

2022 Human Resource Symposium

To Register: Contact Mona Zink at 330-244-3508 or mzink@kent.edu

Price: \$225 Five (5) SHRM Credits

		Thursday, July 21, 2022	
		Conference Center, Kent State University at Stark	
8:30	9:00	Registration/Breakfast/Networking	
9:00	9:15	Kick-off Faith Sheaffer-Polen, Director, The Corporate University	
9:15	10:30	What if Employees were Customers? Diane Helbig	
<p>The HR Department has two target audiences – the company as a whole and the employees as individuals. It’s easy to serve the first because we’ve learned to do that over time. However, do we see the employee as our customer, too? Together we’ll explore why treating a team member as a customer is important, especially in today’s climate, and we will discover what that service attitude looks like. Together we will gain insight into engaging with our employees in a different, impactful way.</p>			
10:30	10:45	Break	
10:45	12:00	<p style="text-align: center;">Enough is Enough: Why Professional Boundaries Matter Andrea Peck</p> <p>Poor boundaries disrupt our work relationships, lower morale, and diminish workplace motivation and productivity. Learn the importance of setting healthy, appropriate boundaries and identify the skills used to create an empowered work environment where everyone can contribute and grow. Participants will:</p> <ul style="list-style-type: none"> • Assess their boundary temperament • Learn what healthy boundaries are and why they’re important for supporting respectful, productive relationships • Identify factors that interfere with healthy boundary setting in the workplace • Explore attitudes, behaviors, and language that promote healthy respect of self and others 	<p style="text-align: center;">Millennial and Gen Z Expectations of the Post-pandemic Workplace Deb Easton</p> <p>Are Millennial employees returning to your workplace? Are Gen Z people you hired virtually adjusting to being on-site? Are you attracting and retaining these important team members? This session introduces new research on the Millennial and Gen Z generations’ post-pandemic work expectations. Questions we will answer include:</p> <ul style="list-style-type: none"> • Were Millennials <i>really</i> happy with work-from-home arrangements? • How is Gen Z adjusting to being on-site? • Did your organization make sufficient, long-term adjustments to new workplace expectations? • Has your organization reverted to unappealing business practices that affect Millennial and Gen Z job satisfaction? • What do Millennials and Gen Z want in a post-pandemic workplace?
12:00	1:00	Lunch	
1:00	2:15	Satisfaction is Not Engagement Hugh Littleton	
<p>Are your employees satisfied or engaged? Satisfaction measures contentment and comfort. Employee engagement measures emotional commitment, passion, involvement, and motivation – all factors that drive globally competitive performance. In our afternoon keynote, participants will:</p> <ul style="list-style-type: none"> • Identify what employee engagement is and why it is essential to organizations • Discover best practices for engaging employees • Recognize actions that build a more engaged workforce 			

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2:15	2:30	Break	
2:30	3:45	<p style="text-align: center;">What You Need to Know About Succession Planning Sarah Andreas</p> <p>Are you able to identify critical positions and skills within your organization? What will happen when key team members leave? This program is designed for leaders seeking to develop a succession plan for their organization. We will explore the benefits and drawbacks of succession planning and discuss various options. Participants will:</p> <ul style="list-style-type: none"> • Gain an understanding of succession plans • Learn how to protect their organization from the “brain drain” that occurs without succession planning • Recognize the importance of creating a written succession plan • Explore options and opportunities for succession planning 	<p style="text-align: center;">The Mindful Leader: Leading in Turbulent Times Tamsin Astor</p> <p>Effective leaders are searching for new methods to navigate and lead during these unprecedented times. The current volatility, complexity, and ambiguity call for a new leadership approach. One of focus, creativity, balance, and compassion. The “great resignation” is forcing organizations to face deeper truths around retention and management. Join Dr. Tamsin Astor, Chief Habit Scientist, and learn:</p> <ul style="list-style-type: none"> • What mindful leadership is • Why it is so effective in developing current leadership success • How to practice mindfulness • The key elements needed to drive retention and successfully navigate change
3:45	4:00	Adjourn and Pick-up Certificates	