



## WEDNESDAY, JULY 31

Pre-Conference  
2:30 p.m. – 5:30 p.m.

**Coming Soon**

## THURSDAY, AUGUST 1<sup>ST</sup>

7:30 a.m. – 4:30 p.m. Conference Registration



Breakfast @ Expo & Opening Ceremony | 8:00a.m. – 8:45a.m.

Concurrent Sessions | 8:45a.m. – 10:00 a.m.

### Artificial Intelligence in the Workplace: The Case of Human Resources in Puerto Rico

Maritza Soto | University of Puerto Rico Mayagüez Campus

Room: Caribbean 1

Sponsored by:



Eminent, LLC.  
Human Resources Consulting Group

Cluster: Business, Leadership

Competency: Business Acumen, Ethical Practice

HR Expertise Domain: Organization, People

Functional Area: Technology Management, Workforce Management

**Summary:** This session is to present the findings of a survey that is currently being conducted among Puerto Rican human resources professionals regarding their knowledge of artificial intelligence and how it could impact the workplace.

#### Objectives:

- This session's major intention is to be a wake-up call and create awareness of artificial intelligence
- This session will help you to prepare for the changes that are already taking place in the workplace
- This session is to also direct us in preparing ourselves so that we can serve as strategic partners with top management for these changes

Concurrent Sessions | 8:45a.m. – 10:00 a.m.

### The Value of an Effective Social Media Policy: "How to Create a Brand Ambassador"

Bianca Negrón | The Coaching Spot

Room: Caribbean 2



Supervisors Track

Cluster: Leadership

Competency: Leadership & Navigation, Ethical Practice

HR Expertise Domain: People, Organization

Functional Area: Employee Engagement & Retention, Employee & Labor Relations

**Summary:** This session will provide valuable information of how to design and implement an effective social media policy. Participants will learn the value of integrating the employer and personal brand with an effective policy. Case studies will be shared, focusing on how companies have improved their policies but also how sometimes the policies are too general which leaves room to risk. Participants will also learn the key steps in how to conduct an employer brand analysis, learning more about their exposure and image in social media. Also, a brand/social media gap analysis will be shown, allowing participants to develop a strategize plan to start working on developing their employer brand and social media policy. How to develop Brand ambassador programs will be presented.

## Objectives:

- Prepare for technology changes in the workplace by examining and discussing emerging issues in HR and their effect on day-to-day HR responsibilities.
- Assess the social media risk that are in the workplace by analyzing the risk areas that can affect HR policies.
- Provide innovative ideas on how to implement social media policies by integrating programs that will enhance and support HR areas such as Workforce Development.

Concurrent Sessions | 8:45a.m. – 10:00 a.m.

### Smart Shared Services for Greater Agility

Franco Mondo | BMA Group

**Room: Caribbean 3**

Cluster: Business, Interpersonal

Competency: Business Acumen, Global Culture Effectiveness

HR Expertise Domain: People, Organization

Functional Area: HR Strategic Planning, Structure of the HR Function

**Summary:** Rapid changes in organizations that cover large and diverse geographical areas as well as volume impact the HR Operation and require it to rely on resources. Learning what to and what not to share in a technology based shared service can help these organizations thrive. We will focus in the areas of staffing, training, compliance and payroll. Our proposal is to present an organized process to decide what to share and what not to share and what technological tools can help us achieve agility in these rapid shifts

What to share or what not to share? That is the question. Choose right and use the correct technology to gain agility on your business shifts.

## Objectives:

- Identify what areas of your HR dept could be shared
- Qualify the level of sharing for each area
- Identify the right technology to implement agility

Mega Session | 8:45a.m. – 10:00 a.m.

### Human Resources: CEO's Strategically to Successfully Expand Puerto Rican Companies

TBD

**Room: El Morro**

**Sponsored by:**



people caring for people

Cluster: Business, Leadership, Interpersonal

Competency: Consultation, Leadership & Navigation, Global & Cultural Effectiveness

HR Expertise Domain: People, Workforce

Functional Area: HR Strategic Planning, HR in the Global Concept

**Summary:** Companies that want to export their products and services and expand outside of PR, need to work with good planning in different areas of the organization. Among these areas, one of the most important is the management of talent and the Human Resources strategy. Through this panel, several CEOs of Puerto Rican companies will share their experience of how they managed to expand to other markets and how the Human Resources Role has been a key support for the success of this expansion.

## Objectives:

- Identify the Human Resources role when establishing business outside of Puerto Rico.
- Explain the responsibility of Human Resources when opening a new market.

# CONFERENCE PROGRAM

- How to integrate the culture of the company in the different countries to expand, to be aligned at the organizational level.
- Know the "Do" and "Don'ts" in the expansion process.



Break and Networking @Expo Area • 10:00a.m. – 10:30a.m.

Key Note Speaker | 10:30a.m. – 11:45a.m.



Pamela Meyer, Ph.D  
President  
Meyer Creativity Associates

### **Making the Agility Shift**

Room: Rio Mar Ballroom

Cluster: Leadership, Interpersonal, Individual  
Competency: Leadership & Navigation, Relationship Management, Personal Development  
HR Expertise Domain: People  
Functional Area: HR Strategic Planning, Learning & Development

#### **Summary:**

In this session, Pamela Meyer is going to show you the benefits of a mindset shift to promote an agile approach to HR. Now more than ever, we need to be challenged as to why we exist in the business and how to really add value to the organization's intentions and bottom line. The agile approach will aid us to widen our scope and establish real connections within our organization and the industry in general. Our profession is more than the traditional people department, if we make a shift and adopt a learning and agile approach to people and our relation to the business bottom-line, we will make the necessary and positive impact as is expected from us.

#### **Objectives:**

- How to respond under unexpected and unplanned challenges and opportunities using available resources
- The six dynamics of the agility shift to boost performance and engagement
- Best practices of agile leaders, teams, and organizations
- How to become more agile improving your bottom line and sustain your success



Educational Power Lunches | 12:00p.m. – 1:30p.m.

### **Hours and Salaries: Recent Changes in Tip Credits and Travel Time Compensation Regulations**

Reynaldo Quintana, Esq | Baerga & Quintana Law Offices

**Room: Caribbean 1**

Cluster: Business  
Competency: Critical Evaluation  
HR Expertise Domain: People, Workplace  
Functional Area: Total Rewards, US Employment Law & Regulations

**Summary:** The session will discuss the correct use of credit for tips and the requirements for a company to use this tool in the compensation of its employees, incorporating recent changes in legislation and regulations at the federal and state levels. This topic will be useful for the restaurant industry, hotels and related services.

Likewise, everything related to the payment of travel time, including the time of transfer between work places, between home and work and vice versa, as well as the handling of trips

outside of Puerto Rico, will be addressed. This figure is relevant for sales and service companies that are provided outside the premises of the business or in the workplace of the clients.

**Objectives:**

- Getting familiar with recent changes in hours and salaries regulations impacting tip credits and travel time compensation
- Understand how these changes have a direct effect on internal total rewards policies
- Explore tactics to ensure compliance with new guidelines regarding these changes



Educational Power Lunches | 12:00p.m. – 1:30p.m.

**The Smartphone is Here to Stay... Legal Risks of Converted Recordings in the Workplace**

María Judith (Nani) Marchand Sánchez, Esq. & Gregory J. Figueroa-Rosario, Esq. | Ferraiuoli LLC

**Room: Caribbean 1**



**Supervisors Track**

**Sponsored by:**



Cluster: Business, Leadership

Competency: Critical Evaluation, Ethical Practice

HR Expertise Domain: Organization, Workplace

Functional Area: Technology Management, US Employment Law & Regulations

**Summary:** This powerful tool of the "Smartphone" has become an indispensable device but at the same time exposes that internal processes, confidential information, business secrets, disciplinary processes, private meetings, communications with workers and others can be secretly recorded and disclosed instantaneously and easily. This could represent legal and business risks, damage to the corporate image and represents a great challenge in the legal battle. This session will present Human Resources professionals to situations in which employees could use their Smartphones to document incidents through audio recording and image in the workplace, and how these risks can be minimized with practical strategies for establishing internal policies necessary to regulate the use of these devices in employment and best practices to protect the company. We will also discuss the use of electronic surveillance in employment.

**Objectives:**

- Identify situations where the use of the Smartphone in the workshop can represent a legal risk for the employer
- Discuss the use of the Smartphone as part of the disciplinary process and as a working tool
- Discuss internal policies that allow to regulate the use of these devices Know the management and use of electronic surveillance.



Educational Power Lunches | 12:00p.m. – 1:30p.m.

**Work of the Future: Legal Considerations for Next 3 Big Changes and the Way we do HR**

Luis Ferrer, Esq. | Sánchez-Pagán & Ferrer LLC

**Room: Caribbean 1**

**Sponsored by:**



Cluster: Business, Leadership

Competency: Critical Evaluation, Ethical Practice

HR Expertise Domain: Organization, Workplace

Functional Area: Technology Management, US Employment Law & Regulations

**Summary:** In Puerto Rico, remote work isn't a trend, it's common sense. With newer generations shaping the workforce, higher business costs and newer technologies, Organizations keep looking at ways to be more agile and effective through new structures and business models. Work of the future involves the recognition of multigenerational workforce expectations and a cost-effective mindset. But what are the legal traps that organizations and individuals face? How can HR lead the way?

In this session, you will learn various approaches relevant to designing and implementing work of the future: "anywhere any time as long as the work gets done", considering PR Laws & Regulations constraints.

## Objectives:

- The modalities of work of the future.
- An introduction to newer labor laws & regulations applied to work of the future.
- What HR must do to an effective work of the future approach.



Educational Power Lunches | 12:00p.m. – 1:30p.m.

## The Shift is Here But First Let's Go Back to Basics

Vivian Santiago, Esq. | HR LAW Consultants of Puerto Rico

Room: Caribbean 1

Sponsored by:



Cluster: Business

Competency: Business Acumen

HR Expertise Domain: Workplace

Functional Area: US Employment Law & Regulations

**Summary:** In order to move forward and promote the expected change of our profession as HR champions, first things first, we need to go back to basics. By solidifying our foundation and ensuring our operative excellence, we can focus on the bigger picture and really be a valuable change agent for our organization. This session will give you the opportunity to asses where your HR department lies in terms of getting the basics right and you will receive punctual vital areas to focus on during the preparation process for the necessary shift.

## Objectives:

- Getting familiar with key elements to get the basics right and establish a solid foundation to your HR department
- Asses your current chain value and identify which areas to focus on in order to move forward with the bigger picture and current expectations of HR
- Getting familiar with tools to be effective in those primary and basic dimensions of HR



Sweet Hour & Networking @ Expo Area | 1:30p.m. – 2:30p.m.

Concurrent Sessions | 2:30p.m. – 3:45p.m.

## Case Study: How to Implement Organizational Coaching in your Company.

Nydia Hernández | Life, Career & Corporate Coaching, Inc

Room: Caribbean 1

Sponsored by:



Cluster: Leadership

Competency: Communication, Relationship Management

HR Expertise Domain: People

Functional Area: Learning & Development

**Summary: Empowering life's and organizations through the process of Coaching.** The seminar will provide details about how coaching has been implemented in a company, its benefits and the success the administration has reached through it. It will also address how HR personnel and leaders drive company changes and improve people's performance in a new way that increases productivity.

Participants will personally engage in a coaching experience through different exercises. Additionally, an opportunity to earn scholarship that include a full-tuition coverage for Organizational Coaching Certification will be offered.



## Objectives:

- Get an introduction to coaching and its benefits
- Provide day-to-day spot coaching and course corrections
- Explore tactics to effectively inspire a culture of coaching

Concurrent Sessions | 2:30p.m. – 3:45p.m.

### **Designing the Employee Experience: A New Talent Framework for a Competitive Market**

Angie Brainard | Right Management

**Room: Caribbean 2**

Sponsored by: 

people caring for people

Cluster: Business, Leadership

Competency: Business Acumen, Leadership & Navigation

HR Expertise Domain: People, Organization

Functional Area: Org Effectiveness & Development, Employee Engagement & Retention

**Summary:** For companies to compete, HR will continue to become more customized to individuals and targeted to specific populations. As individuals take on more career responsibility, employers will be forced to plug into their careers, engage and retain them. The high touch, functional HR model will shift to a high-tech, low touch model. It will be more in line with other social channels that are open, integrated, self-driven and even gamified, versus the siloed, password protected, transactional approach of the twentieth century. Continually improving the experience to broaden reach and increase loyalty by building social channels will reduce sourcing costs and drive fresh opportunities to attract and retain great people.

## Objectives:

- Examine what it means to design the Employee Experience from pre-hire to exit and learn about the forces driving the new world of work, impacting employee engagement, productivity, and retention.
- Discuss how the technological disruption will continue to bring rapid change and create new ways to get work done and how HR can capitalize to design an attractive employee experience.
- Explore a new route to career security – focused on skills development allowing people to change paths, pace, and be employable for longer.

Concurrent Sessions | 2:30p.m. – 3:45p.m.

### **The Road Less Traveled: Our Experience Building a Competence Model**

Brenda Massanet | Hill Brothers

Nardelis Soto, SHRM-SCP | Plavica PR

**Room: Caribbean 3**

Sponsored by: 

people caring for people

Cluster: Leadership

Competency: Leadership & Navigation

HR Expertise Domain: Organization

Functional Area: Org Effectiveness Development

**Summary:** During this presentation we will share the experience of a Puerto Rican company, dedicated to the distribution of fresh fruits and vegetables, as they built and implemented a competency model in order to respond to changes with agility. The Society for the Management of Human Resources (2017) defines a competence as those knowledge, skills, abilities and other characteristics that give rise to the necessary behaviors to perform a job effectively. On the other hand, it defines a Competency Model as a group of competences that together determine the requirements for an effective performance in a specific job, profession or organization (2017). According to the literature a Competency Model must contain the following components: names of competencies and detailed definitions, description of the activities or behaviors associated with each competition and a diagram of the model that facilitates the understanding of its users. Taking this into consideration, the project was carried

# CONFERENCE PROGRAM

out in 9 phases, with the peculiarity that the voices of the different members of the organization were taken into account in each of them. These phases were: Interviews with key employees, literature review, first draft creation, external experts' validation, second draft creation, diagram the model, user's validation, competencies operationalization, training and integration.

## Objectives:


- They will learn to design and implement a competency model for their organization.
- Know techniques to position your Competency Model as an essential part of your business strategy.
- Identify the areas of linkage of the Competency Model with the dimensions of Human Resources such as: recruitment, selection, performance evaluation, recognition, development, job descriptions, among others.

Mega Session | 2:30p.m. – 3:45 p.m.

### Embracing Cognitive Diversity to Effectively Maximize Talent Management

Edna Guzmán, SPHR, SHRM-SCP | EG Consulting Group LLC

Room: Caribbean 3

Sponsored by: 



people caring for people

Cluster: Business, Interpersonal

Competency: Consultation, Global & Culture Effectiveness

HR Expertise Domain: People, Organization

Functional Area: Talent Acquisition, Workforce Management

**Summary:** "Embracing Cognitive Diversity to Maximize Talent Management" - it will provide the participants the knowledge and understanding of the various thought process that influence behavior and performance in a way that they can take proactive actions to manage their talent. From the recruitment, placement and team synergy, the thought process (also known as Cognitive diversity) will aid the organization to manage resources more precisely and effective, thus enhancing employee engagement and retention.

## Objectives:

- Assess the thought process (Cognitive Diversity) of the organization teams.
- Correlate the job analysis - competencies model requirements with the individual cognitive process.
- Foster career management based on individual strengths.



Networking Break @ Expo Area | 3:45p.m. – 4:15p.m.

Plenary Session | 4:15p.m. – 5:30p.m.



Johnny C. Taylor SHMR-SCP  
President & CEO

SHRM (Society for Human Resources Management)



### Effective Workplace Communication: Promoting Success through a Culture of Trust and Belief

Room: Rio Mar Ballroom

Cluster: Leadership, Interpersonal

Competency: Leadership Navigation, Ethical Practice, Communication

HR Expertise Domain: People, Organization,

Functional Area: HR Strategic Planning, Org Effectiveness & Development

**Summary:** 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.

**Objectives:**

- Understand how workplace communication has a direct effect in business success
- Assess your strengths and abilities to determine your communication skills
- Become familiar with keys to effective communication as an HR competency



Cocktail @ Mega Hall | 5:30p.m. – 7:30p.m.

**FRIDAY, AUGUST 2<sup>ND</sup>**

7:30 a.m. – 4:30 p.m. Conference Registration



Breakfast @ Expo | 8:00a.m. – 8:30a.m.

Concurrent Sessions | 8:30a.m. – 9:45a.m.

**10 Keys to Entrepreneurship in Time of Changes**

Carlos Cobian | Cobian Media/Animus

**Room: Caribbean 1**

Sponsored by: 

Cluster: Business, Leadership

Competency: Business Acumen, Consultation, Leadership & Navigation

HR Expertise Domain: People, Organization

Functional Area: HR Strategic Planning, Org Effectiveness & Development

**Summary:** If you are looking to develop or grow your business, this seminar is for you. The businessman Carlos R. Cobian will share 10 keys to develop your business in times of change. You will learn how to identify business opportunities, how to focus your business in areas of greatest need, how to package and quote your services in an attractive way among others.

**Objectives:**

- Identify business opportunities
- Focus your business in areas of greatest need within the Market
- Package and quote your services in an attractive way

Concurrent Sessions | 8:30a.m. – 9:45a.m.

**Effective Talent Management: Why Does it Need Data Analytics**

Nicolás Jiménez | Aon

**Room: Caribbean 2**

Sponsored by:   
Empower Results®

Cluster: Business

Competency: Business Acumen, Critical Evaluation, Consultation

HR Expertise Domain: People, Organization

Functional Area: HR Strategic Planning, Workforce Management

**Summary:** How to make quick, well-informed decisions with Data Analytics? In this master class presentation, Nicolás Jimenez, Analytics Regional Manager of Aon Latinoamérica will discuss how trends in analytics enhance the human talent experience in the organization and how new Data & Analytics solutions -leveraged by new Blockchain technologies, Internet of Medical Things, Machine Learning, among others- are transforming talent management in a more agile, dynamic and assertive process.

**Objectives:**



- This session will provide you a new perspective on how Data and Analytics shows can help you to innovate in the developing of tailored programs to fulfil your employee's needs.
- Understand the role of Data & Analytics in the transformation of the HR role and decision making.
- How D&A can help HR identify new challenges related to talent management

Concurrent Sessions | 8:30a.m. – 9:45a.m.

## The Impact of Serious Health Conditions in the Human Resources Management

Health Panel (TBD) | Company

Room: Caribbean 3

Sponsored by: 

Cluster: Business, Interpersonal

Competency: Consultation, Relationship Management

HR Expertise Domain: Workplace

Functional Area: Corporate Social Responsibility

**Summary:** This health panel will provide a different approach to employees' health management, where panelists will explore the most common and challenging health conditions. They will also share studies results and statistics on how these conditions impact the workplace. Participants will have the opportunity to discover best practices and promote a bigger scope on health in the workplace, having an active mindset of social responsibility towards our people.

### Objectives:

- Become familiar with the most common and challenging health conditions that affect the majority of the PR workforce
- Understand the importance of health management and its impact on organizations' success
- Discuss best practices to promote a bigger scope of health management in the workplace

Mega Session | 8:30a.m. – 9:45a.m.

## Understanding LGBTQ+ Scenarios in the Workplace: A Proactive Approach in Search of Respect and Inclusiveness

Yldefonso López, Esq. | O'neill & Borges

Margarita Francia, Ph.D.

Room: El Morro

Sponsored by:



Cluster: Leadership, Interpersonal

Competency: Ethical Practice, Relationship Management, Communication

HR Expertise Domain: Workplace

Functional Area: Diversity & Inclusion

**Summary:** We continue to advocate for equality with a holistic approach, but for gender and sexual minorities there are still challenges, situations where LGBTQ + find themselves uncomfortable or excluded in the workplace. This session will help you understand better the realities of these challenges and explore best practices to promote healthy environment as an HR professional and as an individual, welcoming and promoting more inclusive environments.

### Objectives:

- Understand LGBTQ+-inclusive terminology and appropriate pronoun usage.
- Identify and learn the differences between sexual orientation, gender identity and gender expression, as well as biological sex.
- Explore effective ways to address questions and issues regarding LGBTQ+.



PR Awards @Rio Mar Ballroom • 10:00 a.m. – 10:30 a.m.

Key Note Speaker | 10:30 a.m. – 11:45 a.m.



Mónica Flores  
 Presidente Latinoamérica  
 Manpower Group

**Leading in the Human Age**

Room: Rio Mar Ballroom

Cluster: Leadership

Competency: Leadership & Navigation, Global & Cultural Effectiveness

HR Expertise Domain: Organization

Functional Area: Org Effectiveness & Development

**Summary:** What is the Human Age? This crucial moment in history where four primary forces have a direct impact on workforce, thus in HR as we know it. Technology management is changing by the second, prompting us to redesign our way of managing crucial data. With a more diverse workforce than ever, we need to reimagine how we promote an effective organizational culture, specifically, how we approach talent management. There are other two forces: individual choice and more sophisticated clients. Taking all that in consideration, how we redefine effective leadership?

**Objectives:**

- Four forces that have a direct impact on HR as a profession
- Redefinition of effective leadership in the Human Age
- Best practices on leadership to anticipate and overcome the challenges within the Human Age



Educational Power Lunches | 12:00p.m. – 1:30p.m.

**Labor Autopsy: The Role of Human Resources Department to Avoid Corporate Failures**

Jorge Pizarro, Esq. | Pizarro & González

**Room: Caribbean 1**

Sponsored by:



Cluster: Business

Competency: Business Acumen

HR Expertise Domain: People

Functional Area: HR Strategic Planning

**Summary:** All it takes is a mistake for a successful company to end up doomed to failure. Today, the Human Resources Department is fundamental in assuming a role of agility, designing strategies and promoting in time the necessary changes in order to avoid bankruptcies, closures and other disasters. During the seminar we will examine multiple historical lessons of local and international corporations that for years were leaders in their industry. Unfortunately, the challenges that these companies faced at the time were not opportunely anticipated or overcome effectively. With the due intervention of the Human Resources Department many of these business tragedies could be avoided. Learn from these experiences and recognize how our actions at the level of Human Resources management can be decisive, even to the extreme of ensuring the survival and continuity of a business.

**Objectives:**

- Discuss a variety of real examples in which companies failed in lack of an HR department

- Understand the importance of the HR role in organizations
- Explore how crucial it is to adopt an agile mindset in HR



Educational Power Lunches | 12:00p.m. – 1:30p.m.

## **Digital Recruitment: A Double-Edged Sword for Talent Acquisition**

Briseida Torres, Esq. | O’neill & Borges

**Room: Caribbean 1**

Cluster: Business

Competency: Business Acumen, Consultation

HR Expertise Domain: People, Organization

Functional Area: Talent Acquisition, Technology Management

**Summary:** The strategies of recruitment and selection of personnel have developed at great speed in recent years with the use of new technologies. Digital recruitment allows the use of digital platforms throughout the selection process: to publicize the company, to publish online vacancies, to attract talent, to manage interviews, evaluate talent and finally hire staff. Thus, it supposes a broader strategy that facilitates the processes of recruitment and search of employees, since it includes up to search of information in social networks to know the profile of candidates for a job. However, these new resources may represent legal risks for our companies. This seminar will provide an opportunity to examine new recruiting trends through the use of new technologies. In addition, the legal risks that these processes can represent will be analyzed and tools will be provided to prevent them.

### **Objectives:**

- Explore digital recruitment modalities and implications in compliance
- Understand legal risks and considerations of using technology for Talent Acquisition
- Discover tools for mitigating legal risks on digital recruitment



Educational Power Lunches | 12:00p.m. – 1:30p.m.

## **Emerging Trends in Benefits Programs: Legal Considerations for Multigenerational Workforce in PR**

René Avilés, Esq. | Ferraiuoli LLC

**Room: Caribbean 1**

Sponsored by:   CARRIÓN  
LAFFITTE  
CASELLAS

Cluster: Business

Competency: Business Acumen, Critical Evaluation

HR Expertise Domain: People

Functional Area: Total Rewards

**Summary:** In today's reality for Puerto Rico, attracting and retaining high quality talents continues to be a challenge that calls for innovative strategies. We come from a year of higher-than-ever migration statistics and an emerging workforce which has higher-level of tailored expectations in terms of benefits and total compensation in general.

In this session, you will learn various approaches relevant to designing and implementing responsive benefits plan, considering PR Laws & Regulations constraints.

### **Objectives:**

- The basics of employee-directed benefits plans.
- Benefit considerations of the multigenerational workforce.
- An introduction to benefits administration newer labor laws & regulations.



Educational Power Lunches | 12:00p.m. – 1:30p.m.

## In or Out of Bounds? HR as the Line Judge on Employees' Private Expression vs. Corporate Responsibility

Juan Felipe Santos, Esq | Jackson Lewis

Room: Caribbean 1



Sponsored by: Liberty Mutual.  
INSURANCE

Cluster: Business

Competency: Business Acumen

HR Expertise Domain: People, Workforce

Functional Area: Total Rewards, US Employment Law & Regulations

**Summary:** As employees increasingly engage in vocal and emotionally charged discourse about social issues in a wired and connected world, companies must make difficult decisions on how to support an employee's freedom of expression and privacy while mitigating legal and business risks. In this session, you will explore how employers have responded to a range of challenging social issues including the pay equality, #MeToo movement, and high-profile public demonstrations such as March for Our Lives.

### Objectives:

- Understand the difference between employee's freedom of expression and privacy rights vs. unprotected speech.
- Discuss applicable legal framework and how employers are responding to this trend.
- Learn best practices to create a balanced workplace without affecting the business.



Sweet Hour & Networking @ Expo Area | 1:30p.m. – 2:30p.m.

Plenary Session | 2:30p.m. – 3:45p.m.



LEE HECHT  
HARRISON

Vince Molinaro, Ph.D.  
Founder & CEO, Leadership Contract Inc.  
Strategic Advisor for Lee Hecht Harrison

## Leadership Accountability-What it really takes to transform a company

Room: Rio Mar Ballroom

Cluster: Leadership

Competency: Leadership & Navigation

HR Expertise Domain: Organization

Functional Area: Org Effectiveness & Development

**Summary:** Companies across all industries are facing unprecedented change today. Many need to transform to remain relevant and viable. The key to success will lie in a company's ability to engage leaders to help drive organizational transformation. The challenge, however, is that this is much easier said than done. This session will explore why leadership accountability matters more than ever and will provide practical insights on what really works when you need your leaders to step up in new and different ways.

### Objectives:

- Discuss the pathway to transform your leaders so they can step up to lead change.

# CONFERENCE PROGRAM

- Learn research findings and gain consulting insights gleaned from working with global organizations.
- Understand what HR leaders must do to lead organizational transformation.

Active Pause @ Rio Mar Ballroom | 3:45p.m. – 4:00p.m.

Plenary Session | 4:00p.m. – 5:15p.m.



James Lawrence  
(Iron Cowboy 50.50.50)

## How to make great things happen when you shift your mindset

Room: Rio Mar Ballroom

Cluster: Leadership

Competency: Leadership & Navigation, Personal Development

HR Expertise Domain: People

Functional Area: Learning & Development

**Summary:** In this session, you will have the opportunity to experience firsthand James Lawrence life lessons regarding willpower and determination to expand your capabilities as a person. He will also give you keys to translate that mindset shift to your profession as an HR Champion. When you shift your mindset, then you can "REDEFINE IMPOSSIBLE" and make great things happen in your life and in the life of others. Set the goals, believe in yourself and lead by example.

### Objectives:

- Explore keys to shift your mindset to a positive approach
- Discover how your shift will create a ripple effect and have a direct impact in your results
- Increase confidence and identify ways to translate lessons learned to be an HR Champion



Glow in the Dark After-Party @ Caribbean Ballroom | 7:30p.m. – 1:30 a.m.