

# 2017 PHILLY SHRM SYMPOSIUM

Sheraton Philadelphia  
March 29 & 30, 2017

**IGNITE  
YOUR  
INFLUENCE**



AFFILIATE OF  
**SHRM**<sup>®</sup>  
SOCIETY FOR HUMAN  
RESOURCE MANAGEMENT



*Connect. Engage. Lead.*



## We empower INFLUENCERS!

Drexel University empowers human resource influencers making an impact in their organizations with talent management resources, educational programming, and training.

We proudly support Philly's Society for Human Resource Management and its members.

For more info, visit [drexel.edu](http://drexel.edu)





# WELCOME

## WELCOME LETTER FROM THE CHAIR

Dear Philadelphia HR Professionals and the Business Community,

In today's environment, your talent can be your most effective secret sauce. It can mean the difference between an organization that is just good and one that is best in class. You, as an HR professional, are in a unique position to help your organization soar to new heights. If you are looking for ways to extend your expertise, this year's Symposium was tailor-made for you. You will learn new strategies to address day-to-day challenges, expand your influence and enhance performance in your organization.

We are thrilled that we have an exciting keynote speaker to open the program and a dynamic closing speaker at the end. Our keynote speaker, Dr. Jonah Berger, is a best-selling author and a marketing professor at the Wharton School of Business. He has spent years studying the power of influence and why ideas catch on. He will share his insights on the underlying factors that govern how people make decisions or diffuse ideas. Then you will learn how to use these concepts to get your ideas heard and adopted in your organization.

After a day of information, new ideas, and lots of takeaways, we will finish with a unique look at creating an engaged workplace culture. David Raymond, the original Phillie Phanatic, will give us his version of the best way to create a high performance organization – by injecting fun. Did you think that fun was just “a nice to have”? Well David Raymond will give you a whole new perspective on fun and ways for you to positively influence the culture of your organization.

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 tomorrow.

I am excited to be the chairperson of this year's event. I am confident that you will find it filled with thought-provoking and useful information. If you want to Ignite your Influence –the 2017 Philly SHRM Symposium is the place to be.

Enjoy the day!

**Jackie Linton, SPHR, SHRM-SCP**

2017 Symposium Chair



## TABLE OF CONTENTS

• Welcome Letter/Table of Contents . . . . .	1	• Closing Session . . . . .	24
• Event App . . . . .	3	• Speaker Presentations . . . . .	25
• Agenda/Wi-Fi . . . . .	5	• State of the Chapter . . . . .	29
• Sponsors . . . . .	6	• Philly SHRM Board . . . . .	30
• Pre-Conference Event . . . . .	10	• Letter from President . . . . .	31
• Keynote Session . . . . .	13	• Map . . . . .	32
• Breakout Sessions . . . . .	14	• Notes . . . . .	33

AR  
Activated

**IMS**  
TECHNOLOGY SERVICES

Tell us your vision.  
We'll handle the rest.

How to bring your vision to  
life with one phone call.

855-467-2828 [www.imstechnologieservices.com](http://www.imstechnologieservices.com)



Aon Risk Solutions

## Tomorrow's Results Require Commitment Today

Aon focuses on delivering more value and impact to clients,  
and as a result, more clients choose Aon than any other broker.

Visit [aon.com/philly](http://aon.com/philly) to learn why.

Philip J. Dunn, Jr. CPCU, ARM  
Senior Vice President  
Aon Philadelphia  
t: +1.215.255.1775  
c: +1.609.760.8037  
[Philip.dunn@aon.com](mailto:Philip.dunn@aon.com)

**AON**  
Empower Results®

Risk. Reinsurance. Human Resources.

**Carebridge**  
CORPORATION

Carebridge is *Advancing Excellence*  
in Employee Assistance and Life  
Management Services. Visit with us  
at *SHRM 2017* and we'll tell you how.

Carebridge is proud to support the 2017 Philadelphia SHRM Symposium

**Call Carebridge: 800.437.0911**



## DOWNLOAD OUR EVENT APP!

Go to <http://eventmobi.com/SYMPOSIUM2017> for the official mobile event guide for the 2017 Philly SHRM Symposium. It's quick and easy and will allow you to stay connected with us throughout the day.

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

## 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, listen during the opening and closing remarks of presentations, check out a Smart Stage presentation, refer someone to join Philly SHRM and much more! Plus, there will be random prizes scattered around the venue - look out for envelopes with the Philly SHRM logo for extra points! 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 <http://eventmobi.com/SYMPOSIUM2017>
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 2018 Symposium
- Visa gift cards
- Amazon gift cards
- Free registrations to upcoming Philly SHRM programming events
- Copies of "Invisible Influence" by Dr. Jonah Berger

# Knowledge is power.

Our employee benefit experts offer an unlimited number of solutions, custom fit for organizations like yours.

Challenge us to find you the best solution at the best price.

To learn more, visit [connerstrong.com](http://connerstrong.com) or call



**Gregory Grimaldi**

856-552-4634

[ggrimaldi@connerstrong.com](mailto:ggrimaldi@connerstrong.com)

CONNER  
STRONG &  
BUCKELEW

INSURANCE | RISK MANAGEMENT | EMPLOYEE BENEFITS

[connerstrong.com](http://connerstrong.com)

| 1-877-861-3220



# EVENT AGENDA

## Pre-Conference: Wednesday, March 29, 2017

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

4:30pm-5:00pm	Registration for Pre-Conference	Horizons Rooftop Ballroom
5:00pm-7:00pm	Presentations/Panel Discussion	Horizons Rooftop Ballroom
7:00pm-8:00pm	Evening Networking Reception	Horizons Rooftop Ballroom

## Main Conference: Thursday, March 30, 2017

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

7:30am-8:30am	Registration & Exhibitor Hall Opens	Liberty Ballroom Foyer & Liberty A
8:30am-9:45am	Welcome & Keynote Speaker	Liberty Ballroom B & C
9:45am-10:15am	Break - Visit Exhibitors - Smart Stage	Liberty Ballroom Foyer & Liberty A
10:15am-11:30am	Breakout Session 1	Liberty Ballroom D, Philadelphia North & South
11:30am-12:30pm	Lunch - Visit Exhibitors	Liberty Ballroom B & C
12:30pm-1:45pm	Breakout Session 2	Liberty Ballroom D, Philadelphia North & South
1:45pm-2:00pm	Break - Visit Exhibitors - Smart Stage	Liberty Ballroom Foyer & Liberty A
2:00pm-3:15pm	Breakout Session 3	Liberty Ballroom D, Philadelphia North & South
3:15pm-3:30pm	Break - Visit Exhibitors - Smart Stage	Liberty Ballroom Foyer & Liberty A
3:30pm-4:45pm	Closing Session Speaker	Liberty Ballroom B & C
4:45pm-5:00pm	Raffle Winners Announced & Event Closing	Liberty Ballroom B & C
5:00pm-5:30pm	Meet & Greet with Closing Session Speaker	Liberty Ballroom Foyer

# CONNECT TO WI-FI

Use the code **INFLUENCE** 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)
3. Enter Access Code: **INFLUENCE**
4. Click "Agree" to the terms and conditions
5. You should now be granted access and redirected to the home page
6. Click "Submit"



## EVENT SPONSORS

### GOLD .....



FINANCE of AMERICA  
– MORTGAGE –  
YourHomeResource™



UPMC  
**WorkPartners**  
Providing Health & Productivity Solutions

INSURANCE | RISK MANAGEMENT | EMPLOYEE BENEFITS

### SILVER .....



Our mission is to support yours.

### BRONZE .....



DeVry**WORKS**



KISTLER  TIFFANY  
BENEFITS



DevelapMe





## BRONZE .....



## SUPPORTER .....



## EVENT PARTNERS .....



\* Sponsor list at time of printing

CONNECT. ENGAGE. LEAD



# Penn's Master of Science in Organizational Dynamics

*Discover the people side of enterprise*

**Hone your skills with a concentration in:**

- Leading and Managing through Change
- Global Organization
- Organizational Coaching
- Organizational Consulting and Executive Coaching
- Sustainable Development

**//** *The intricacies of leadership are more than the task at hand—it also requires that we appeal to the heart and soul of the people we lead."*

**Steve Hart**, MSOD '00

*Vice President, Human Resources, Federal Reserve Bank of Philadelphia*

Learn more about Penn's program:

**[WWW.UPENN.EDU/DYNAMICS](http://WWW.UPENN.EDU/DYNAMICS)**

**Visit our program  
team at Table #5**



# We Believe in Using Technology to Modernize Benefits and HR!



***Get the online HR platform at No Cost!***

**866-422-9188**

**www.benefitwrx.com**

## Modernize

It's time for your benefits and HR management to catch up with the rest of your company



**PAPERLESS** Paper forms and files are replaced by a centralized and secure HR management system and employee portal.



**EFFICIENT** Manage everything in one place so you can spend more time growing your business and less time on manual processes.



**ACCESSIBLE** Self-service enables your employees & HR team to find the information they need without having to call for support.



**CONTROL** Go beyond the basics to improve communication and engagement with quick access to reports and configuration tools.



**FOR HUMAN RESOURCES**

- Improve communication
- Gain instant access to your data
- Easy to use and customize
- Streamline benefit shopping experience
- Modernize employee management



**FOR EMPLOYEES**

- Easy access to HR information
- Intuitive benefit enrollment
- On-the go mobile access
- Paperless on-boarding
- Employee self-service

**Do you have employees who are age 64 or older?**

***Ask us about our new Senior Off-boarding Program. Help your employees who are turning 65 understand Medicare with a free interactive website!***



### Getting Started with BenefitWRX

Manage and automate HR and benefits enrollment.

1

#### THE BASICS

- Personnel records management
- Salary history
- Dependent management
- Emergency contacts
- License & certificates
- Education
- Job descriptions

2

#### BENEFITS

- New hire and open enrollment
- Defined Contribution
- Decision support
- Medical, dental, vision
- Critical illness & accident
- Life & disability
- FSA, HSA & transit accounts
- EOI & COBRA support

3

#### NEXT LEVEL

- Online personnel notes
- Event transaction logs
- Track & approve employee changes
- Event based compliance triggers
- Customizable onboarding
- Document uploading for employees
- ACA compliance
- Time Off Tracking



# PRE-CONFERENCE PRESENTATION

WEDNESDAY, MARCH 29, 2017

## Leading Under Pressure:

Using EQ to Drive Performance and Ignite Influence

Horizons Rooftop Ballroom

5:00pm-7:00pm

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



### SPEAKERS:

- Charity Hughes, PhD, SPHR, SHRM-SCP, Vice President of HR – Americas, VWR
- Bill Benjamin, Partner, Institute for Health and Human Potential (IHHP)

### PANELISTS:

- Rob Fazio, PhD, Managing Partner, OnPoint Advising, Inc.
- Lynda Risser, Chief Talent and Inclusion Officer, Vanguard
- Christopher Lindberg, Managing Director – North America, Ennea International

It's been two decades since Emotional Intelligence was first introduced to mainstream business. *Why are we still talking about emotional intelligence?* Does EQ really impact the ability to lead and make decisions when the stakes are high and is it a good predictor of success of leaders and organizations?

In this engaging and informative session, two leading speakers will share research which establishes the business case for Emotional Intelligence and demonstrates the competitive advantage of EQ in a global marketplace and its impact on organizational performance.

Keynote speaker, Charity Hughes, will share her recent and most relevant HR research for our local region based upon a 2016 study of EI and transformational leadership for HR professionals. She will answer the question of whether managing emotions is the key to the ability to lead and whether it is a good predictor of success.

Based on their work with Olympic Athletes, the U.S. Marines, Surgeons and senior executives from companies including Intel, Marriott and Allstate, keynote speaker Bill Benjamin of IHHP will discuss the brain science of emotions and provide insights and strategies you can apply to be your best under pressure. He will also share research from their 7 year study of 12,000 people conducted for their New York Times bestselling book, *Performing Under Pressure*.

Through the presentations, interactive learning activities and a panel with industry leaders, participants will be provided with the latest research and tools fostering this critical capability in order to apply it personally and in leaders, teams and their organizations.

*Philly SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. The Full Symposium Conference program is valid for 8.0 PDCs. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).*

## About Charity Hughes, PhD, SPHR, SHRM-SCP

Charity J. Hughes, PhD, SPHR, SHRM-SCP is the vice president of human resources in the Americas for VWR which is headquartered in Radnor, Pennsylvania. She guides the strategic direction and execution of HR services and provides leadership support to the Americas senior business leaders. Her professional experience includes talent management, executive coaching, change management and organizational development.

Charity spent eight years at SCA Americas where she facilitated improved alignment between the various sales and marketing teams and increased leadership focus on people strategies from succession planning to performance management. Prior to leaving SCA, Charity led the HR and cultural integration activities for a \$513 million acquisition. Before joining SCA, Charity worked for some of Philadelphia's most renowned employers including Independence Blue Cross and the University of Pennsylvania Health System.

Mrs. Hughes holds a fundamental belief that a life well spent is a life of service. As such, she has taught human capital development and transformational leadership to students enrolled in the University of Phoenix Online MBA program, and has served her profession as a member of the Society for Human Resource Management's (SHRM) national and local organizations. She was recognized by the 2015 Pennsylvania Diversity Conference as one of the most powerful and influential women, and she was nominated for the 2012 Delaware Valley Human Resource Person of the Year award. She is the current president for the Philadelphia Chapter of the Society for Human Resource Management and has built a strategic platform that engages traditional and non-traditional schools to prepare students with the skills, knowledge and social competence essential for meeting the region's current and future business and economic challenges and talent needs. She is an active board member of Graduate! Philadelphia, a 501(c)3 organization that helps adults gain access and identify resources they need to complete a college degree. She holds a doctorate degree in organization and management with a concentration in human resource management. Her research focuses on emotional intelligence and leadership in the human resource profession.

## About Bill Benjamin

Bill has a rare perspective – he has advanced degrees in Mathematics and Computer Science and has 25 years of real-world business experience as a senior leader. Bill is very authentic about the fact that he struggled early in his career as a leader when he was under pressure. He shares how he has been able to apply the very same techniques he teaches to become a better leader (and husband and father) himself.

In addition to using his background in sales to motivate and inspire audiences, Bill leverages his Mathematics and technical background to take a practical and scientific approach to helping people understand how the brain responds under pressure, and how that can help increase leadership and performance.

Bill is a partner at the Institute for Health and Human Potential (IHHP), a successful international research and training company, named one of the "Fastest Growing Companies" in the "Fast 100" ranking in PROFIT Magazine.

Bill also contributed to the New York Times and Amazon bestselling book *Performing Under Pressure*, co-authored by IHHP's JP Pawliw-Fry and noted psychologist Hendrie Weisinger.

The combination of Bill's practical nature and scientific approach to leadership make him a hit with analytical audiences. His high energy level and enthusiasm has resulted in a successful track record with discerning audiences that include surgeons, U.S Marines and NASA engineers.



# VETERANS MULTI-SERVICE CENTER

*"Proudly Serving Veterans Since 1980"*



[www.VMCenter.org](http://www.VMCenter.org)

Specializing in placement services  
for Human Resources, Talent  
Acquisition, Administrative Support,  
Information Technology, and  
Accounting and Finance Professionals  
to companies throughout the  
Philadelphia Metro Region.

**\*juno**  
searchpartners

**215.545.JUNO**  
[junosearchpartners.com](http://junosearchpartners.com)

1218 Chestnut Street, Third Floor | Philadelphia, PA 19107

**IT'S AMAZING  
WHAT YOU CAN  
ACCOMPLISH  
WHEN YOU PUT**

*People first.*

No matter what business you're in, ultimately it's your people who drive your success. Our cloud-based solutions for HR, payroll, and talent management help organizations put their people first. One, comprehensive solution for hiring, paying, managing, and developing your people, UltiPro® helps you make smarter workforce decisions, proactively manage talent through predictive analytics, and improve the overall employee experience at work.

**Ultimate**  
SOFTWARE

**HR | PAYROLL | TALENT MANAGEMENT**  
To learn more, visit [UltimateSoftware.com](http://UltimateSoftware.com)  
or call us at 1-800-432-1729



**REAL-TIME FEEDBACK TO  
DRIVE ORGANIZATIONAL  
PERFORMANCE**

**DevelapMe**

**REAL-TIME FEEDBACK APP**

[WWW.DEVELAPME.COM](http://WWW.DEVELAPME.COM)

# KEYNOTE PRESENTATION

THURSDAY, MARCH 30, 2017

## Invisible Influence: The Hidden Forces that Shape Behavior

**Dr. Jonah Berger**, Best-Selling Author, Wharton Professor and Expert on Decision Making, Consumer Behavior, Word of Mouth, and How Products and Ideas Become Popular



Liberty Ballroom B & C

8:30am–9:45am

1.25 SHRM Professional Development Credits (PDCs) &

1.25 Business HRCI Credits



Sponsored by:



In today's global business environment, business leaders need to effectively leverage human behavior in order to drive organizational strategy and performance. Shaping a high-performance organization is no easy task and requires an understanding of how businesses can adapt workplace behaviors towards the overall strategy, mission and goals of an organization. The invisible key that can be used to transform an organization and unleash powerful interactions, relationships and decisions is embedded in influence. Dr. Jonah Berger will lift the cloak of invisibility from these driving forces and provide participants with the tools needed to unlock the power of influence on an organization's workplace behavior. In his compelling keynote, Berger will draw on his research integrating business, psychology, and social science to share the keys to using Invisible Influence to successfully transform the way we lead our organizations, make strategic decisions, and create a workplace culture that is intricately linked to the goals of the business; all done through communication, cultural interaction, and relationship building.

### About Dr. Jonah Berger:

Dr. Jonah Berger is a world-renowned expert on decision making, consumer behavior, word of mouth, social influence, and how products, ideas, and behaviors become popular. He is a *New York Times* and *Wall Street Journal* best seller and a professor at the Wharton School of Business. Berger has a PhD in marketing and consults, teaches, and researches consumer behavior and trends, leading effective change, making better decisions, becoming more influential, and getting things to catch on.

Berger has spent more than 15 years studying judgment and decision-making and consulting for Fortune 500 companies. He looks at how organizations can sway behavior and describes how to prevent consumers from getting mired in "decision-making quicksand." With research and insights grounded in rigorous research and the best contemporary psychology and behavioral science, organizations can put Berger's insights to use whether they are selling a product or crafting a new corporate culture. He also shows leaders how to avoid the "curse of knowledge" and communicate change in way that encourages buy-in.

*Philly SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. The Full Symposium Conference program is valid for 8.0 PDCs. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).*

## BREAKOUT SESSIONS

### The First 100 Days

Liberty Ballroom D

10:15am–11:30am

Navigating the Legal Landscape Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

Sponsored by:



Our mission is to support yours.

#### SPEAKERS:

- Joseph P. Welsh, Esquire, Attorney at Law (Moderator)
- Ann Duke, Director of Regulatory Compliance, PrimePay
- Andrea Kirschenbaum, Principal, Post & Schell, P.C
- William A. Stock, Founding Partner, Klasko Immigration Law Partners

It's no secret that Donald Trump has called for significant changes to a multitude of laws in his presidency guaranteed to have an impact on employers of all sizes. This session will bring participants up-to-date on a variety of laws specifically as they pertain to the Affordable Care Act, Paid Leave and Immigration Law. This session will focus on policy development, party players, existing mandates and timelines for employer compliance, and strategies for communication and implementation.

### The Employee Engagement Landscape: Championing Greatness or Capturing Mediocrity

Philadelphia Ballroom North (Mezz. floor)

10:15am–11:30am

Creating the High Impact Organization Track

1.25 SHRM PDCs & 1.25 Business HRCI Credits

#### SPEAKER:

- Jeffrey Jolton, Director, Pricewaterhouse Coopers' LLC (PwC)

The Global Employee Engagement Landscape is changing, and it is impacting business outcomes. The session will highlight key findings from a global study conducted by PwC to explore where employers – and employees – stand today in the ongoing talent challenge and provide insight to the issues and trends organizations are facing in their efforts to attract, retain, and engage employees.

Participants will gain insight into the different profiles of employee engagement and their impact on organization performance. Highlights include an overview of global trends of employee engagement over the last 3; employee engagement profiles (Champions, Disconnecteds, Captives, and Tenants) that reflect different employees in an organization – and how each influences individual and business performance; understand the factors that activate engagement – not only to help improve engagement levels of your people, but to strengthen the impact this can have on key business outcomes; importance of leadership trust and vision; the role of managers in creating and sustaining engagement and the power that meaningful conversations with employees has on their work experience; what efforts high performing organizations do that differentiate them from other organizations; obstacles that impede employee performance and reduce the value of engagement efforts.

While overall the findings support the impact of focused and sustained engagement efforts, many organizations are still falling short. This session helps to emphasize where consistency is most needed and what organizations may be missing.

## BREAKOUT SESSIONS

### **Inside the Mind of Your C-Suite:** **Mastering the Language of Top Management**

Philadelphia Ballroom South (Mezz. floor)

10:15am–11:30am

Advancing the HR Leader Track

1.25 SHRM PDCs & 1.25 Business HRCI Credits

Sponsored by:



#### **SPEAKERS:**

- Alison DiFlorio, Managing Partner, Human Capital Consulting, Exude, Inc.
- David DiStefanno, President & COO, Exude, Inc.

What are the barriers HR faces in advancing organizational goals? What are the keys to effectively influence and negotiate at the most senior levels of organizations? At the core of this challenge, HR leaders must possess the competence to understand the perspectives and priorities of the people sitting around the table and translate this understanding to achieve influence and high impact outcomes. In this presentation, an HR Expert and a C-Suite executive team will provide insight on just how to master the language of top management, utilizing real life scenarios – both successful and unsuccessful. Through the examination of these scenarios, participants will leave with an increased understanding of the framework necessary to present a value proposition in the way your executives wish you understood.





We know HR. Elevated HR.



National HR Search | Interim HR Staffing | HR Consulting  
Atlanta, Austin, Dallas, Denver, Houston, Los Angeles,  
Philadelphia, San Francisco

Kelly Morello | VP & Managing Director | [kelly@hrQinc.com](mailto:kelly@hrQinc.com) | 215.302.3605  
[www.hrQinc.com](http://www.hrQinc.com)

## Become a Leader in Your HR Organization

### SHRM-CP® & SHRM-SCP® Certification prep courses

[hrstudies.villanova.edu](http://hrstudies.villanova.edu) | 610-519-4300

### MS in Human Resource Development

[gradhrd.villanova.edu](http://gradhrd.villanova.edu) | 610-519-4582

**VILLANOVA**  
UNIVERSITY

**DeVryWORKS**



**Build a brilliant workforce.**

**Stop by the DeVryWORKS booth #27 for a chance to win a Bluetooth® speaker**

#### TALENT ACQUISITION

The capacity to source talent from our nationwide pool of student and military candidates

#### TALENT DEVELOPMENT

The vision to provide learning solutions to develop and retain the leaders of tomorrow

#### SKILLS-GAP TRAINING

The ability to train employees with the knowledge and skills your organization needs

[devryworks.com](http://devryworks.com) 866.606.8349

In New York, DeVry University operates as DeVry College of New York. DeVry University is accredited by The Higher Learning Commission (HLC), [www.hlcommission.org](http://www.hlcommission.org). DeVry is certified to operate by the State Council of Higher Education for Virginia. DeVry University is authorized for operation by the THEC, [www.tn.gov/theac](http://www.tn.gov/theac). Nashville Campus - 3343 Perimeter Hill Dr., Nashville, TN 37211. Program availability varies by location. ©2017 DeVry Educational Development Corp. All rights reserved.

Come see **IOI®** at Philly SHRM!

**IOI®**

Interlogic Outsourcing, Inc. (IOI) is a national and award-winning provider of payroll and human resources services.

We offer scalable solutions to enable businesses of all sizes to achieve greater efficiencies and reduce bottom-line costs by deploying state-of-the-art technology. With products like **IOIPay®**, our exclusive cloud-based payroll platform, you can transmit your payroll via the Internet and view reports within minutes, all from any secure Internet connection, anywhere, any time. Our technical expertise and high level of personalized customer service is demonstrated by our high client retention rate. Starting with implementation planning – we manage each step of the conversion process and identify areas for proposed efficiencies.



Cloud-based HRIS/Payroll



Time & Attendance



ACA Compliance



Employee Self-Service



Applicant Tracking & Onboarding

Contact us for more information



(888) 697-0021



[www.ioipay.com](http://www.ioipay.com)

IOI® and IOIPay® are Registered Trademarks of Interlogic Outsourcing, Inc.












LOOKING FOR DIRECTION WITH YOUR PEOPLE  
PLANNING INITIATIVES?

[www.EDSISOLUTIONS.COM](http://www.EDSISOLUTIONS.COM)

## SAVE THE DATE!

Join 500+ HR and Business Leaders at the 2017

**PS** PHILADELPHIA  
SOCIETY OF  
PEOPLE &  
STRATEGY

Driving Business Value Through People

### Leadership Forum

Featuring:  
**ADAM GRANT**

**October 10, 2017**

7:30am – 12pm  
Crystal Tea Room, Philadelphia




*"One of the world's  
25 most influential  
management  
thinkers!"*

The Philadelphia Society of People & Strategy (PSPS) is the premier organization of Greater Philadelphia Region's Business Leaders focused on driving execution and results through a focus on improving the alignment between business strategy and human capital.

For information on membership and programs, visit:

[www.peopleandstrategy.org](http://www.peopleandstrategy.org)



## THE LIGHTSPEED ENTERPRISE

[servicenow.com](http://servicenow.com)

servicenow

The strength of Global Employment Solutions is our ability to provide high quality candidates and deliver customized staffing solutions designed to improve productivity and deliver results.



As a leading professional staffing firm, Global Employment Solutions produces superior results by channeling all of our resources into networking for very specific skill sets. Our recruiters specialize in Information Technology, Administrative, Clerical, Finance and Accounting, Engineering, Legal, Call Center, Life Sciences, Human Resources and Creative. As a result we offer you more jobs within each specific demographic, which in turn attracts more specialized candidates.

**GLOBAL**   
Employment Solutions

Call: 610.822.1202 | [sgleason@gesnetwork.com](mailto:sgleason@gesnetwork.com)  
[gesnetwork.com](http://gesnetwork.com)

CONNECT. ENGAGE. LEAD

## BREAKOUT SESSIONS

### Navigating Legalized Marijuana in the Workplace

Liberty Ballroom D

12:30pm–1:45pm

Navigating the Legal Landscape Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

**SPEAKER:**

- Nina French, Managing Partner, Current Consulting Group

This session will provide an overview of the unique path of legalization of marijuana in the United States and the very latest updates on legalization in each state. Following a review of the details of these laws, the presentation will provide best practices on communicating changes to your workforce, designing compliant testing programs in light of legalization, and updating policies and practices. Finally, participants will gain insight into the associated costs and impact on organizations and strategies for preparing the organization for the future.

---

### Integrating Business Performance & Diversity Strategy

Philadelphia Ballroom North (Mezz. floor)

12:30pm–1:45pm

Creating the High Impact Organization Track

1.25 SHRM PDCs & 1.25 Business HRCI Credits

**SPEAKER:**

- Celeste Warren, Vice President, Human Resources & Global Diversity and Inclusion Center of Excellence, Merck & Co., Inc.

Many diversity programs within companies are viewed as initiatives that are outside of the key business and performance of the organization. They are characterized as “nice people driven” initiatives that are good for making women and persons of color feel valued within their group or team. Organizational leaders need to understand that diversity and inclusion, when harnessed and integrated with the business, produces maximum financial impact. To accomplish this, diversity strategy must be purposeful and integrated into the way that the business operates rather than being seen as an optional “bolt-on” afterthought.

This session will illustrate the benefits of integrating diversity into organizational strategy – increased market penetration, more satisfied customers and patients, access to a wider customer base, business improvement innovation, success in global markets and ultimately, an increased bottom line. At the intersection of business performance and diversity and inclusion, organizations can truly find their competitive advantage.



## BREAKOUT SESSIONS

### Raising your i-Q (Innovation Quotient)

Philadelphia Ballroom South (Mezz. floor)

12:30pm–1:45pm

Advancing the HR Leader Track

1.25 SHRM PDCs & 1.25 Business HRCI Credits

#### SPEAKER:

- Michael Brenner, President, Right Chord Leadership

Experts cite many ways in which HR practitioners can become more influential in their respective organizations. But in today's complex global economy, none may be as critical as driving change and creatively solving the toughest business challenges. Successfully accomplishing both will require HR leaders to rise to the challenge by raising their "i-Q" (innovation quotient); that is, the capacity to generate, collaborate, champion and successfully execute on innovative solutions.

In this eye-opening program, Dr. Michael Brenner — an international consultant, coach and professional musician — will demonstrate how HR can become more effective problem solvers through the examination of two unique pathways to innovation: design thinking and jazz.

Leveraging almost two decades' of expertise, Dr. Brenner will first introduce attendees to critical design thinking concepts and demonstrate how to apply them to their own work as HR pros. As a complement to this section, attendees will build capacity to navigate ambiguity by exploring the spontaneous elements of jazz improvisation using real instruments. Dr. Brenner will connect the dots from the worlds of design thinking and jazz to the world of HR in a way that is both enjoyable and enlightening.



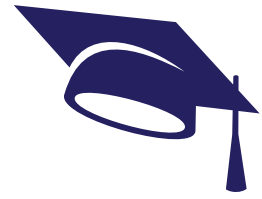
# ONE WORLD CLASS HR CERTIFICATION. A WORLD OF DIFFERENCE.



**h** HR  
CERTIFICATION  
INSTITUTE™

THE ENGINE BEHIND  
PHR®, SPHR®, GPHR® & MORE

GET THE INDUSTRY SEAL OF APPROVAL AT [HRCI.ORG/PHR](http://HRCI.ORG/PHR)



*(GradFin is the Hottest Student Loan  
Benefit Program in the Philly Region)*



Come visit us at:

**Table 8**

[www.GradFin.com](http://www.GradFin.com)

## NATIONALLY CONNECTING JOB SEEKERS TO POSITIONS IN

Accounting & Finance  
Mortgage  
Call Center & Office  
Human Resources  
Sales & Marketing  
Information Technology  
Graduates & Students

1-888-2-MY-JOBS

Lauren Behar | 267-566-2109

Steve Scovner | 585-330-9548

[www.ContemporaryStaffing.com](http://www.ContemporaryStaffing.com)

**CONTEMPORARY**  
STAFFING SOLUTIONS  
Where People & Opportunity Meet

**2017 Phillies tickets  
ON SALE NOW!**  
[phillies.com/salesinfo](http://phillies.com/salesinfo) ★ 215.463.5000



# An online M.S. in Strategic HR Management.

— A SHRM-aligned program from  
an AACSB-accredited business school.

**Haub  
has it.**



SAINT JOSEPH'S UNIVERSITY

[online.sju.edu/msshrm](https://online.sju.edu/msshrm)



Our mission is to support yours.

Exude, Inc. Proudly Supports  
Philly SHRM

Everything we do is designed to improve  
the work/life experience for your people.

Our Expert Services Include:



We make your life easier so you can focus  
on what's most important to you.

2218 Race Street, Philadelphia, PA 19103 | [www.exudeinc.com](http://www.exudeinc.com) | (p) 877.875.4265

## INVEST IN YOURSELF.



NEW ENGLAND  
COLLEGE of BUSINESS.

[NECB.EDU](http://NECB.EDU)

CONNECT. ENGAGE. LEAD

## BREAKOUT SESSIONS

### **Dear Helga Returns:**

**With NEW and MORE COMPLICATED HR Issues!**

Liberty Ballroom D

2:00pm–3:15pm

Navigating the Legal Landscape Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

#### **SPEAKER:**

- Michael Cohen, Esquire, Partner, Duane Morris, LP

Helga is baaaaaack 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 2017, she seems focused on new problems created by accommodations and leaves of absence under the ADA and FMLA, keeping employees motivated in the changing workplace, creating an LGBTQ-friendly workplace, substance abuse testing, 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.

---

### **“The Millennial Shift”**

**How to Attract, Engage, and Retain the Emerging Millennial Workforce**

Philadelphia Ballroom North (Mezz. floor)

2:00pm–3:15pm

Creating the High Impact Organization Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

#### **SPEAKER:**

- Donte Vaughn, Founder & President, DeLano Business Solutions

According to the Bureau of Labor Statistics, the Millennial generation represents the largest part of a multi-generational workforce. While not shocking, Millennials are quickly becoming the most influential population in our market today, and organizations are struggling to understand and adapt the needs of this generation into their talent management strategy.

In this presentation, attendees will gain a stronger understanding of how to create a work-environment and management culture that aligns with a Millennials' desire for greater flexibility, appreciation, team collaboration and growth opportunities. It will also highlight opportunities for businesses to adapt their talent acquisition and retention strategy to meet the demands of this “new” emerging workforce.



## BREAKOUT SESSIONS

### **Effective Workplace Communication:**

Promoting Success Through a Culture of Trust and Belief

Philadelphia Ballroom South (Mezz. floor)

2:00pm–3:15 pm

Advancing the HR Leader Track

1.25 SHRM PDCs & 1.25 HR (General) HRCI Credits

#### **SPEAKER:**

- Laurie McIntosh, SHRM-SCP, CAE, Director, Membership, Society for Human Resource Management

SHRM and other research studies indicate that effective workplace communication plays a key role in business success. For HR professionals, the ability to communicate effectively is a critical competency to be able to contribute to that success. In this session, you will learn the benefits of effective workplace communication, strategies for building a culture of trust and belief, the importance of effective communication as an HR competency, and the skills you need to develop to be a proficient communicator.

## CLOSING SESSION

THURSDAY, MARCH 30, 2017

### The Power of Fun!

**David Raymond**, Original Phillie Phanatic and the Emperor of Fun and Games



Liberty Ballroom B & C

3:30pm–4:30pm

1 SHRM Professional Development Credit (PDC) &

1 HR (General) HRCI Credit



Sponsored by:



**FINANCE of AMERICA**  
— MORTGAGE —

Building a positive and engaged workplace culture is an ever growing priority for business leaders and many believe it is a necessary cornerstone to creating a high-performance organization. In this interactive and memorable closing session, the original Phillie Phanatic, David Raymond, will share the business and life lessons he learned from the “inside out” during his 17-year career as the man in the suit and uncover how, when leaders recognize the value of fun, they can fully achieve a workplace culture that fosters engaged and high-performing employees.

David draws on his journey as the Phanatic and his work as a consultant and expert in powerful fun for sports teams and professional organizations across the country to provide the “laws of fun” and steps in the process of customizing a strategy in order to create a culture of “*serious fun*.”

#### About David Raymond:

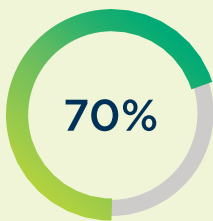
David Raymond pioneered the field of sports mascots with his innovative inhabitation of the world-renowned Phillie Phanatic, and his vision and performance skill spawned a revolution in the mascot industry. Creating fan adoration and brand leadership for the Phillies and the Phanatic for 16 years led David into the world of delivering “serious fun” to the workplace. In this role, he focuses on maximizing employee engagement for the purposes of morale building, retention, health, and productivity. As Emperor of Fun and Games at Raymond Entertainment Group, David has generated *The Power of Fun*™ for professional sports teams and leading companies across the nation and has been profiled by CNN, Sports Illustrated, The New York Times, HBO, SiriusXM and NPR.

*Philly SHRM is recognized by SHRM to offer Professional Development Credits (PDCs) for the SHRM-CP or SHRM-SCP. The Full Symposium Conference program is valid for 8.0 PDCs. For more information about certification or recertification, please visit [www.shrmcertification.org](http://www.shrmcertification.org).*

## YourHomeResource™

provides all the tools for achieving peace of mind on what is, for most Americans, the biggest financial decisions of their lives... **purchasing a home.** And all at no cost to your company.

**For Details,  
Please Visit us at Booth #1**



*7 out of 10 HR professionals indicated that personal financial challenges have a "large" or "some" impact on overall employee performance.\**


\* <https://www.shrm.org/>

**A VALUABLE  
VOLUNTARY  
BENEFIT AT NO  
COST TO YOUR  
COMPANY**



**FINANCE of AMERICA  
— MORTGAGE —  
YourHomeResource™**

**FinanceofAmerica.com**

©2017 Finance of America Mortgage LLC is licensed nationwide |  NMLS ID # 1071 ([www.nmlsconsumeraccess.org](http://www.nmlsconsumeraccess.org)) | AZ Mortgage Banker License #0910184 | Licensed by the Department of Business Oversight under the California Residential Mortgage Lending Act | Georgia Residential Mortgage Licensee | Illinois Residential Mortgage Licensee | Kansas Licensed Mortgage Company | Licensed by the N.J. Department of Banking and Insurance | Licensed Mortgage Banker -- NYS Banking Department | Rhode Island Licensed Lender.

## SPEAKER PRESENTATIONS



The speaker presentations will be available online at:

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

Password: **philly@123**

CONNECT. ENGAGE. LEAD





# YOU NEED A PARTNER

## THAT UNDERSTANDS THE VALUE OF INTEGRATING YOUR HEALTH AND PRODUCTIVITY PROGRAMS

Traditionally, employers have approached health and productivity in siloes, seeking those products and services from isolated sources. But at UPMC WorkPartners, we believe that when they're working together, they're working better. Our **one-stop, holistic approach** allows you to more efficiently manage the health and productivity of your workforce, and our **comprehensive tracking** and **analytical capabilities** deliver robust, outcomes-based reporting. The result? Reduced costs, improved productivity and a healthier bottom line. Now that's the power of partnership.



Absence  
Management



Employee  
Assistance Program



Health  
Management



On-Site  
Health  
Services



Consulting &  
Analytics



Visit us at  
**WorkPartners.com**

UPMC  
**WorkPartners**  
Providing Health & Productivity Solutions

# RemX

The Workforce Experts

## Finance & Accounting Administrative & Corporate Support Information Technology

RemX offers a variety of solutions to meet our clients' needs, including:

- Temporary & Temp-to-Hire Staffing
- Direct Hire & Executive Search
- Contact Center Solutions
- National Recruiting Center
- Managed Staffing
- Outsourced Workforce Solutions

Contact us today!

**610-491-9335**  
**www.remx.com**

455 S. Gulph Road | Suite #402 | King of Prussia, PA 19406



We help you develop High Performance Cultures

## INVEST IN PEOPLE IGNITE PASSION INSPIRE PERFORMANCE

Learn how to tap into the talent of your people and equip the next generation of Leaders to build trust and sustain a high performing culture that can:

- Adapt and respond appropriately to change
- Make innovation everyone's job
- Create an engaging workplace with high levels of trust
- Have employees who are passionate about their work AND the company
- Attract, Retain and Engage Top Talent

Attend the Philly SHRM Webinar and Panel Discussion on May 12 and 18, moderated by Dana Riker Jackson, CEO of Riker Opportunity Institute, Inc.

For more info visit  
**WWW.RIKEROPPORTUNITYINSTITUTE.COM**  
610-566-8272

Or  
**PhillySHRM.org**



*Fresh Local Food delivered  
to your workplace*

**www.cmfarmshare.org**  
info@cmfarmshare.org or (215) 275-3435 x 19



## LIMITED TIME OFFER: FREE ROOM RENTAL OR 50% OFF TEAMBUILDING




Restrictions may apply. See store for details.  
325 N. Columbus Blvd., Philadelphia  
215-413-1951

**WWW.DAVEANDBUSTERS.COM**

CONNECT. ENGAGE. LEAD





**Sometimes it's good to have a lot on your plate.**

With a wide range of group and individual health plans providing health insurance coverage for expats and travelers, GeoBlue keeps your plate full of options.


GeoBlue health plans combine unsurpassed service and mobile technology to help members access trusted doctors and hospitals all around the globe. GeoBlue members have access to a network meeting the highest standards of quality outside the U.S. and the largest hospital and physician network in the U.S.

**Introduce your clients to the most complete set of benefits and services in the industry.**


To learn more, visit us at **booth #38** or contact us at [corporatesales@geo-blue.com](mailto:corporatesales@geo-blue.com).

[www.geo-blue.com](http://www.geo-blue.com)

©2017 GeoBlue. All Rights Reserved. GeoBlue is the trade name of Worldwide Insurance Services, LLC (Worldwide Services Insurance Agency, LLC in California and New York), an independent licensee of Blue Cross Blue Shield Association and is made available in cooperation with Blue Cross and Blue Shield companies in select service areas. Coverage is provided under insurance policies underwritten by 4 Ever Life Insurance Company, Oakbrook Terrace, IL.



**How MHC Can Help Your Business**




MHC has been delivering workplace behavioral health services to unions, health and welfare funds, and private and public sector employees for over 35 years.

MHC prides itself on helping employees overcome issues that may their job performance in the workplace. We believe it is pivotal to have strong working relationships with employers, managers, and supervisors that are in direct contact with troubled employees. MHC is a strategic partner to employers, managers, and supervisors to help manage troubled employee relationships.

**OVERVIEW OF SERVICES**

- EAP & Work/Life
- Managed Behavioral Health/Carve Out
- Substance Abuse Professional (SAP)
- Fitness for Duty / IME
- Critical Incident Response
- Wellness Workshops/Programs
- Prescription Monitoring
- & More





**W • E • B • I • N • A • R**

**Free HRCI & SHRM Credit Webinars**  
Industry Experts

ACA • FLSA • ERISA • FMLA

Current Schedule Listed at:  
[www.basiconline.com/webinars](http://www.basiconline.com/webinars)

**BASICONLINE.COM**  
888-602-2742

**Join Philly SHRM Today!**

**What are the **benefits and privileges** of Philly SHRM membership?**

- Personal connections to the local HR and business community
- Reduced event registration fees
- Access to top leaders in our region
- Opportunities to grow your leadership skills
- Chance to make a difference in our community

**Visit Table #2 in the foyer to learn more about Philly SHRM membership!**



# SCHOOL DISTRICT OF PHILADELPHIA

## Philly SHRM Supports the School District of Philadelphia

Visit representatives from the School District of Philadelphia at Exhibitor Table #21, located in the foyer.

Consider making 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. Text THINKAED to 41-444 to make a donation or simply visit their table. Remember you earn 100 points in the Game On! Symposium Challenge for each donation. Philly SHRM is reinforcing our sustained commitment to education by supporting this important initiative and investing in the future....we hope you will join us!



## STATE OF THE CHAPTER

*Philly SHRM Platform:* Ensuring the long-term sustainability of the greater Philadelphia business community depends on HR's ability to engage, impact and support our traditional and non-traditional schools in delivering a quality education that prepares students with the requisite skills, knowledge and social competence essential for successfully meeting our current and future business challenges and talent needs.

### *Chapter Highlights:*

- We've developed a partnership with the Economy League of Greater Philadelphia and Philly Works to devise ways of stimulating the regional economy by highlighting and addressing the educational challenges confronting our organizations and the local workforce.
- We've developed a relationship with Graduate! Philadelphia to support their efforts of helping adults achieve their college degree as a way to advance their careers.
- We continue to work with our veteran organizations to support the educational aspirations of our service men and women.
- We published a timely article in the Philadelphia Business Journal entitled "How to bridge the business-education gap" which brought readers insight and context to struggles facing business and higher educational institutions.
- We've started a brown bag lunch series with Councilwoman Blondell Reynolds Brown and her staff to talk about HR best practices and to have a positive impact on our civic community.
- We previously partnered with the George Washington Carver Science Fair to sponsor a special SHRM award for elementary and high school students.
- We have a partnership with the Philadelphia School District with some aggressive but very specific goals around workforce readiness, career planning and organizational funding for our financially strapped school district.



# VOLUNTEERS

Thank You to our Symposium Leadership Team & Committee Members!

## Event Chair

**Jackie Linton, SPHR, SHRM-SCP**  
*City of Philadelphia*

## VP, Symposium Programming

**Patricia McConnell, SPHR, SHRM-SCP**  
*The Children's Hospital of Philadelphia*

## Director, Symposium Programming

**Joanna D. Vazquez, SPHR, SHRM-SCP**  
*Children's Crisis Treatment Center*  
**Shannon Camps, MS, PHR, SHRM-SCP**  
*Hospital of the University of Pennsylvania*

## Leader, Symposium Pre-Conference

**Maria Downs, SPHR, SHRM-SCP** – *Vanguard*

## VP, Symposium Sponsorships

**Steven Grandizio** – *AnnieMac Home Mortgage*  
**Tori Mitchell** – *Juno Search Partners*

## VP, Symposium Marketing/Communications

**Debby Derricks** – *The Veterans Multi-Service Center*  
**Kelly Bower** – *Burlington Stores Inc.*

## Programming Committee Members

**Kelly Bower, MS** – *Burlington Stores, Inc.*  
**LaRhonda Green**  
*VILLA Join the Movement dba Sneaker Villa*  
**Juliette Finney, PHR, SHRM-CP** – *F.A. Davis Company*  
**Tracy Flint** – *GSI Health, LLC*  
**Annie Geckle** – *Korn Ferry Hay Group*  
**Lindsay Grettner, SHRM-CP** – *PRG Real Estate*  
**Natalie Haynes, PHR** – *Reed Smith*  
**Alicia Huppman, SPHR, SHRM-SCP** – *Emtec Inc.*  
**Cynthia Lucas, PHR, SHRM-CP** – *Beasley Broadcasting*  
**Jean Kendrick** – *DSS Global, Inc. Executive Search*  
**Cara McElroy** – *Merck*  
**Vivian McLeod, MS, PHR** – *Vanguard*  
**Stephanie Pharo, SHRM-CP**  
**Rosanne Relaford, MBA** – *Vanguard*  
**Ruth Schanbacher** – *Jacobs Management Group*  
**Dana N. Stancil** – *Drexel University*  
**Ellen C. Stokes, PhD (c), PHR, SHRM-CP, PM, CSSGB**  
*Shalom, Inc.*  
**Trisha Tayan, MS** – *W.R. Grace*  
**Denise Waite, RN, PHR, SHRM-CP** – *Cadia Healthcare*  
**Therese Valdez, PHR, SHRM-CP**

# PHILLY SHRM BOARD

## President

**Charity Hughes, PhD, SPHR, SHRM-SCP**  
*VWR International*

## President Elect

**Jameel Rush, PHR, SHRM-CP** – *Day & Zimmermann*

## Past-President

**Gloria Sinclair Miller, SPHR, GPHR, SHRM-SCP**  
*USO of Pennsylvania and Southern New Jersey*

## VP, Legal

**Heather Herrington, Esq.** – *The Fun Dept.*

## VP, Finances & Analytics

**Juanita Solomon**  
*Mathematics, Civics & Sciences Charter School*

## VP, Marketing/Communications

**Debby Derricks** – *The Veterans Multi-Service Center*  
**Kelly Bower, MS** – *Burlington Stores, Inc.*

## VP, Communities/Partnerships

**Joseph Welsh, Esq.**  
**Kena Sears** – *Drexel University*

## VP, Programming

**Huda Brooks-Goldman** – *SCA Americas*

## Director, Day Programming

**KimberlyAnn Huegel, SPHR, SHRM-SCP** – *Vanguard*

## Director, Webinar Programming

**Anne Duong, PHR, SHRM-CP** – *Comcast*

## VP, Sponsorships

**Steven Grandizio** – *AnnieMac Home Mortgage*  
**Tori Mitchell** – *Juno Search Partners*

## PHILLY SHRM BOARD (CONTINUED)

### VP, Emerging Leaders

**Theresa Velykis, PHR, SHRM-CP**  
*St. Christopher's Hospital for Children*  
**Catherine Preim, PHR, SHRM-CP – SYSTRA**

### VP, Membership

**Timothy McCarthy, Esq.** – *Jackson Lewis P.C.*

### VP, Thought Leadership

**Dennis Paris** – *Schreiber Paris, LLC*  
**Justin Dixon** – *Comcast Corporation*

### Strategic Fellow

**James Harootunian** – *Glenmede Trust Company*

### Symposium Chair

**Jackie Linton, SPHR, SHRM-SCP**  
*City of Philadelphia*

### VP, Symposium Programming

**Patricia McConnell, SPHR, SHRM-SCP**  
*The Children's Hospital of Philadelphia*

### Director, Symposium Programming

**Joanna D. Vazquez, SPHR, SHRM-SCP**  
*Children's Crisis Treatment Center*  
**Shannon Camps, PHR, SHRM-SCP**  
*Hospital of the University of Pennsylvania*

## LETTER FROM PRESIDENT

### DEAR ATTENDEES:

I am excited to welcome you to our 2017 Philly SHRM Symposium! This is a momentous event, and we are ecstatic that you've joined to uncover ways to ignite your influence. The Symposium team has assembled an extraordinary team of speakers to spark our passion and intensify our motivation so we can access our greatest potential. Our two-fold Symposium approach focuses on igniting our influence which can lead to unleashing the power of fun. The lessons in influence that Dr. Berger will share will empower us to show up as our best selves in our careers, our organizations and in every aspect of our lives. David Raymond, the original Phillie Phanatic, will help us learn how to infuse what we do with fun. We all want to work in a fun environment, right? We hope that you thoroughly enjoy each and every session and that you walk away with insights to help you be more effective and more fulfilled.



Thank you to the Philly SHRM board and committee members for their outstanding work and tireless efforts in planning. The team has worked for months to develop a comprehensive and incomparable program agenda. Your devotion to the HR profession is both inspiring and commendable.

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 business 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 and get ready to ignite your influence!

Best regards,

**Charity Hughes, PhD, SPHR, SHRM-SCP**

2017 Philly SHRM President

# MAP OF VENUE

**PRE-CONFERENCE**  
Rooftop Level, Horizons  
Rooftop Ballroom  
(button in elevator: R)

**GENERAL SESSIONS**  
Main Level, Liberty  
Ballroom B & C  
(button in elevator: BR)

**REGISTRATION**  
Main Level, Liberty  
Ballroom Foyer  
(button in elevator: BR)

**EXHIBITORS**  
Main Level, Liberty  
Ballroom Foyer, Liberty  
Ballroom A  
(button in elevator: BR)

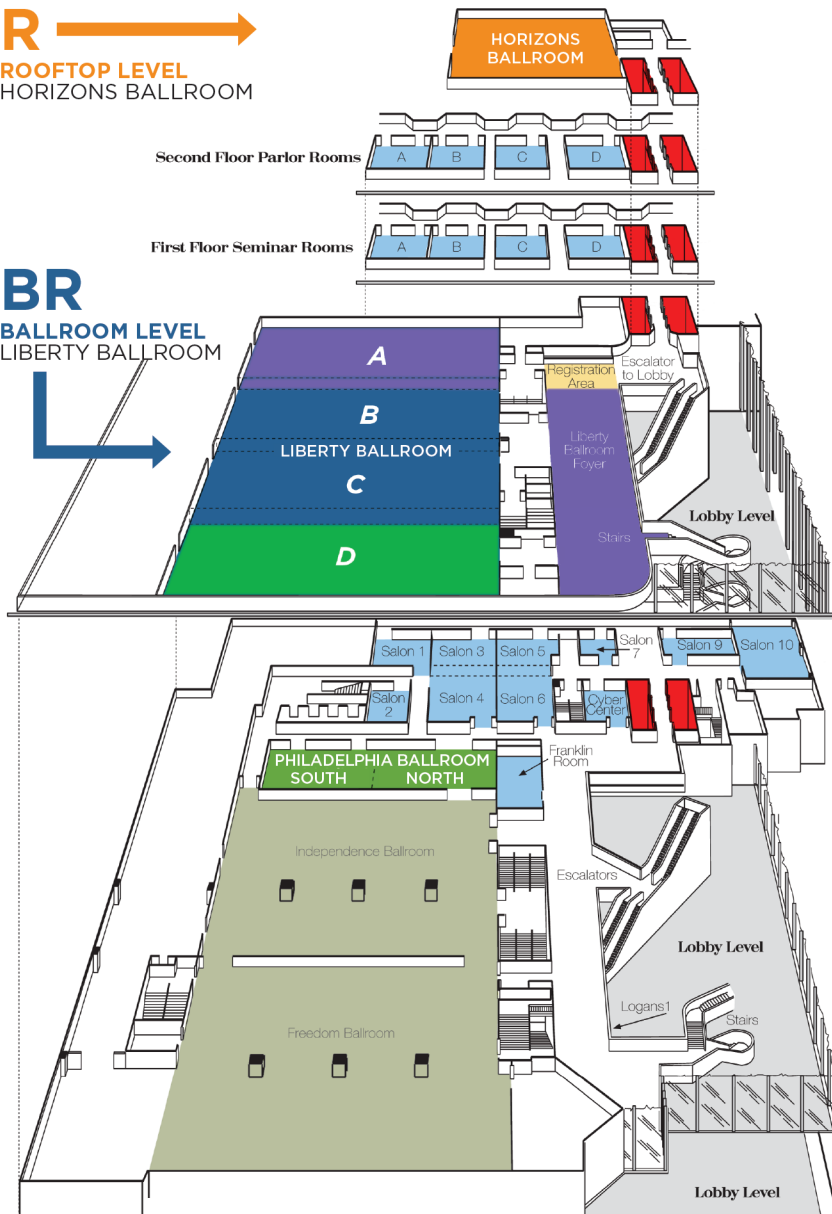
**BREAKOUT SESSIONS**  
Main Level, Liberty  
Ballroom D  
(button in elevator: BR),  
Mezzanine Level,  
Philadelphia North &  
South  
(button in elevator: ME)

**ELEVATORS**

**R** →  
**ROOFTOP LEVEL**  
HORIZONS BALLROOM

**BR**  
**BALLROOM LEVEL**  
LIBERTY BALL ROOM

**ME**  
**MEZZANINE LEVEL**  
PHILADELPHIA BALLROOMS NORTH AND SOUTH



## NOTES



# Extend Your Influence by Joining **Philly SHRM!**

---

Not a member of Philly SHRM? It's free if you're already a SHRM National member – just select Philly SHRM as your local chapter to start receiving the wide range of member benefits.

**Visit Philly SHRM at Exhibitor Table #2 for more information!**

Plus, join today and get a free registration to an upcoming webinar!



[www.pshrmsymposium.com](http://www.pshrmsymposium.com)

Follow us on Twitter @PSHRM | Use the hashtag #PhillySHRM