

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		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
11:30 AM – 12:45 PM	Mimosa Moment and Lunch & Learn Creative Workforce Development Begins with Strategic College Relations <i>Dr. Justin Lawhead, Dean of Students</i> University of Memphis Track: Talent Acquisition		
12:00 PM - 12:45 PM	Mimosa Moment and Lunch & Learn	Career Activity <i>Dr. Deneen Lester</i> Senior Manager of HR, Salvation Army CEO/Founder/Talk Show Host, Let's Talk HR with Dr. Deneen <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, Membership Initiatives 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, Membership Initiatives 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 1 Talent Acquisition Strategies for Government and Beyond Alicia Jones, Total Rewards Customer Service Leader City of Memphis Track: Talent Acquisition 2 Leveraging the Power of Positive Employee Relations: A Case Study from International Paper Fern Albert, Director, Employee Relations International Paper Track: Talent Management
7:30 AM – 7:50 AM	Market Place Theater - Coffee & Learn

8:00 AM - 8:30 AM	Welcome Message <i>Brad Federman, CEO - PerformancePoint, LLC</i> President - SHRM-Memphis Introduction Johnny C. Taylor, Jr. <i>Tanya Hart, CHRO</i> First Horizon
8:30 AM - 9:15 AM	Morning Super Session The New Abnormal: Reimagining HR Through Civility and Innovation <i>Johnny C. Taylor, Jr., President & CEO</i> SHRM Track: Culture & Leadership
9:15 AM - 9:30 AM	REFRESH Break & Exhibit Hall
9:30 AM - 10:30 AM	Concurrent Session 1 Reimagine Workplace Safety: Strategies To Effectively Solve Conflict <i>Tim Keck, Senior Consultant</i> SafeHaven Security Group Track: Strategy 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 Track: Culture & Leadership 3 Thought Intelligence (TQ): The EQ Pre-Requisite <i>Katherine Fry, CEO and Founder</i> Marble Peak Consulting Track: Talent Management 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 Track: Employment Law 5 Building A Trauma Informed Workplace <i>Charles Winton, Jr., Program Director,</i> Lakeside, The Oaks Track: Total Rewards

	6 Finding Recruiting Solutions in Hidden Places <i>William Brown, CEO and Founder</i> The Benefits Group <i>Chris Tasik, Founder and Wealth Manager</i> Tasik Financial Strategies <i>Nadian Zak, Founder and CEO</i> 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 <i>Lisa Krupicka, Labor and Employment Attorney</i> Burch, Porter & Johnson, PLLC <i>Kimberly Hodges, Office Managing Shareholder</i> Ogletree Deakins <i>Shandreka Matthews, HR Business Partner, Arena and Game-Day Operations</i> Memphis Grizzlies Track: Employment Law 2 Cognitive Diversity - Understanding Different Thinking Styles <i>Lei Comerford, Executive Coach, Master Facilitator, Speaker, and Consultant</i> Lei Comerford Consulting, LLC Track: Talent Management 3 Ethics in Organizational Environments: Building a Culture of Integrity <i>Vernon Stafford, Sr. EVP / Chief Audit Executive</i> First Horizon Track: Employment Law 4 5 Steps to Unleashing the Power of Empathetic Leadership <i>Jevon Wooden, Leadership Coach</i> BrightMind Consulting Group Track: Culture & Leadership 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 Track: Total Rewards

	6 Reimagining Talent: The New Frontier of Technical Team Building in the Age of Generative AI Mark C. Williams, Assessment Specialist QuantHub Track: Strategy
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	Concurrent Sessions/Exhibit Hall Theater/RCC 2nd Floor 1 HR Leadership in The Era of AI Larry McAlister, Author & CHRO The Corporate Humanist Consultancy Track: Culture & Leadership 2 8,000 Days of Retirement: How Can You Help Employees Prepare? Walter Grant, SVP, Retirement Planning Services HUB International John Diehl, SVP, Applied Insights Hartford Funds Track: Total Rewards 3 Revolutionizing Background Screening Julie Henderson, CRO Tammy Henry, VP, Client Success Data Facts, Inc. Track: Talent Acquisition 4 Leveraging Mindfulness Fundamentals in the Workplace Dianna Neal, Private Practice Therapist, Certified Mindfulness Trainer Training & Education Specialist, FCC Behavioral Health Shelley Kemp, HRBP Business Operations Memphis Grizzlies Track: Total Rewards 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? <i>Dr. Kurt Kraiger,</i> Management Department Chair, University of Memphis Executive Director of the Memphis Institute for Leadership Education (MILE) Program <i>Markita Jack</i> Human Resources Executive, Innovative Strategist, Change Agent <i>John Daniel</i> CHRO, First Horizon (Retired) Track: Talent Management
	2 The Golden Circle: Building Resilience and Capacity for Change Through Leadership <i>Anthony Casablanca, Co-Founder & President</i> GriefLeaders LLC Track: Culture & Leadership
	3 Clear Pay: Illuminating The Path to Fair Compensation <i>Gwendolyn Tucker, President & CEO</i> RIX International <i>Ashlee Jordan, Total Rewards and Executive Compensation Manager</i> AutoZone Track: Total Rewards
	4 How Do You Know? - Using Digital Learning to Transform Your Culture <i>Dr. Erin Donovan, CEO</i> Ruby@work Track: Strategy
	5 High Stakes Without Mistakes: Hiring Right the First Time <i>Jeff Boucher, Senior Director</i> Titus Talent Strategies Track: Talent Acquisition
	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 Track: Employment Law
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	Concurrent Sessions (+2 Marketplace Theaters) 1 Fast Forward: Strategic Change for Today's Workplace <i>Brad Federman, CEO</i> PerformancePoint, LLC Track: Strategy 2 Do You Really Know Where Your Workers Are 9-5? How About Your Global Workforce? <i>David Jones, Regional Managing Partner</i> Fisher Phillips LLP Track: Employment Law 3 Compensation 2.0: Unlocking The Potential of The Future <i>Ben Merrill, Senior Principal</i> Mercer Track: Total Rewards 4 Active Threat Preparedness <i>Drew Moldenhauer, Owner & Master Instructor</i> <i>Rich Webb, Owner & Master Instructor</i> Blue Ethos Specialized Training Track: Culture & Leadership
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6:30 AM - 8:00 AM	Breakfast
7:00 AM - 8:00 AM	Rise & Shine Sessions 1 The Critical Role of Emotional Intelligence in Talent Acquisition <i>Gwendolyn Tucker, President & CEO</i> RIX International Track: Talent Acquisition
	2 Unlock the Power of Co-Active Coaching in Leadership Development <i>Sophia Cole, Owner, Executive & Leadership Coach</i> SoCo Solutions, LLC Track: Culture & Leadership
	3 Growing Your HR Career (Networking & Recertifications) <i>Demetrius Norman, Senior Specialist</i> <i>Monique Akanbi, Membership Initiatives Director</i> SHRM Track: Talent Management
	4 Develop Your Employees to Leave, Watch Them Stay: Boost Retention with Career Development and a Learning Culture <i>Michael Bruno</i> Strategy and Growth Leader, PerformancePoint LLC Co-Founder & COO, Aspire Talent Advisory Track: Talent Acquisition
7:30 AM – 7:50 AM	Marketplace Theater - Coffee & Learn
8:00 AM – 8:20 AM	Marketplace Theater - Coffee & Learn
8:00 AM - 9:00 AM	Breakout Sessions 1 The Power of an HR Manifesto <i>Robin Schooling, Director of Talent Strategy</i> Humareso Track: Talent Management
	2 Navigating Difficult Disability Reasonable Accommodation Issues <i>Fred Bissinger, TNSHRM Legislative Director</i> FordHarrison LLP Track: Employment Law
	3 Unlocking the Benefits of Employer-Health Care Provider Partnerships <i>Dr. Brittany Cunningham, Vice President for the Episodes of Care Office, Population Health</i> Vanderbilt University Medical Center <i>Scott Cohen, Principal & Healthcare Consultant</i> Milliman <i>Jason Ellison, Benefits Leader, National Healthcare Practice</i> 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
8:30 AM – 8:50 AM	Marketplace Theater - Coffee & Learn
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, Director Talent Manager and Chief Diversity Officer, International Paper Angie Davis, Shareholder, Baker Donelson Tanya Hart, CHRO, First Horizon Rebecca Givens, HR Director, AutoZone Sondra Howell, Vice-President, Talent Innovation, Greater Memphis Chapter Jacqueline Jones, Vice President and CPO, MLGW Facilitator: Dr. Kathy Tuberville, Associate Professor Teaching and Director, Fogelman Women in Leadership Programs, 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: <i>Dr. David Russomanno, Executive VP for Academic Affairs and provost, University of Memphis</i> <i>Tom Plath, SVP HR and Global Citizenship, International Paper</i> <i>Richard Williamson, Executive VP, Bryce Corporation</i> <i>Alex Smith, HCM Industry Executive Director, Government and Education, Oracle Strategy</i> <i>Dana Bottenfield, SVP HR, St. Jude Children's Research Hospital</i> Facilitator: <i>Dr. Kathy Tuberville, Associate Professor Teaching and Director, Fogelman Women in Leadership Programs, University of Memphis</i> Track: Strategy 2 The Benefit Initiative for Creating a Financially Secure Workforce <i>Chris Thixton, Principal</i> Pension Consultants, Inc. Track: Total Rewards 3 Disrupting Disengagement, Quiet Quitting, and The Great Disruption <i>Dr. Allen Lycka,</i> Author and Motivational Speaker Track: Talent Management 4 Legal Compliance in Recruiting: You Are Asking the Right Questions, Right? <i>Frank Day, Partner</i> <i>Russell Jackson, Partner</i> FordHarrison, LLP Track: Employment Law 5 The Six Sources of Influence: How to Create Lasting Behavior Change <i>Scott Robley, Director of Professional Services</i> 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 <i>Dr. Mario Brown, SVP, Chief Talent Officer</i> First Horizon Track: Talent Management

	2 Panel Discussion: Addressing Health Disparities and Social Determinants of Health: Strategies for HR Professionals <i>Jay Brown, Tennessee President, Lockton Companies</i> <i>Trinette Small, Vice President, Member Engagement & Strategic Partnerships, HealthCareTN</i> <i>Dr. Shokea Miller, Nurse Executive, Cigna Healthcare</i> <i>Sarah Colley, Senior Vice President and CHRO, Le Bonheur Healthcare</i> Track: Total Rewards
	3 Why is Cancer Expensive? And What Can HR Managers Do About It? <i>Renee Pelletier, Medical Science Liaison</i> GRAIL Track: Strategy
	4 Navigating Organizational Transitions: The Role of Talent Management in Sustaining Culture Change <i>Dr. Melanie Lashlee Adams, Executive Director, Executive Education</i> Belmont University Track: Talent Management
3:30 PM - 4:45 PM	Concurrent Sessions 1 Reimagine Your Employees' Retirement Exit Strategies <i>Benjamin Francis, CEO, Co-founder, Author, University Faculty, Blendification</i> University of Colorado, Boulder <i>Misty Bolt, CEO</i> MedicareMisty Track: Total Rewards
	2 Legal Trends in Compensation—Hot topics for HR Professionals <i>Whitney Dowdy, Shareholder</i> Baker Donelson Track: Employment Law
	3 I Was Happy; Then I Went to Work <i>Dr. William T. Lewis, President</i> Willhouse Global Track: Culture & Leadership
	4 HR Strategy and Agility: HR’s role in the EV Revolution—The Blue Oval Story <i>Neva Hawes Burke, Director of HR</i> Blue Oval Track: Talent Acquisition
	5 Human Touch in a High-Tech World: Navigating the Future of Work with Empathy and Connection <i>Dr. Jolene Church, Workplace Culture Whisperer</i> 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? <i>David Hesdorffer, Wealth, Senior Associate</i> <i>Ryan Laderer, Investment Director, Southeast</i> 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! <i>Meghan Hensley, Vice President of Talent and Culture</i> Beech Acres Parenting Center Track: Culture & Leadership
	4 Got A Legal Question - Get Your Questions Answered <i>Cindy Ettingoff, Shuttleworth Williams</i> <i>Angie Davis, Baker Donelson</i> <i>Jeff Weintraub, Fisher Phillips LLP</i> <i>Maureen Holland, Holland & Associates</i> Track: Employment Law
8:00 AM - 9:15 AM	Concurrent Sessions
	1 Anatomy of a Workplace Violent Incident: An After-Action Review <i>Martha Boyd, Shareholder</i> Baker Donelson Track: Employment Law
	2 DEI Panel: Where We've Been, Where We're Going <i>Dr. Mary McConner, Founder & CEO, Inclusive Excellence Consulting</i> <i>Alexandra Feliciano, HR and Talent Retention Consultant, AFM HR Solutions LLC</i> <i>Maureen Holland, Esquire, Owner, Holland & Associates</i> <i>Shayna Giles, Attorney, Baker Donelson</i> <i>Paul Tuberville, Attorney</i> Track: Culture & Leadership

	3 Prepare for and Navigating Data Breaches in the Employment Arena <i>Benjamin Perry, Of Counsel</i> Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Track: Strategy
9:15 AM - 9:30 AM	REFRESH Break
9:30 AM - 10:45 AM	Concurrent Sessions 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 Track: Strategy 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 Track: Culture & Leadership 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 Track: Total Rewards
10:45 AM - 11:00 AM	Final Networking Break
11:00 AM - 12:00 PM	Closing Keynote: Harnessing AI For the Future of HR <i>Paul Allen, Founder & CEO</i> Soar, Inc. Track: Strategy
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	