



2011 SHRM Colorado State Conference



*A compelling and provocative conference
designed to inspire HR Professionals,
Business Leaders and C-Level Executives,
to rethink the rapidly-changing role of HR.*

SEPTEMBER 28-30, 2011
*Keystone Resort & Conference Center
Keystone Colorado*



**FOR INFORMATION AND REGISTRATION VISIT
WWW.COSHRM.ORG**

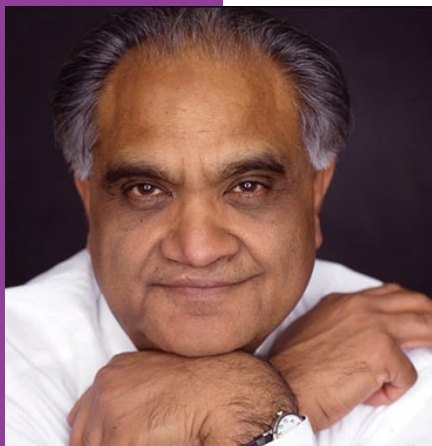


2011 SHRM Colorado State Conference Program

The SHRM Colorado State Council is proud to announce its 2011 Annual Conference: “Revolutionary HR Human Capital in the New Economy”. In a period defined by healthcare reform, partisan politics, a rapidly evolving regulatory landscape and challenging economic times, change is the only constant. While we face tremendous challenges to “drive Human Capital”, the opportunities are there for those who invest in knowledge of the new reality and adapt to the changes that abound. During the biannual SHRM Colorado Conference in Keystone, you’ll hear updates on the most critical issues facing HR and be able to put this knowledge to work for your company, your clients and your bottom line. Don’t wait for change to happen to you – be part of the change!

This year’s program is a full 2 1/2 day conference featuring more in-depth sessions, more practical advice, and more insider insight and the most thought provoking line up of featured speakers – including world-renown Ram Charan.

Two and one half days of priceless updates, affordable CLE credit opportunities, and peer-to-peer networking in the heart of the Rocky Mountains – this year, more than ever – you have to ask, what can be gained by sitting on the sidelines?



Ram Charan

FRIDAY - CLOSING SPEAKER

HUMAN CAPITAL IN THE NEW ECONOMY

In an era where the demand for leadership greatly exceeds the supply, business people at all levels must be realistic. Leaders must embrace a new management intensity and develop solutions to break the downward spiral. HR must reposition itself as the go-to strategic partner, with the ability to positively influence the bottom-line. The new era of HR requires a shift in re-thinking and a re-aligning with the business objectives. Today, professionals must evolve quickly for performance and sustainability, or face obsolescence.

Ram Charan is an internationally renown business advisor, speaker, author of 17 books and champion of SHRM.

Charan has an uncanny ability to solve the toughest business problems. Conference participants will leave with a deeper understanding of the tools and steps they need to solve their business issues.

featured
SPEAKERS

featured SPEAKERS

Merrily Archer

*WEDNESDAY - REVOLUTIONARY SOLUTIONS AT WORK:
2011 CO-SHRM LEGAL UPDATE*

Merrily Archer is senior attorney in the Denver office of FISHER & PHILLIPS LLP, which represents employers nationally in all aspects of workplace law. As a former trial Attorney for the U.S. Equal Employment Opportunity Commission (EEOC) in Denver, Colorado, Merrily represented the federal government in employment discrimination litigation throughout the West. Since entering the private sector in 2000, Merrily's practice has focused on counseling, training and representing employers in a broad range of employment matters. She has published several articles on employment topics and is a regular presenter for SHRM in Colorado and New Mexico. For her dedication to preventive approaches for workplace problems, the Denver Business Journal recognized Merrily as one of Denver's outstanding "Forty Under 40" for 2005. She was selected for inclusion in 2010 Colorado Super Lawyers.



Mark Stelzner

WEDNESDAY AND THURSDAY - REVOLUTIONARY HR

Mark Stelzner, founder and principal of Inflexion Advisors, brings over 16 years of experience in the implementation of internal and external HR transformational initiatives for public and private sector clientele worldwide. Mark has created over \$3 billion worth of measurable value to his clients and employers. He is a respected and active thought leader in the HR community, having spoken at well over 100 industry conferences, events, user groups, forums and professional organizations. Mark has also been featured in the Wall Street Journal, the New York Times, Forbes, CNN and NPR. Mark is the founder and chairman of JobAngels, a grassroots non-profit, dedicated to helping people get back to work one person at a time. JobAngels has been featured on hundreds of television stations such as CNN, in numerous publications, such as the Wall Street Journal, and has been profiled on over 1,000 blogs, podcasts, and online communities.



Pamela J. Green

*THURSDAY - THE FUTURE OF HR?
WHAT'S NEXT FOR THE PROFESSION?*

Pamela Green, SPHR, holds a Bachelor's Degree in Business and Human Resources and a Master's Degree in Business Administration from Franklin University in Columbus, OH. With over 16 years experience, Pam has lead HR departments in the Healthcare and Childcare fields and, prior to joining SHRM, was the director of Human Resources for the American Red Cross of Greater Columbus. Pamela joined SHRM in 2005, as the director for the North Central Region and was promoted to chief membership officer in 2008. She is responsible for developing and managing relationships with SHRM's more than 250,000 members, volunteer leaders, and their organizations, and for designing and leading activities that support SHRM's volunteers and Membership Advisory Council.



conference

HIGHLIGHTS



Starting on day two, six separate tracks will educate and motivate all levels of HR aptitude from the beginning practitioner to the senior level professional. We are focused on and dedicated to providing a top-notch educational forum. Program tracks include:

HUMAN CAPITAL INTELLIGENCE

Human Capital means recognizing that everyone has an impact on the outcome. As an emerging discipline, HR's new focus is identifying the right solution, speaking the right business language and engaging all stakeholders to achieve maximum results. HR Analytics enables professionals to differentiate, address and measure which outcomes matter most to their specific business.

STRATEGIC ARCHITECTS

HR professionals must understand their company's marketplace and have a working knowledge of all aspects of the business, including finance, operations and production. This alignment enables HR to translate business strategies into effective human capital solutions.

LEGISLATION

Today's employer experiences the most active and challenging HR policy agenda in 30 years. It is vital for businesses and HR professionals to remain updated on these policy initiatives.

PUBLIC SECTOR

Public Sector HR professionals face the same challenges as their private sector counterparts. However, each sector requires unique solutions for their challenges. These sessions address issues in the federal, state and local government, schools, hospitals and other public arenas.

GLOBAL 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.

INNOVATION

To be successful in today's environment, HR must be sophisticated in the alignment of business strategy, practices and people. HR professionals must resist the gravitational pull toward the status quo and initiate change; or do nothing and become obsolete.

Day One – Wednesday 9/28

FEATURED SPEAKERS:

Merrily Archer and Mark Stelzner

CEO Panel: Strategic HR

HR Legal Update

HR for Small Business

Social Media for HR

SHRM Academy

Networking Event: You Can't Afford to Miss it

Day Two – General Session Thursday 9/29

FEATURED SPEAKER:

Pamela J. Green

Alignment: Why it Matters and How it Leads to High Performance and Success

HR vs. Executive: Must Do vs. Want to Do

Will You Evolve or Expire?

HR Legislation: Employers Face Dramatic Changes in HR Policy

Empowering HR to Do the Impossible: Changing Difficult, Highly Resistant People

Put on Your Western Wear to Kick up Some Good 'ol HR Fun

Day Three – General Session Friday 9/30

FEATURED SPEAKER: Ram Charan

Human Capital Management: How Top Organizations Drive Profits Efficiently

Medical Marijuana in the Workplace: What Every Employer Needs to Know

New Economics of People and Profit

The Underestimated Power of Communication

Threat Management: the Rubber Meets the Road

Due Process, Freedom of Speech, Invasion of Privacy

Understanding the Legislative Process

Powerful Innovations: How Employers Can Implement a Sustainable, Clean Energy Future

FOR A FULL CONFERENCE SCHEDULE GO TO WWW.COSHRM.ORG



*Paid Registration
by June 20th
will be eligible to
win a Weekend
Getaway or iPad*

rates & PROGRAMS

Full Three Day Conference

Wednesday-Friday,
September 29-30, 2011 \$869

Day Two and Day Three

Thursday and Friday,
September 29-30, 2011 \$569

Day One Only

Wednesday,
September 28, 2011 \$369

Student Registration Full Conference

Thursday and Friday Only,
September 29-30, 2011 \$225

- Must be a full time student enrolled in an accredited university and must supply a current class schedule.
- Requires volunteering during the conference for a one 3-hour shift.

Registration includes meals and program.

Hotel accommodations are the responsibility of the attendee and are NOT included in the cost of the registration. Discounts may be available for volunteering. Please visit www.coshrm.org for more information.

Cancellation Policy

- Cancellations must be made in writing to registration@coshrm.org
- 50% of registration fee will be refunded for cancellations received before August 31, 2011.
- No refunds will be given after August 31, 2011; however, substitutions are permitted. (No exceptions will be made to the policy under any circumstances.)
- Late cancellations and no-shows will not be refunded

RESERVATIONS

Keystone Resort & Conference Center

800-258-0437

Conference Code: CK2SFH
(use to receive special conference rates)

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 understand and apply the essential components of both HR and organizational strategies and how they align with each other. This course also

will enable HR professionals to move from theory to practice, and to understand how these concepts apply in the real world. Participants will come away with thought-provoking strategic direction they can apply immediately to help strengthen their organization.



SHRM Academy has been approved for 7.5 strategic credits.

The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program. It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.

Gold Sponsors

Anthem

University of Colorado Denver

NATIONAL LEARNING CENTER
Home of the National Veterans' Training Institute



7010 Broadway
Suite 320
Denver, CO 80221

*Attendees and Exhibitors Register
NOW to attend the 2011 SHRM
Colorado State Conference!*

*Paid Registration
by June 20th
will be eligible to
win a Weekend
Getaway or iPad*

Visit us at www.coshrm.org now to register!

The logo graphic for "Revolutionary HR" features a stylized globe in light blue and white. A green swoosh starts from the bottom right of the globe and curves upwards and to the left, ending under the letter 'y' in "Revolutionary".
Revolutionary HR
Human Capital in the New Economy