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2018 PHILLY SHRM
SYMPOSIUM



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March 21 & 22, 2018

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WELCOME LETTER FROM THE CHAIR

Dear Philadelphia HR Professionals and the Business Community,

Throughout my time as a member of Philly SHRM, the passion and the level of commitment of the HR professionals I work with in the Philadelphia region is truly inspiring to me. The 2018 Philly SHRM Symposium is a testimony to this passion and commitment. We have assembled for you a powerful program that truly does justice to the commitment you make every day in your work as an HR professional.



Our 2018 Symposium is book-ended with two amazing speakers. Our opening keynote speaker, Carey Lohrenz, is the first female F-14 Fighter Pilot in the U.S. Navy. Carey is used to working in a fast-paced, dynamic environment, and she knows a thing or two about creating and leading high performing teams and executing strategy. Carey will share with you her practical yet powerful “Lessons in Leadership” to help you and your team win in business. Our closing speaker, Nick Bayer, is the Founder and Chief Executive Officer at Saxbys Coffee. Nick is a faculty member at Drexel University and is a frequent lecturer at the Wharton School of Business at the University of Pennsylvania. In his closing keynote, Nick will share his insights and experience in a presentation he has titled, “Competing on Culture: How Culture and People can be a Differentiating Strategy.” Nick will explain how culture not only defines the type of talent you bring to your team, but how it is also a living, breathing, evolving component of your organization.

Nestled between our two remarkable keynote speakers are some amazing workshops and networking opportunities. Attending these sessions will help you develop and grow your professional skills and become a more effective HR professional. Between learning sessions, we have provided you ample time to get to know the great HR people in our region.

As Chair, I would like express my sincere thanks to everyone in Philly SHRM who has worked so hard to make this Symposium possible. They are a wonderful group of people, and it is both a privilege and an honor to be part of the team.

Have a great time at the Symposium. I look forward to meeting you.

Stephen G. Hart

2018 Symposium Chair

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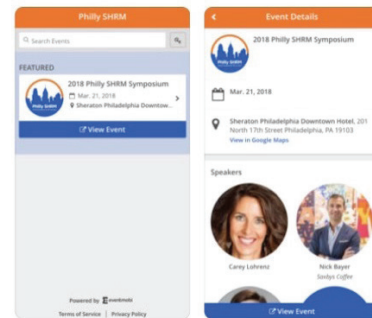


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GAME ON! THE SYMPOSIUM CHALLENGE

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 to take a fun photo and post to social media, meet our board members, 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. Download the Philly SHRM App from the App Store or open a browser and go to <http://eventmobi.com/PSHRMSYMPOSIUM2018> (save the app to your home screen if you use the browser version)
2. Click the 'Gamification' tab
3. Find the challenge labeled 'Program Booklet Bonus'
NOTE: This step is optional
4. 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 2019 Symposium with an overnight stay at the Sheraton
- Amazon gift cards
- iTunes gift cards
- Free registration to upcoming programming events
- Copies of "Fearless Leadership" by Carey Lohrenz

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2018 EVENT AGENDA & WIFI

Pre-Conference: Wednesday, March 21, 2018

Approved for 2 SHRM Professional Development Credits & 2 HR (General) HRCI Credits

4:30pm-5:00pm	Registration for Pre-Conference	Independence Ballroom Foyer (Mezzanine Level)
5:00pm-7:00pm	Presentation/Panel Discussion	Independence Ballroom
7:00pm-8:00pm	Evening Networking Reception	Independence Ballroom

Main Conference: Thursday, March 22, 2018

Approved for 6 SHRM Professional Development Credits & 6 HRCI Credits.

7:30am-8:30am	Registration, Breakfast & Visit Exhibitors	Liberty Ballroom Foyer & Mezzanine Foyer
8:30am-9:45am	Welcome & Keynote Speaker	Liberty Ballroom A, B & C
9:45am-10:15am	Break - Visit Exhibitors - Meet & Greet with Keynote Speaker	Liberty Ballroom Foyer & Mezzanine Foyer
10:15am-11:30am	Breakout Session 1	Liberty Ballroom D, Philadelphia Ballroom & Independence Ballroom
11:30am-12:30pm	Lunch - Visit Exhibitors	Liberty Ballroom A, B & C
12:30pm-1:45pm	Breakout Session 2	Liberty Ballroom D, Philadelphia Ballroom & Independence Ballroom
1:45pm-2:00pm	Break & Visit Exhibitors	Liberty Ballroom Foyer & Mezzanine Foyer
2:00pm-3:15pm	Breakout Session 3	Liberty Ballroom D, Philadelphia Ballroom & Independence Ballroom
3:15pm-3:30pm	Break & Visit Exhibitors	Liberty Ballroom Foyer & Mezzanine Foyer
3:30pm-4:45pm	Closing Session Speaker	Liberty Ballroom A, B & C
4:45pm - 5:00pm	Gamification Winners Announced & Event Closing	Liberty Ballroom A, B & C

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PRE-CONFERENCE PRESENTATION

Wednesday, March 21, 2018

Empathy in the Workplace



Independence Ballroom

5:00 PM - 7:00 PM

*2 SHRM Professional
Development Credits (PDCs) &
2 HR (General) HRCI Credits*

Empathy is the act of putting yourself in someone else's shoes to gain a different perspective on a situation, event, or belief. Studies have shown us empathetic leaders provide better leadership resulting in higher levels of productivity and job satisfaction.

Why?

Empathetic leaders rely on specific tools to observe, listen, and ask questions of those around them to make decisions. They don't make bottom-line decisions without considering the people involved. This often means leaders must think outside the box to make decisions that benefit both the company and the people who work for the company.

Keynote speaker, Anne Converse Willkomm, will answer the question: Can empathy be learned and/or cultivated? Hint... the answer is yes. She will look at simple ways to fine-tune empathy tools for leaders and those who support leaders, giving you three ways to develop your empathy skills and three ways to encourage management to be empathetic in their leadership. Through a case study, she will demonstrate how empathy can shift a dysfunctional office into a functional one. And get your empathy skills ready for an interactive learning activity.

The session will close with a panel discussion in which the panelists will dive into the role empathy should play in the workplace.

Through the presentation, interactive learning activities and a panel with industry leaders, participants will be able to describe how empathy can be used as an effective tool in managing people and teams, identify ways to develop personal empathy tools, and encourage management to be empathetic in their leadership.

About Anne Converse Willkomm

Anne Converse Willkomm is an Assistant Clinical Professor and the Department Head of Graduate Studies at Goodwin College at Drexel University located in Philadelphia, Pennsylvania. In her role, she also directs the MS in Professional Studies Program. The program was developed to provide students with important applied business skills, but she further developed the program to also focus on the highly desired softer skills such as communication and empathy. In the department blog, she writes weekly on topics ranging from career advice, job search, and interpersonal business, which has included posts on empathy, ethics, civility, listening skills, and the impacts of poor communication. In addition to the weekly blog, she has also presented webinars on Essentials of Good Business Communication, Art & Science of Influencing Others, and The Value and Importance of Collaborative Teams. Ms. Willkomm earned her AB in psychology at Bowdoin College and her MFA in Creative Writing at Rosemont College. Through the span of her career, she had worked in higher education and corporate America, including multinational banking. She has served on boards, capital campaigns, and various committees. Her experience has confirmed her belief that without empathy, one cannot truly succeed.



Speakers:

Anne Converse Willkomm,
Assistant Clinical Professor,
Dept. Head of Graduate Studies,
Goodwin College,
Drexel University

Panelists:

Stephanie Johnson,
Director of Graduate Career Services,
Drexel's LeBow College of Business

Jason Magidson,
Business Process Engineer,
AmeriHealth Caritas

Alison Davis,
Founder and CEO,
Davis & Company

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**This program has been submitted to the HR Certification Institute's® (HRCI®) for review.*



KEYNOTE PRESENTATION

Thursday, March 22, 2018

Lessons in Leadership

Carey Lohrenz, First Female F-14 Tomcat Fighter Pilot in the U.S. Navy and Best-Selling Author



Liberty Ballroom A, B & C

8:30am – 9:45am

1.25 SHRM Professional Development Credits (PDCs) &
1.25 HR (General) HRCI Credits

In this popular and inspirational keynote, Carey Lohrenz shares the fundamentals that helped her win in the cockpit at Mach 2 and can help your team win in business. She'll challenge you to:

- Be a Catalyst. Make change happen by focusing on what matters most.
- Be Tenacious. Overcome your fear of failure.
- Be Committed to Excellence. Prepare, Execute, and Debrief to accomplish seemingly impossible missions every day.
- Be Resilient. Turn adversity into success.

An industry pioneer and team performance accelerant, Carey is uniquely qualified in the fundamentals of Leadership. This keynote session will provide guidance on:

- Building high performing teams – making sound decisions quickly to stay competitive.
- Moving forward in the face of fear.
- Standing out and exceling in situations that provoke fear.
- Using principals used by naval aviators to overcome demanding, stressful environments and apply them to your leadership journey.
- Strategies and principals about winning under pressures, reducing errors and overcoming obstacles.

This highly popular leadership keynote will challenge, inform, and inspire your team to move to higher levels of performance in these difficult economic times. Lohrenz offers bottom-line expertise with clear, realistic takeaway items for audiences that can produce both short-term and life changing results.

About Carey Lohrenz:

Carey Lohrenz is a dynamic communicator with an incredible story. As the first female F-14 Tomcat pilot, she was a pioneer in military aviation. Having flown missions worldwide as a combat, mission-ready United States Navy pilot, Carey Lohrenz is used to working in fast moving, dynamic environments where inconsistent execution can generate catastrophic results.

Carey is uniquely qualified in the fundamentals of winning under pressure, reducing errors and overcoming obstacles. Her mastery of these fundamentals can help your team triumph in this high-risk, time crunched world. Her experience in the all-male environment of fighter aviation and her ability to pass on the lessons learned in her career allow her to deliver insight and guidance from a credible platform.

As a high content Keynote Speaker, who is both motivational and inspirational, Carey Lohrenz inspires Fearless Leadership and increased team performance. Carey has been requested by name from some of the top Fortune 100 businesses. Her ability to connect with both an audience and on a one-on-one level, coupled with her knowledge and experience in leading high-performing, diverse teams, has made her highly sought after as a business consultant and leadership speaker.

Carey Lohrenz is the author of "Fearless Leadership: High-Performance Lessons from the Flight Deck." She resides in Excelsior, MN and is currently working on her Masters in Business Administration in Strategic Leadership.

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BREAKOUT SESSIONS

Philadelphia Legal Update: Where's the Brotherly Love and Sisterly Affection when it comes to Pay Equity and Immigration?

Liberty Ballroom D

10:15 AM - 11:30 AM

Navigating the Legal Landscape Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits


Speakers:

- **Heather Herrington, Esq.**, Partner, Ritigstein Law, Professional Services Business Development Coach and Trainer, Business Development University, and Chief Advocate of Fun and Certified Training Partner, The Fun Dept.
- **Jonathan Grode, Esq.**, Practice Director, Green and Spiegel

As you may recall, the Philadelphia City Council unanimously passed a citywide wage equity ordinance back on December 8, 2016, that once signed, would prohibit employers from inquiring into applicants' wage histories. The law was supposed to take effect May 23, 2017, but the Chamber of Commerce filed an injunction stating this ordinance violates an employer's First Amendment rights. Currently implementation for this ordinance is on hold until the court's ruling. How will this affect your employer and employees if passed? Be prepared to learn more about this ordinance from an employer vs employee perspective.

DACA/Immigration in Philadelphia has proven to be ever-changing these days, especially under the new administration. Due to a recently announced change in federal policy, the DACA program was set to end on March 5, 2018, but those with DACA permits set to expire before then could apply by Oct. 5, 2017 for a two-year renewal. What does this mean for you and your workforce? What could you do to help your employees directly/indirectly affected?

This session marries well between two high profile legal issues that are in the top position for Philadelphia. How can you ensure employees are paid fairly and competitively? Now add immigration to this equation.



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March 21 & 22, 2018
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SPEAKER PRESENTATIONS

The speaker presentations will be available online at:

<https://pshrmsymposium.com/2018-speaker-sessions/>

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BREAKOUT SESSIONS

Leading in a Multi-Generational Workplace

Independence Ballroom

10:15 AM - 11:30 AM

Creating the High Impact Organization Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

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Speakers:

- **Kimberly Reed, CDP**, The Corporatepreneur Chief Officer, Reed Development Group (moderator)
- **Robyn Pollack, Esq.**, CEO and Founder, Trellis Consulting LLC
- **Raymond Lee**, CEO and Founder, CareerMinds
- **Gregory DeShields**, Executive Director, Philadelphia Convention & Visitors Bureau - PHLDiversity

The business world is rapidly changing. We see it every day in technology, in the globalization of the economy and in the diversity of consumer culture. Who is working in the business world is changing too. Research estimates that approximately 10,000 baby boomers will retire per day through at least 2030 at age 65 or older. Replacing baby boomers are millennials and Generation Z who hold different views of the workplace. This 'Generational Shift' is happening right now in the workforce, ushering HR into the post-Baby Boomer Era.

Though this transition has been anticipated for decades, many aspects about it have been overlooked, such as how HR leaders prepare for mass retirements, develop an aging workforce in a fast-paced ever-changing environment, transfer knowledge to a new generation of workers, and develop necessary leadership skills to offer new and fresh opportunities. It is critical for companies to understand the differences and preferences for each generation to attract, motivate, develop and retain these employees. The session will provide participants with insight on the generations and how to incorporate these preferences in engaging employees throughout their career. The session will also help organizations determine if Diversity & Inclusion initiatives are ready for the Workplace of Tomorrow. Learn about the trends in the future of workplaces and how to leverage diversity as a business imperative to remain competitive in that new world.

Participants will hear from a panel of experts on the topic. Through presentations, case studies and real life examples, participants will have the knowledge to become an expert on creating a comprehensive, integrative diversity and inclusion initiative today to ensure that their company is relevant and sustainable tomorrow to support all generations in their workforce.

The Cooperation Paradigm: How to Talk Like a Hostage Negotiator to Get the Best Results in a Difficult Situation

Philadelphia Ballroom

10:15 AM- 11:30 AM

Advancing the HR Leader Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

Speaker:

- **Janine Driver**, CEO, The Body Language Institute

This session is an extension of Janine's 12-minute TEDx talk where she takes a deeper dive into exploring the gravity and importance of the words we choose during difficult or tense situations. She shares her insights as a former ATF Investigator, NY Times Best-Selling author and renowned body language & communications expert to guide the audience through a practical exercise in understanding and putting to use the Cooperation Paradigm. You will leave inspired to look at your world in a different way and communicate in a way that makes people feel like they matter, they belong and are safe with you! Improve your work, personal and client relationships as you learn to resolve seemingly impossible conflicts.

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BREAKOUT SESSIONS

Dear Helga Returns Again: With NEW and MORE COMPLICATED HR ISSUES!

Liberty Ballroom D

12:30 PM - 1:45 PM

Navigating the Legal Landscape Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

Speaker:

- **Michael Cohen, Esq.**, Partner, Duane Morris, LP

Helga is baaaaaaack yet again and her issues just keep getting more complex and critical to her organization. While we don't yet know for certain what Helga will confront in 2018, given the goings on in the workplace, she seems focused on avoiding sexual harassment claims, making necessary handbook updates, managing the performance appraisal process, and more! 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.

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Workforce Development Panel: Part Two – The Philadelphia Pipeline

Independence Ballroom

12:30 PM - 1:45 PM

Creating the High Impact Organization Track

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Speakers:

- **Christine Derenick-Lopez, PHR**, Chief Administrative Officer, City of Philadelphia (moderator)
- **Barbara Mattleman**, Executive Director, Graduate! Philadelphia
- **Kim Stephens**, Vice President of Programs, Philadelphia Education Fund
- **Kena Sears-Brown, MBA**, Director, Continuing Professional Education and Workforce Initiatives, Goodwin College of Professional Studies, Drexel University
- **Deborah Diamond**, President, Campus Philly
- **Mark Genua**, Apprenticeship Program Director, Philadelphia Works

Education and workforce development remain a critical issue in our beloved City of Brotherly Love. It's become even more evident as more and more businesses are struggling to find workers with the skills to meet the demand. Apprenticeship, pre-apprenticeship and concentrated internship programs can aid in addressing Philadelphia's need to remain competitive. By offering such educational opportunities, organizations are investing in the development and continuous upgrade of the skills of its workforce.

You'll hear from experts that will share their perspective when it comes to education development from high school through four-year college. Also be ready to hear more on the businesses that have engaged in apprenticeships or internships.

How can this problem be remedied? Is it HR? Business? Academia? All of the above?

Attendees will engage in dialogue with Business and HR professionals about best practices on how they develop and prepare talent to minimize the talent gap, identify and review education development programs and initiatives in the immediate Philadelphia and local region, and learn about the "Philadelphia Pipeline" and ways it can benefit your organization to build the talent pipeline.



BREAKOUT SESSIONS

The Universal Language of Executive Communication

Philadelphia Ballroom

12:30 PM - 1:45 PM

Advancing the HR Leader Track

1.25 SHRM PDCs and 1.25 HR (General) HRCI Credits

Speakers:

- **Sana' Rasul**, President & Chief Girlfriend, HR Girlfriends
- **Adena Johnston, MA, MSOD, ACC**, VP, Talent Development & Executive Coach, CCI Consulting

Human resource professionals today are feeling the pressure to be more strategic and to shift from a transactional internal service provider to a trusted advisor. The way to do that is to have a seat at the table to drive initiatives and programs to the leaders within the organization. But some HR professionals feel they do not know how to speak the "executive" language, a dialect only the C-Suite understands. But what if you discovered that this so-called executive language wasn't reserved for the top tier of your organization?

The truth is that executives were not always executives, and it is safe to assume that they were in your shoes at one point. The key to speaking the language of executives draws upon the language you already speak. Successfully achieving organizational goals requires drawing upon past experiences and creating new ones to broaden your dialect. In this information-packed and interactive session, you will gain the insights needed to ensure that HR has a seat at the table in your organization. You will leave the session with a game plan and a value proposition to influence your organizational leaders

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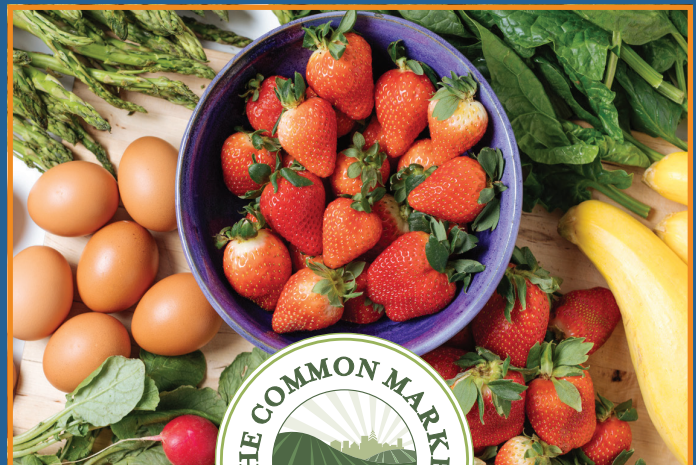
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BREAKOUT SESSIONS

Advocacy: Shaping HR Public Policy

Liberty Ballroom D

2:00 PM - 3:15 PM

Navigating the Legal Landscape Track

1.25 SHRM PDCs and 1.25 HR (General) HRCI Credits

Speakers:

- **Meredith Nethercutt**, Senior Associate for Member Advocacy, Society for Human Resource Management (SHRM)
- **Councilwoman At-Large Blondell Reynolds Brown**, Majority Whip, Philadelphia City Council

As an HR professional, you are uniquely positioned to shape the development of federal and state workplace laws and regulations. This presentation takes you through the basic steps of becoming involved in the public policy process; best practices for contacting, meeting, and building lasting relationships with elected officials and their staffs; and effective ways of communicating the HR professional's perspective on key workplace issues.

Marrying your Customer and Employee Satisfaction Work

Independence Ballroom

2:00 PM - 3:15 PM

Creating the High Impact Organization Track

1.25 SHRM PDCs and 1.25 Business HRCI Credits

Speakers:

- **Daniel P. Gallagher**, Organizational Effectiveness and Talent Development Executive and Author of "The Self-Aware Leader"

For many years organizations have used customer feedback to drive decisions on products and services offered. These same organizations have also used employee feedback from annual surveys to drive strategies for employee engagement. Today, more and more organizations are looking at this as one, integrated pool of data. They believe that driving satisfaction with customers is very much tied to driving satisfaction with employees and they build that into their operational models. They correlate data and look at the upstream/downstream impact of work from the inside out and vice versa.

In this interactive session you will hear about the overall strategy as well as application both large and small organizations. The strategy side will incorporate the Net Promoter Score (NPS)* model as well as the relationship between client experience (CX)*, employee experience and profitability. The application discussion will include specific steps you can take to immediately upgrade both customer and employee experiences by using data and process to influence change.

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BREAKOUT SESSIONS

Nobody Wins the Blame Game: HR's Critical Role in Building an Accountable Workplace

Philadelphia Ballroom

2:00 PM - 3:15 PM

Advancing the HR Leader Track

1.25 SHRM PDCs and 1.25 HR (General) HRCI Credits

Speaker: Michael Brenner, Ed.D., President, Right Chord Leadership

Business author and consultant Tom Peters once claimed that the most exercised part of the human body in corporate America is the index finger. This shouldn't be surprising given the amount of blaming, accusing and finger-pointing that occurs in workplaces every day. Why aren't employees more accountable, i.e. willing to answer for the outcomes of their choices, actions, and behaviors? The answer is simple: they fear punishment when things go wrong. But research shows organizations that encourage learning from mistakes and discourage finger-pointing tend to be more successful. When the constant threat of rebuke is eliminated, employees can focus on doing great work rather than worrying about being chastised.

In this session, participants will learn what it means to be accountable and how being accountable benefits themselves, their teams, and their organizations. Through engaging exercises, group discussion, and lecture, attendees will explore how to "bake" accountability into their relationships, communication, and team interactions.

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CLOSING SESSION

Thursday, March 22, 2018

Competing on Culture: How Culture and People can be a Differentiating Strategy



Nick Bayer, Founder and Chief Executive Officer, Saxbys



Liberty Ballroom A, B & C

3:30pm – 4:30pm

1 SHRM Professional Development Credit (PDC) & 1 Business HRCI Credit

Culture is dynamic – not only does culture define the type of talent you bring onto your team, but culture is also a living, breathing, evolving component. The people you decide to bring into your company are the people you're comfortable with representing your culture today and influencing the ways in which the culture evolves in its future. You are not only hiring for fit with culture but making a bet that this is an individual who can advance and elevate the culture for your company's future.

This idea of culture directly applies to Saxbys and their Experiential Learning Program. Saxbys didn't just invent ELP because it seemed like a lucrative idea to embark on. In fact, ELP was an organic outcome of their history, culture, community, and their people, and for that reason they were best positioned to lead this innovation. This is strategy, culture, and people all working symbiotically to provide Saxbys with a true competitive advantage.

During this closing session, you will learn what you can do to create, build and grow a culture that cares, and how to inspire team members to serve themselves by serving others.

About Nick Bayer:

Nick Bayer has always been in the business of bringing people together, whether it's as one of Philadelphia Business Journal's Most Admired CEOs or as a consummate team captain since Little League. So when he created Saxbys in 2005, he never really considered it to be a coffee company – instead, it's a hospitality company fueled by great coffee. Saxbys has since grown from one corner café to a 30-unit, Philadelphia-based hospitality business with a mission: Make Life Better.

Driven by deep-seated core values and O.D.D. (outgoing, detail-oriented, and disciplined) team members, Saxbys is headquartered in Center City Philadelphia with cafés in six states and on many college campuses – and growing fast (30% a year fast). In April 2015, Saxbys opened its first experiential learning café. The product of a partnership between Saxbys and Drexel University's Close School of Entrepreneurship, it's the nation's first entirely student-run café where students earn full academic credit through a university cooperative education (co-op) program.

Nick is currently the Entrepreneur in Residence at Cornell University's School of Hotel Administration and an adjunct professor at Drexel University, where he teaches a course in entrepreneurial franchising. As a frequent guest lecturer at The Wharton School of the University of Pennsylvania, Temple University's Fox School of Business and Penn State's Smeal College of Business, Nick loves supporting the next generation of entrepreneurs and encouraging everyone he meets to believe in the Saxbys mission and core values.

He serves on the Board of The Franklin Institute, Big Brothers Big Sisters Independence Region, the Community College of Philadelphia, Drexel University Steinbright Career Development Center and is a Corporate Council Member for the Children's Hospital of Philadelphia. In 2017, he was named the Entrepreneur of the Year by the Greater Philadelphia Chamber of Commerce as well as EY's Social Entrepreneur of the Year. He resides in Center City Philadelphia with his wife and son.



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LETTER FROM THE PRESIDENT

Dear Attendees:

Welcome to the 2018 Philly SHRM Symposium! This is the 7th year we have had the opportunity to put on this event and the pleasure of hosting hundreds of the top HR, thought, and business leaders in the country. I believe this year's Symposium and its theme around Fearless Leadership is as timely as it critical to us as professionals. Now more than ever, our organizations must be clear and concrete about their values. As HR practitioners, we have a personal responsibility to be courageous in word and action while simultaneously helping to guide the leaders we support to do the same. Carey Lohrenz's Lessons in Leadership will inspire you and provide practical advice on how to be resilient in the commitment to excellence. You will also hear from Nick Bayer, CEO of Saxbys Coffee, on how he has been intentional about building an organization that values people as its differentiator. All of our speakers, panelists, and sponsors are waiting to share their expertise and to give you tools and resources to strengthen your organization and effectiveness as a HR and business leader.



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 us to continue to offer programs and events that raise the bar for our members and the broader greater Philadelphia business community. I would be remiss if I did not mention the greatest group of board and committee members the city has to offer. Thank you to the Philly SHRM board and committees for working so diligently to make this event, and every other event for Philly SHRM, a success.

For those who are here for the first time, prepare for a fantastic ride. For those who are repeat attendees, we are so honored you continuously make the sacrifice of time to be with us. For all of the above, make sure you Connect, Engage, and strengthen your ability to Lead!

Best regards,

Jameel Rush, PHR, SHRM-CP

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- Afternoon Energy-Boost - 3:15pm



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Independence Ballroom
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- **General Sessions** –
Main Level, Liberty
Ballroom A, B & C
(button in elevator: BR)

- **Registration**– Main Level,
Liberty Ballroom Foyer
(button in elevator: BR)

- **Exhibitors**– Main Level,
Liberty Ballroom Foyer
(button in elevator: BR)
and Mezzanine Level,
Mezzanine Foyer
(button in elevator: ME)

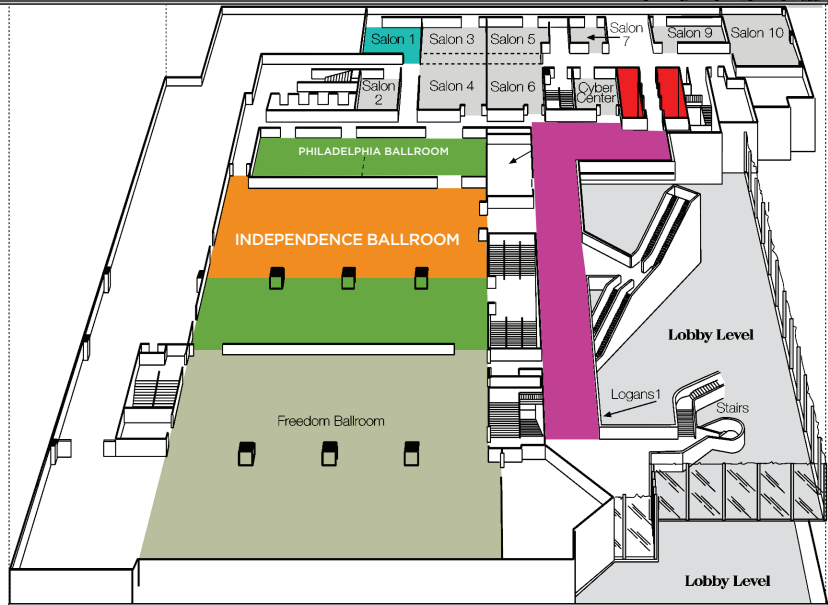
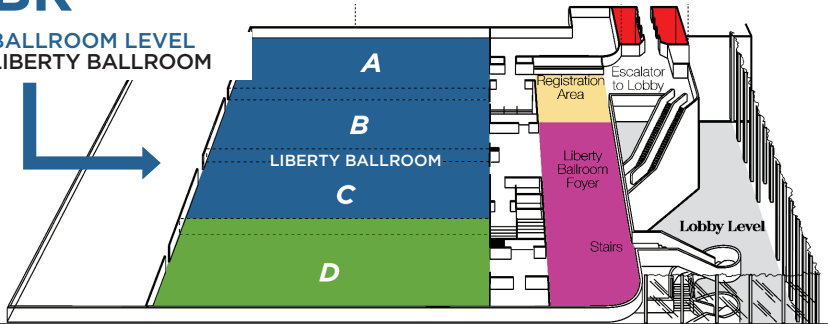
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Main Level, Liberty
Ballroom D (button in
elevator: BR), Mezzanine
Level, Philadelphia
Ballroom & Independence
Ballroom (button in
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- **Lactation Space** -
Mezzanine Level, Salon 1
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- **Elevators**

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