

EMPLOYMENT LAW & HR PRACTICES UPDATE

Presentations

Keynote

Winning the Talent War:

Build a Winning Culture of Attraction, High-Performance & Retention

Realize a culture that attracts talent, promotes high-performance and retains their best people. Learn what a winning culture really means to employees today and how you can leverage that knowledge to build top talent!

Morning General Session

Headline News

Buckle up for a fast ride as we review some of the key employment-related policies that have evolved on a federal and regional level over the last year.

11:15 a.m. Breakouts

The Seven Princes

Every HR professional wants to be recognized as a strategic contributor to their organization's success, must identify and apply these seven core principles of HRM. Without them, it can't happen. With them, it is possible to become a trusted and respected member of the strategic leadership team. While universally applied and insultingly simple, many HR professionals have never quantified these concepts in a systematic and uniform approach. Participants in this program will learn the interrelated nature of these HR principles and how to apply them.

Addressing Mental Health Issues on the Job

There are many risk factors for mental health that may be present in the working environment. A negative working environment may lead to physical and mental health problems, harmful use of substances or alcohol, absenteeism and lost productivity. Workplaces that promote mental health and support people with mental disorders are more likely to reduce absenteeism, increase productivity and benefit from associated economic gains.

Unfinished Business:

Dealing with Discrimination Against LGBT Workers

Do our non-discrimination laws do enough to protect LGBT workers? Explore the subtle discriminations that still exist, including lower wages. Gain an understanding of positive impact that sexual orientation and gender identity non-discrimination laws may have on businesses.

HR Meets AI – Training in the 21st Century:

A Case Study by Cartamundi

Learn how local employer, Cartamundi, has introduced AI into their on-boarding experience to give their new employees an obstructed view of their new workspace and the benefits that come from this new and exciting technique.

You Know They Need Help –

How Do You Conduct a Training Needs Assessment?

Organizations are searching for ways to build their workforce to ensure continued success. When there's a skills gap, training can be the answer! How do you ensure that the money, time and resources you'll spend will help to make the impact you are looking for? Starting with a Training Needs Assessment will help you to: ensure it is a true learning /training need, identify what should be included, uncover who should be included/involved and help you implement and measure the training effort.

1:15 p.m. Breakouts

Leave Related Missteps That Can Lead to Liability

Between confusing regulations, conflicting court decisions, and abuse of the protections, it is critical to understand how to protect your company. Don't expose your organization to the costly liabilities associated with improper administration of leave documentation.

The Marijuana Dilemma in the Workplace: What Can You/Should You Do

Since December of 2016, individuals in Massachusetts have had the right to possess, grow, and use limited amounts of marijuana for recreational purposes. So what does the recreational use of marijuana mean for Massachusetts employers? Make sure you know the circumstances that the state permits employer requested drug testing, and what to do with the results.

The New Pay Reality

Your organization's ability to justify the comparability of employee pay rates is critical, but the task of remaining equitable in your pay structures is getting harder. Examine the impact of conflicting pay related regulations, market demands and continually declining unemployment all helping to create a perfect pay storm!

OSHA: What's New?

OSHA regulations change daily to accommodate a constantly evolving workforce, and to create safer workplaces & healthier employees. Make sure that your organization is limiting liability by complying with the most recent regulatory changes.

Coaching Skills for the HR Professional

Refine your coaching skills and foster coaching skills in your organization. You can instill a mindset of coaching in real-time throughout your organization. Ultimately creating opportunities to develop employees at every level and gain a more resilient organization.

2:15 p.m. Breakouts

Paid Leave: From Perk to Mandate

Paid sick leave used to make you an outstanding employer, now all employers are required to offer that benefit to their employees. Identify the requirements that have changed for employers in our region along with the coordination efforts we have to initiate to comply with these mandates.

Investigating Harassment Allegations

Employers should be investigating each complaint of wrongdoing to minimize legal risks and damages to the company's reputation. A prompt and thorough investigation serves as your best defense against a lawsuit. This breakout session will provide you with a complete guide to conducting internal investigations. You'll learn the steps to help you develop your plan, how to determine who is involved in the investigation process, tips for getting to the truth, and how to adequately respond to substantiated wrongdoing.

2:15 p.m. Breakouts (Continued)

Creating Talent From Within

Development is critical to attracting and retaining talent, driving employee engagement, preparing future leaders, and ultimately ensuring the success of the organization. Clearly, development is just as important to leaders as it is to their direct reports. Explore options and ideas for discovering and developing the talent that you already have!

Really, I Can Do That?

Sometimes we feel like we are bound by compliance issues that don't allow us to have conversation or insist on specific deliverables from our employees. Find out what you CAN do as an employer and remain within the confines of the law.

The Modern Workplace: HR Analytics that Matter

The Modern Workplace is a complex arena of people and technology! It functions best when you maximize your tech through data analytics that will help you drive your 'people based' decisions. In this session, we'll examine the types of data you should measure to increase employee engagement, improve productivity and allow the HR team to focus on more strategic initiatives.

Closing General Session

Flexibility Works!

Transitioning to an "Anytime, Anywhere" Workplace!

Most of us, at some point in our lives, have worked in organizations that are rigid and unyielding. You know, where you have to make your way in to buildings filled with acres of gray carpeting bathed in florescent light, by a specific time - each and every day. These kinds of work cultures breed mediocrity. They deaden the soul - not to mention productivity and creativity.

A company may be able to survive being managed that way, but it won't soar. Because top talent will have no interest in working there; especially generation X and millennials.

If we choose to, we can lead the effort to make the workplace a more enriching, satisfying and productive environment. We can create a workplace that is not only flexible and resilient but ready for the unknown challenges and undefined opportunities that lie before us. To do this, HR needs to think strategically and big; going beyond simply tweaking policies, procedures and systems to a focus on re-envisioning and re-defining the workplace.