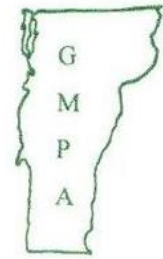


GREEN MOUNTAIN PAYROLL ASSOCIATION ANNUAL CONFERENCE



September 14th, 2017

Doubletree by Hilton, South Burlington VT

- 7:30am – 8:15am Registration, Networking & Breakfast
- 8:15am – 8:30am Welcome from the President
- 8:30am – 9:45am **We Need to Talk – Critical Employee Conversations.** Kerin Stackpole, Attorney, Director, Employment + Labor Law Group, Paul Frank, & Collins
“Did you know employers are legally required to discuss an employee’s accommodation needs under the Americans with Disabilities Act? In addition to complying with the federal and state laws, there are practical reasons to have timely and appropriate conversations with employees. Employers who communicate clear expectations and provide constructive feedback find their employees are more productive and stay in their positions longer. This session will review legal obligations and practical advice for the critical conversations employers must engage in with their employees.”
- 9:45am – 10:00am Break
- 10:00am – 11:00am **Unconscious Bias and Its Role in the Employee Life-cycle.** Maribeth Spellman, J.D. LL.M, Director, Hickok & Boardman HR Intelligence.
“Unconscious bias is everywhere, impacting our day to day choices, actions and our relationships. The workplace is not immune from its impacts – from recruitment, compensation, performance management, training and development, and retention decisions, our individual biases and those of the organization as a whole, impact our decision-making processes, often to the detriment of the workplace and success of the organization. Developing an awareness of how these biases permeate our lives is key to moving forward with strategies to minimize their impact. Only by doing so will we be successful in creating truly dynamic and innovative organizations.”
- 11:00am – 12:15pm **Payroll, Human Resources and Accounts Payable. Three groups in the Same Sand Box, Can’t We Just Play Together?** Dan Dycus, CPP. Senior Director, Education Services, American Payroll Association.
- 12:15pm – 1:15pm Lunch
- 1:15pm – 2:30pm **Managing People Who Go Beyond Being Difficult...Dealing with Beastly People.** Jack Agati, Encouraging Concepts Associates.
“We all manage difficult people in our lives. However, what do we do after we’ve tried the usual conflict resolution methods and these people don’t respond but become worse in their behaviors? They’ve gone beyond being difficult. They’re acting beastly and adversely affecting all around them. Allowing them to continue would cause great harm. They need to be dealt with now.”
- 2:30pm – 2:45pm Closing Remarks & Raffle