



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**

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 Soluions	Carlos Saavedra, Esq. Secretary of Labor Department

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



* Pre-Conference Day have an additional minimum cost. For registration assistant, call 787.767.2141.



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

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

8:30 am – 10:00 am

San Felipe & San Cristóbal
S a l o n

10:00 am – 10:30 am

Expo Area

Morning Break

10:30 am - 12:15 pm

PLENARY SESSION - AWARDS AND KEYNOTE SPEAKER

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

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

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

MIRAMAR SALON



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 <i>Expo Area</i>	🍸 COCKTAIL & MUSIC BAND NETWORKING @ EXPO Batucada Bombayá Raffles & Prizes San Blas Miguel Vargas
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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 <i>Register Area</i>	Conference Registration
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7:30 am – 8:30 am <i>Expo Area</i>	Breakfast
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IGNITE SMART TALKS

8:30 am – 10:00 am MIRAMAR SALON	IGNITE SMART TALKS <i>Campaign: “Todos Somos RecurSOS Humanos”</i>	Sponsored by:  <i>Audience - All Levels</i>
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10:00 am – 10:30 am <i>Expo Area</i>	Morning Break
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PLENARY SESSION-2018 ANNOUNCEMENTS & KEYNOTE SPEAKER

10:30 am - 12:15 pm	2018 President Induction and New Conference Theme Presentation Steering Your Ship Through Rough Waters: Lessons on Leadership from Captain Phillips <i>Captain Richard Phillips</i>	Sponsored by:  
MIRAMAR SALON		 <i>This session will have Spanish translation Audience - All Levels</i>

12:15 pm - 2:00 pm <i>Expo Area</i>	🍴 Lunch @ EXPO Ignite! Power Lunch Sessions	
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EDUCATIONAL CONCURRENT SESSIONS

2:00 pm - 3:30 pm LAGUNA 2 SALON	Impact of PR Tax Law Changes in Retirement Plans and Severance Payments <i>René J. Avilés García, Esq.</i> Ferraiuoli LLC Cluster: <i>Business</i> Behavioral Competency: <i>Critical Evaluation</i> HR Expertise Domain: <i>Workplace</i> Functional Area: <i>Employment Law & Regulations</i>	<i>Audience - All Levels</i>
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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

*Neil Jensen, VP of Corporate Strategy
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:



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

Audience - All Levels



3:30 pm – 5:00 pm

BAHIA 1 SALON

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 2 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

MEGA SESSION

3:30 pm – 5:00 pm

San Felipe & San Cristóbal
S a l o n

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

5:00 pm – 6:30 pm
E x p o A r e a

🍸 ALEX 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

Sponsored by:

