



**July 9, 2019 LSHRM Chapter Summit  
Strategy / Legal / Compensation / Benefits**  
University of Louisville Delphi Center  
310 N. Whittington Parkway, Louisville, KY

***SPONSORED BY: ARG1, Fisher Phillips, Kentuckiana Health Collaborative,  
and Leadership Louisville***

### **Overview of Agenda – 7.0 recertification credits**

8:00 a.m.	Registration/Check-in
8:15 a.m.	Welcome and Review of Agenda
8:30 – 10:00 a.m.	Concurrent Sessions – 1 (1.5 credits)
10:00 – 10:15 a.m.	Break
10:15 – 11:45 a.m.	Concurrent Sessions – 2 (1.5 credits)
11:45 – 1:00 p.m.	Networking Lunch with Sponsors
1:00 - 2:30 p.m.	Concurrent Sessions – 3 (1.5 credits)
2:30 – 2:45 p.m.	Break
2:45 - 4:15 p.m.	Concurrent Sessions – 4 (1.5 credits)
4:30 - 5:30 p.m.	Closing Keynote – Victoria Russell from Papa John’s (1 credit)
5:30 - 7:30 p.m.	HR CONNECT open to anyone

**LEGAL SESSIONS:** *All Legal Sessions will be in the **Ballroom** on the second floor*

#### ***Legal Track Sponsored by Fisher Phillips***

- **8:30 – 10:00 a.m.**  
**In the Weeds: Drugs and the Workplace**  
Speakers: George Adams and Todd Logsdon
- **10:15 – 11:45 a.m.**  
**Bumpy Road Ahead: Navigating the Intersection of FMLA and ADA**  
Speakers: Cynthia Blevins Doll and Megan U’Sellis  
Role Play Performers: Toni Ahl, Lynn Ingmire, and Katherine Garbarino
- **1:00 – 2:30 p.m.**  
**Privacy and Social Media in the Workplace: Whose Business Is It Anyway?**  
Speakers: Tom Birchfield, Laurel Cornell, and Paul Goatley
- **2:45 – 4:15 p.m.**  
**Recent Employment Law Update Panel Discussion**  
Speakers: Ashby Angell, Thomas Birchfield, Chantell Foley, Paul Goatley, Raymond Haley, and Emily Litzinger

**COMPENSATION SESSIONS:** *All Compensation Sessions will be in **Room 136A***

- **8:30 – 10:00 a.m. & 10:15 – 11:45 a.m.**  
**Pay Equity: An Overview, Best Practice Analytics and Remediation Strategies to Address Inequities**  
Speaker: Mollie Saunders
- **1:00 – 2:30 p.m. & 2:45 – 4:15 p.m.**  
**Raising the Pay Experience: Redefining the Annual Increase Process**  
Speaker: LaCinda Glover

**BENEFITS SESSIONS:** *All Benefits Sessions will be in **Room 15** downstairs*

- **8:30 – 10:00 a.m.**  
**Benefits Benchmarking: Processes and Insights**  
Speakers: Laura Mooser & Andrew Weller
- **10:15 – 11:45 a.m.**  
**Future of Benefits: Opportunities to enhance the employee experience through Inclusion & Diversity**  
Speakers: Danny Mason & Jason Masony
- **1:00 – 2:30 p.m.**  
**Helping Employees Transition with Care and Why it Matters**  
Speaker: Colin Wheeler
- **2:45 – 4:15 p.m.**  
**The Crushing Burden of Debt and How Employers Can Help**  
Speaker: Jeanne Fisher

**STRATEGY SESSIONS:** *All Strategy Sessions will be in **Room 136B**, except 10:15 a.m., where one session will be in **Room 6** in the basement*

**Strategy Track Sponsored by Leadership Louisville**

- **8:30 – 10:00 a.m.**  
**Lead Like a Boss**  
Speaker: Lisa Zangari
- **10:15 – 11:45 a.m.**  
**Culture and Accountability: Creating a Continuous Improvement Model**  
Speakers: Jeff Peden and Alfonso "Al" Cornish
- **10:15 – 11:45 a.m.**  
**Enhancing Employee Engagement: Lessons from Positive Psychology (Room 6)**  
Speaker: Tony Zipple
- **1:00 – 2:30 p.m.**  
**Is the Cake Already Baked? Critical Thinking for HR Professionals**  
Speaker: Karl Ahlrichs
- **2:45 – 4:15 p.m.**  
**Ethics, Inclusion, and High Performing Cultures**  
Speaker: Karl Ahlrichs

**CLOSING KEYNOTE SPEAKER – VICTORIA RUSSELL 4:30 – 5:30 p.m.**

*Ballroom*

**HR CONNECT – Networking Event 5:30 – 7:30 p.m.**

*Ballroom*

***Sponsored by Fisher Phillips and Kentuckiana Health Collaborative***

*Stay to meet the Speakers and Sponsors, and enjoy drinks and appetizers*

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***About Our Presenters:***

**LEGAL TRACK SPEAKERS**



**George D. Adams | Partner, Fisher Phillips**

*502.561.3975 | gadams@fisherphillips.com*

George is a partner in the Louisville office, where his practice is exclusively devoted to advising, assisting, and representing employers with labor and employment law challenges. He helps employers avoid union organizing and defend against unfair labor practice charges and grievances. He defends employers in state and federal courts against lawsuits alleging sexual harassment, unlawful discrimination, retaliation, wage and hour violations, and violations of the Family and Medical Leave Act (FMLA), American with Disabilities Act (ADA) and other employment laws. George helps his clients avoid such crises through day-to-day

counseling, management training, and assistance developing, and enforcing employee handbooks and personnel policies. He has repeatedly been recognized as a Kentucky Super Lawyer, and repeatedly selected by his peers for inclusion in Best Lawyers in America. George was recognized as a Litigation – Labor and Employment Lawyer of the Year by Best Lawyers in America for 2014.



**Ashby Angell | Associate, Fisher Phillips**

*502.561.3974 | aangell@fisherphillips.com*

Ashby is an associate in the Louisville office. Her practice is focused exclusively on labor and employment law across various industries including manufacturing, healthcare, and media. Ashby represents employers in a variety of legal issues including discrimination, sexual harassment, and non-compete agreements. She also has experience handling traditional labor matters, including labor arbitrations and union avoidance training. Prior to joining the firm, Ashby worked for a small civil litigation firm in Louisville, where she represented clients in a variety of tort claims.



**Thomas J. Birchfield | Managing Partner, Louisville Office, Fisher Phillips**

*502.561.3960 | tbirchfield@fisherphillips.com*

Tom is the managing partner of the Louisville office and he has represented employers exclusively for over 25 years in federal and state courts and before various administrative agencies throughout the nation. Tom assists employers with their employment practices liability prevention efforts by conducting training, counseling, reviewing and revising policies and preparing severance agreements. Tom also represents companies in collective bargaining, arbitrations and proceedings before the National Labor Relations Board. He has repeatedly been recognized as a Kentucky Super Lawyer and as a Chambers USA, Leading Lawyer for Business and has been selected by his peers for inclusion in Best Lawyers in America for several years.



**Laurel K. Cornell | Partner, Fisher Phillips**

*502.561.3987 | lcornell@fisherphillips.com*

Laurel is a partner in the Louisville office. Her practice involves representing employers in litigation of employment disputes involving Title VII, the Kentucky Civil Rights Act (KCRA), the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), as well as related tort and contract claims. She also has extensive experience advising and representing employers in administrative actions across the country. Laurel is the former vice chair and chair of the Louisville Bar Association's Labor & Employment Section. She has been listed in Chambers USA, America's Leading Business Lawyers, and Kentucky Super Lawyers - Rising Stars since 2013.



**Cynthia Blevins Doll | Partner, Fisher Phillips**

*502.561.3988 | cdoll@fisherphillips.com*

Cynthia is a partner in the Louisville office and has more than 25 years of labor and employment experience. She represents employers in employment litigation of all types in the federal and state courts, and she counsels them on compliance with the law in such areas as Family and Medical Leave Act (FMLA), employment discrimination, Americans with Disabilities Act (ADA), Title VII, wrongful termination, asbestos premises liability, wage and hour issues, reductions in force and sexual and racial harassment. Cynthia frequently litigates non-compete and trade secret disputes, and also assists clients in their prevention efforts by conducting employee training and preparing handbooks and policies for the workplace. She has been listed in Kentucky Super Lawyers since 2007 and has been listed in The Best Lawyers in America since 2010. Cynthia was named one of the Top 25 Women Lawyers in the state of Kentucky by *Law and Politics*. She was also listed in the 2016 Best Lawyers Business Edition as a "Woman in the Law" in the Labor & Employment area.



**Chantell Foley | Associate, Fisher Phillips**

*502.361.3969 | cfoley@fisherphillips.com*

Chantell is an associate in the Louisville office. Chantell's background includes significant experience in health and safety litigation. She uses this experience to counsel clients during government investigations and throughout the litigation process. Chantell also represents employers in all aspects of labor and employment law including charges of discrimination, sexual harassment, retaliation, wrongful termination, and other employment-related claims. Prior to joining the firm, Chantell was an attorney with the

Kentucky Labor Cabinet, where she litigated Occupational Safety and Health Administration (OSHA) disputes in administrative courts.



**Katherine A. Garbarino | Of Counsel, Fisher Phillips**

502.561.3980 | [kgarbarino@fisherphillips.com](mailto:kgarbarino@fisherphillips.com)

Katherine is Of Counsel in the Louisville office. Her practice is focused primarily on employment litigation, involving claims brought in state and federal courts and before the Equal Employment Opportunity Commission (EEOC), under Title VII of the Civil Rights Act of 1964, the Kentucky Civil Rights Act, the American with Disabilities Act (ADA), federal and state wage and hour laws, and other federal and state employment laws. Katherine was part of a team that took an ADA case all the way to the U.S. Supreme Court.



**Paul E. Goatley | Associate, Fisher Phillips**

502.561.3985 | [pgoatley@fisherphillips.com](mailto:pgoatley@fisherphillips.com)

Paul is an Associate in the Louisville office who advises and represents employers in all areas of employment and labor law, including issues related to leaves of absence, disability, hiring, and disciplinary actions; discrimination and harassment claims; wage and hour issues; classification of independent contractors; and class and collective action litigation. Prior to joining Fisher Phillips, Paul was an associate at a labor and employment firm in California and worked for several years at the Association of Corporate Counsel in Washington, D.C.



**Raymond C. Haley III | Partner, Fisher Phillips**

502.561.3986 | [rhaley@fisherphillips.com](mailto:rhaley@fisherphillips.com)

Ray Haley is a partner in the firm's Louisville office. He has practiced labor and employment law for more than 30 years. Ray represents employers in a variety of industries, including healthcare, manufacturing, transportation and rehabilitative services. His representation of clients involves defense of all forms of civil rights and wrongful discharge claims in state and federal courts, labor litigation before state and federal agencies and courts, as well as arbitration of labor disputes. Ray regularly advises clients concerning compliance with virtually all employment-based state and federal mandates, and union-related matters. Ray is "AV" Peer Review Rated by Martindale-Hubbell, has been listed in *Kentucky Super Lawyers* since 2007, *Super Lawyers Corporate Counsel Edition – 2010*, *The Best Lawyers In America* since 2006, and *Chambers USA, America's Leading Business Lawyers* since 2004.



**Emily N. Litzinger | Associate, Fisher Phillips**

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Emily works with employers to navigate the intricacies of the ever-changing landscape of employment law. Emily regularly works with employers to develop preventative strategies to ensure compliance with employment laws to help avoid the burdens associated with costly litigation. To this end, Emily drafts handbooks, policies, procedures, and training materials as well as provides daily advice to clients with employment-related issues. Emily's experience as a litigator helps her anticipate potentially troublesome situations that can arise in the employment context. She has successfully defended employers in complex litigation on a wide range of labor and employment issues including discrimination, wage and hour, breach of contract, retaliation, and sexual harassment. Emily was included in "20 People to Know: Law" for 2015 by *Louisville Business Journal* and has also been selected as a *Kentucky Super Lawyers Rising Star* since 2016.



**Todd B. Logsdon | Partner, Fisher Phillips**

502.561.3971 | [tlogsdon@fisherphillips.com](mailto:tlogsdon@fisherphillips.com)

Todd is a partner in the Louisville office, where his practice is devoted to advising and representing employers regarding labor and employment law matters. He represents employers in a variety of forums, including state and federal courts and before administrative agencies. Todd accrued many years of practical experience prior to his legal career working in manufacturing with responsibilities for Human Resources and Safety. He has a particular emphasis on OSHA issues including contesting and litigating OSHA citations, representing employers during OSHA inspections/investigations, OSHA compliance audits and defending whistleblower/retaliation claims, as well as discrimination, FMLA, wage and hour and covenants not to compete. Todd has been listed as a *Kentucky Super Lawyer* since 2014.



**Megan R. U'Sellis | Associate, Fisher Phillips**

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Megan is an associate in the Louisville office. She represents employers in all aspects of labor and employment law including charges of discrimination, sexual harassment, retaliation, wrongful termination, and other employment-related claims. Prior to joining the firm, Megan gained considerable experience representing employees in federal and state court litigation involving claims of discrimination, sexual harassment, retaliation, and wage and hour violations. This experience allows Megan to provide employers with the best defense tactics when defending these types of claims. Megan also clerked for the Honorable David L. Bunning, United States District Judge of the Eastern District of Kentucky, after graduating from law school. Megan was listed as a Kentucky Super Lawyers Rising Star in 2015, 2016, 2017 and 2018.



**Toni Ahl** is the President of EEO Advantage LLC, which provides consulting and training regarding the laws enforced by the Equal Employment Opportunity Commission (EEOC) as well as diversity. She also conducts investigations for various organizations and groups. She was formerly a Senior Investigator with the EEOC for over 30 years. Toni works with EEOC to teach classes for the Office of Federal Operations including its class for new Federal Investigators. Toni is an active member of Louisville SHRM. Toni is the Vice President of the Kentucky Industry Liaison Group (KYILG). She has been a presenter for the Kentucky SHRM conference, Louisville SHRM, Bluegrass SHRM, Mid-West SHRM, Elizabethtown SHRM, the KYILG, EEOC's Technical Assistance Program Seminars (TAPS), the National Business Institute (NBI), the employment section of the Louisville Bar Association, and the employment

section of the Defense Research Institute (DRI). She is a strategic partner with OutSolve. Toni has a B.A. in Psychology from the University of Louisville.



**Lynn Ingmire, SHRM-SCP; SPHR** has over 30 years of human resource management experience. She has worked in various types of organizations including associations, manufacturing, distribution/transportation, food processing and education, in small and large companies, in both union and non-union environments. Throughout her career, Lynn has been responsible for the full range of human resource functions. Since her "retirement" in June 2014, she is now President of her own consulting business, Essential HR Partners, LLC, providing training and consulting in human resources and leadership. She received her B.S. degree in Sociology from the University of Louisville and holds the designations of SHRM-SCP and SPHR. She teaches online HR classes for the National Rural Electric

Cooperative Association (NRECA) and has been a presenter at their national HR conferences. She is a past president for LSHRM and is past chair of KY SHRM state council.

## COMPENSATION TRACK SPEAKERS



**LaCinda Glover** is a Principal in Mercer's Career business based in the Louisville office and specializes in workforce and executive rewards. LaCinda has been with Mercer for over 13 years. In addition to her consulting role, she is the Operations Lead for the Executive Benefits Group where she works with tax-exempt organizations, publicly traded corporations, and privately held companies in a variety of industries. LaCinda also operates as the Office Business Leader for the Career practice in Louisville. LaCinda's experience includes the benchmarking, strategy, design, implementation, and communications of staff and executive total rewards programs. Aside from her extensive benefits work, she assists clients with staff and executive compensation competitive assessments, Boards of Directors compensation reviews, and total remuneration competitiveness and strategy alignment. LaCinda also

helps many organizations in complying with Intermediate Sanctions, IRC Section 409A, and 457(f). In addition to her consulting role, LaCinda manages Mercer's Executive and Broad-based Employee Retirement Tool (EBERT), which is a unique resource used to conduct custom benchmarking and plan design for clients. She also has 10+ years of custom survey experience. At Mercer, LaCinda is a member of the Higher Education Community of Interest, the Health Care Industry Vertical team, and the North American Talent International Vertical.



**Mollie Saunders** is a Senior Rewards Consultant with Willis Towers Watson. She has over 20 years of experience developing and implementing global reward strategies and programs in support of organizational goals and objectives across a variety of companies and industries, including biotechnology and pharmaceuticals, health care, high technology, financial institutions and manufacturing. Mollie works with organizations to develop their total rewards strategy and understand how compensation programs can support their workforce's needs and contribute to their employee value proposition. These programs include career management including job and career frameworks, competitive compensation assessments, implementation of compensation technology and creation of the infrastructure necessary to deliver consistent compensation programs globally. In

addition, Mollie also serves as a functional expert and global resource in the sale, delivery and support of Willis Towers Watson's Compensation Software and Talent|REWARD technology, our global compensation and talent management design and administration tools. Mollie received a B.A. from Washington & Lee University, an M.Ed. from Vanderbilt University with specialization in organizational development, and an M.B.A. from Vanderbilt University.

## **BENEFITS TRACK SPEAKERS**



**Jeanne Fisher, CFP®**, serves as a 401(k) and retirement plan specialist for ARG Investment Services, LLC., and designs and manages a range of employer-sponsored retirement plans. Jeanne is a Certified Plan Fiduciary Advisor from the National Association of Plan Advisors, and was honored to be selected as an Ambassador for the CFP® Board. She is frequently interviewed for national publications, including Forbes, USA Today, TIME Magazine, NPR, Asset TV and many others. Jeanne is a published author, speaker, active on social media and host of the YouTube Channel "Financial Jeanne."



**Daniel Mason** is a Director in Willis Towers Watson's Talent practice. Daniel is a talent management professional with experience helping organizations reinvent jobs and implement the Future of Work, transformational organizational design, inclusion and diversity strategy, change management, learning and development, and performance management. Prior to joining Willis Towers Watson, Daniel worked within the Talent Management COE for a competitive energy provider. His recent consulting experience includes educating organizations on the Future of Work; reinventing jobs and helping organizations consider future of work alternatives; developing Talent Management and I&D strategies that enhance the employee experience; facilitating organization re-design across multiple industries and functions including sales, non-profit, pharmaceutical, health care, advisory services and

information technology; facilitating performance management re-design across multiple industries; leading the development of functional skill and behavioral competency models; global project manager and on-site change management lead for the business transformation of a global pharmaceutical manufacturer; creating a talent acquisition and assessment strategy for sales functions; and facilitating HR business partner capability development in the financial services and healthcare industries.



**Jason Masony** is a Director within Willis Towers Watson's Health and Benefits business in Ohio. Additionally, Jason sits on Willis Towers Watson's Health & Benefits leadership team in Ohio, Kentucky, and Western Pennsylvania. Jason advises clients on their health and welfare benefit strategies through benefit plan design, budgeting, vendor management and selection, network optimization, employee engagement and wellbeing strategies. He has over 20 years of experience in employee benefits consulting (all with Willis Towers Watson), working with clients ranging from 1,000 to over 30,000 employees. His clients have included numerous Fortune 1000 and multinational companies in several industry sectors. In addition to consulting with his clients, Jason is a Local Market Strategy Leader within Willis Towers Watson's Health Care Delivery Practice. In this role, Jason partners with internal colleagues,

local health systems and national/local carriers to understand innovative provider solutions to control cost and enhance the wellbeing of individuals who access care. Jason earned a B.S. in mathematics from the University of Kentucky. He is a licensed Accident and Health, Life and Variable Annuity agent in Ohio, Georgia, Indiana, Kentucky, and Michigan.



**Laura Mooser** is a Principal and business leader for the US Benefits Benchmarking Group (BBG), a national practice team located in Louisville, KY. BBG collects and values (either determining the relative employee replacement cost or the relative employer cost) of all employee benefits information from domestic US organizations (health, welfare, retirement, time loss, and other non-core offerings). BBG is also connected with other Mercer international benefit teams to produce US-centric analysis. BBG often partners with consultants housed within Health, Wealth, Careers, and COEs to provide benefit prevalence, valuation, or custom reports. This work is able to stand alone or support total rewards analysis or other specific projects. The unit is part of the US Executive Benefits Group led by Doug Frederick. Prior to leading BBG in 2018, Laura was a senior compensation consultant in the

Career business in Mercer's Louisville office. She developed and implemented total reward strategies and solutions to meet client business needs. In addition to her expertise in job analysis and competitive market positioning, job titling architecture, job family and career level development and domestic salary structure design, she has experience implementing performance programs for various employee groups (from hourly employees through executives). Laura has consulted with client's Board of Directors, Compensation Committees and senior leadership team to address executive and broad-based total reward matters. Laura holds a bachelor's degree in business administration from the University of Louisville. Prior to joining Mercer in 2007, she worked as a compensation and benefits executive for Norton Healthcare. She also served in similar roles with The Health Alliance (Cincinnati, OH), The Campbell Clinic (Memphis, TN), and the Baptist Healthcare System (Louisville, KY); and started her career in human resources while working for First National Bank (dba, PNC).



**Andrew Weller** is a Senior Associate and Actuary with Mercer's Health business. Based in the Louisville office, he has over eight years of experience in employee benefits consulting. Andrew partners with employers to design, evaluate, deliver and manage health and group benefit plans for their active and retired employees. His current responsibilities include Financial projections, Medical and dental plan pricing, Experience reporting for health benefit plans, Reserve development, Contribution strategies, Retiree benefit strategies and post-employment benefit valuations, and Co-leader of Mercer's Retiree Medical Center of Excellence. Andrew holds a B.S. in Mathematics, Magna Cum Laude, from the University of Louisville. He is an Associate of the Society of Actuaries and Member of the American

Academy of Actuaries. He is also a licensed life and health insurance agent in various states. Andrew is pursuing the Fellowship designation with the Society of Actuaries.



**Colin Wheeler, CFP®**, works as a financial advisor serving ARGi's corporate clients by providing integrated benefits education and personal financial planning for corporate employees. Colin works with ARGi's Corporate Solutions team and companies of all sizes to help provide financial clarity. help provide clarity for individuals and businesses through comprehensive, integrated financial services such as comprehensive financial planning, investment management, business management and accounting services, corporate benefits education for employees, business retirement plan management and consulting services, and tax preparation and planning.

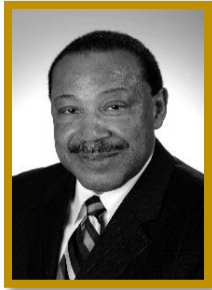
## **STRATEGY TRACK SPEAKERS**



**Karl Ahlrichs, SPHR, SHRM-SCP, CSP**, has broad experience in Human Resources, Talent Management, Operations, Diversity and Inclusion, working with organizations from all industries. Karl is a national speaker and author, presenting on the people issues in Management and LEAN theory, and is often quoted in the local and national media. He writes on Human Capital issues for The Journal of Accountancy, and is author of "Spaces between Places," an artistic book about business travel. Karl has been named the SHRM Human Resource Professional of the Year for the State of Indiana. He has presented at the Annual SHRM Conference for 20 years and holds the SHRM-SCP and Senior

Professional in Human Resources (SPHR) certifications and is a Certified Speaking Professional (CSP) from the National Speakers' Association. Karl's experience is perfectly suited to times of great organizational change. He has decades of strategic HR consulting to all industries, using risk management and good organizational development theories to bypass "best practices" and move directly to "next practices." Karl joined Gregory & Appel, an Indianapolis-based service firm, after serving as a founding partner of ExactHire. At those firms, his clients included Roche Diagnostics, Boeing, Apple Computer,

and Frito Lay. Karl facilitates an invitation-only roundtable for CFOs, and for more than a decade he was the Program Chair for the Indiana SHRM annual conference. He is a member of SHRM, the Indiana Diversity Roundtable, Association for Talent Development, and the Association for Psychological Type.



**Alfonso "Al" Cornish** is one of America's leading innovative human capital learning professionals. Cornish has served in senior leadership roles in some well-known Fortune 500 companies, notably 7 Eleven Food Stores, AMF Bowling Worldwide, and Central Parking System. His background includes both public and private sector experiences. As Chief Learning Officer, he led a regional healthcare learning organization to be recognized as one of *Training Magazine's Top 125 Training Organizations* in 2016, 2017, 2018, and 2019. His creative results-oriented approach to assist organizations to become learning organizations is unparalleled. He has extensive experience in leadership development, organizational change & effectiveness, employee engagement, coaching, succession planning, and diversity and inclusion. Cornish holds a graduate degree in Human Resources

Development. He serves on numerous boards that include Bates Community Development Corporation; Campbellsville University Louisville Campus; Family Scholar House; The Healing Place; Kentucky Derby Festival; Prichard Committee for Academic Excellence; Simmons College of Kentucky; Spalding University; University of Louisville Healthcare Leadership; University System of Maryland Foundation; and Volunteers of America (National).



**Jeff Peden**, MEd. is an International Speaker, Consultant, and Author. His second book—*How To Grow Your Business Without Spending Money*—focuses on Four Core Strategies™ that increase performance, productivity, and revenues, while lowering operating costs. He is currently at work on a third book about the relationship between Culture and Leadership. Jeff works with leaders who want to build healthy workplace cultures and Great Places to Work that visibly increase communication, collaborative problem solving, and mutual support throughout the entire organization. Involved with a variety of clients over the past six years, he has developed a proven process to define, design, and implement a healthy workplace culture built on values and clearly defined behaviors. The success of the process relies on a structured implementation plan that includes accountability, team member

assignments, and progress reports. Jeff is a member of the Radcliff Rotary Club, Past President of the Kentuckiana Chapter of the Association for Talent Development, and past Chair of the University of Louisville Libraries Associates. He has volunteered his services to DECA and Boys and Girls Clubs of America. He has graduate degrees in both Training & Development and Counseling. His *Moment of Success* aired on radio station WKJK 1080 in Louisville for over five years.



**Lisa Zangari** is the Vice President of the Leadership Louisville Center where she leads the strategy and development of The Leadership Green Room and the newly launched Executive Green Room. Prior to joining the Center, Lisa worked in New York City at ?What If! Innovation Partners as an innovation strategist where she partnered closely with Fortune 500 executives to develop new products, launch new ventures, and nurture more innovative corporate cultures. She's led numerous leadership development programs around the world for companies like AARP, Citibank, Disney, Hasbro, Pfizer, The Hershey Company, and more. In addition to her work at Leadership Louisville Center, Lisa is on

the board of New Roots, a local food access nonprofit and the Kentucky Center for the Arts Foundation Board.



**Dr. Tony Zipple** is an expert in improving individual, team, and organizational performance. He consults, teaches, and coaches in areas related to the development, implementation, and operation of innovative health services. During his 40-year career, he has served as a senior executive for three nationally recognized provider organizations and held positions as a full-time professor, senior academic researcher, accreditation surveyor, and public administrator. From 2011 to 2018, Dr. Zipple was the President and CEO of Centerstone Kentucky and responsible for \$175 million of direct and contracted behavioral health services. In addition to his consulting practice, he currently serves in a range of positions including Executive In Residence at the University of Louisville's School of Public Health and Information Sciences and Professor at Eastern Kentucky University. Dr. Zipple understands

that successful organizations require both strong operations and great staff. As a part of his work in supporting staff development in exceptional organizations, Dr. Zipple uses his extensive training in coaching and positive psychology to maintain a select executive coaching practice working internationally with senior leaders in varied industries. Organizational



and personal transformation are essential as organizations continue to grow evolve. Dr. Zipple's greatest skills lie in assessing situations, identifying obstacles to success, and building plans for moving organizations and executives to the next level. He has helped people and organizations across the United States, in Asia, and in the Middle East to find successful paths forward and thrive. Dr. Zipple received his doctorate in Rehabilitation Counseling from Boston University, his MBA from the University of New Hampshire, and his master's degree in environmental planning from the University of Notre Dame. He has certifications in coaching, cognitive behavioral treatments, and positive psychology interventions. Dr. Zipple is a licensed psychologist who has published more than 65 articles, monographs, and book chapters and the recipient of the Hall-Render Leadership in Healthcare Award.

## **CLOSING KEYNOTE SPEAKER**



**Victoria Russell** was named the first Chief of Diversity, Equity & Inclusion Officer at Papa John's International, a global brand of 120,000 team members. With a 12-year passion for the Papa John's brand, Victoria is committed to using her voice to bring change and step up to the challenge of ensuring Diversity Equity & Inclusion is in the DNA of the company. The DE&I vision at Papa John's is to enable Papa John's team members, customers, suppliers, partners, and franchisees of all backgrounds to feel included and a part of the Papa John's family and to allow the brand's diversity to be their strength and competitive advantage. Much like BETTER INGREDIENTS. BETTER PIZZA., people are the key ingredient to a better company. Prior to being named Chief of DE&I, Victoria was named Head of Diversity & Inclusion and was voted chair of the newly formed Diversity, Equity & Inclusion committee by her peers. Victoria spent the majority of her career at Papa John's in marketing analytics where she gained valuable insights into the business, and the customers and communities they served. Prior to joining Papa John's, Victoria spent time at Brown-Forman and Humana in human resources compensation. Victoria earned a Bachelor of Business Administration in Marketing and Management and a Master of Business Administration in Marketing from the University of Kentucky. Louisville's *Business First* recently named Victoria a "Woman Making A Difference" in the 2019 Business Women First program.

## **About the Sessions:**

### **Legal Track**

#### **In the Weeds: Drugs and the Workplace**

Under federal law and most states' laws, employers have the right to require employees to report to work free from the presence of unlawfully used drugs and to take adverse action against them if they are in violation...for now. A number of states have passed new legislation and various state courts have held that under a few states' laws, the employer has a duty to accommodate the marijuana usage – a position that ignores safety hazards and performance issues. Speakers will discuss the current legal environment of drugs and potential changes you need to watch as well as how to develop and apply effective policies to manage the tension between an employer's competing interests in deterring drug abuse (and its potential consequences) and maintaining a productive workforce. The speakers will also cover the potentially devastating opioid epidemic already harming many industries and demanding new responses.

#### **Bumpy Road Ahead: Navigating the Intersection of FMLA and ADA**

Employee leaves and accommodations can create very confusing situations for employers. This is especially true because there may be many laws at play at once. The Family Medical Leave Act ("FMLA"), the Americans with Disabilities Act ("ADA"), and workers compensation laws can occasionally combine to form a perfect storm for employers. This session will discuss these laws and what each requires as well as give the attendees a chance to react in real-time with their solution on hypothetical leave situations.

#### **Privacy and Social Media in the Workplace: Whose Business Is It Anyway?**

Advancements in technology, social media usage, and evolving privacy laws make finding the right balance between employee privacy and management's "need to know" a challenge for employers. Where are the boundaries between protecting the company's business interests and ensuring employee productivity, and invading employee privacy? The

wrong answer to that question could lead to a class action suit or a government investigation. This session will examine these concerns, the use of new monitoring technology, and best workplace practices.

### **Recent Employment Law Update Panel Discussion**

In the world of business, the pace of change continues to accelerate while employers are called upon to respond to the ever-increasing web of legislative changes, regulatory challenges and management concerns. Navigating compliance and risk as well as the substance of these employment rules can be dizzying at times and requires employers to know what is happening *right now*, not last year. In this panel discussion, attendees will gain critically important information and practical solutions to some of the most important issues employers in Kentucky currently face.

## **Compensation Track**

### **Pay Equity: An Overview, Best Practice Analytics, and Remediation Strategies to Address Inequities**

Pay equity is a complex and controversial topic influencing the global and American workforce. This session will investigate the current regulatory landscape, pay equity analyses including and beyond gender, identify strategies to address outliers as well as identify HR program change needed to mitigate future risks. Learning objectives: Attendees will leave the session with a greater understanding of types of pay equity assessments and practical approaches to implement initial and ongoing equity analyses for their own companies.

### **Raising the Pay Experience: Redefining the Annual Increase Process**

U.S. employers continue holding the line on merit salary-increase budgets despite pressures to remain competitive in a tight labor market, address pay equity and alleviate employee frustrations with pay. Typically, the annual merit-increase process is meant to tackle pay equity, market competitiveness and pay for performance. But slicing a small budget across these objectives means companies fall short on all. These panelists discuss why it's time to stop following the pack when it comes to salary-increase budgets. Walk away with actionable strategies and best practices for fixing the merit-increase process and rethinking pay for performance to differentiate your organization.

## **Benefits Track**

### **Benefits Benchmarking: Processes and Insights**

Gain knowledge about why it is important to conduct a competitive market assessment for your organizations' benefit offerings through an interactive and engaging session with Mercer's benefit consultants. During this session, you will develop the skills for executing such a study, learn how to assess the findings, engage senior leadership for strategy and support, and discover how you might partner with your benefit vendors to implement changes to ensure that your benefit programs not only align with your business objectives, but ensure that they are valued by your employees from both an attraction and retention point-of-view.

### **Future of Benefits: Opportunities to enhance the employee experience through Inclusion & Diversity**

With the pressures of rising health care costs, war for talent, and diverse employee needs, companies recognize the need for their benefit programs to support attraction and retention of their desired talent. This discussion will explore ways to align your health, welfare and wellbeing programs with your organization's Inclusion and Diversity (I&D) strategy in support of these pressures. Learning objectives: Develop an understanding of the key components that shape an Inclusion and Diversity Strategy; share examples of how employers are evolving their benefit programs to support employees where they are today, and where they want to be in the future; discuss what you can do to drive and integrate a inclusion and diversity strategy within your organization.

### **The Crushing Burden of Debt and How Employers Can Help**

The average American household carries nearly \$17,000 of credit card debt, \$30,000 in automobile debt, and more than \$50,000 of student loan debt. Chronic stress over money is affecting your employees' health, productivity and the company's bottom line. This presentation covers how each type of debt affects employees differently and what employers are doing today to relieve the burden. We've compiled some of the benefits industry's 'best practices' to share with you. Including

innovative student loan repayment programs, changes in 401(k) administration when processing hardships, maximizing Health Savings Accounts, and creative incentive programs in financial wellness programs.

### **Helping Employees Transition with Care and Why it Matters**

The staggering fact is that 25 million Baby Boomers plan to retire at age 70, or not at all. This can create a burden on a company's bottom line. Many companies are combating this statistic with early retirement offers or involuntary retirement. Effectively preparing your employees for a timely retirement leads to more predictable outcomes and less stress on both the employee and employer. We'll explore why this transition matters to your company and actionable steps to help improve retention and timely transitions.

## **Strategy Track**

### **Building Healthy Workplace Cultures**

Culture is workplace behavior defined by the values, behavior and mindset of senior leadership. Utilizing a proven, strategic process, developing a healthy culture can be achieved with the cooperation and commitment of every member of your Leadership Team. This approach has been successfully implemented into a variety of organizations over the past six years, with leaders reporting sustained results and continued improvements more than five years later. This program discusses challenges and expectations of the new workforce, and a path for leadership to follow that attracts and retains today's top talent. It explains how to build and sustain a foundation for workplace culture that supports the ongoing success of your organization and everyone on your team. During the presentation, Jeff Peden and Al Cornish of Culture Docs™—a leadership training and consulting group focused on enhancing workplace behaviors and improving the results of those who lead others—will present: requirements of a healthy workplace culture, role of leadership in defining and designing healthy workplace cultures, how learning and behavior change really works, setting clear expectations and accountability, and training for long-term impact.

### **Lead Like a Boss**

You've been successful up until now—but could you redefine yourself for continued success in the future? This interactive session is designed for accomplished professionals who want to take their careers to the next level. Participants will explore how some of the behaviors that lead to individual success may be the very tendencies that limit their potential. With greater awareness of interpersonal skills in leadership, participants will create a developmental action plan that equips them for greater career responsibility. While many courses focus on telling leaders what to do – this course helps leaders understand what to stop. This course utilizes the powerful and solution-based curriculum from bestselling author Marshall Goldsmith's book, *What Got You Here Won't Get You There*, combined with principles of emotional intelligence and the rigor of change management.

### **Enhancing Employee Engagement: Lessons from Positive Psychology**

Employee engagement is a strong predictor of employee satisfaction, retention, and company profitability. Despite its importance, many companies struggle to fully engage their workforce. In 2018, Gallup reported that only 34% of US employees are "engaged" workers while 13% are "actively disengaged." The remaining 53% are "not engaged." These workers are less than optimally connected to their employer and at high risk of leaving their jobs if someone makes them a slightly better offer. Positive psychology is the scientific study of subjective wellbeing, usually thought of as "happiness." There is evidence that staff who report higher levels of happiness at work are more engaged and productive and that companies with more engaged staff are more profitable and competitive. This workshop will discuss strategies, drawn from current research in positive psychology, for enhancing employee satisfaction and improving staff engagement. Specifically, this workshop will present organizational interventions in three areas: Helping employees to understand and use their "best self" at work, supervising employees from a strengths perspective, increasing gratitude practices in the workplace. Participants will be challenged to assess the value and "fit" of these interventions for their organizations and begin to plan for the implementation of at least one change that will improve employee engagement.

### **Is the Cake Already Baked? Critical Thinking for HR Professionals**

In our profession, critical thinking and ethics are core skills – but can they actually be taught to adults? In this facilitated workshop, we will cover new challenges and how they apply to our world, and then we will share advanced methods for building high performing cultures using Ethics and Critical Thinking. Key learnings include: The new world of Critical

Thinking and Ethics, and how organizational effectiveness is measured; the concept of Unconscious Bias and how it applies to our work; a review of DeBono's Six Hats Methods for Critical Thinking; how to make sense of the most relevant data in a situation; how to use advanced adult learning methods to transfer wisdom and change behaviors. This will be a strategic session--a shorter version of what Karl will have presented to the 2019 SHRM Annual Conference in Las Vegas. Participants will engage in a critical thinking exercise and learn specific competencies needed on to stay relevant.

**Ethics, Inclusion and High Performing Cultures**

High performing cultures are fragile, but powerful. In this fast-paced session, Karl offers multiple viewpoints on HR, ethics and leadership and applies them to the challenge of building an inclusive culture. We will begin with fresh data on the metrics that really matter, which will lead us to significant ethical challenges on the horizon. All of this will be mapped on top of a brief review of some fundamental economic data and the client experience issues accounting and finance departments are operating in. Key learnings include: The new world of client experience, diversity and inclusion, trends in ethics with evidence of what the recent focus on organizational integrity has produced, how to use advanced adult learning methods to gain a competitive advantage and build a high performing culture. This will be a strategic session, offering the view from 35,000 feet with occasional dips to ground level. Participants will learn specific competencies needed on to stay relevant, and some surprising truths about the future of Human Capital.

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