



# SHRP

## Society of HR Professionals

### 2023 - 2024 Programs



**Check-In: 11:15 a.m.**

**Meeting : 11:30 a.m.**

**Lunch : 12:30 p.m.**

**Adjourn : 1:00 p.m.**

### Employee Benefits: Business as Usual? Yes and No!

**September 14, 2023**

**Speakers:** Patty Frett & Chris Kramer, Employee Benefits Consultants, R&R Insurance

**Location:** MRA Training Center - Waukesha

A new generation of workers are looking for more than “business as usual” as it comes to their employee benefit needs. Employees these days are particularly drawn to benefits that can be customized in line with their personal needs. Employees want affordability, access, and options. This session will focus on how an employer can present their total rewards to support employees with the new mindset of “work fitting into their life” instead of the old status quo of “squeezing life in around their work”. The session will focus on which benefits employees want, how employers need to be thinking outside the box regarding benefits, how benefits are being used strategically in recruitment as well as examples of non-traditional benefits gaining in popularity.

### Employment Law Update

**October 5, 2023**

**Speaker:** Rebecca Jacobs, Esq., SHRM-SCP, Director, Columbus, OH & General Counsel, MRA

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

With several legislative changes and court decisions modifying the landscape for employers, 2023 has proven to be quite a busy year! We'll review changes to federal fair employment laws and employer requirements with the Pregnant Workers Fairness Act and the Providing Urgent Maternal Protections for Nursing Mothers (PUMP) Act. We will look at how the rulings of several highly publicized court cases have impacted the standard for rejecting religious accommodation requests, and how the college admission affirmative action ruling might impact employers' diversity initiatives. Not to be left out, the National Labor Relations Board has called into question confidentiality provisions, non-compete agreements, and the status of the independent contractor classification under NLRB law. Specific to Wisconsin, Rebecca will share changes to the workers' compensation laws along with other state updates.

### Employee Experience = Retention | The Journey Is Up to You!

**November 9, 2023**

**Speakers:** Kristin Noack, CRD, CIR, Senior Recruiting and Retention Business Partner, MRA

**& Stephanie Folk, CIR, SHRM-SCP, Senior Recruiting Business Partner, MRA**

**Location:** Sonesta Milwaukee West

What your organization tells applicants and employees shapes their views and choices. Retention is based on the employee experience, how it's tracked, and the actions taken or adjusted for success. What are you doing to measure your employee experience? Does your company have a retention plan? Join Kristin and Stephanie for this interactive presentation as they share how a structured plan can positively impact your employee experience and retention.

## Supporting Yourself While Supporting Others

December 14, 2023

**Speaker:** Jennifer Smith, PsyD, LPC, Clinical Supervisor, NAMI SE Wisconsin Inc.

**Location:** Ingleside Hotel

Events over the last few years have created increased stress in many areas of our lives. Human Resource professionals are tasked with supporting employees and the organization's leaders so all can perform their jobs to the best of their ability. The ups and downs in working with people can have a huge impact on you and lead to emotional burnout. Engaging in a self-care routine can assist with reducing stress and achieving balance in your life. Dr. Smith will discuss healthy skills that focus on self-care as you continue to support your workforce and organization's HR initiatives.

## Navigating Conflict in Today's Workplace

January 11, 2024

**Speaker:** Cheryl Lucas-DeBerry, Learning & Development Instructor, MRA

**Location:** MRA Training Center - Waukesha

Conflict. It's a word that can strike fear in even the most self-assured HR professional. Successfully navigating workplace strife can be the difference between reaching your organization's destination, sailing troubled waters, or sinking the ship. In this presentation, you will discover the root causes of and explore strategies for HR to constructively resolve conflict.

## Transforming Performance Management

February 8, 2024

**Speaker:** AJ Kruse, The Concept Illustrator, humanworks8

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

Why are performance reviews notoriously challenging for both leaders and team members? Because many organizations have established a process that fails to accomplish its primary purpose: improving team member performance. In this session, AJ will present a system for authentic performance and development conversations that help people transform their experiences into new strategies, goals, and competencies while creating confidence for both leaders and employees. You'll leave equipped with a new perspective and resources on performance management that will drive momentum in employee performance at your organization.

*(Program submitted for HRCI business recertification credit.)*

## Evolving DEI Initiatives for a Thriving Workforce and Workplace

March 14, 2024

**Speaker:** Charm Der, Associate Diversity, Equity & Inclusion Partner – DEI Strategy, EBG Community Lead, Training, Sargento Foods, Inc.

**Location:** Sonesta Milwaukee West

Discover how to create a thriving workforce and workplace by evolving your Diversity, Equity, and Inclusion (DEI) initiatives. Together we'll explore innovative strategies and practices to foster a workplace environment where all employees can succeed and reach their full potential. From enhancing employee engagement strategies to leveraging employee data for DEI strategy, you'll have the opportunity to learn about the latest trends in People & Culture and leading practices that ensure positive employee experiences and overall organizational success.

## Gen Z: A Manager's Survival Guide

April 11, 2024

**Speaker:** Steve Bench, Keynote Speaker, Generational Consulting

**Location:** MRA Training Center – Waukesha

Talent attraction and retention are big issues employers are facing. Understanding how to manage each generation in your organization and provide them with the resources they need to be successful is fundamental. With Gen Z entering the workforce in droves, they are wondering how their professional lives will take shape in the coming years. Steve will provide methods on how to hire, develop, train, and retain this incoming generation of employees. He'll also share how to capture the attention and mentor Gen Zers to increase engagement and leverage their strengths resulting in a more positive impact for them and your organization.

# SHRP Membership Enrollment

## To enroll for the 2023 - 2024 season:

Please visit MRA's website at:

<https://www.mranet.org/roundtables#society-of-human-resource-professionals-shrp>

or

Contact Laura Favill *with your credit card information* to complete enrollment at:

Laura.Favill@mranet.org or 262.696.3549

Annual dues of \$400

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 two 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

### **Hampton Inn & Suites Milwaukee West**

8201 West Greenfield Avenue  
West Allis, WI 53214  
414.436.2300

### **MRA Conference Center - Waukesha**

N19W24350 Riverwood Drive  
Waukesha, WI 53188  
262.523.9090

### **Ingleside Hotel**

2810 Golf Road  
Pewaukee, WI 53072  
262.547.0201

### **Sonesta Milwaukee West**

10499 W. Innovation Drive  
Milwaukee, WI 53226  
414.475.9500