

**THE CAPITAL REGION HUMAN RESOURCE ASSOCIATION INVITES YOU ....**

**2008 Annual Conference & Marketplace**  
**Wednesday March 26, 2008 7:30 AM – 5:30 PM**

**The Holiday Inn Albany, 205 Wolf Road Albany, N.Y.**

## **“HUMAN RESOURCES – LEADING THE WAY”**

Program  
submitted to  
HRCI for pre-  
approval of 10.5  
recertification  
credits

**Breakfast & Lunch Keynote Speakers**  
**HR Vendor Marketplace**  
**A.M. & P.M. Concurrent Sessions**  
**Cocktails and Networking**  
**Door Prizes & The Grand Prize**



**New This Year – Master Series**  
**“LEAD LIKE A PIRATE”**  
(limited to 24 registrants)

### **Breakfast Keynote – Dr. Mary-Frances Winters** **10 Challenges That Should Keep HR and Diversity Professionals Up At Night**

The U.S is experiencing major shifts in its demographic landscape, its economic and political climate, and its business environment. These shifts bring new opportunities and new challenges, all of which will require HR and Diversity professionals to build stronger links between the business cases for diversity, innovative strategies that enable organizational success, and the accountability measures that demonstrate value and impact.

Participants will leave this session with new strategies and new ideas on engaging senior leadership, building a strategic business case for diversity and inclusion, establishing a pipeline of leadership capability, making the links between HR/Diversity strategies to business objectives, globalization strategies, and preparing to address other emerging issues such as healthcare, immigration, and religion/spirituality

**Dr. Mary-Frances Winters** is President and founder of The Winters Group, a 23-year-old organizational development and diversity-consulting firm, specializing in research, strategic planning, training, and public speaking. Prior to founding The Winters Group in 1984, she was Affirmative Action Officer and Senior Market Analyst at Eastman Kodak Company, where she worked for 11 years. She is a graduate of the University of Rochester with undergraduate degrees in English and Psychology, and a Master's degree in Business Administration from the William E. Simon Executive Development Program. She received an honorary doctorate from Roberts Wesleyan College in 1997. She is a frequent contributor to editorial pages of local newspapers and USA Today's Forum Column and a frequent and beloved speaker for SHRM Diversity and other conferences.

### **Lunch Keynote – John Bagyi, Esq., SPHR** **HR's Most Wanted**

Dealing with challenging employees, difficult supervisors, and un-enlightened business owners and executives has become a core HR competency in today's workplace. Some of these individuals, including Lecherous Larry, Always Average Anna, and Lisa the Liar, have so “distinguished” themselves that they have made HR's Most Wanted list. This presentation will give you the tools necessary to identify HR's Most Wanted in your organization, assess the threat they pose, and take the steps necessary to neutralize that threat.

**John M. Bagyi, Esq., SPHR** counsels and represents employers of all types and sizes in a variety of labor and employment-related contexts. He is a graduate of the University at Albany, a *magna cum laude* graduate of Albany Law School. A guest lecturer at Albany Law School and the School of Business at the University at Albany, John is a frequent speaker at national, state, and local conferences and will be presenting at the 2008 SHRM Annual Conference and Exhibition in Chicago. A former CRHRA Board member, John currently serves as NYS SHRM's General Counsel. Again this year, John was recognized among the Best Lawyers in America for labor and employment law, and he remains the youngest attorney in New York State to receive that honor.

## Conference Schedule At-A-Glance

7:30 – 8:00	Attendee Registration and Breakfast		
8:00 – 9:30	<p><b>Welcome and Keynote:</b></p> <p><b>10 Challenges That Should Keep HR and Diversity Professionals Up At Night</b> – Dr. Mary-Frances Winters, The Winters Group</p>	1:30 – 2:30	<p><b>Concurrent Sessions II:</b></p> <p><b>The State of Same-Sex Marriage in the States: What to Expect from the Employer's Perspective</b> – Susan Corcoran, Esq. and Michelle Phillips, Esq., Jackson Lewis</p> <p><b>The Continuing Evolution of Health Insurance – 2008 and Beyond</b> – Christopher Hagen and Mark Baker, Cool Insuring Agency</p>
8:00 – 9:30	Exhibitor Set-Up	2:00 – 4:00	<b>CRHRA Master Series – The Pirates of St. Croix</b> – Christopher Novak, The Summit Team
		2:30 – 3:15	<b>Break and Exhibitor Marketplace</b>
9:30 – 10:30	Break and Exhibitor Marketplace	3:15 – 4:15	<p><b>Concurrent Sessions III:</b></p> <p><b>A+B+C+WOW! Using Total Rewards to Your Strategic Advantage</b> – Jennifer Loftus, SPHR, CCP, CBP, GRP, Astron Solutions</p> <p><b>Getting Your Message Across to the C-Suite</b> – Michael Holland, Bishop House Consulting</p>
10:30 – 11:30	<p><b>Concurrent Session I:</b></p> <p><b>Passion, Participation &amp; Practice – Building Retention into Your Training With Fun Activities That Work!</b> – Diane Lustenader, SPHR, CCP, GRP, Lake Associates, Inc.</p> <p><b>The Choice Is Yours: Is a Cafeteria Plan Right for You?</b> – Amelia Klein, Esq., Bond, Schoeneck and King</p>	4:15 – 4:45	Final Exhibitor Marketplace
11:30 – 1:30	<p><b>Luncheon and Keynote Speaker:</b></p> <p><b>HR's Most Wanted</b> – John Bagyi, Esq., SPHR, Bond, Schoeneck and King</p>	4:45 – 5:30	<p><b>Cocktails and Networking</b></p> <p>Exhibitor Prize Drawings and Grand Prize Drawing</p>

### CRHRA Master Series - The Pirates of St. Croix – Christopher Novak, facilitator

Due to the nature of this program, we must limit participation to the first 24 registrants.



#### PROGRAM

“Pirates of St. Croix” is a high energy, out-of-your-seat, team building experience. It is not entertainment; it is themed learning. Critical business skills like leadership, teamwork, delegation, communication, attention to detail and problem-solving are skillfully wrapped in a colorful, multi-media pirate atmosphere that is as fun as it is effective.

“Pirates of St. Croix” is really two programs in one. First, participants are swept into the experience with a licensed clip from a pirate classic starring Errol Flynn. The small group discussion that follows highlights the power of vision, values, leadership, and reputation to succeed as an organization.

Finally, it's time for the main event. Working in teams that act as competing pirate crews, participants appoint a captain and get right to work trying to be the first to find where the treasure is buried. There is too much work, too little time, and limited resources (sounds like a typical workplace) which forces captains to delegate crucial tasks and crewmates to work together to get things done. It's a winner take-all competition with prizes worthy of a pirate captain's horde. “Pirates of St. Croix” emphasizes important learning points—delegation, teamwork, communication, attention to detail, problem-solving, and leadership—while having more fun than pirates on shore leave!

**Christopher Novak** – is the founder of The Summit Team, an author, motivational speaker and leadership coach with an expertise in human resources. His business experience includes Director of Human Resources at Cornell University and Human Resources Manager for Syracuse China Company. In 2001, Chris started, The Summit Team, focusing on leader-to-leader training and executive coaching. He has trained thousands of leaders in a variety of organizations with programs that are informative, interactive and inspirational. Chris has a Master's degree in Business Management from the State University of New York's College of Technology and a dual bachelor's degree in Aeronautics-Mathematics from Miami University (Ohio).