



# 44<sup>th</sup> Annual Conference & Exposition SHRM Puerto Rico Chapter

September 21<sup>st</sup> and 22<sup>nd</sup>, 2017

**Sheraton Puerto Rico Hotel & Casino**

Convention District Area, San Juan, Puerto Rico

## Conference Program

T H U R S D A Y , S E P T E M B E R 2 1 , 2 0 1 7	
7:00 am – 4:30 pm <i>Registration Area</i>	<b>Conference Registration</b>
7:30 am – 7:45 am <i>EXPO Entrance</i>	<b>Opening Ceremony and EXPO</b>
7:45 am – 8:30 am <i>Expo Area</i>	<b>Breakfast</b>
<b>CONCURRENT SESSIONS</b>	
8:30 am – 10:00 am  BAHIA 1 SALON	<p><b>Maximizing The Impact Of Law 4-2017 In Your Organization: A Discussion Of The Exempt Categories Under Puerto Rico Labor Law Reform</b></p> <p><i>Reynaldo Quintana Latorre, Esq. Baerga &amp; Quintana Law Offices, LLC</i></p> <p><b>Sponsored by:</b> </p> <p>Cluster: <i>Business</i> Behavioral Competency: <i>Consultation</i> HR Expertise Domain: <i>Workplace   Organization</i> Functional Area: <i>Employment Law &amp; Regulations   Employee &amp; Labor Relations</i> <i>Audience- Mid-Level</i></p>
8:30 am – 10:00 am  BAHIA 2 SALON	<p><b>Rehire Don't Retire: How To Keep The Wisdom Of Your Baby Boomer To Reduce The Leadership Gap</b></p> <p><i>Guillermo Mendoza, CEO, Certified Executive International Coach &amp; ICC Certified Trainer Impact Coaching Solutions</i></p> <p>Cluster: <i>Interpersonal</i> Behavioral Competency: <i>Relationship Management</i> HR Expertise Domain: <i>People   Workplace</i> Functional Area: <i>HR Strategy Planning   Diversity and Inclusion</i> <i>Audience- Mid-Level</i></p>



## Neuro-Leadership and It's Role In Human Resources

**Maritza Soto-García, PhD, JD, SHRM-SCP, SPHR, GPHR, CCP**  
*UPR-Mayagüez*

Cluster: *Interpersonal*

Behavioral Competency: *Relationship Management*

HR Expertise Domain: *People | Workplace*

Functional Area: *Employee Engagement & Retention | Diversity & Inclusion*

*Audience - All Levels*

8:30 am – 10:00 am

LAGUNA 2 SALON

## MEGA SESSION

## 2017 SHRM Body of Competency and Knowledge

**Alexander Alonso, PhD., SHRM-SCP, SVP of Knowledge**  
*Development & Certification*

Sponsored by:



*Society for Human Resource Management*

*Audience - All Levels*

8:30 am – 10:00 am

San Felipe & San Cristóbal  
S a l o n

## Morning Break

10:00 am – 10:30 am  
*Expo Area*

## PLENARY SESSION - AWARDS AND KEYNOTE SPEAKER

## SHRM-PR Awards Ceremony

## Keynote: The Art of Work: How to Make Work, Work for You!

*Janice Bryant Howroyd*

Sponsored by:



Cluster: *Leadership*

Behavioral Competency: *Leadership & Navigation*

HR Expertise Domain: *People*

Functional Area: *HR Strategy Planning | Employee Engagement & Retention*

*This session will have Spanish translation | Audience - All Levels*

MIRAMAR SALON

12:15 am – 2:00 pm

*Expo Area*

**Lunch @ EXPO | Ignite! Power Lunch Sessions**

**Raffle & Prizes**



2:00 pm - 3:30 pm

**PLENARY SESSION - KEYNOTE SPEAKER**

MIRAMAR SALON

**Keynote: Millennials In The Workplace**

*Kristen Hadeed*  
*Start With Why, LLC*



Cluster: *Interpersonal*  
Behavioral Competency: *Communication*  
HR Expertise Domain: *People | Workplace | Organization*  
Functional Area: *Employee Engagement & Retention | Workforce Management | Diversity and Inclusion*

*This session will have Spanish translation | Audience - All Levels*

**EDUCATIONAL CONCURRENT SESSIONS**

3:30 pm - 5:00 pm  
BAHIA 1 SALON

**Separation of Church and Workplace: A Practical Guide to Effectively Manage Religious Diversity in the Employment Context**

*Anita Montaner Sevillano, Esq. & Reinaldo L. Figueroa Matos, Esq.*  
*McConnell Valdés, LLC*



Cluster: *Leadership*  
Behavioral Competency: *Ethical Practice*  
HR Expertise Domain: *Workplace*  
Functional Area: *Employment Law & Regulations*

*Audience - All Levels*

3:30 pm - 5:00 pm  
LAGUNA 2 SALON

**80% by 2018: Innovative Wellness Program to Achieve Prevention Goals in the Workplace**

*Roberto García-Rodríguez, Esq., President & CEO*  
*Dr. José Novoa, Chief Medical Officer*  
*Iraida Ojeda, SPHR, SHRM-SCP, CCP, Chief HR Officer*



*Triple-S Management Corporation*

Cluster: *Business*  
Behavioral Competency: *Business Acumen | Critical Evaluation*  
HR Expertise Domain: *People | Workplace*  
Functional Area: *HR Strategy Planning | Corporate Social Responsibility*

*Audience - All Levels*



<p>3:30 pm – 5:00 pm</p> <p>BAHIA 2 SALON</p>	<p><b>Linking HR Strategies to Financial Performance</b></p> <p><i>Lianabel Oliver, MBA, CPA, CMA, CGMA</i> <i>OBA Learn</i></p> <p>Cluster: <i>Business</i> Behavioral Competency: <i>Consultation</i> HR Expertise Domain: <i>Workplace   Organization</i> Functional Area: <i>Risk Management   Organizational Effectiveness &amp; Development</i></p> <p style="text-align: right;"><i>Audience - Senior Level</i></p>
<p><b>MEGA SESSION</b></p>	
<p>3:30 pm – 5:00 pm</p> <p>MIRAMAR SALON</p>	<p><b>Authentic Leadership: Develop Your Best. Inspire the Rest</b></p> <p><i>Dr. Marie Harper &amp; Michelle Maldonado, J.D.</i> <i>American Public University (APU)</i> <i>Sponsored by: American Public University APU</i></p> <p>Cluster: <i>Leadership</i> Behavioral Competency: <i>Leadership &amp; Navigation</i> HR Expertise Domain: <i>Organization</i> Functional Area: <i>Workforce Management</i></p> <p style="text-align: right;"> <i>This session will have Spanish translation   Audience – Mid-Level</i></p>
<p>5:00 pm – 8:00 pm</p> <p>Expo Area</p>	<p><b>🍸 COCKTAIL &amp; MUSIC BAND   NETWORKING @ EXPO</b> <b>Batucada Bombayá   Raffles &amp; Prizes   San Blas Miguel Vargas</b></p>

F R I D A Y , S E P T E M B E R 2 2 , 2 0 1 7

<p>7:00 am – 4:30 pm</p> <p>Register Area</p>	<p><b>Conference Registration</b></p>
<p>7:30 am – 8:30 am</p> <p>Expo Area</p>	<p><b>Breakfast</b></p>
<p>8:30 am – 10:00 am</p> <p>MIRAMAR SALON</p>	<p><b>IGNITE SMART TALKS</b> <i>Speakers to be announced</i></p> <p style="text-align: right;"><i>Audience - All Levels</i></p>
<p>10:00 am – 10:30 am</p> <p>Expo Area</p>	<p><b>Morning Break</b></p>



<p>10:30am - 12:15pm</p>	<p><b>PLENARY SESSION-2018 ANNOUNCEMENTS &amp; KEYNOTE SPEAKER</b></p>
<p>MIRAMAR SALON</p>	<p><b>2018 President Induction and New Conference Theme Presentation</b></p> <p><b>Steering Your Ship Through Rough Waters: Lessons on Leadership from Captain Phillips</b>  <i>Captain Richard Phillips</i></p> <p>Sponsored by:   </p> <p> <i>This session will have Spanish translation   Audience - All Levels</i></p>
<p>12:15 pm - 2:00 pm  <i>Expo Area</i></p>	<p> <b>Lunch @ EXPO   Ignite! Power Lunch Sessions</b>  </p>
	<p><b>EDUCATIONAL CONCURRENT SESSIONS</b></p>
<p>2:00 pm - 3:30 pm</p> <p>LAGUNA 2 SALON</p>	<p><b>Impact of PR Tax Law Changes in Retirement Plans and Severance Payments</b>  <i>René J. Avilés García, Esq.</i>  <i>Ferraiuoli LLC</i></p> <p>Cluster: <i>Business</i>          Behavioral Competency: <i>Critical Evaluation</i>          HR Expertise Domain: <i>Workplace</i>          Functional Area: <i>Employment Law &amp; Regulations</i></p> <p><i>Audience - All Levels</i></p>
<p>2:00 pm - 3:30 pm</p> <p>BAHIA 2 SALON</p>	<p><b>Ignite: The Power of One - Linking Life Journeys and Conquests to HR Leadership Success</b>  <i>Jason T. Collett, CEO</i>  <i>Adaptivity Development, LLC</i></p> <p>Sponsored by:  </p> <p>Cluster: <i>Leadership</i>          Behavioral Competency: <i>Leadership &amp; Navigation</i>          HR Expertise Domain: <i>Organization</i>          Functional Area: <i>Structure of the HR Function</i></p> <p> <i>This session will have Spanish translation   Audience - All Levels</i></p>
<p>2:00 pm - 3:30 pm</p> <p>SAN FELIPE SALON</p>	<p><b>The Penta Holistic Management Model: How HR Can Add Value to the Business?</b>  <i>Adrian Büchner, PhD</i>  <i>Compass Consultoría Organizacional HR-Latam LLC</i></p> <p>Sponsored by:  </p> <p>Cluster: <i>Business</i>          Behavioral Competency: <i>Business Acumen</i>          HR Expertise Domain: <i>Workplace</i>          Functional Area: <i>HR in the Global Context</i></p> <p><i>Audience - Senior Level</i></p>



2:00 pm –3:30 pm

BAHIA 1 SALON

### Technology Disruptions: HR Trends Driving a Complete Re-invention of HR Software

To be announced

*Sponsored by: Workday*

Cluster: *Business*

Behavioral Competency: *Business Acumen / Critical Evaluation*

HR Expertise Domain: *Organization*

Functional Area: *Technology Management*

*Audience – Mid-Level*

### EDUCATIONAL CONCURRENT SESSIONS

### At the Forefront of the Legal Battle

*María Judith (Nani) Marchand-Sánchez, Esq.  
Ferraiuoli, LLC.*

**Sponsored by:**



people caring for people

Cluster: *Business*

Behavioral Competency: *Consultation*

HR Expertise Domain: *Workplace*

Functional Area: : *Employment Law & Regulations*

*Audience - All Levels*

### Cultivating Mindfulness in Leadership: A Radical Strategic Decision

*Irma Ruiz, Founder Anew Group & Senior Consultant  
Career Transitions, Inc.*

**Sponsored by:**



Cluster: *Leadership*

Behavioral Competency: *Leadership & Navigation*

HR Expertise Domain: *Workplace*

Functional Area: : *Diversity & Inclusion*



mindfulness-based programs  
Cultivating skills for well-being and conscious leadership.

*Audience – Mid-Level*

### Gratitude: A Twist to Corporate Culture

*Paul E. González Mangual, CEO  
The Thankful Company*

**Sponsored by:**



Cluster: *Interpersonal*

Behavioral Competency: *Relationship Management | Global & Cultural Effectiveness*

HR Expertise Domain: *People*

Functional Area: : *Employee Engagement & Retention*

*Audience - All Levels*

3:30 pm – 5:00 pm

LAGUNA 2 SALON

3:30 pm – 5:00 pm

BAHIA 1 SALON

3:30 pm – 5:00 pm

BAHIA 2 SALON



**MEGA SESSION**

**The Bonding Influence: Igniting Followership through Insightful Conversations**

*Andria M. Salvá, PhD, President & General Manager  
EU^Quest Talent Consulting*

**Cluster:** *Interpersonal*

**Behavioral Competency:** *Relationship Management | Communication*

**HR Expertise Domain:** *People*

**Functional Area:** *Employee Engagement & Retention | Learning & Development*

*Audience – Mid-Level*

3:30 pm – 5:00 pm

San Felipe & San Cristóbal

S a l o n

5:00 pm – 6:30 pm

Expo Area

**🍷 DJ MUSIC | NETWORKING @ EXPO**

6:30 pm - 9:30 pm

BELLA VISTA TERRACE

**🍷 SUNSET PARTY & 50<sup>TH</sup> ANNIVERSARY CELEBRATION**  
**PLENEROS BOMBAYÁ**  
**BANDA SIN NOMBRE**  
**LA TRIBU DE ABRANTE**