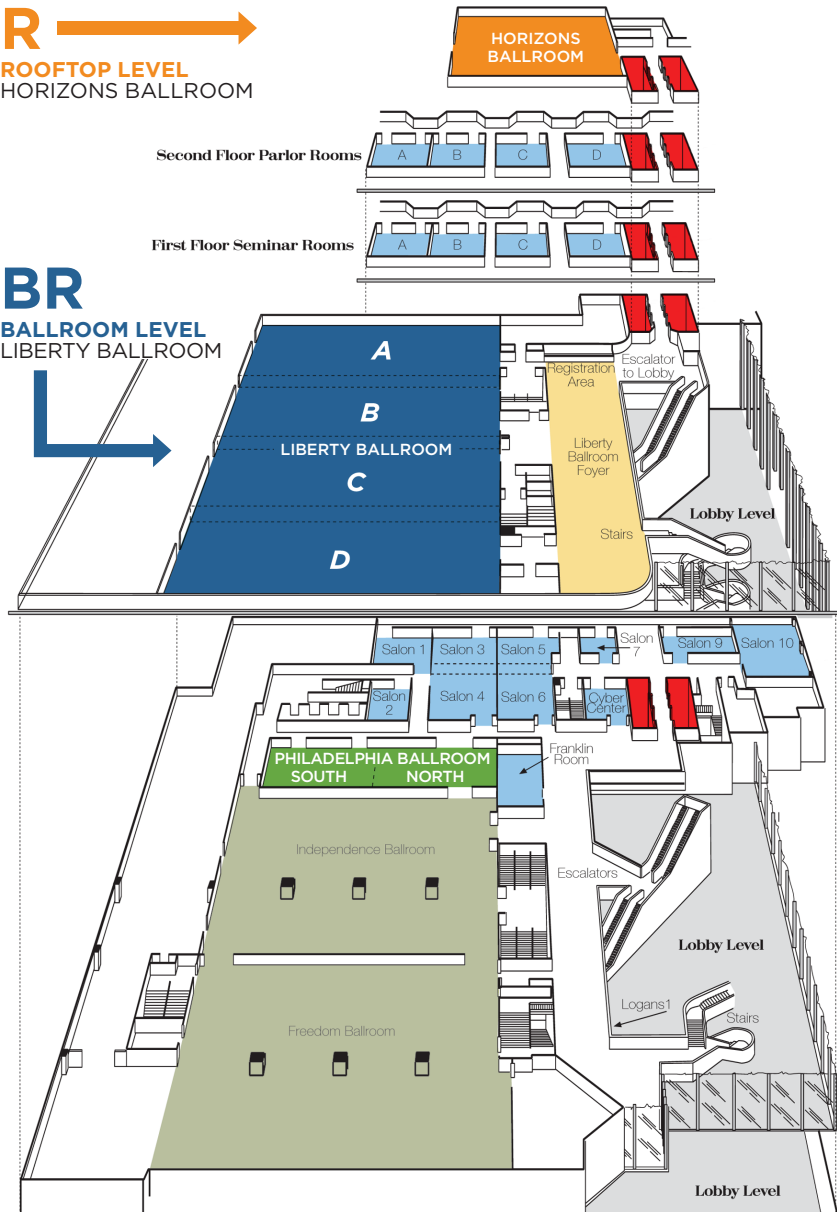
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