



Perseverance is not a long
race, it is many short races,
one after the other.
— Walter Elliot

AMAZING HR RACE
SHRM Nebraska State Conference 2017 La Vista



FROM SHRM NEBRASKA STATE DIRECTOR

On your marks, get set ... Go!

The Nebraska State Council is honored to welcome you to the 2017 state convention. On behalf of the council and convention volunteers, thank you for coming.

As a longtime HR professional, I find our theme, "Amazing HR Race," quite appropriate for the profession. Like a marathon runner, the commitment and energy found in the HR community is amazing. We dot every "i" on hundreds of forms, then we add to high-level discussions with management. We budget. We engage with our people. We care.

For the next two days, you'll find valuable information on many topics from HR law to employee engagement. I encourage you to take lots of notes. Make this education and networking event count for your companies and people. Certification hours are weaved into the event so you can add credit hours to your education and certification.

This is our second year at the La Vista Conference Center. What a great venue. Volunteers are here for you and will help you with everything from room numbers, to vendor information and even introductions to other HR professionals.

Check our mobile app with session content, schedules, networking contacts, exhibitor information and more. The exhibit hall has service and product representatives with valuable resources for your company. Without these exhibitors, we would not be able to provide this conference — please be sure to thank them for their support.

SHRM Nebraska State Council includes presidents from seven SHRM-affiliated chapters in Nebraska and other core leadership directors. These volunteer members serve as a resource to advance the HR profession in our great state. They focus on college relations, workforce readiness, diversity, membership, SHRM Foundation, legislative issues, certification and more.

Thanks to Lindsay Selig, state conference director, and the entire state conference committee for their time and dedication. They have assembled world-class programs and outstanding vendors.

Please visit our annual SHRM Foundation silent auction and raffle. It's a way to give back to your profession and pick up some great items. The raffle includes event tickets, hotel stays and electronics. We hope you get the most out of the conference, and I personally look forward to getting a chance to meet as many of you as possible.

Cathy Maddox, SPHR, SHRM-SCP
Human Resources/Benefits Administrator
Commonwealth Electric Company of the Midwest



DeDe
Murcer
Moffett



Dan
Riordan



Kelli
Lieurance

THURSDAY
AUG
24

8-9 a.m. Thursday, Aug. 24, Ballroom

KEYNOTE

DeDe Murcer Moffett

Leadership & Influence 7 Strategies for Success

SHRM Nebraska seeks to make HR professionals in Nebraska the most well-informed group in the U.S. We'll start our Amazing HR Race with an engaging speaker in the ballroom. DeDe Murcer Moffett will present, "Leadership & Influence 7 Strategies for Success."

Keynote sponsored by



9-9:30 a.m. Break, Exhibitor Hall

9:30-10:30 a.m., Thursday, Aug. 24, Dapper 2 Room

Dan Riordan

Energy Management

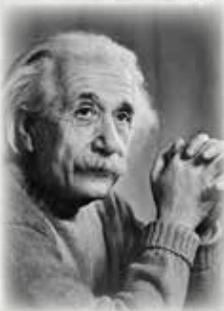
Energy Management in the enterprise includes everything that enables energy to grow or deplete. From business, life and leadership perspective, you can think of energy as anything useful and desirable that can be made productive in the pursuit of success. This can be non-physical such as the energy of presence and physical which includes money, people, raw materials, etc. We must figure out ways to minimize energy loss and maximize useful energy before it is lost forever.

9:30-10:30 a.m., Thursday, Aug. 24, Dapper 1 Room

Kelli Lieurance

If it Walks like a Duck, Quacks like a Duck, it's a Duck! Developments in Employee Misclassification

Employers that incorrectly classify employees as independent contractors can be liable for significant back taxes and penalties, in addition to exposure to benefit claims and liability for violation of other statutes protecting employees such as discrimination laws. This session will review recent case law on the topic, and help you make sense of when you can properly treat (and pay) someone as an independent contractor and when you cannot.



It's not that I'm so smart, it's just
that I stay with problems longer.
—Albert Einstein



THURSDAY
**AUG
24**

9:30-10:30 a.m., Thursday, Aug. 24, Dapper 3 Room

Joel Zeff

The Tao of Teamwork: Chemistry, Trust and Risk Taking

SHRM Nebraska seeks to make human resource professionals in Nebraska the most well-informed group in the U.S. Joel Zeff is always a favorite conference speaker who will cover chemistry, trust and risk taking in teamwork.

9:30-10:30 a.m., Thursday, Aug. 24, Gatsby Room

Andy Neary

Striking out of the Status Quo: 3 Ways to Crush your Health Care Out of the Park

America, we have a problem. A health care problem. Managing benefits today can feel like playing a rigged game where the odds are stacked against you. Employers are caught in the middle of a complex and broken system controlled by healthcare providers, insurance companies, and brokers. Employers are paying more for deteriorating benefits while employees are frustrated and confused, significantly impacting the bottom line. Neary provides an eye-opening look at health care tying in personal stories as a health care strategist and former professional athlete to motivate audiences to implement strategies that significantly reduce health care costs, enhance the level of health benefits, enrich employees financially, eliminate complacency and turn employees into raving fans.

9:30-10:30 a.m., Thursday, Aug. 24, Fedora 2 Room

Aaron Clark

Final Test Prep

This presentation poses exam questions and fact patterns that will challenge even the most experienced HR professionals and managers. A variety of labor and employment topics are covered including wage and hour issues, medical leave and accommodations, discrimination and harassment, retaliation, unfair labor practices and recent developments. Similar to a review session before a final exam, this presentation follows an interactive format that allows attendees to participate as our lawyers walk you through the process for resolving difficult issues while avoiding the legal pitfalls.

10:30-11 a.m., Break, Exhibitor Hall



Josh Erickson



Chad Richter



DeDe Murcer Moffett

THURSDAY
AUG
24

11 a.m.-noon, Thursday, Aug. 24, Dapper 2 Room

Josh Erickson

Managing the Engagement Cycle

Engagement is a cycle that every person experiences from the highest level (actively engaged) to the lowest (actively disengaged). The key for organizational success is to accurately and effectively identify the level of engagement of its team members. We have found the most productive and successful organizations are the ones that discover trends to predict change in team member engagement. When members discover how important they are to the success of the team, individual and team engagement levels increase.

11 a.m.-noon, Thursday, Aug. 24, Dapper 1 Room

Chad Richter

The Top 10 Compliance Habits HR Should Consider under the Trump Administration

SHRM Nebraska State Council seeks to make HR leaders in Nebraska the most well informed group in the U.S. Richter is a conference favorite who speaks from his experience as a top-notch lawyer. Richter will speak to the legal side of risk management for HR leaders.

11 a.m.-noon, Thursday, Aug. 24, Dapper 3 Room

DeDe Murcer Moffett

How to Reduce Workplace Anxiety and Increase Personal Productivity

SHRM Nebraska State Council seeks to make HR professionals in Nebraska the most well informed group in the U.S. DeDe Murcer Moffett who presented the keynote will discuss reducing workplace anxiety and increase personal productivity.



The trouble with the rat race is that,
even if you win, you're still a rat.
— Lily Tomlin



Elise
McHatton



Tracey
Fricke



Dr.
Tracey
Wilen

THURSDAY
AUG
24

11 a.m.-noon, Thursday, Aug. 24, Gatsby Room

Elise McHatton

Stress-Sleep Connection

This presentation will provide valuable insight in the stress-sleep connection. Participants will gain a greater knowledge of stress, what it is and why our management of stressors is important. Useful information on the effects of poor sleep and proper sleep hygiene practices will tie together the stress-sleep connection. Understanding and management of these variables can help all be more productive, improve our outlook and foster better relationships.

11 a.m.-noon, Thursday, Aug. 24, Fedora 2 Room

Tracey Fricke

Mindfulness for the HR Professional

Mindfulness is essentially focusing all our brain power to be fully present and aware of where we are and what we're doing so as not to be overly reactive or overwhelmed by what's going on around us. Practicing mindfulness can help us put space between ourselves and our reactions which can improve our relationship management, communication techniques and our overall leadership and navigation abilities.

Noon - 12:30 p.m. Lunch with Exhibitors, Ballroom

12:30-1:30 p.m., Thursday, Aug. 24, Ballroom

KEYNOTE

Dr. Tracey Wilen

Digital Disruption: The Future of Work, Skills, Leadership and Careers in a Digital World

Rapid changes in society and technology have changed the workforce and employment. Today there are new pressures on workers and educators to change the way they prepare and plan for modern day careers. These changes also require employers create work environments that ensure a qualified workforce.

1:30-2 p.m. Break, Exhibitor Hall

SHRM NEBRASKA STATE COUNCIL

Society for Human Resource Management



THURSDAY
AUG
24

2-3 p.m., Thursday, Aug. 24, Dapper 2 Room

Dan Riordan

The Basics Matter

The basics matter when it comes to improving basic processes inside your enterprise. We'll look at the decision-making process; scaling capacity; how strong relationships equal performance management; the hiring process; and incentive compensation.

2-3 p.m., Thursday, Aug. 24, Dapper 1 Room

Margaret Hershiser

Conducting Internal Investigations

Margaret will provide an overview on how to successfully approach and conduct an internal workplace investigation without creating additional legal exposure for the company.

2-3 p.m., Thursday, Aug. 24, Dapper 3 Room

Lona Smart

The Cost of Keeping Score

People who experience the greatest success know their success is determined by their ability to be an effective leader — to collaborate and communicate with others in the right way to get work done. In most organizations, communication needs to take place across all levels. To have the greatest influence as a leader, learn to embrace the belief that others do things with good intentions and develop your skills to communicate effectively even in difficult situations.



If everything seems under control,
you're not going fast enough.
—Mario Andretti



THURSDAY
AUG
24

2-3 p.m., Thursday, Aug. 24, Gatsby Room

Matt Ruma

Medicare: The Basics

If you or one of your employees will become Medicare eligible or you just want to understand what this Federal program is about, this session is for you. Matt Ruma of UnitedHealthcare Medicare Solutions will present an overview of Medicare including the definitions of Medicare A, B, C; explanations of the drug benefit (Part D), types of health insurance available in Nebraska, benefits available for low income beneficiaries, things to consider when selecting Medicare coverage, and what your options are if you plan to work after becoming eligible for Medicare.

2-3 p.m., Thursday, Aug. 24, Fedora 2 Room

Bonnie Balistreri

Up Your Professional Image in the Workplace

In this session, attendees will learn how to create a more professional and personal look without breaking the bank; convey your personal style with your wardrobe selections; and create confidence and power for you in the workplace with your wardrobe selections.

3 - 3:15 p.m. Break, Exhibitor Hall

3:15-4:15 p.m., Thursday, Aug. 24, Ballroom

KEYNOTE

Joel Zeff

Watch What Happens When Work Becomes Play

In this hilarious interactive keynotes, Joel Zeff invites members of the audience to participate in improvisational exercises to help illustrate the central message. That organizations and individuals should CELEBRATE every day successes to increase collaboration, productivity, passion and innovation.

4:30 - 6 p.m. Networking Reception at the Courtyard Marriott



So...I decided to
go for a little run.
—Forrest Gump



FRIDAY
**AUG
25**

8-9 a.m., Friday, Aug. 25, Dapper 2 Room

Suzanne Ritchie

Building Trust and Ownership with Employees

We know that the most effective organizational cultures are those that demonstrate high levels of trust and ownership. These are also the work places with the strongest ability to attract and retain employees. What's not always as obvious is what we can do to either build up or break down trust and ownership. In this session we will reflect on how our mindset and behaviors contribute to the level of trust and ownership demonstrated in our organizations, discuss the implications for attracting and retaining employees, and share best practices to create our ideal culture.

8-9 a.m., Friday, Aug. 25, Dapper 1 Room

Scott Moore

Key Employment Law Developments and Trends

Changes in labor and employment law are immense. A new administration has a new agenda and federal agencies are hard at work with legal changes. That impact the workplace. This session will focus on the recent events and legal changes in the world of labor and employment law, including significant regulatory changes, case law and statutory modifications, which are driving the focus of HR.

8-9 a.m., Friday, Aug. 25, Dapper 3 Room

Ronnie Thomas

Necessitating Leadership Starts with People First

Being a leader is not a choice anymore; regardless of title, everyone has the capability of leading in one manner or another. Necessitating leadership is an understanding that being a leader is now unavoidable and that to succeed one must grow the leader within us all. Join me in learning some simple techniques to put people first, which can help ignite your own leadership journey



FRIDAY
**AUG
25**

8-9 a.m., Friday, Aug. 25, Gatsby Room

Craig Spilker

Why Recognition Alone Will Change the Workplace Forever

Today, more than ever, business leaders are looking for ways to engage and motivate their employees to greater heights. But what if I told you that the single most motivating factor for any employee isn't a bonus or reward but instead simple recognition for a job well done. Well the science is in and the people are asking but business leaders still lag behind the times and their people.

8-9 a.m., Friday, Aug. 25, Fedora 2 Room

Kim Brammer

HR Career Development

Just when managers thought they had the millennials figured out, the newest generation enters the workforce. The first of Generation Z is now seeking careers and getting their footing in our businesses while adapting to their closest peer group: The Millennials. And, how should they all be managed, developed and what drives them? Let's come together in this interactive session to explore who these new professionals are, how they work best and guiding them in a way that impacts our workplace positively.

9-9:15 a.m. Break

9:15-10:15 a.m., Friday, Aug. 25, Dapper 2 Room

Sal Balistreri

Unique Executive Recruiting Insights for Today

In this session, attendees will learn 8 unique executive recruiting insights to use in their current HR leadership role when recruiting superb executive candidates. Attendees will leave the session and be able to will positively impact their hiring rate when recruiting executives. They will be able to improve their connectivity and engagement with executive candidates. Last, but not least attendees will able to more effectively recruit top candidates to Nebraska.



Perfection is not attainable,
but if we chase perfection,
we can catch excellence.
— Vince Lombardi



FRIDAY
**AUG
25**

9:15-10:15 a.m., Friday, Aug. 25, Dapper 1 Room

Pam Bourne

Managing Poor Performers

You know the saying –we spend 90 percent of our time managing only 10 percent of employees (otherwise known as poor performers.) Most employers fail to identify employees who will never meet their expectations and instead waste countless resources coaching an uncoachable employee. This presentation will discuss the key concepts involved in managing performance and the key legal considerations in evaluating performance. We will also review practical tips in conducting performance coaching and discharging poor performers.

9:15-10:15 a.m., Friday, Aug. 25, Dapper 3 Room

Kyle Price

Coach Employees to Higher Levels of Performance

Coaching is about providing support and advice to help an individual recognize ways in which they can improve their effectiveness and performance. Coaching has traditionally been used to help under-performers improve. It is also a solid methodology for encouraging strong performers to grow even faster. This session will roll out a process leaders can leverage to hold employees accountable to their goals and close the gap between expected performance and actual results.

9:15-10:15 a.m., Friday, Aug. 25, Gatsby Room

Dave Wirka

Transforming Healthcare - A Look to the Future

SHRM Nebraska strives to bring timely and useful topics that HR leaders can bring back to the benefit of their companies and workforce. Dave Wirka will navigate the healthcare issue from an HR perspective.

9:15-10:15 a.m., Friday, Aug. 25, Fedora 2 Room

Aaron Clark

Final Test Prep

This presentation poses exam questions and fact patterns that will challenge even the most experienced HR professionals and managers. A variety of labor and employment topics are covered including wage and hour issues, medical leave and accommodations, discrimination and harassment, retaliation, unfair labor practices and recent developments. Similar to a review session before a final exam, this presentation follows an interactive format that allows attendees to participate as our lawyers walk you through the process for resolving difficult issues while avoiding the legal pitfalls.



FRIDAY
**AUG
25**

10:15-10:30 a.m. Break

10:30-11:30 a.m., Friday, Aug. 25, Dapper 2 Room

Sara Roberts

Candidate Success Profiles: Evidence-Based Talent Acquisition

Organizations spend a significant amount of time and money engaging, developing, and retaining talent. In this session, we will describe how this can be made easier (and less costly) by hiring the right people in the first place. Specifically, we will introduce the topic of candidate success profiles and how they can be used to make evidence-based hiring decisions. Real-world examples will be used to help attendees understand how they can incorporate these practices in their own organizations.

10:30-11:30 a.m., Friday, Aug. 25, Dapper 1 Room

Mike Welna

IT Security

SHRM Nebraska seeks to make human resource professionals in Nebraska the most well-informed group in the U.S. Watch for expert speakers discussing the latest in human resource education and trends.

10:30-11:30 a.m., Friday, Aug. 25, Dapper 3 Room

Kim Brammer

The Unexpected Bully

Has the workplace turned into an elementary playground? As there has been an increase in reports of belittling, ignoring and patterns of subtle intimidation, the concept of a bully has emerged in our corporate playground. Through reviewing research, keys to identifying a bully and strategies to implement, this session will help drive our workplace back to the collaborative and respectful playground it should be.

10:30-11:30 a.m., Friday, Aug. 25, Gatsby Room

Craig Johnson

Clinical Wellness Excellence in a Regulatory Environment

When it comes to worksite wellness programs, employers want results and employees want to be rewarded. So what works? And what's legal? This presentation will address smart incentive strategies, best practices in reducing health risks and avoiding litigation concerns.



FRIDAY
AUG
25

10:30-11:30 a.m., Friday, Aug. 25, Fedora 2 Room

Stash Dwornicki

Safety Obligations for the HR Professional

What role does HR play in keeping employees safe on the job, as well as OSHA compliance? Whether you are an HR professional saddled with the additional duties of running a safety program, or work hand-in-hand with a safety director at your place of employment, there are things you need to know about as they pertain to employee well-being and regulatory compliance. This presentation will address the basics of what HR professionals need to know about safety in general, OSHA regulations, recordkeeping requirements, best practices, and how to help foster a positive safety culture from an HR perspective.

11:30 a.m. - noon Lunch in Ballroom

12-1 p.m., Friday, Aug. 25, Ballroom

KEYNOTE

Craig Zablocki

Changing Times Demand Innovation

The only constant in business these days is change. Human creativity and humor is the essence of all change and re-invention that leads to progress. The victories in business will go to the highly imaginative and creative business person. You will get more reward for your creative effort, turn mistakes into opportunities, master change through innovation, enhance productivity and decrease burn-out.

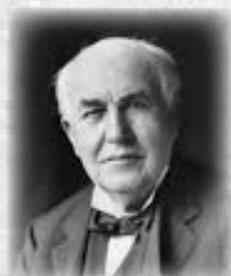
1-1:15 p.m. Break

1:15-2:15 p.m., Friday, Aug. 25, Dapper 2 Room

Mike Henke

Innovative Onboarding

Having a strong onboarding program will not only form a great first impression but can increase retention and help employees be productive sooner! Hear how to spice up your orientation process, improve the initial training an employee receives and quickly build engagement with your organization, even though their phone is still ringing from other organizations where they applied!



Opportunity is missed by most people because it is dressed in overalls and looks like work.

-Thomas A. Edison



FRIDAY
**AUG
25**

1:15-2:15 p.m., Friday, Aug. 25, Dapper 1 Room

Mark Segerstrom

Developing a Road Safety Program: Impact on Employee Safety and Employer Liability

Mark Segerstrom, B.S., D.C., has worked as an advocate for traffic safety since 1990. Currently he is the Road Safety Project Coordinator for Nebraska Safety Council. Segerstrom will discuss current trends in traffic safety and how they relate to the rising numbers of fatalities both on and off-the-clock. Employers face fixed costs associated with crashes regardless of when they occur. He will share current research on developing a safe driver program to both limit risk and mitigate liability.

1:15-2:15 p.m., Friday, Aug. 25, Dapper 3 Room

Cathy Fox

Beyond Bereavement Leave: Grief in the Workplace

One-in-four employees is grieving at any given time. Thirty work days are lost per year by each one lacking workplace support. \$125,000 is the average annual cost, in lost productivity, to an organization of 400 employees. Grief is a long journey, one that your employees face 24/7, not just when they leave work and not just for the 3-5 bereavement days they might receive. Learn ways to incorporate positive strategies into your workplace to provide a nurturing environment for grieving employees.

1:15-2:15 p.m., Friday, Aug. 25, Gatsby Room

Cara Kirsch & Patrick Fay

Your Workforce is Changing...Are your Total Rewards

The millennial generation now makes up the majority of today's workforce. Every generation has forced employers to rethink their total rewards strategy that includes health benefits, retirement plans and opportunities for work/life balance. The millennial generation is pushing employers to think out of the box when it comes to benefits and the work environment. Does your organization provide student loan repayment programs, free health food or free Uber rides? If not, now is the time to learn how employers need to rethink how they spend their benefits budget to attract and retain the best and brightest talent.

2:15-2:30 p.m. Break


SHRM NEBRASKA STATE COUNCIL
Society for Human Resource Management



FRIDAY
**AUG
25**

2:30-3:30 p.m., Friday, Aug. 25, Ballroom

KEYNOTE

Craig Zablocki

The Intelligence of Fun and Big Picture Imagination

It is a proven fact that a culture of fun increases productivity, motivation, employee engagement, while going a long way to address compassion fatigue. This keynote teaches participants how to nurture their well-being in the midst of occupational intensity, instilling a culture of fun and creativity that strengthens morale and shifts perspectives. Positive well-being benefits the workers and those they serve, and cultivates big picture imagination. Get ready to laugh while learning The Intelligence of Fun.

3:30 p.m.

GRAND PRIZE DRAWING (must be present to win)



Going to work for a large company is like getting on a train. Are you going sixty miles an hour or is the train going sixty miles an hour and you're just sitting still?"

-J. Paul Getty

Conference Sponsors



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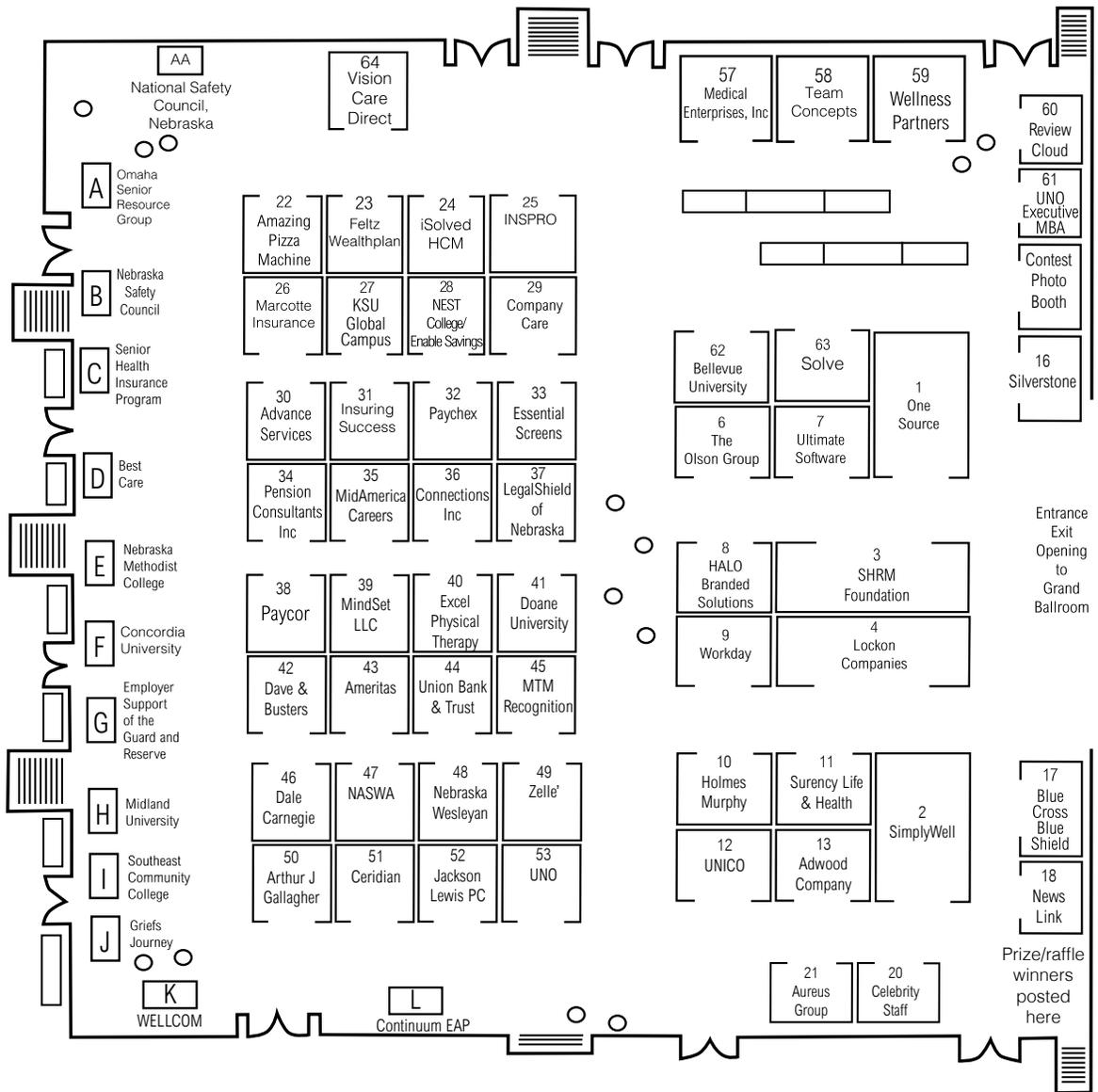
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SHRM NEBRASKA STATE COUNCIL

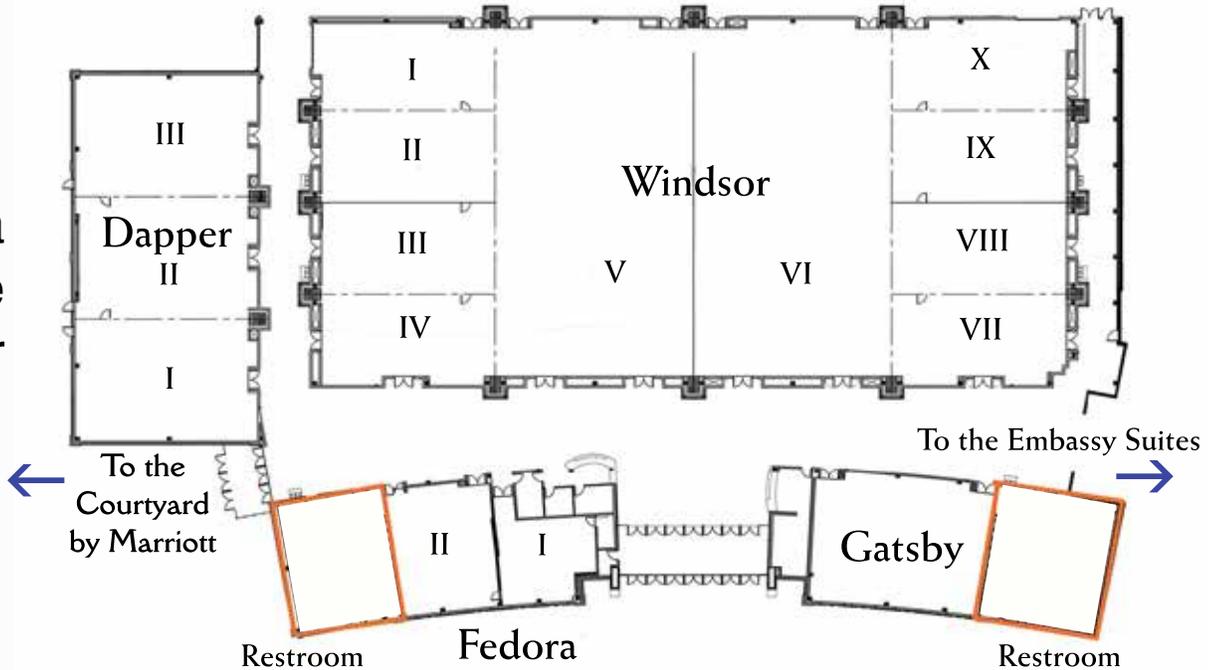
Society for Human Resource Management

Exhibitor Map

Windsor Ballroom 1-V



LaVista Conference Center



RECERTIFICATION CREDITS

Conference programs have been submitted for PDCs for the SHRM-CP and SHRM-SCP. For more information about certification or recertification, please visit www.shrmcertification.org.

These sessions have also been submitted for HR CREDIT from the HR Certification Institute. The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that these programs have met the HR Certification Institute's criteria to be pre-approved for recertification credit.



CONFERENCE HOTEL

Courtyard by Marriott La Vista
12560 Westport Pkwy
La Vista, NE 68128
402-408-5460

SHRM Nebraska State Conference block guest code is SHR.



Mark your calendar now for the 2018
SHRM Nebraska Annual Conference
Aug. 24-25, 2018 at
La Vista Conference Center

AMAZING HR RACE

SHRM Nebraska State Conference 2017 La Vista

You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, how you can still come out of it.

—Maya Angelou

**SHRM NEBRASKA STATE COUNCIL**
Society for Human Resource Management

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