

JOIN US AT

SHRM MIDDLE GEORGIA'S



SPRING WORKSHOP HR ESSENTIAL PRINCIPLES 4.0

May 2, 2017
Idle Hour Country Club
Macon, GA

Learn how to solve tough organizational issues that impact worker productivity, employee engagement and business outcomes. Enjoy an afternoon of practical information, useful tips and networking, followed by great food.

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HR ESSENTIAL PRINCIPLES 4.0

Select One: **SHRM CHAPTER MEMBER, \$75** **NON-MEMBER, \$100** **STUDENT, \$35**

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If You Are A Student, Provide Name of College/University You Attend	Your Major	Expected Date of Graduation
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Will Additional Company Associates Be Attending? Yes, Number of Guests: No

If "Yes", please provide the following:

Guest Name	Company	Job Title
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2)		
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\$10 Discount For Each Additional Company Representative From The Same Organization

Mail Registration & Check Payment To:

SHRM Middle Georgia Chapter #154

P.O. BOX 6135

WARNER ROBINS, GA 31095-6135

<http://shrmmiddlegeorgia.shrm.org/>

CANCELLATION POLICY: Due to facility guarantees, written cancellations must be received three days prior to the event date to receive a refund. **Substitutions are permitted.** For more information, contact us at shrm154@yahoo.com.

Thank You to our Business Resource Partners



AGENDA

12:00 pm Registration

12:30 pm Welcome & Sponsor Acknowledgements

12:45 p.m. EEOC Update, Terri Dandy, Outreach Manager, Equal Employment Opportunity Commission- Atlanta

This session will provide: An overview of the agency's national priorities and charge statistics, along with information on updated guidance, and EEO best practices for employers

1:45 p.m. The Biggest Mistakes I've Seen During My Career! Jonathan Martin, Partner, Constangy Brooks, Smith & Prophete, LLP.

During this session, learn from the biggest errors Jonathan has seen employers make throughout his career, and how you can avoid making the same mistakes such as defective screening of employees, failure to properly read employment applications and misclassification of employees under the Fair Labor Standards Act

2:45 pm Break

3:00 pm The Perspective Directive: Discover Your Motivation, Dave Horning, Motivational Speaker

This session will include: How to inspire workplace happiness and engagement by getting back to the basics and asking, "Why do we do what we do, and how can we do it better?" Learn how to: identify, challenge and replace limiting perspectives; discover opportunities within conflict, obstacle and failures and adopt a mindset of personal accountability through self-awareness to take control of results.

4:00 pm Latest Legal Developments Every HR Professional Should Know , Jeff Thompson, Partner, Constangy, Brooks, Smith & Prophete, LLP

These session will include: The Trump Administration's New Direction: What Does it Mean for Employers?; recent initiatives of the Equal Employment Opportunity Commission and how to prepare; emerging Wage and Hour trends and updates; and successfully addressing difficult accommodation issues to comply with the Americans with Disabilities Act.

5:00 pm Questions and Wrap Up

5:30 pm Networking and Hors'd'Oeuvres



Continuing Education Credit:

This program is approved for

4.0 general credits



OUR SPEAKERS

Terrie L. Dandy, Outreach & Training Manager, U.S. EEOC Atlanta District Office

Terrie manages the District's outreach, training, and public affairs programs in the State of Georgia and parts of South Carolina. She educates workers on their employment rights; assists employers with EEO compliance; develops and delivers EEO training; coordinates annual outreach and training programs; and partners with organizations to promote and advance equal opportunity in the workplace. Terrie's career with the EEOC spans over 20 years. Of which, she spent 14 years working in EEOC Headquarters in Washington, DC, where she served as management advisor/special assistant to two Chairpersons of the EEOC; coordinated strategic planning and performance management activities; implemented Presidential initiatives; assessed agency programs; and advised on a range of programmatic and operational issues. Terrie is a graduate of the prestigious Presidential Management Fellows Program. She holds a Master's in Public Administration from the University of Missouri - Columbia and a Bachelor's in Business Administration from Fort Valley State College.

W. Jonathan Martin, II, Partner, Constangy, Brooks, Smith & Prophete, LLP.

Jonathan is a partner with the Macon office of Constangy, Brooks, Smith and Prophete, LLP. Jonathan focuses his practice in employment discrimination litigation for management, defending corporations in law suits arising under Title VII of the Civil Rights Act of 1964, the Age Discrimination in Employment Act (ADEA), and the American's with Disabilities Act (ADA), as well as related state laws. He also represents management in traditional labor law issues under the National Labor Relations Act (NLRA) and in wage & hour issues under the Fair Labor Standards Act (FLSA). Prior to being in private practice, Jonathan who is also a Reserve Air Force officer, served as a military lawyer in the Air Force Judge Advocate General's Department. While in the Air Force, he held an appointment as a Special Assistant United States Attorney, representing the United States in United States Magistrate Court for the Middle District of Georgia.

Jeffery L. Thompson, Partner, Constangy, Brooks & Smith, LLP

Jeff is a partner with the Macon office of Constangy, Brooks & Smith, and LLP. His practice focuses on representing management in employment, litigation, labor matters, providing general advice to clients as well as training clients on preventative measures to avoid litigation. Jeff has represented firm clients in both State and Federal Court as well as before administrative agencies such as the Equal Employment Opportunity Commission, The Georgia Department of Labor and The National Labor Relations Board. He is also Labor Counsel to the Georgia Employers Association, on the Board of Directors for The Macon Chapter of The Society of Human Resource Management (SHRM), and serves as Vice Chairman of the Board for the Consumer Credit Counseling Service Inc.

David Horning

Originally from Akron, Ohio, in 2012, David Horning moved to New York City to study sketch comedy writing and improvisation. After developing 2 web series' and performing around the city, he produced "Laundry Day," a sketch comedy show featured at Carolines on Broadway in Times Square, which was selected as part of the 2014 New York Comedy Festival. Inspired by the power of laughter, David now uses fun characters, comedy sketches, and his trusty slideshows to entertain, educate, and inspire so that others may use the power of their thoughts to build a foundation for their lives.