



2011 SHRM Colorado State Conference Track Definitions

Revolutionary HR: Human Capital in the New Economy

GLOBAL HR – As the global market expands, so does the role of HR. In a global economy, where organizations and employees span countries and continents, keeping pace with international HR issues is not just important it's ESSENTIAL - even if your business is a local one.

HR LEGISLATION – Employers are experiencing the most active HR policy agenda in 30 years. It will be absolutely vital for HR professionals to get the most up-to-date information on these policy initiatives and how you as an individual can make an impact on the issues that could substantially change the way you do your job. Deepen your understanding of navigating the legal environment as well as the specific areas of the law that regularly and directly impact the employment relationship.

STRATEGIC ARCHITECTS - HR processes should be aligned with the business strategy and be mindful of internal employees as well as their firm's external customers. HR professionals should understand their companies' marketplace and have working insight into all aspects of the business, including finance, operations and production. It is this alignment that enables HR to translate business strategies into effective human capital solutions.

PUBLIC SECTOR – Public Sector HR professionals face the same challenges as their private sector counterparts but the challenges require unique solutions. Sessions here are designed for professionals in Federal, State, and Local government, schools, hospitals and other public employers.

HUMAN CAPITAL INTELLIGENCE - HR Analytics is an emerging discipline that can help enable HR to focus on the right solution, speak the right business language, and fulfill the promise of becoming a true strategic partner. HR needs the power of analytics to differentiate, address and measure which outcomes matter most to their specific business.

INNOVATION – Buggy Whips, Walkman, and record stores have all met their demise. HR professionals are at a crossroads: resist the gravitational pull toward status quo and initiate change or do nothing and join the Buggy Whip. To be successful in HR in today's environment, you have to be more sophisticated than ever before in the alignment of strategy, practices, and people. How will you be innovative???



Day 1 WEDNESDAY, SEPTEMBER 28						
START	END	EVENT/TRACK		SPEAKER	PRESENTATION	DESCRIPTION
7:00 AM	5:30 PM	Registration				
7:00 AM	8:00 AM	Continental Breakfast				
8:00 AM	5:00 PM	Tattered Cover Bookstore & Cyber Café				
8:00 AM	5:00 PM	SHRM Academy (Strategic HR)	(lunch from 12:30 PM to 1:30 PM)	Marla Bradley, SHRM Affiliate Instructor	SHRM Academy	This program is intended for mid-level, HR professionals who lead or support the development and execution of HR strategy. This program will help participants conceptualize and apply the essential components of both an HR strategy and an organizational strategy, and understand how HR strategy aligns to the organizational strategy. This course will enable HR professionals to move from theory to practice, allowing participants to not only garner an understanding of theoretical concepts but also understand how to apply those concepts. This course will provide participants with thought-provoking strategic directions and choices to apply within their organization.
8:00 AM	10:15 AM	Revolutionary Solutions at Work: The 2011 Colorado SHRM Legal Updates		Merrily Archer, Todd Fredrickson and Bill Wright, Fisher & Phillips, LLC	Legal News You Can Use (With Benefits): The Regulatory Crackdown	Many federal agencies that enforce our nation's major employment laws have all announced various "crackdowns" on employers regarding a wide variety of basic employment law issues—independent contractor status, FLSA exempt designations, overly restrictive ADA interpretations of the terms "disability" and "qualified," use of screening and testing devices that have an adverse impact on protected groups, to name just a few. In recent years, better funded federal agencies has translated into increasingly aggressive enforcement. This presentation will highlight the regulatory agendas of the major federal agencies that HR professionals deal with every day. We'll explore the issues on which these regulatory agencies have trained their sites and discuss strategies to avoid becoming the target of a lengthy (and expensive) federal investigation or enforcement action. In addition, this legal update will also provide a broad overview of recent developments in the areas of 401(k) and other retirement plans, health reform and welfare plan compliance, new reporting requirements and employee communications. We will highlight new compliance requirements and other obligations of employers with respect to their employee benefit plans.
8:00 AM	9:45 AM	Social Media		Luke Wyckoff	Social Media for HR	With Facebook hitting 500 million users, most American companies have been thrust into the new world of Social Networking. How can HR Depts capitalize on this sensation and stay ahead of the curve in the next three years? What new trends can HR expect and how will social media change the fabric of how we communicate with others. From staffing to employee branding, Social Media will continue to change the playing field for all HR departments in the next decade. Learn what is new. Learn what progressive companies are doing and know it's OK to retire your ATARI.
10:00 AM	11:45 AM	Social Media		Jennifer McClure	The Case for Using Social Media as an HR Professional: Growing Your Career & Competing for Talent in a Web 2.0 World	HR is often reluctant to embrace social media and learn how to maximize it for professional growth and to meet key organizational objectives. Concerns include potential violations of employment laws, security breaches and lost productivity. It's also difficult to determine which tools to get involved with and whether or not they're appropriate for your organization. In this session, we'll address how successful HR pros are using social media to develop professionally "without breaking any rules" and we'll review examples of how organizations of all sizes and industries are using social media to positively impact critical talent strategies within their organizations.
10:30 AM	12:00 PM	Revolutionary Solutions at Work: The 2011 Colorado SHRM Legal Updates		Danielle Urban and Bill Wright, Fisher & Phillips, LLP	The Global Employer: Practical Solutions to Confront the Challenges of a Global Workforce	As the world becomes smaller and international business becomes more routine for even the smallest of employers, the challenges of a global workforce are now facing businesses of all sizes. This program will provide a broad overview of the important labor and employment issues that should be addressed by any employer with an international workforce or an employer considering expanding abroad. Topics that will be covered include: employment agreements, employee handbooks, income tax and withholding issues, severance requirements, executive compensation, retirement plans and other employee benefits issues. As part of the program, examples of issues specific to other countries, such as Mexico, Brazil, China, India and the UK will be included in the discussion.

12:00 PM	12:15 PM	Opening Remarks			
12:15 PM	1:30 PM	Lunch/Speaker	Mark Stelzner	Revolutionary HR	<p>You Say You Want A Revolution - In order to understand the future we must be students of the past. We'll begin with a quick primer on how we arrived at our current state and some of the resulting challenges and opportunities that face those pursuing "Revolutionary HR".</p> <p>Picking Your Battles - No one questions the increasing volume of HR activity in our post recessionary economy. We will outline some of market-shaping initiatives that are currently in flight and explore which battles to pursue, which ones to avoid and why.</p> <p>Viva HR! - Some have predicted HR's eminent demise while others have explored the rise of the HR profession. We'll take a look at some of tradeoffs HR will have to make to ensure the sustain ability of the function while simultaneously examining some examples of true HR revolutionaries.</p>
1:30 PM	2:45 PM	Revolutionary Solutions at Work: The 2011 Colorado SHRM Legal Updates	Todd Fredrickson and Ruth Mackey, <i>Fisher & Phillips, LLP</i>	The Evolving Electronic Workplace: Managing Risks/Maximizing Rewards	Technological advances are constantly changing the way employers do business. New innovations and technological trends also impact the way employees interact with each other and the way companies monitor corporate and individual performance. Cookie cutter policies on computer use and email are no longer enough to keep pace with employee use of technology. This program will explore the ways technology has changed the workplace and the employer-employee relationship, and offer practical solutions to the common dilemmas facing employers as technology's role in our workplaces continues to grow.
1:30 PM	3:00 PM	Social Media	Kasey Sixt	You Are What You Share	Employee & student-generated content can keep you authentic and connected. By embracing "employee & student-generated" content, colleges and companies of all sizes have the ability to turn their base into Communication and Brand Ambassadors. This fun and informative session explores the latest social platforms, tools and trends including both professionally generated and user-generated video content for employee communications, recruitment and retention.
2:45 PM	3:45 PM	Revolutionary Solutions at Work: The 2011 Colorado SHRM Legal Updates	Merrily Archer, <i>Fisher & Phillips, LLP</i>	Understanding Adverse Impact in Hiring and Termination: A Practical Skills Workshop	In recent years, the EEOC and the DOL/OFCCP have announced major shifts in their enforcement priorities, from intentional discrimination to systemic discrimination. Unlike intentional discrimination, systemic discrimination focuses on facially neutral employment practices (e.g., pre-employment tests, screening criteria, and RIF selection criteria) that negatively impact certain groups of employees at higher rates than others (a/k/a "adverse impact"). This workshop will begin with a discussion of what "adverse impact" means. Then, using the FREE online "adverse impact" calculator developed by Bidle Consulting Group, Inc. in Folsom, California, participants will learn how to evaluate whether their pre-employment tests, background screening criteria, or RIF selection decisions result in statistically significant adverse impact, which could land on employer on the EEOC and/or the OFCCP's systemic radar.
3:30 PM	5:00 PM	Social Media	Jana Karr, PHR, CEBS	Tweet, Tweet, You're It! Implications of Social Media in the Workplace.	From recruiting and onboarding to employee relations and training, we'll cover the gamut of proactive social media policies, procedures and best practices available through a blend of lecture and discussion. This session will prepare your organization for the social media trends shaping our world and how to manage them, for better or for worse, in the workplace.
3:45 PM	5:00 PM	Revolutionary Solutions at Work: The 2011 Colorado SHRM Legal Updates	Darin Mackender, <i>Fisher & Phillips, LLP</i>	"Our Workplace is Like a Family" Feud - And the survey says . . . !	Test your knowledge of labor and employment law with your "HR Family" and win fabulous prizes in this fun, interactive game show. No matter whether you're a contestant or spectator, "Our Workplace is Like a Family" Feud guarantees a good (and mildly educational) time for everyone.
5:30 PM	7:00 PM	Evening Event		Fisher & Phillips and Moody Insurance Sponsored Networking Event	

Day 2 THURSDAY, SEPTEMBER 29					
START	END	EVENT/TRACK	SPEAKER	PRESENTATION	DESCRIPTION
6:30 AM	5:00 PM	Registration			
6:30 AM	8:30 AM	Breakfast Buffet and Beverage Break			
7:00 AM	5:00 PM	Exhibit Hall Opens			
8:00 AM	5:00 PM	Tattered Cover Bookstore & Cyber Café			
8:00 AM	8:30 AM	Opening Remarks			
		Welcome			
8:30 AM	9:30 AM	Opening Speaker	Pam Green		
9:30 AM	10:30 AM	Grand Opening Announcement			
10:30 AM	12:00 PM	Concurrent Sessions			
10:30 AM	12:00 PM	Global HR	Edgar Pepke	Alignment: Why It Matters and How It Leads to High Performance and Success	The greatest challenge of leaders and their organizations is alignment - how to get a group of individuals working together toward a shared outcome and having a common framework for achieving success. Through this informative and interactive presentation, Edgar Papke provides a measurable framework for the alignment of strategic intention, culture and leadership, and offers tools and approaches for immediate application. He shows how human resource and organizational development strategies influence the achievement of market strategy, and demonstrates how aligned HR initiatives support the development of culture and leadership, and organizational and team performance. He also examines how misaligned initiatives can get in the way of success.
10:30 AM	12:00 PM	HR Legislative	Larry Marquess	Labor Initiatives in the Colorado Market: How Union Influence is Affecting our Work Environments	Aided by an NLRB majority that strongly supports labor organizing and collective bargaining, unions are aggressively expanding their organizing efforts. Mr. Marquess will discuss current developments at the NLRB and the union initiatives, the resulting challenges facing employers, and legitimate, proactive steps employers can take to successfully meet those challenges.
10:30 AM	12:00 PM	Strategic Architects	Leila Bulling Townen	HR vs. Executives: Must Do vs. Want to Do	HR juggles what it must do (create a liability-free work environment) and what it wants (sit with senior leadership as equals). Must do vs. want to do is the yin and yang of the HR role. Understanding how to blend both together leads your HR department towards true strategic agility.
10:30 AM	12:00 PM	Public Sector	Charles Passaglia	Taking the High Road: New Challenges in Public HR Law	We all know that public employment is "different." This must-attend session will explore the differences by examining the hottest HR issues of the day from the unique perspective of public employers, including such critical areas as misuse and abuse of electronic modes of communication, such as PDAs and social media; safeguarding health information under GINA and other laws; and fighting the "culture wars," that is, how family, religion, personal appearance, sexual orientation and other evolving civil rights' protections have changed work and beg the ultimate question: Are public employers held to a higher standard in human resources management?
10:30 AM	12:00 PM	Human Capital Intelligence	David Sutherland	How Strategic Workforce Planning Links Talent Strategy to Business Strategy: CH2M HILL Case Study	Participants will learn how workplace planning and analytics align talent strategy to business strategy, important factors to consider regarding how to set-up and implement a successful Workforce Planning program and how emerging simulation/optimization technology can be leveraged for accurate long-term scenario planning.
10:30 AM	12:00 PM	Innovation	Marti Smith	Alignment Strategies: Make Your Team Your Greatest Strength	Too many companies place people in jobs to fill out organizational charts. A better strategy is recognizing that a team of people is a dynamic whole that might be far more effective if the individual strengths of the team members were taken into account and the organizational chart rearranged to suit the people involved. Learn to recognize how the goals of an organization might be out of alignment with the team, how to assess team members to know what would work best, and align job descriptions.
12:00 PM	1:15 PM		Mark Stelzner		
12:00 PM	1:15 PM	Brown Bag Lunch and Event		Career Center	
12:00 PM	1:15 PM			HRCI class	
1:15 PM	2:45 PM	Concurrent Sessions			
1:15 PM	2:45 PM	Global HR	Ava Diamond	Lead Where You Are: How Every Employee Can Make a Positive Difference	In today's world, we can't rely solely on people with a "manager" title to provide leadership. Learn how to create a culture that unleashes the inner leader in each person so they solve problems and drive positive results. Session is of value for both global and "U.S. only" organizations.

1:15 PM	2:45 PM	HR Legislative	Ilyse Schuman	HR Legislation: Employers are facing dramatic changes in HR policy.	You will gain an in-depth understanding of HR policy initiatives that have a significant impact on your workplace.
1:15 PM	2:45 PM	Strategic Architects	Priscilla Bohl, Judy Jackson, Mistie Tuck, Wy Livingston, and Steve Wright	Building Strategic Alliances on a Shoestring Budget	Business leaders and a Colorado Workforce Center representative come together to talk about innovative ways the free services of Workforce Centers throughout the state have been used to take businesses to a higher level of performance. Through panel discussion, case studies and success stories, the session will focus on how businesses have successfully leveraged both the core services and the customized services of statewide Workforce Centers to support their organizations staffing and talent
1:15 PM	2:45 PM	Public Sector	Christina Griggs	Public Sector Finance Basics for Stronger HR Strategies	Today's public entities have to be more efficient and streamline than ever before and one the biggest pieces impacted by today's economic environment are personnel. Understanding the basics of public accounting and how HR fits into this structure is a critical piece of assisting your organization in being strategically smart and ahead of the game. In this session participants will learn the basics of fund accounting, how HR and Finance integrate and how the HR expert can help lead the organization forward with HR strategies that complement the fiscal requirements.
1:15 PM	2:45 PM	Human Capital Intelligence	Rim Yurkus	Understanding What Makes Your High-Performers Tick and What Makes them Stick	While turnover is historically low, high performers are churning at a faster rate than low performers. Use data to understand and retain high performers to evolve your organization to a higher level of performance.
1:15 PM	2:45 PM	Innovation	Michael Cushman	Empowering HR to Do the Impossible: Changing Difficult, Highly Resistant People.	Overcoming high resistance and changing difficult people are nearly impossible, but the combination of three new people-developing technologies enables HR leaders to do amazing transformations, quickly, precisely and reliably.
2:45 PM	3:00 PM	Beverage Break			
3:00 PM	4:30 PM	Concurrent Sessions			
3:00 PM	4:30 PM	Global HR	Doug Harris and Jackie Baldyga	Future Trends in Diversity & Inclusion & the Impact of HR	Diversity has become a high priority on the agenda of many organizations. To maintain the momentum it's important to always be asking, "What must HR professionals anticipate in the future to be a strategic business partner to the organization and address the impact of diversity?" The world evolves and the focus of business and organizations change, the diversity effort must adjust as well to remain a key component of the organization's agenda.
3:00 PM	4:30 PM	HR Legislative	Senator Linda Newell	Understanding the Legislative Process: Timing, Involvement, and Influence in our State Legislature	Join State Senator Newell who will walk us through the legislative process and inform and guide us on how and when we can get involved in the initiation, drafting, lobbying and passage/defeat of legislation affecting our State, industry, business, and workers.
3:00 PM	4:30 PM	Strategic Architects	Seth Davies	Leadership GPS - Growth, Performance, Sustainment	What is your organizational direction? Are you ready to emphasize growth over survival? Are you ready to demonstrate to your organizational leaders that they are vital and valuable? Are you ready to re-calibrate your organizational GPS? This lively and interactive session addresses the basic foundations for leadership training that can actually improve the business bottom-line. Both humorous and informative, the presenter will discuss why leaders fail, personal leadership implementation.
3:00 PM	4:30 PM	Public Sector	Karen Main	The Public Sector: It's not just for Baby Boomers anymore	The demographic landscape is shifting in the public sector. Because of this, performance management efforts and employee development require different approaches. This workshop will help you understand the "driving forces" behind different generations. We will focus on what your supervisors need to know in order to manage performance effectively. We will also discuss practical ways to adapt your training to meet the expectations of different generations.

3:00 PM	4:30 PM	Human Capital Intelligence	Gary Vansuch	Change management: moving from good intentions to good results	All of us desire to see improvement in our lives and in our society. In our workplaces, the pace of change is accelerating. This can often bring about major enhancements to our lives. Many changes, from email to cell phones, from employee empowerment to Lean Six Sigma, have altered our workplaces dramatically, and forever. Managing change, and managing it well, is becoming one of the most critical competencies for any organization. And yet, while many organizations are increasingly exposing their employees to an ever-faster pace of change, they are not addressing the competencies that their executives, managers, HR professionals and improvement teams need to effectively manage the "people" side of change. We all have good intentions for managing change well, but many times our results fall short. We need to move beyond just good intentions. This session will explore why change management needs to be a key competency for you and your organization, and will share some tips regarding how to improve the practice of change management and leadership in your organization.
3:00 PM	4:30 PM	Innovation	Stephen Shapiro	Personality Poker: Driving High-Performance Teamwork and Innovation	Personality Poker is a card-based tool that will supercharge innovation in your organization. You and your team will quickly learn! How each employee contributes to and detracts from your innovation efforts. Which innovation styles are missing from your team and what to do about it. Who should lead which steps of the innovation process.
6:00 PM	8:30 PM	Western Hoe Down Dinner at Keystone Ranch			

Day 3 FRIDAY, SEPTEMBER 30					
START	END	EVENT/TRACK	SPEAKER	PRESENTATION	DESCRIPTION
6:45 AM	11:00 AM	Registration			
7:00 AM	8:15 AM	Breakfast Buffet			
7:00 AM	11:00 AM	Exhibit Hall Open			
7:00 AM	2:00 PM	Tattered Cover Bookstore & Cyber Café			
8:00 AM	9:30 AM	Early Bird Sessions			
8:00 AM	9:30 AM	Global HR	Kurt Moydell and Arthur Ramirez, Jerry Hicks	Human Capital Management - How Top Organizations Drive Profits Efficiently	HR organizations are taking a greater role in strategic business activities. Efficiency remains the foundation of HR. Leading HR organizations are looking beyond the execution of HR transactions to a more value-added and strategic focus. These organizations are aligning HR and workforce planning functions with the overall business strategy to help increase profit margins and support long-term goals. Our presentation therefore will be delivered from the following perspective: Reduce Operational Cost by Automating Services: Employee and Manager Self Service <ul style="list-style-type: none"> Educate the JDE community on the ROI of HCM Applications Present specific benefits realized by an HCM user
8:00 AM	9:30 AM	HR Legislative	Kim Ritter	Medical Marijuana in the Workplace: What Every Employer Needs to Know	Addresses the complex issues, laws and legislation surrounding medical marijuana in the workplace, including state versus federal issues, accommodations, ADA matters, and employee policies.
8:00 AM	9:30 AM	Strategic Architects	Traci Maddox	Shaping Workforce Behaviors - HR Strategy in Action	How do you find employees who will enhance your organization and create future success? This interactive workshop describes the five behaviors of essential employees (based on nationwide research) and explores how HR professionals can integrate a simple supporting framework into their existing recruiting, development, retention, and performance management programs.
8:00 AM	9:30 AM	Public Sector	Carla Schnitker	The Underestimated Power of Communication, 3 case studies	Good communication has a power that is still underestimated because one crucial element is missing in the most popular communication theories like active listening. This innovative element is so crucial because it creates real connection. The new element is based on recent brain research. This interactive presentation shows the importance of this missing element by sharing resources, engaging the attendees but also by illustrating the power of communication by sharing 3 case studies.
8:00 AM	9:30 AM	Human Capital Intelligence	Kris Boesch	Make Your Employees Happy & Your Company Money	From this session, you will learn the Bottom-Line Business Case and ROI of Happy Employees, discover where your company stands on the 8 Critical Factors to Employee Happiness and find out the Top 10 Ways to Create and Keep Happy Employees. Happy Employees = Happy Bottom-Line.
8:00 AM	9:30 AM	Innovation	Todd Faubion	Threat Management - The rubber meets the road in a five component model	To raise awareness to threat management as a tool against workplace violence; to introduce a workable model for managing threat investigations; and to empower attendees to deal with threats of violence and encourage organizations to implement threat management program.
8:15 AM	10:00 AM	Beverage Break			
9:30 AM	9:45 AM	Break			
9:45 AM	11:00 AM	Concurrent Sessions			
9:45 AM	11:00 AM	Global HR	John C. Kloosterman	Cross-Border Employment Disputes: Strategy, Investigations, and Traps for the Unwary	Employment related disputes and investigations increasingly have a cross-border focus. Disputes may involve overseas employment practices and discovery of overseas documents, electronic media, and witnesses. Senior executives need to be prepared for testimony in unfamiliar jurisdictions with different legal procedures. This program will provide helpful guidance for HR professional who increasingly handle cross-border matters.
9:45 AM	11:00 AM	HR Legislative	Frank Waterous and Rich Jones	Opportunity Lost, When Hard Work Isn't Enough for Colorado Families	Opportunity Lost, When Hard Work Isn't Enough for Colorado Families: A review of economic indicators and a status report on the state's poor and low-income working families and how legislative initiatives can help
9:45 AM	11:00 AM	Strategic Architects	Morag Barrett and Lorna Donovan	Cultivating Winning Relationships	Corporate America is the biggest team sport we play. However, few people have a mindset valuing mutual over individual success. As a result, in turbulent times, when emotions are raised and stakes are high, those who haven't Cultivated Winning Relationships find results deteriorate just when outstanding team performance is required.

9:45 AM	11:00 AM	Public Sector	Michelle Ferguson and Laura Haven	Due Process, Freedom of Speech, Invasion of Privacy --- What?! Issues Facing the Human Resources Manager of a Public Entity.	Often times public entities are more limited than private entities in what they can and cannot do. This is especially true with respect to employees. Public employees have protections that private employees do not right to due process, protections under the First Amendment, etc. As a result, a Human Resources Manager working for a public entity must be aware of the employee's additional rights and protections and adopt policies designed to address these issues, which can sometimes be "counter-intuitive" to what he/she learned or experienced in the private sector. This seminar will provide an overview of the additional protections afforded public employees and highlight recent cases involving these issues in an effort to "light the way" for the a public sector HR manager.
9:45 AM	11:00 AM	Human Capital Intelligence	Laurie Bassi and Michelle Kelly	The New Economics of People and Profit	Human resource functions continue to struggle to get adequate resources despite the evolution of the global economy that has elevated "human capital management" to an essential organizational core competence. This session will arm you with powerful evidence and a fresh perspective on how to get the resources you need, as well as how to identify and escape old ways of thinking that limit effectiveness. In a provocative, interactive session, Laurie Bassi and Michelle Kelly will discuss: CEOs' perspectives on the changing competitive landscape; New evidence on the link between people and profits; How to escape limiting mental models; Creating an action plan, specific to your organization, on how to leverage your people to drive business results
9:45 AM	11:00 AM	Innovation	Denise Kay and Ken Beitel	Powerful Innovation: How Employers Can Implement a Sustainable, Clean Energy Future	How Employers Can Implement a Sustainable, Clean Energy Future 1)Drive the Future- Employee Education & Charging Stations for Electric Vehicles- Can't beat \$1 a gallon!; 2)Produce Power on Site - Spice it up with some Solar!; 3)Buy Renewable Power - Windsource and More 4)Building Efficiency Makeover - Save Big Money!; 5)Renewable Energy 401(k) - A Win-Win for Employees, your Business & Environmen; 6)Empower Your Vendors & Building Owner; 7)Play the National Corporate Clean Energy Challenge Oct 2011!
11:15 AM	1:00 PM	Lunch with Featured Speaker		Ram Charan	Revolutionary HR Human Capital in the New Economy
		Closing Remarks and Giva-a-ways			
		Book Signing / Meet and Greet			