



# SHRP



## Society of HR Professionals

### 2022/2023 Programs

Check-in: 11:15 a.m. Meeting: 11:30 a.m. Lunch: 12:30 p.m. Adjourn: 1:00 p.m.

#### The Psychology of Belonging at Work

September 8, 2022

**Speaker:** Jeremy Fojut, Cofounder/Chief Executive Officer, Like|Minded

**Location:** MRA Training Center - Waukesha

Studies show loneliness has impacts beyond the individual worker—it affects employee performance, productivity, retention, and a company's bottom line. The rise of hybrid and remote work adds to the challenge for organizations to develop and sustain employee connections. Join Jeremy in this interactive session as he uses psychology and neuroscience assessment methods to show how creating meaningful workplace relationships with colleagues works as part of the solution.

#### Providing Clarity to the Strategic Planning Process—The HR Way

October 6, 2022

**Speaker:** Shawn Gulyas, Founder & The Thought Catalyst, humanworks8

**Location:** Hampton Inn & Suites – Milwaukee West

It's important now more than ever for HR professionals to take the lead in creating clear expectations for their business around company vision and objectives. This is not just another presentation on strategic planning. Shawn will demonstrate a simple and clarifying methodology HR professionals can use in their planning process and as an influencer to overall organizational practices. You'll leave this session with a jumpstart to elevate your 2023 strategic planning process. *(Program submitted for HRCI business recertification credit.)*

#### Bringing Mental Health Shared Experiences Into the Conversation

November 10, 2022

**Speaker:** Marissa Kalkman, Executive Director, Wellness Council of Wisconsin

**Location:** Embassy Suites by Hilton Milwaukee Brookfield

The stress and overwhelm stemming from tumultuous current events, challenging life situations, and more can impact mental health in the workplace. In this session, Marissa will identify the components of the mental health continuum and explain how shared experiences can help HR professionals break down stigma and remove negative or harmful attitudes in their organizations. We'll also learn ways to promote compassionate and supportive conversations.

#### Employment Law Update

December 8, 2022

**Speaker:** Joel Aziere, President/Partner, Buelow Vetter Buikema Olson & Vliet

**Location:** Potawatomi Hotel & Casino

In the last 2 years, many companies had to figure out how employees could work from home. Recently, organizations have struggled to get employees back to the workplace. The world has changed, and with it, state and federal agencies enacted sweeping regulations adding confusion to the chaos. Increased union organizing, mandatory arbitration clauses, paid and unpaid leave requirements, confidentiality and nondisclosure agreements, and freedom of expression are only a few of the topics we'll address.

## ADA/FMLA/Leave Abuse/Workers' Compensation ... Oh My!

January 12, 2023

**Speaker:** Deborah Morgan, PHR, SHRM-CP, CEBS, Manager, HR Content, MRA

**Location:** MRA Training Center - Waukesha

Navigating the landscape of leave laws can be tricky, especially when complicated with accommodations, compliance, and suspected abuse. Join Debbie as she explains the interplay between ADA, FMLA, and workers' compensation, and shares tips on how to effectively administer and manage them to save you time and money.

## SAAFER – Strategies and Action—Scripts for Everyday Readiness

February 9, 2023

**Speakers:** Capt. Mike Bolender, Founder/Lead Trainer, Peaceful Warrior Training Group LLC

Lisa Reid, Psychologist

**Location:** Sonesta Milwaukee West

Not every threat your employees encounter occurs in the workplace. Everyday experiences can also impact productivity and morale. Capt. Bolender will provide strategies to enhance the general safety, of you and your employees, if faced with an active threat in everyday life. Psychologist Lisa Reid joins him to discuss what an organization can do to help their staff if they experience a traumatic situation, whether it be at work, shopping at the grocery store, dining at a restaurant, or attending a local parade.

## Is Your Company Ready to Integrate DEI Into Your Culture?

March 9, 2023

**Speaker:** Deidre Garrett, Director, Diversity, Equity and Inclusion, Goodwill Industries of Southeastern Wisconsin, Inc.

**Location:** Hampton Inn & Suites – Milwaukee West

Having diversity, equity, and inclusion that is well-incorporated within your organization's overall business strategy, as well as having someone at the helm of the function, is essential. But DEI cannot be the focus of just one person or one team—DEI is both a business strategy and a part of the people agenda. True DEI integration requires executive leadership support, a flexible environment as well as commitment, and follow-through. In this session, learn how to evaluate your organization's readiness, build executive buy-in, and cultivate a sustainable, long-term DEI focus that is integrated into your culture.

## HR – Leading the Way in Ethical Behavior

April 13, 2023

**Speaker:** Rob Lapota, HR Director, Learning & Development, MRA

**Location:** Potawatomi Hotel & Casino

This interactive presentation will reinforce the critical role played by HR professionals in leading the way and "walking the walk" in organizational ethical behavior. We'll also review legal requirements, clarify ethical terms and concepts, review frameworks for ethical decision making, discuss common HR ethical issues, and apply the learning through case study analysis.

*(Program submitted for HRCI ethics credit.)*

# SHRP Membership Enrollment

## To enroll for the 2022/2023 season:

Please visit MRA's website at:  
<https://www.mranet.org/roundtable/society-human-resource-professionals>

or

Contact Laura Favill to request enrollment at:  
[Laura.Favill@mranet.org](mailto:Laura.Favill@mranet.org) or 262.696.3549

Payment: Annual dues of \$400 can be paid online or MRA will submit an invoice.

*New members may enroll at any point during the season at a prorated fee.*

*(Dues cover the membership fee and all meeting costs.)*

*Substitutes are encouraged.*

*Members are welcome to bring a guest for an additional \$60 per meeting.*

**To confirm attendance and entrée selection, SHRP members will receive a meeting notice 2 weeks prior to each session.**

*Questions? Contact Laura Favill at 262.696.3549 or [Laura.Favill@mranet.org](mailto:Laura.Favill@mranet.org)*

## Meeting Locations

**Embassy Suites by Hilton  
Milwaukee Brookfield**  
1200 S. Moorland Road  
Brookfield, WI 53005  
262.782.2900

**Hampton Inn & Suites  
Milwaukee West**  
8201 W. Greenfield Ave.  
West Allis, WI 53214  
414.436.2300

**MRA Training Center**  
N19W24350 Riverwood Dr.  
Waukesha, WI 53188  
262.523.9090

**Potawatomi Hotel & Casino**  
1721 W. Canal St.  
Milwaukee, WI 53233  
800.729.7244

**Sonesta Milwaukee West**  
10499 W. Innovation Dr.  
Wauwatosa, WI 53226  
414.475.9500