

## Attendee List Shrm Conference

William A. Schiemann, PhD, is the CEO of Metrus Group. He is a thought leader and popular keynote speaker in the areas of human resources, employee engagement, and fulfillment, having authored or coauthored scores of articles and numerous previous books.

Hiring people who have served time in prison is not only a good cause, it should be a crucial part of your hiring strategy if you want to stay competitive. It's time for businesses everywhere to open their minds to second chance hiring practices. With tens of millions of people in the U.S. with criminal records, companies that successfully implement second chance hiring practices will have a massive competitive advantage over those that do not. *Untapped Talent* makes the business case for second chance hiring. From a credible source—the chief investment strategist of one of the country's leading business banks—this book speaks directly to business leaders to explain the economic case for considering alternative sources of employees. It also shows why companies utilizing second chance hiring enjoy a competitive advantage. Throughout, it will include dozens of examples of businesses (from factories to restaurants to retail) which have successfully implemented this strategy. Readers will: Understand what goes into a successful second chance hire, from the support that will be needed internally to the resources that are available from outside agencies. Learn how businesses from a variety of industries have instituted successful second chance hiring programs and how this has positively impacted their culture and bottom line. Gain practical onboarding and coaching strategies that will help ensure a smooth transition and a productive, happy new employee.

"It's not what you know, but who you know that matters." Whether you like it or not, it's hard not to recognize that there is amazing power in the relationships we have with others. Yet most people fail to harness this power to fuel their own success—until now. By picking up this book, you are about to discover the awesome power of *Social Gravity*. *Social Gravity* is the invisible combination of forces at work in our relationships with others. Within the pages of this book, you will learn how to harness *Social Gravity* to attract success in all areas of your life. Discover the Six Laws of *Social Gravity* to gain powerful tools for making it easier for ideas, information and opportunity to find you. *Harnessing Social Gravity* will transform your career, your business, and your life.

IPMA-HR News  
The Handbook of Human Resource Management Education  
Promoting an Effective and Efficient Curriculum  
SAGE Publications

To survive in today's hypercompetitive marketplace, leaders must find ways to elevate the performance of their employees. By continuously setting higher goals to strive for, strengthening employee competencies via coaching, and providing feedback to employees, leaders can create a positive performance cycle that leads to improved individual and team performance and, ultimately, stronger operating results for the organization. This action guide covers the three stages of performance management: goal-setting, coaching, and performance review. It includes step-by-step instructions and tips, the 10 elements of positive performance management, the five steps to preparing for a review, guidance on how to prepare the employees and engage them during the reviews, the most effective steps you can take to improve performance, and more.

Get to grips with where technology can add value to HR activity and assess which technologies are best suited to individual issues with this practical guide.

Leadership strategies grounded in reality and focused on results Recent polls show that 71% of workers think about quitting their jobs every day. That number would be shocking—if people actually were quitting. Worse, they go to work, punching time clocks and collecting pay checks, while completely checked out emotionally. In *Reality-Based Leadership*, expert Fast Company blogger Cy Wakeman reveals how to be the kind of leader who changes the way people think about and perceive their circumstances—one who deals with the facts, clarifies roles, gives clear and direct feedback, and insists that everyone do the same—without drama or defensiveness. Filled with dynamic examples, innovative tools, and diagnostic tests, this book shows you how to become a Reality-Based Leader, revealing how to: Uncover destructive thought patterns with yourself and others Diffuse drama and lead the person in front of you Stop managing and start leading, empowering others to focus on facts and think for themselves Equipped with a facts-based, confident approach, you will free yourself from the frustrations you face at work and transform yourself into a Reality-Based Leader, with the ability to liberate and inspire others.

"A much-anticipated follow up to the SHRM best-seller *HR on Purposes!* HR thought leader and popular blogger Steve Browne delivers fresh insights for fostering collaboration, building relationships, and building trust in the workplace. His practical advice for HR professionals will help them harness their powerful influence to elad their careers and their organizations through the new decade and beyond"--

The Handbook of Human Resource Management Education, the first handbook written on HRM education in the United States, clears up the confusion about the nature, content, and source of human resource management expertise. Stressing the importance of effective educational requirements to prepare students to work as professionals in the HRM function of organizations, this Handbook takes a giant leap forward in advancing the reputation and esteem of the HRM field. Taking a three-tiered approach, the chapters in this Handbook are written by top HRM educators and include thought-provoking pieces, empirical research results, and suggested teaching methods. A review of the Handbook's key topics will provide insight into understanding the complex, and sometimes misunderstood, discipline of HRM: · Evolution of HRM and HRM education · HR Master's programs in industrial relations and industrial/organizational psychology · HR education in business schools · New emphasis on international HRM education · Neglected topics in HRM education · Views of executives and labor leaders about the need for and content of formal HRM education · HR success constraints · HR success factors · The future of HRM education  
Intended Audience HRM educators and professionals, graduate

students, business executives, and anyone interested in effective and efficient management of human resources or in advancing the HRM field will find the Handbook of Human Resource Management Education an invaluable reference tool.

This first volume to analyze the science of meetings offers a unique perspective on an integral part of contemporary work life. More than just a tool for improving individual and organizational effectiveness and well-being, meetings provide a window into the very essence of organizations and employees' experiences with the organization. The average employee attends at least three meetings per week and managers spend the majority of their time in meetings. Meetings can raise individuals, teams, and organizations to tremendous levels of achievement. However, they can also undermine effectiveness and well-being. The Cambridge Handbook of Meeting Science assembles leading authors in industrial and organizational psychology, management, marketing, organizational behavior, anthropology, sociology, and communication to explore the meeting itself, including pre-meeting activities and post-meeting activities. It provides a comprehensive overview of research in the field and will serve as an invaluable starting point for scholars who seek to understand and improve meetings.

When Shola Richards's soul-sucking job left him feeling numb and suicidal, he switched focus and devoted himself to transforming the workplace into a space of relentless respect, courtesy, and endless energy. Meant to motivate current and future leaders, *Making Work Work* aims to start a movement that will banish on-the-job bullying, put meaning back into work, and enhance coworkers happiness and engagement."

No other business process has endured such great debate as performance management. Viewed as a critical cornerstone for organizational alignment, it is often met with anxiety and confusion by both managers and employees. For over 50 years, strategies such as cascading goals and employee ranking have tried to add value to performance management with little success. But in recent years, new ideas have transformed the field into a less formal process designed to encourage employee behaviors that actually drive performance. *Performance Management Transformation* takes a practical approach to the current and future state of performance management across the organizational landscape. Case studies from Toyota, Patagonia, Medtronic, GoGo Inflight, and AbbVie, alongside research and commentary by thought leaders in the field, showcase how organizations are taking control and redesigning their performance management processes to address their specific organizational goals, strategies, needs, and preferences. In her #1 NYT bestsellers, Brené Brown taught us what it means to dare greatly, rise strong and brave the wilderness. Now, based on new research conducted with leaders, change makers and culture shifters, she's showing us how to put those ideas into practice so we can step up and lead. Leadership is not about titles, status and power over people. Leaders are people who hold themselves accountable for recognizing the potential in people and ideas, and developing that potential. This is a book for everyone who is ready to choose courage over comfort, make a difference and lead. When we dare to lead, we don't pretend to have the right answers; we stay curious and ask the right questions. We don't see power as finite and hoard it; we know that power becomes infinite when we share it and work to align authority and accountability. We don't avoid difficult conversations and situations; we lean into the vulnerability that's necessary to do good work. But daring leadership in a culture that's defined by scarcity, fear and uncertainty requires building courage skills, which are uniquely human. The irony is that we're choosing not to invest in developing the hearts and minds of leaders at the same time we're scrambling to figure out what we have to offer that machines can't do better and faster. What can we do better? Empathy, connection and courage to start. Brené Brown spent the past two decades researching the emotions that give meaning to our lives. Over the past seven years, she found that leaders in organisations ranging from small entrepreneurial start-ups and family-owned businesses to non-profits, civic organisations and Fortune 500 companies, are asking the same questions: How do you cultivate braver, more daring leaders? And, how do you embed the value of courage in your culture? *Dare to Lead* answers these questions and gives us actionable strategies and real examples from her new research-based, courage-building programme. Brené writes, 'One of the most important findings of my career is that courage can be taught, developed and measured. Courage is a collection of four skill sets supported by twenty-eight behaviours. All it requires is a commitment to doing bold work, having tough conversations and showing up with our whole hearts. Easy? No. Choosing courage over comfort is not easy. Worth it? Always. We want to be brave with our lives and work. It's why we're here.'

This book is for HR and business leaders who are looking for a roadmap to designing a manager onboarding program. The book touches on just a bit of theory and a whole lot of practical knowledge. It is filled with stories and examples about how companies' onboarding programs work both for new employees as well as managers."

An Updated Classic for Reducing Turnover and Improving Engagement. For decades organizations have struggled to better engage and retain their best employees. Retention expert Richard Finnegan proposes a proven and proactive approach, the *Stay Interview*: an easy-to-use tool to uncover, anticipate, and resolve issues and concerns before your best employees leave. Stay Interviews do three things that employee surveys do not: they deliver information that can be used today; they give practical insights for engaging and retaining top performers; and they provide managers with a reliable process for developing individual stay plans. One of SHRM's all-time bestselling books, *The Power of Stay Interviews*, is now revised and updated to reflect Generations at work, including Millennials and Older Workers, brand-new Stay Interview questions, and introduces "Finnegan's Arrow"--a potent business-driven strategy for Stay Interviews. A Wall Street Journal bestseller From the CEO and President of the Society for Human Resource Management (SHRM) comes the ultimate book on transforming the way we select, retain and train our employees in a radically changed business environment. With the growth of remote work and an increased focus on diversity and inclusion, companies are increasingly finding themselves in "wars for talent" as they source and recruit candidates from all over the world. They need to find new ways to contact people and new sources of talent. They need to create an enduring and tangible culture that helps everyone feel empowered to do their

best work. And they need to develop inclusive organizations that leverage differences for growth and innovation. Informed by more than 70 years of experience and expertise and propelled by extensive original SHRM research, Reset delivers a candid and forward-thinking vision for leaders to reimagine their company cultures in a time of global upheaval. Part call to action, part strategic roadmap, Reset challenges business leaders' underlying assumptions about workers and the workplace, delivers practical strategies for finding and keeping the talent needed to make businesses successful, and introduces dynamic tools to sustain that success over the long haul. Now is the time for leaders to completely reimagine, reorganize, and Reset their operations to create a more daring, resilient and sustainable future. This is the book that will guide them exactly when they most need it.

Kaufman takes you on a journey into the new world of service. Learn how the world's leading companies have changed the game, and how you can successfully follow this path to an uplifting service transformation.

Learn to unlock the potential of your employees and colleagues with this definitive resource for people management People Strategy: How to Invest in People and Make Culture Your Competitive Advantage provides readers with a powerful framework in which to develop high-performing teams, increase employee motivation, and use data to build an inviting and effective company culture. Author Jack Altman, cofounder and CEO of Lattice, an award-winning HR and performance management platform, shows you how to: Establish the values that will form the bedrock of your organization Develop feedback processes that help employees feel heard, supported, and equipped to succeed Monitor the breadth and depth of employee engagement in your company Use the data and insights created by your People Strategy to drive business results Perfect for executives, managers, and human resource professionals, People Strategy also belongs on the bookshelves of anyone with even an interest in how to develop, nurture, and unlock the potential of their employees and colleagues.

**\*A NEW YORK TIMES BESTSELLER AND INDIE NEXT PICK\*** Writer and performer on Late Night with Seth Meyers Amber Ruffin writes with her sister Lacey Lamar with humor and heart to share absurd anecdotes about everyday experiences of racism. Now a writer and performer on Late Night with Seth Meyers and host of The Amber Ruffin Show, Amber Ruffin lives in New York, where she is no one's First Black Friend and everyone is, as she puts it, "stark raving normal." But Amber's sister Lacey? She's still living in their home state of Nebraska, and trust us, you'll never believe what happened to Lacey. From racist donut shops to strangers putting their whole hand in her hair, from being mistaken for a prostitute to being mistaken for Harriet Tubman, Lacey is a lightning rod for hilariously ridiculous yet all-too-real anecdotes. She's the perfect mix of polite, beautiful, petite, and Black that apparently makes people think "I can say whatever I want to this woman." And now, Amber and Lacey share these entertainingly horrifying stories through their laugh-out-loud sisterly banter. Painfully relatable or shockingly eye-opening (depending on how often you have personally been followed by security at department stores), this book tackles modern-day racism with the perfect balance of levity and gravity.

Get competitive by learning to think strategically. The inability to set good strategy can sink a company and a leader's career. A recent Wall Street Journal study revealed that the most sought-after executive skill is strategic thinking, but only three out of ten managers have this skill set. Horwath explains the three keys to strategic thinking, breaks them down into simple, attainable skills, and gives you practical tools to apply them every day, providing managers with a clear path to mastery of the three disciplines: 1. Acumen; generate critical insights through a step-by-step evaluation of your business and its environment 2. Allocation; focus your limited resources through strategic trade-offs 3. Action; implement a system to guarantee effective execution of strategy at all levels of your organization Based on new research with senior executives from 150 companies and the author's experience as a thought-leading strategist, Deep Dive is the first book to focus on the most important level of strategy; you. Armed with this knowledge and dozens of effective tools, you can become a truly strategic leader for your organization.--Rich Horwath is the president of the Strategic Thinking Institute, a former chief strategy officer, and professor of strategy at the Lake Forest Graduate School of Management. As a thought-leading strategist, he has worked with such giants as Adidas, Amgen, and Pfizer. He is the author of four books and more than fifty articles on strategic thinking and has been profiled in business publications around the world, including Investor's Business Daily.

Preface -- Setting the meeting stage -- So many meetings and so much frustration -- Get rid of meetings? no, solve meetings through science -- Evidence-based strategies for leaders -- The image in the mirror is likely wrong -- Meet for 48 minutes -- Agendas are a hollow crutch -- The bigger, the badder -- Don't get too comfortable in that chair -- Deflate negative energy from the start -- No more talking! -- The folly of the remote call-in meeting -- Putting it all together -- Epilogue: trying to get ahead of the science' using science -- Tool: meeting quality self-assessment -- Tool: sample engagement survey and 360 feedback questions on meetings -- Tool: good meeting facilitation checklist -- Tool: huddle implementation checklist -- Tool: agenda template -- Tool: guide to taking good meeting minutes/notes -- Tool: expectations assessment -- Acknowledgments -- References -- Index

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