



44th Annual Conference & Exposition SHRM Puerto Rico Chapter

September 20th, 21st and 22nd, 2017
Sheraton Puerto Rico Hotel & Casino
Convention District Area, San Juan, Puerto Rico

***Pre-Conference Day**

W E D N E S D A Y , S E P T E M B E R 2 0 , 2 0 1 7

OPENING ACTIVITY OF THE SHRM PUERTO RICO CHAPTER 44TH ANNUAL CONFERENCE & EXPOSITION

IMPACT OF THE TRANSFORMATION AND LABOR FLEXIBILITY IN THE FUNCTIONAL AREAS OF HUMAN RESOURCES

 **2:00 pm - 5:30 pm Pre-Conference Opening Activity**

At 263 days (8 months) have passed since the approval of the Transformation and Labor Flexibility Act. What has been the impact?

SPECIAL GUEST

Human Resources Functional Areas Forum

Organizational
Culture Behavior

Recruitment

Economic
Perspective in
the labor sector

Benefits

Technology
Information System
and Risk Control

Closure



Eva González
AON Puerto Rico

Nairda Martínez
Kelly Services

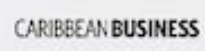
Myrna M. Rivera
Consultiva
International

Luis E. Pizarro, Esq.
MCS

Wilfredo Cosme
Renova Soluciones

Carlos Saavedra, Esq.
Secretary of Labor
Department

 **5:30 pm - 7:00 pm Cocktail Party & Annual
Conference Opening Hosted by:**



* Pre-Conference Day have a minium addiotional cost. If your are interesting to assist, you can call 787.767.2141 for registration.



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>	Conference Registration
7:30 am – 7:45 am <i>EXPO Entrance</i>	Opening Ceremony and EXPO
7:45 am – 8:30 am <i>Expo Area</i>	Breakfast
CONCURRENT SESSIONS	
8:30 am – 10:00 am BAHIA 1 SALON	<p>Maximizing The Impact Of Law 4-2017 In Your Organization: A Discussion Of The Exempt Categories Under Puerto Rico Labor Law Reform</p> <p><i>Reynaldo Quintana Latorre, Esq. Baerga & Quintana Law Offices, LLC</i></p> <p>Sponsored by: </p> <p>Cluster: <i>Business</i> Behavioral Competency: <i>Consultation</i> HR Expertise Domain: <i>Workplace Organization</i> Functional Area: <i>Employment Law & Regulations Employee & Labor Relations</i> <i>Audience- Mid-Level</i></p>
8:30 am – 10:00 am BAHIA 2 SALON	<p>Rehire Don't Retire: How To Keep The Wisdom Of Your Baby Boomer To Reduce The Leadership Gap</p> <p><i>Guillermo Mendoza, CEO, Certified Executive International Coach & 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>
8:30 am – 10:00 am LAGUNA 2 SALON	<p>Neuro-Leadership and It's Role In Human Resources</p> <p><i>Maritza Soto-García, PhD, JD, SHRM-SCP, SPHR, GPHR, CCP UPR-Mayagüez</i></p> <p>Cluster: <i>Interpersonal</i> Behavioral Competency: <i>Relationship Management</i> HR Expertise Domain: <i>People Workplace</i> Functional Area: <i>Employee Engagement & Retention Diversity & Inclusion</i> <i>Audience - All Levels</i></p>



MEGA SESSION

8:30 am – 10:00 am

San Felipe & San Cristóbal
S a l o n

SHRM 2017 Body of Competency and Knowledge and The Value of SHRM Certifications

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

Sponsored by:



Society for Human Resource Management

Audience - All Levels

10:00 am – 10:30 am

Expo Area

Morning Break

10:30 am - 12:15 pm

PLENARY SESSION - AWARDS AND KEYNOTE SPEAKER

MIRAMAR SALON

SHRM-PR Awards Ceremony

Keynote: Lessons In Successful Transformation - The List

*Janice Bryant Howroyd
Act-1 Personnel Services*

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

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*

Sponsored by:



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

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

3:30 pm – 5:00 pm

BAHIA 1 SALON

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*

Sponsored by:



people caring for people

Audience - All Levels

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

3:30 pm – 5:00 pm

LAGUNA 2 SALON

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*

Sponsored by:



Audience - All Levels

Linking HR Strategies to Financial Performance

3:30 pm – 5:00 pm

BAHIA 2 SALON

Lianabel Oliver, MBA, CPA, CMA, CGMA
OBA Learn

Cluster: *Business*
 Behavioral Competency: *Consultation*
 HR Expertise Domain: *Workplace | Organization*
 Functional Area: *Risk Management | Organizational Effectiveness & Development*

Sponsored by:



Audience - Senior Level

MEGA SESSION

Authentic Leadership: Develop Your Best. Inspire the Rest

3:30 pm – 5:00 pm

MIRAMAR SALON

Dr. Marie Harper & Michelle Lopes Maldonado, J.D.
American Public University (APU)

Cluster: *Leadership*
 Behavioral Competency: *Leadership & Navigation*
 HR Expertise Domain: *Organization*
 Functional Area: *Workforce Management*

Sponsored by:



This session will have Spanish translation | Audience – Mid-Level



5:00 pm – 8:00 pm
Expo Area

 **COCKTAIL & MUSIC BAND | NETWORKING @ EXPO**
Batucada Bombayá | Raffles & Prizes | San Blas Miguel Vargas

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

7:00 am – 4:30 pm
Register Area

Conference Registration

7:30 am – 8:30 am
Expo Area

Breakfast

8:30 am – 10:00 am
MIRAMAR SALON

IGNITE SMART TALKS
Campaign: “Todos Somos RecurSOS Humanos”

Sponsored by:
alight
Audience - All Levels

10:00 am – 10:30 am
Expo Area

Morning Break

10:30 am - 12:15 pm

PLENARY SESSION-2018 ANNOUNCEMENTS & KEYNOTE SPEAKER

MIRAMAR SALON

2018 President Induction and New Conference Theme Presentation

Steering Your Ship Through Rough Waters: Lessons on Leadership from Captain Phillips
Captain Richard Phillips

Sponsored by:
TRIPLE-S ADP

 This session will have Spanish translation | Audience - All Levels

12:15 pm - 2:00 pm
Expo Area

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

EDUCATIONAL CONCURRENT SESSIONS

2:00 pm - 3:30 pm

Impact of PR Tax Law Changes in Retirement Plans and Severance Payments

René J. Avilés García, Esq.
Ferraiuoli LLC

LAGUNA 2 SALON

Cluster: *Business*
Behavioral Competency: *Critical Evaluation*
HR Expertise Domain: *Workplace*
Functional Area: *Employment Law & Regulations*

Audience - All Levels



2:00 pm - 3:30 pm

BAHIA 2 SALON

Ignite: The Power of One - Linking Life Journeys and Conquests to HR Leadership Success

*Jason T. Collett, CEO
Adaptivity Development, LLC*

Sponsored by:



Cluster: *Leadership*
Behavioral Competency: *Leadership & Navigation*
HR Expertise Domain: *Organization*
Functional Area: *Structure of the HR Function*

This session will have Spanish translation | Audience - All Levels

2:00 pm - 3:30 pm

SAN FELIPE SALON

The Penta Holistic Management Model: How HR Can Add Value to the Business?

*Adrian Büchner, PhD
Compass Consultoría Organizacional HR-Latam LLC*

Sponsored by:



Cluster: *Business*
Behavioral Competency: *Business Acumen*
HR Expertise Domain: *Workplace*
Functional Area: *HR in the Global Context*

Audience - Senior Level

2:00 pm - 3:30 pm

BAHIA 1 SALON

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

*Mindy Chester
Joe Wilson, MBA
Workday*

Cluster: *Business*
Behavioral Competency: *Business Acumen / Critical Evaluation*
HR Expertise Domain: *Organization*
Functional Area: *Technology Management*

Audience - Mid-Level

3:30 pm - 5:00 pm

LAGUNA 2 SALON

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.*

Cluster: *Leadership*
Behavioral Competency: *Leadership & Navigation*
HR Expertise Domain: *Workplace*
Functional Area: : *Diversity & Inclusion*

Sponsored by:



Audience – Mid-Level

3:30 pm – 5:00 pm

BAHIA 1 SALON

Gratitude: A Twist to Corporate Culture

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

Cluster: *Interpersonal*
Behavioral Competency: *Relationship Management | Global & Cultural Effectiveness*
HR Expertise Domain: *People*
Functional Area: : *Employee Engagement & Retention*

Sponsored by:



Audience - All Levels

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 & 50TH ANNIVERSARY CELEBRATION
PLENEROS BOMBAYÁ
BANDA SIN NOMBRE
LA TRIBU DE ABRANTE