



HR Professionals

Building the Next Level of Leadership

In today’s workplace, it is not enough for HR professionals to maintain the status quo within their departments. Instead of focusing solely on administrative tasks, senior leaders now expect their HR teams to work strategically to support organizational goals. These teams will struggle to do so, however, if their employees have not developed their skills to advance beyond administrative work.

To ensure that both your HR team and your organization remain competitive, it is more important than ever for your HR employees to develop mid- to senior-level competency. Building on Hawaii Employers Council’s HR Fundamentals certificate training series, we are pleased to announce the 2017 **HR Professionals** series. The series, which targets those professionals that already possess the knowledge and skills covered in HR Fundamentals, includes the following session topics:

- **Complexities and Interactions with ADA and FMLA, WC, TDI – Rebooted and Refreshed The Path Forward** | August 17, 8:30 to 11:30 a.m.
- **Executive Coaching as an Essential Leadership Skill** | August 31, 8:30 to 11:30 a.m.
- **Compensation and Benefits (Total Rewards) Strategies** | September 14, 8:30 to 11:30 a.m.
- **Creating a Culture of Accountability** | September 28, 8:30 to 11:30 a.m.

Sign-up today for this “can’t miss” series that starts on Thursday, August 17th.



Barbara Petrus, Esq.

Complexities and Interactions with ADA and FMLA, WC, TDI – Rebooted and Refreshed The Path Forward August 17th



Kim Payton, Ph.D.

Executive Coaching as an Essential Leadership Skill August 31st



Stacey Carroll



Bonnie Pang

Compensation and Benefits (Total Rewards) Strategies September 14th



Cynthia Kitagawa

Creating a Culture of Accountability September 28th

Limited Enrollment – Register Today!

<http://www.hecouncil.org>

August 17, 2017
8:30 to 11:30

***Complexities and Interactions with ADA and FMLA, WC, TDI –
Rebooted and Refreshed***

The Path Forward

The complexities and interaction with Americans with Disability Act (“ADA”) and Family & Medical Leave Act (“FMLA”), Worker's Compensation (“WC”), Temporary Disability Insurance (“TDI”), continue to present tough questions for employers on the best path forward to resolve these difficult issues.

This seminar discusses practical strategies for employers to navigate the various interactions between these complex and the ever-changing laws regarding these leaves.

Employers must consider the interaction between these laws in the following areas:

- Medical inquiries and examinations of job applicants.
- Medical inquiries and examinations of current employees.
- Managing employees on medical leaves of absence.
- Return of an injured or ill employee to work.
- Reasonable accommodation of an injured or ill employee.
- Discharge of an injured or ill employee.
- Maintenance and disclosure of confidential medical records.

Barbara Petrus will share insights and strategies she has gained in representing small and large business in labor and employment for over 30 years. You will not want to miss the opportunity to review the principles and practices of successful managing of these various leaves.

About our Speaker



Barbara Petrus has extensive experience in the practice of labor and employment law in Hawaii since 1982. She regularly advises and defends a wide range of employers from sole proprietorships and non-profit organizations to large Hawaii and international corporations.

Ms. Petrus is a graduate of Albany Law School and was recently inducted as a Fellow to The College of Labor and Employment Lawyers.

August 31, 2017

8:30 to 11:30

Executive Coaching as an Essential Leadership Skill

Executive coaching has evolved a lot over the last 20 years. It's come from being a last-ditch treatment for failing executives, to a standard requirement for senior leaders in response to the rapid rate of change that organizations face these days. The rate of change has accelerated as Baby Boomers continue to leave the workplace, further hastening the need to develop middle level managers.

This workshop will provide participants with an overview of executive coaching as an essential skill for modern leaders, a variety of coaching models, practical tools, and the opportunity to apply these through hands-on exercises. It will prepare participants to receive executive coaching, and to provide coaching to others.

Workshop content includes:

- What is executive coaching and why is it essential now?
- What kinds of issues does executive coaching address?
- What is the essence of a good coaching relationship and how does it work?
- What do you need to do to prepare managers in your organization to be receptive to acting as coaches and receiving coaching?

Although there are many good external coaching resources available, there aren't enough to meet the challenge of cultivating the next generation of senior leaders. Developing these invaluable resources internally has never been more important to an organizations continued success.

About our Speaker



Kim Payton earned his Ph.D. in Industrial Organizational Psychology at the University of Hawaii and is board certified as an organizational psychologist by the American Board of Professional Psychologists and licensed in the State of Hawaii. He conducted intercultural communication research at the East West Center, and has taught organizational and applied psychology at the University of Hawaii, the University of Michigan, and the University of Southern California.

Kim has provided strategic planning, leadership development, culture change, and executive coaching consultation to a wide variety of organizational clients in his practice over the last 30 years. Through his Company, Turning Point, Kim brings a trained and objective perspective to understanding human dynamics, developing organizational change strategies, assessing leadership competencies, and counseling individuals and groups through challenges.

September 14, 2017 *Compensation and Benefits (Total Rewards) Strategies*

8:30 to 11:30

In this session, we'll talk about the importance of designing or updating your company's Total Rewards Strategy. This session will be interactive and informative, with opportunities to share ideas and best practices with your colleagues. Your presenters will share information about the necessary components of your strategy, getting senior leadership buy-in and executing programs in alignment with your strategy. The foundation will focus on keys to designing your Total Rewards Strategy, specifically:

- Ways to identify the right strategies that will support your workforce and business objectives;
- We'll discuss various strategy designs based on workforce demographics and business lifecycle, and
- Talk about the best practices for getting HR aligned with senior leaders on the strategy.

We'll build upon the foundation by talking about programs and initiatives that will support and reinforce the strategy. Using real world examples we'll highlight:

- Best practices for designing compensation and other cash reward program including profit sharing and incentive programs,
- Designing benefit programs that are valued and appreciated by employees, and
- Ideas for programs and initiatives that drive employee engagement without costing a lot of money.

We'll conclude our session by talking about best practices for maintaining alignment between your strategy and programs. We'll talk about the top 3 mistakes that companies make that cause their strategies to fail and how to mitigate those risks.

You will walk away with a deeper understanding of how to design, implement and measure the success of your Total Rewards Strategy. Included in this session will be information and tools shared from your presenters, a chance to share best practices with your colleagues and a valuable opportunity to network with other HR professionals.

About our Speakers



Stacey Carroll is the Sr. Director of Compensation & Benefits for Hawaiian Airlines. Prior to her work at Hawaiian Airlines she served as President of HR Experts On-Call, Director of Professional Services & Education for PayScale, and various positions within Human Resources for Trendwest Resorts, Nordstrom, and Western Washington University. Stacey's specialty areas in HR include: compensation, benefits, training & development, and strategic human capital management.

She earned her BA and MBA from Western Washington University. Stacey has been certified as a SHRM Senior Certified Professional (SHRM-SCP), Senior Professional

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in Human Resources (SPHR) and as a Certified Compensation Professional (CCP). In addition to her regular full time responsibilities, Stacey has taught HRM classes for Western Washington University and Tacoma Community College.



Bonnie Pang, MBA, is Senior Vice President and Manager for Atlas Benefit Consulting. She has over twenty years of experience in health insurance and employee benefits. Ms. Pang works with medium and large employers in hospitality, construction, law firms, grocery, retail, restaurant, non-profit, education and Taft-Hartley plans.

Ms. Pang is a member of the Society for Human Resource Management - Hawaii (SHRM – Hawaii), the International Foundation of Employer Benefits Plans (IFEBC), and the Hawaii Association of Health Underwriters (HAHU). She has been a presenter for SHRM-Hawaii, HAHU, the Hawaii Employers Council (HEC), Human Resource Executives (HRE), United Benefit Advisors (UBA), and Hawaii Compensation Group (HICOMP). She has also participated as a panelist for Hawaii Business' C-Suite Series and Howard Dicus, and contributed to Hawaii Business Magazine.

Atlas Benefit Consulting works with employers to design and manage employee benefit programs including, design, pricing, alternate funding, branded benefit communication, compliance with State and Federal laws, including Health Care Reform and worksite health promotion. With origins dating back to 1929, Atlas Insurance Agency, Inc. is the largest and oldest insurance agency in the State of Hawaii.

Atlas has been recognized as a Best Place to Work in Hawaii since 2009 through 2015 and a Healthy Employer since 2014, 2015, and 2016. Employee Benefit Advisor listed Atlas Employee Benefits as the largest benefit agency in 2015.

Atlas is a UBA Partner Agency. United Benefit Advisors (UBA) is the nation's leading independent employee benefits organization with more than 200 offices in more than 46 states, Canada and the United Kingdom.

September 28, 2017 *Creating a Culture of Accountability*

8:30 to 11:30

Accountability is ...

- a mindset
- “doing whatever it takes” to get the job done
- taking ownership for achieving results
- engaging hearts and minds
- empowering and energizing
- creating opportunities
- a practice of no fault, no blame, no guilt

At the heart of successful organizations are employees who are accountable for the results of the organization. They recognize that it's up to them to move the organization forward by doing everything in their power to achieve personal work goals, team goals, and the goals of the organization. They don't wait for others to take action first, they don't look for excuses and reasons for their own inaction or mediocre performance, and they simply look for ways to achieve the desired results. In this workshop you will learn the following:

- The Performance Equation
- The Value of Accountability
- A Model for Personal Accountability
- How to Hold Others Accountable for High Performance
- Steps to Create a Culture of Empowered Accountability

About our Speaker



Cynthia Kitagawa, President of Insight Consulting and Training, LLC

Cynthia Kitagawa works with local and national organizations to help them achieve peak performance by clarifying their *direction and strategy*, strengthening their *leadership and management* bench, and *engaging employees* in the mission of the organization.

She is passionate about helping people make work rewarding. She believes that in high performance organizations, regardless of industry or company size, people enjoy what they do and do their jobs well, and the organization and customers they serve are rewarded by the value they create.

Before starting Insight Consulting & Training in 2004, Cynthia's 30+ years of professional experience included working for IBM Corporation in Honolulu, Hawaii and Atlanta, Georgia; Kamehameha Schools in Honolulu, Hawaii; and AT&T Wireless in Redmond, Washington. She enjoyed a career spanning Information Technology and Wireless Telecommunications; Sales, Marketing and Customer Service; and most recently, Organization Development.

Cynthia is certified to administer a variety of organizational development assessments: MBTI (Myers-Briggs Type Indicator®) personality types, People Skills

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behavioral styles, BarOn EQi and EQ360™ emotional intelligence, CPI260® leadership competencies, and Teams That Work team effectiveness. She is also a certified Human Capital Strategist, Change Cycle® facilitator, and Certified Professional Coach.

**2017 HR Professionals: Building the Next Level of Leadership
Hawaii Employers Council**

Please use a separate form for each person to be registered. Please complete the entire form.

Name: _____ Email: _____

Company: _____ Title: _____

Address: _____
Street / P.O. Box City State Zip

Telephone: _____ Fax: _____

Special Arrangements Requests: (e.g. front seat, etc.) _____

Authorized by: _____ Title: _____

Start time for all sessions is: **8:30 a.m. to 11:30 a.m.**
(Registration begins 15 minutes before start time.)

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3 Digit Security Code _____ (found on back of card in signature area)

Name on the charge card _____

Cardholder Billing Address _____

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{Payment or Credit Card Information Must Accompany Registration}

Register for individual sessions or for the entire series.

Cost per participant per session:
\$ 95 – Oahu Members
\$ 50 – Neighbor Island Members
\$175 – Non-Members

Receive a 20% discount by registering for the entire Series (total of four sessions; discount taken from the total payment).
NO ADDITIONAL DISCOUNT for our neighbor island members.

Cancellations made seven calendar days prior to the event will be fully refunded. A service charge of \$25 will be made for cancellations made up to the day before the event. *While substitutions are permitted, NO cancellations, credits or refunds will be made on the day of the event.*

Mail form with payment to:
*Victoria Tasaka
Hawaii Employers Council
P.O. Box 29699
Honolulu HI 96820-2099
Fax: 808-833-6731
(for payment with credit card)*

For information on registration call:
*Victoria Tasaka at 440-8888
(neighbor islands call
1-800-392-3589 ext. 822)
or email at vtasaka@hecouncil.org*