

2024 TN SHRM Conference & Exposition

REIMAGINE - RECONNECT - RENEW

Conference Overview

SUNDAY, AUGUST 25

	Professional Track	Student Track	Young Professionals Track
8:00 AM – 5:00 PM	Registration Opens	Registration Opens	Registration Opens
11:00 AM - 12:00 PM	Creative Workforce Development Begins with Strategic College Relations <i>Dr. Justin Lawhead, Dean of Students</i> University of Memphis Track: Talent Acquisition	Keynote Luncheon Reimagine Your Career: Don't Let Your Fears Hold You Back <i>Dr. Trish Holliday</i> Nashville Electric Services Track: Professional Development	Influencing Up: Getting Results Without Having Authority <i>Shelley Kemp, HR Business Partner, Business Operations</i> Memphis Grizzlies <i>Tyler Stegall, Talent Acquisition Manager</i> Blue Oval Track: Talent Management
12:00 PM - 12:45 PM	Mimosa Moment and Lunch	Career Activity <i>Dr. Deneen Lester</i> Senior Manager of HR, Salvation Army Memphis & Mid-South CEO/Founder/Host, Let's Talk HR with Dr. Deneen, HR TV <i>Shirley Rijkse</i> SHRM Member Advisory Council (MAC)	SHRM Essentials For Your Career—The Nuts and Bolts of HR Careers <i>Demetrius Norman, Manager, Academic & Affiliate Communities</i> <i>Monique Akanbi, Field Services Director</i> SHRM Track: Professional Development
12:45 PM - 1:45 PM	Keynote: It's All About Elevating the Employee Experience <i>Dr. Trish Holliday - SVP HR</i> Nashville Electric Services Track: Talent Management	Keynote: It's All About Elevating the Employee Experience <i>Dr. Trish Holliday - SVP HR</i> Nashville Electric Services Track: Talent Management	Keynote: It's All About Elevating the Employee Experience <i>Dr. Trish Holliday - SVP HR</i> Nashville Electric Services Track: Talent Management
1:45 PM - 2:00 PM	REFRESH Break	REFRESH Break	REFRESH Break

2:00 PM - 3:00 PM	The Employee Experience and Legal Challenges <i>Angie Davis, Shareholder</i> Baker Donelson	New Heights: A Road Map to Achieve Human Connection, Power Up, and Thrive <i>Joey Aviles, Cultural Transformation Expert</i> MJA International, LLC	Examining The Multigenerational Workforce: What Workers Want and What it Means for Employers <i>Lainey Ortego Abone, Assistant VP and Practice Director</i> Robert Half
	Track: Employment Law	Track: Career Development	Track: Talent Acquisition
3:00 PM - 3:15 PM	REFRESH Break	REFRESH Break	REFRESH Break
3:15 PM - 4:00 PM	Legal Panel: AI and Employment Law: What HR Professionals Need to Know <i>Jenni Dunlap, Attorney</i> <i>Aaliyah Locke, Attorney</i> Baker Donelson	Innovative Think Tanks <i>Demetrius Norman, Manager, Academic & Affiliate Communities</i> <i>Monique Akanbi, Field Services Director</i> SHRM	Hot Topics: AI, Hybrid/Remote, Mass Layoffs, Mental Health, DEI SHRM-Memphis Young Professionals Team: <i>Daniel Tate, SHRM-CP, Regional One Health</i> <i>Tiyana Childres-Pointer, SHRM-CP, International Paper</i> <i>Melody Holt, SHRM-CP, International Paper</i> <i>Danielle Williams, International Paper</i>
	Track: Employment Law	Track: Talent Management	Track: Talent Management
4:00 PM - 4:15 PM	REFRESH Break	REFRESH Break	REFRESH Break
4:15 PM - 5:15 PM	Keynote: Becoming an Inspiring Leader <i>Joe Folkman, Co-Founder & President</i> Zenger Folkman	Keynote: Becoming an Inspiring Leader <i>Joe Folkman, Co-Founder & President</i> Zenger Folkman	Keynote: Becoming an Inspiring Leader <i>Joe Folkman, Co-Founder & President</i> Zenger Folkman
	Track: Culture & Leadership	Track: Culture & Leadership	Track: Culture & Leadership
5:15 PM - 6:30 PM	Networking & Happy Hour Renasant Convention Center	Networking & Happy Hour Renasant Convention Center	Networking & Happy Hour Renasant Convention Center

MONDAY, AUGUST 26

6:00 AM - 5:00 PM	Registration
6:30 AM - 7:00 AM	RENEW Wake-Up & Move
6:30 AM - 8:00 AM	Breakfast
7:00 AM - 7:20 AM	Marketplace Theater - Coffee & Learn
7:00 AM - 8:00 AM	Rise & Shine Sessions <ol style="list-style-type: none"> Talent Acquisition Strategies for Government and Beyond <i>Alicia Jones, Total Rewards Customer Service Leader</i> City of Memphis Track: Talent Acquisition

	<p>2 Leveraging the Power of Positive Employee Relations: A Case Study from International Paper <i>Fern Albert, Director, Employee Relations</i> International Paper</p> <p>Track: Talent Management</p>
7:30 AM – 7:50 AM	<p>Market Place Theater - Coffee & Learn</p>
8:00 AM - 8:30 AM	<p>Welcome Message <i>Brad Federman, CEO - PerformancePoint, LLC</i> President - SHRM-Memphis</p> <p>Introduction Johnny C. Taylor, Jr. <i>Tanya Hart, CHRO</i> First Horizon</p>
8:30 AM - 9:15 AM	<p>Morning Super Session</p> <p>The New Abnormal: Reimagining HR Through Civility and Innovation <i>Johnny C. Taylor, Jr., President & CEO</i> SHRM</p> <p>Track: Culture & Leadership</p>
9:15 AM - 9:30 AM	<p>REFRESH Break & Exhibit Hall</p>
9:30 AM - 10:30 AM	<p>Concurrent Session</p> <p>1 Reimagine Workplace Safety: Strategies To Effectively Solve Conflict <i>Tim Keck, Senior Consultant</i> SafeHaven Security Group</p> <p>Track: Strategy</p> <p>2 Become a Ripple Effect Leader: Building High-Trust Teams in a Low-Trust World <i>Chris Rollins, Keynote Speaker & CEO</i> Ripple Effect Leadership</p> <p>Track: Culture & Leadership</p> <p>3 Thought Intelligence (TQ): The EQ Pre-Requisite <i>Katherine Fry, CEO and Founder</i> Marble Peak Consulting</p> <p>Track: Talent Management</p> <p>4 Modern Union Organizing Trends in the South—Spotting the Red Flags for HR Professionals <i>Louis Cannon, Attorney</i> <i>Cassandra Horton, Attorney</i> Baker Donelson</p> <p>Track: Employment Law</p>

5 Building A Trauma Informed Workplace

*Charles Winton, Jr., Program Director,
Lakeside, The Oaks*

Track: Total Rewards

6 Finding Recruiting Solutions in Hidden Places

William Brown, CEO and Founder

The Benefits Group

Chris Tasik, Founder and Wealth Manager

Tasik Financial Strategies

Nadian Zak, Founder and CEO

Zak Human Solutions

Track: Talent Acquisition

9:30 AM - 9:50 AM

Marketplace Theater - Hot Topic Review

10:00 AM - 10:20 AM

Marketplace Theater - Hot Topic Review

10:00 AM - 7:00 PM

Headshots

10:30 AM - 11:30 AM

Concurrent Sessions/Exhibit Hall Theater

1 Conducting Workplace Investigations in Today's Workplace Dynamics

Lisa Krupicka, Labor and Employment Attorney

Burch, Porter & Johnson, PLLC

Kimberly Hodges, Office Managing Shareholder

Ogletree Deakins

Shandreka Matthews, HR Business Partner, Arena and Game-Day Operations

Memphis Grizzlies

Track: Employment Law

2 Cognitive Diversity - Understanding Different Thinking Styles

Lei Comerford, Executive Coach, Master Facilitator, Speaker, and Consultant

Lei Comerford Consulting, LLC

Track: Talent Management

3 Ethics in Organizational Environments: Building a Culture of Integrity

Vernon Stafford, Sr. EVP / Chief Audit Executive

First Horizon

Track: Employment Law

4 5 Steps to Unleashing the Power of Empathetic Leadership

Jevon Wooden, Leadership Coach

BrightMind Consulting Group

Track: Culture & Leadership

	<p>5 Workplace Resilience in the Midst of a National Mental Health Crisis <i>Dr. Martha E. Shepherd</i> Associate Professor, Clinical Medicine and Pediatrics Medical Director, Vanderbilt Health at Metro Nashville Public Schools</p> <p>Track: Total Rewards</p>
	<p>6 Reimagining Talent: The New Frontier of Technical Team Building in the Age of Generative AI <i>Mark C. Williams, Assessment Specialist</i> QuantHub</p> <p>Track: Strategy</p>
11:30 AM – 11:50 AM	Marketplace Theatre – Lunch & Learn
11:30 AM - 12:30 PM	Lunch - HR Collaborative Café Marketplace State Council Meeting - RCC Boardroom
12:00 PM – 12:20 PM	Marketplace Theater – Lunch & Learn
12:30 PM - 1:30 PM	<p>Concurrent Sessions/Exhibit Hall Theater/RCC 2nd Floor</p> <p>1 HR Leadership in The Era of AI <i>Larry McAlister, Author & CHRO</i> The Corporate Humanist Consultancy</p> <p>Track: Culture & Leadership</p> <p>2 8,000 Days of Retirement: How Can You Help Employees Prepare? <i>Walter Grant, SVP, Retirement Planning Services</i> HUB International <i>John Diehl, SVP, Applied Insights</i> Hartford Funds</p> <p>Track: Total Rewards</p> <p>3 Revolutionizing Background Screening <i>Julie Henderson, CRO</i> <i>Tammy Henry, VP, Client Success</i> Data Facts, Inc.</p> <p>Track: Talent Acquisition</p> <p>4 Leveraging Mindfulness Fundamentals in the Workplace <i>Dianna Neal, Private Practice Therapist, Certified Mindfulness Trainer</i> <i>Training & Education Specialist, FCC Behavioral Health</i> <i>Shelley Kemp, HRBP Business Operations</i> Memphis Grizzlies</p> <p>Track: Total Rewards</p>

5 **The Employee Experience and Legal Challenges**

Angie Davis, Shareholder

Baker Donelson

Track: Employment Law

1:20 PM - 1:40 PM

Marketplace Theater - Hot Topic Review

1:30 PM - 2:30 PM

Concurrent Sessions

1 **Panel Discussion: Mentorship Matters: Is It Integrated into Your Succession Planning?**

Dr. Kurt Kraiger,

Management Department Chair, University of Memphis

Executive Director of the Memphis Institute for Leadership Education (MILE) Program

Markita Jack

Human Resources Executive, Innovative Strategist, Change Agent

John Daniel

CHRO, First Horizon (Retired)

Track: Talent Management

2 **The Golden Circle: Building Resilience and Capacity for Change Through Leadership**

Anthony Casablanca, Co-Founder & President

GriefLeaders LLC

Track: Culture & Leadership

3 **Clear Pay: Illuminating The Path to Fair Compensation**

Gwendolyn Tucker, President & CEO

RIX International

Ashlee Jordan, Total Rewards and Executive Compensation Manager

AutoZone

Track: Total Rewards

4 **How Do You Know? - Using Digital Learning to Transform Your Culture**

Dr. Erin Donovan, CEO

Ruby@work

Track: Strategy

5 **High Stakes Without Mistakes: Hiring Right the First Time**

Jeff Boucher, Senior Director

Titus Talent Strategies

Track: Talent Acquisition

	<p>6 Hot Legal Topics that Can Ruin an HR Manager’s Day <i>Courtney Leyes, Partner</i> <i>Malik Luckett, Associate Attorney</i> Fisher Phillips LLP</p> <p>Track: Employment Law</p>
2:30 PM - 2:50 PM	Marketplace Theater - Hot Topic Review
2:30 PM - 3:00 PM	REFRESH Break & Exhibit Hall
3:00 PM – 3:20 PM	Marketplace Theater – Hot Topic Review
3:00 PM - 4:00 PM	<p>Concurrent Sessions (+2 Marketplace Theaters)</p> <p>1 Fast Forward: Strategic Change for Today's Workplace <i>Brad Federman, CEO</i> PerformancePoint, LLC</p> <p>Track: Strategy</p> <p>2 Immigration in The Era of Work from Home <i>David Jones, Regional Managing Partner</i> Fisher Phillips LLP</p> <p>Track: Employment Law</p> <p>3 Compensation 2.0: Unlocking The Potential of The Future <i>Ben Merrill, Senior Principal</i> Mercer</p> <p>Track: Total Rewards</p> <p>4 Active Threat Preparedness <i>Drew Moldenhauer, Owner & Master Instructor</i> <i>Rich Webb, Owner & Master Instructor</i> Blue Ethos Specialized Training</p> <p>Track: Culture & Leadership</p>
4:00 PM - 5:00 PM	<p>Super Session & Breakout Sessions</p> <p>1 Super Session: Ignite ALIVE Leaders: Cultivate Psychological Safety, Wellness, and Inclusivity to Renew Work and Life <i>Joey Aviles, Keynote Speaker</i> MJA International, LLC</p> <p>Track: Culture & Leadership</p> <p>2 Communication & Connection: Insights from A Hostage Negotiator <i>Scott Tillema, Partner</i> Negotiations Collective</p> <p>Track: Talent Management</p>

- 3 **Gen AI Infusion: HR Unleashed**
Ryan Malkes, Head of Gen A.I. Services - North America
Kelley Bright, TN Office Leader
Mercer

Track: Total Rewards

5:00 PM - 7:00 PM

Marketplace Reception

Meet our exhibitors, be entertained, enjoy good food and networking!

TUESDAY, AUGUST 27

7:00 AM - 5:00 PM

Registration

6:30 AM - 7:00 AM

RENEW Wake-Up & Move

6:30 AM - 8:30 AM

Breakfast

7:00 AM - 8:00 AM

Rise & Shine Sessions

1 **The Critical Role of Emotional Intelligence in Talent Acquisition**

Gwendolyn Tucker, President & CEO

RIX International

Track: Talent Acquisition

2 **Unlock the Power of Co-Active Coaching in Leadership Development**

Sophia Cole, Owner, Executive & Leadership Coach

SoCo Solutions, LLC

Track: Culture & Leadership

3 **Growing Your HR Career (Networking & Recertifications)**

Demetrius Norman, Senior Specialist

Monique Akanbi, Field Services Director

SHRM

Track: Talent Management

4 **Develop Your Employees to Leave, Watch Them Stay: Boost Retention with Career Development and a Learning Culture**

Michael Bruno

Strategy and Growth Leader, PerformancePoint LLC

Co-Founder & COO, Aspire Talent Advisory

Track: Talent Acquisition

8:00 AM - 9:00 AM

Breakout Sessions

1 **The Power of an HR Manifesto**

Robin Schooling, Director of Talent Strategy

Humareso

Track: Talent Management

2 Navigating Difficult Disability Reasonable Accommodation Issues

Fred Bissinger, TNSHRM Legislative Director
FordHarrison LLP

Track: Employment Law

3 Unlocking the Benefits of Employer-Health Care Provider Partnerships

Dr. Brittany Cunningham, Vice President for the Episodes of Care Office, Population Health
Vanderbilt University Medical Center
Scott Cohen, Principal & Healthcare Consultant
Milliman
Jason Ellison, Benefits Leader, National Healthcare Practice
Risk Strategies

Track: Total Rewards

4 Lead with Human Centric Change

Michelle Yanahan, Principal & Owner
ChangeFit 360

Track: Culture & Leadership

5 AI and HR: Creating a Strategic Roadmap for Success

Paul Droubay, VP, Total Rewards
Western Governors University

Track: Strategy

6 Getting young professionals excited about retirement on Day 1

Bud Milligan, Financial Advisor
Milligan Wealth Management

Track: Total Rewards

9:00 AM - 9:30 AM

REFRESH Break & Exhibit Hall

9:30 AM - 10:30 AM

Concurrent Sessions

1 Women in Leadership Panel: A Look Ahead to Challenges and Opportunities for Women Leaders

Panelists: *Amy Shelton-Little*, International Paper
Angie Davis, Baker Donelson
Tanya Hart, First Horizon
Rebecca Givens, AutoZone
Sondra Howell, Greater Memphis Chapter
Jacqueline Jones, MLGW
Facilitator: Dr. Kathy Tuberville, University of Memphis

Track: Talent Management

2 Does Your Company Have Ethical Agility? Do you?

Dr. Di Ann Sanchez, Chief Exceptional Officer

DAS HR Consulting LLC

Track: Employment Law

3 Reducing Healthcare Spend by Helping Employees Navigate Their Federal and State Benefit Options

Max Osburn, VP of Business Development

FEDlogic, LLC

Track: Total Rewards

4 Network Insights: Boosting Decision-Making with Organizational Analysis

Liz Lance, Head of Strategy

Performica

Track: Strategy

10:30 AM - 11:15 AM

Exhibitor Prize Giveaways - Exhibitor Hall Stage

11:30 AM - 1:00 PM

**TN Awards Luncheon with Keynote General Session
Introduction and Welcome - TN SHRM State Council**

11:35 AM - 12:00 PM

Awards

12:00 PM - 1:00 PM

Keynote: How to Attract & Retain Top Talent to Create an Engaged, Productive Workforce

Kevin Sheridan, Keynote Speaker & Employee Engagement and Virtual Management Expert

Kevin Sheridan International

Track: Talent Acquisition

1:15 PM - 2:15 PM

Concurrent Sessions/Exhibit Hall Theatre/RCC 2nd Floor

1 Collaboration For Talent—Building Bridges for Higher Education and Industry Toward Future Workforce Results

Panelists: *Dr. David Russomanno*, University of Memphis

Tom Plath, International Paper

Richard Williamson, Bryce Corporation

Alex Smith, Oracle Strategy

Dana Bottenfield, St. Jude Children's Research Hospital

Facilitator: *Dr. Kathy Tuberville*, University of Memphis

Track: Strategy

2 The Benefit Initiative for Creating a Financially Secure Workforce

Chris Thixton, Principal

Pension Consultants, Inc.

Track: Total Rewards

3 Disrupting Disengagement, Quiet Quitting, and The Great Disruption

Dr. Allen Lycka,

Author and Motivational Speaker

Track: Talent Management

4 Legal Compliance in Recruiting: You Are Asking the Right Questions, Right?

Frank Day, Partner
Russell Jackson, Partner
FordHarrison, LLP

Track: Employment Law

5 The Six Sources of Influence: How to Create Lasting Behavior Change

Scott Robley, Director of Professional Services
Crucial Learning

Track: Culture & Leadership

2:15 PM - 2:30 PM

REFRESH Break & Exhibit Hall

2:30 PM - 3:30 PM

Super Session & Breakout Sessions

1 Super Session: Emotional Intelligence: The Heart of HR Excellence

Dr. Mario Brown, SVP, Chief Talent Officer
First Horizon

Track: Talent Management

2 Panel Discussion: Addressing Health Disparities and Social Determinants of Health: Strategies for HR Professionals

Jay Brown, Tennessee President
Lockton Companies
Trinette Small, Vice President, Member Engagement & Strategic Partnerships
HealthCareTN
Dr. Shokea Miller, Nurse Executive
Cigna Healthcare

Track: Total Rewards

3 Why is Cancer Expensive? And What Can HR Managers Do About It?

Renee Pelletier, Medical Science Liaison
GRAIL

Track: Strategy

4 Navigating Organizational Transitions: The Role of Talent Management in Sustaining Culture Change

Dr. Melanie Lashlee Adams, Executive Director, Executive Education
Belmont University

Track: Talent Management

3:30 PM - 4:45 PM

Concurrent Sessions

1 Reimagine Your Employees' Retirement Exit Strategies
Benjamin Francis, CEO, Co-founder, Author, University Faculty, Blendification
University of Colorado, Boulder
Misty Bolt, CEO
MedicareMisty

Track: Total Rewards

2 Legal Trends in Compensation—Hot topics for HR Professionals
Whitney Dowdy, Shareholder
Baker Donelson

Track: Employment Law

3 I Was Happy; Then I Went to Work
Dr. William T. Lewis, President
Willhouse Global

Track: Culture & Leadership

4 HR Strategy and Agility: HR's role in the EV Revolution—The Blue Oval Story
Neva Hawes Burke, Director of HR
Blue Oval

Track: Talent Acquisition

5 Human Touch in a High-Tech World: Navigating the Future of Work with Empathy and Connection
Dr. Jolene Church, Workplace Culture Whisperer
DJC Consulting, Coaching & Training, LLC

Track: Strategy

4:45 PM - 5:30 PM

Dismissal and Transport to National Civil Rights Museum

5:30 PM - 7:30 PM

Signature Networking Event - National Civil Rights Museum

WEDNESDAY, AUGUST 28

6:30 AM - 7:00 AM

RENEW Wake-Up & Move

6:30 AM - 8:00 AM

Breakfast

7:00 AM - 8:00 AM

Rise & Shine Sessions

1 What Have You Done for Your Defined Contribution Plan Lately?
David Hesdorffer, Wealth, Senior Associate
Ryan Laderer, Investment Director, Southeast
Mercer

Track: Total Rewards

2 Reimagine, Reconnect, Renew: How to Develop Top-Performing Front-Line Supervisors

Mack Munro, Founder & CEO
Boss Builders

Track: Talent Management

3 Bringing YOUR B GAME, to Belonging!

Meghan Hensley, Vice President of Talent and Culture
Beech Acres Parenting Center

Track: Culture & Leadership

4 Got A Legal Question - Get Your Questions Answered

Cindy Ettingoff, Shuttleworth Williams
Angie Davis, Baker Donelson
Jeff Weintraub, Fisher Phillips LLP
Maureen Holland, Holland & Associates

Track: Employment Law

8:00 AM - 9:15 AM

Concurrent Sessions

1 Anatomy of a Workplace Violent Incident: An After-Action Review

Martha Boyd, Shareholder
Baker Donelson

Track: Employment Law

2 DEI Panel: Where We've Been, Where We're Going

Dr. Mary McConner, Founder & CEO
Inclusive Excellence Consulting
Alexandra Feliciano, HR and Talent Retention Consultant
AFM HR Solutions LLC
Maureen Holland, Esquire
Owner, Holland & Associates
Shayna Giles, Attorney
Baker Donelson

Track: Culture & Leadership

3 Curiosity Meets Science: Revolutionizing Business Innovation

Katie Dykstra, Client Engagement Director, HR Consulting
Marsh McLennan Agency

Track: Strategy

9:15 AM - 9:30 AM

REFRESH Break

9:30 AM - 10:45 AM	<p>Concurrent Sessions</p> <p>1 Super Session: You Came, You Learned, Now What? How Do You Strategically Impact the HR Profession in Your Organization <i>Tanya Hart, CHRO</i> First Horizon</p> <p>Track: Strategy</p> <p>2 Human Resources and Integration: The Evolution from Balance to Blending Work and Life <i>Dan Bruder, CEO, Co-founder, Author, University Faculty</i> Blendification - University of Colorado, Boulder</p> <p>Track: Culture & Leadership</p> <p>3 The Law of Attraction: Creating Benefit Plan Designs for Diverse Employee Populations <i>Ferne Emery, Vice President, Compliance Officer Health & Benefits</i> Pinnacle Financial Partners</p> <p>Track: Total Rewards</p>
10:45 AM - 11:00 AM	Final Networking Break
11:00 AM - 12:00 PM	<p>Closing Keynote: Harnessing AI For the Future of HR <i>Paul Allen, Founder & CEO</i> Soar, Inc.</p> <p>Track: Strategy</p>
12:00 PM - 12:15 PM	Conference Committee Announcements
12:15 PM - 12:30 PM	Grand Prize Giveaway
12:30 PM	Conference Concludes

***Schedule To Date - Updates to Follow**