

2010 TSG Seminars

Date and Time	Title	Description
Tuesday, January 12, 2010 9:00 a.m. - 12:00 noon	Benefits Administration for the Human Resources Generalist	Benefits have long since moved from the fringes to the mainstream in the modern corporation. They can easily represent up to 40% of payroll costs. This seminar is designed to provide the <i>nonbenefits specialist</i> with a complete overview of benefits in today's corporation.
Tuesday, January 12, 2010 1:00 p.m. - 4:00 p.m.	Introduction to Compensation Management	This seminar is specifically designed to develop an understanding of the basic principles of compensation management. It will leave seminar attendees with knowledge of job evaluation systems, salary survey analysis, salary range development, paying for performance and salary administration. Attendees will also gain an appreciation of the strategic issues which affect compensation policies and procedures.
Tuesday, February 9, 2010 9:00 a.m. - 12:00 noon	A New Look at Workplace Diversity	All of us have a role in creating inclusive organizations. With organizations becoming increasingly diverse, we as human resource professionals are likely to find diversity and inclusion issues surfacing frequently and unexpectedly when we work with the staff of our organizations. To be effective in the diversity arena, we need periodically to examine our own diversity assumptions and be prepared to address diversity and inclusion from both individual and organizational perspectives. Whether you work as a diversity professional, an HR generalist, HR manager or have responsibility for organizational culture change and strategic planning this session will provide you increased diversity awareness, examples of intervention choices, and implications for compensation decisions. This is an opportunity to examine and enhance your role as ally and advocate for inclusionary behavior and inclusive organizations.
Tuesday, February 9, 2010 1:00 p.m. - 4:00 p.m.	Records Retention	A can't miss discussion of what you must, should and/or may want to document as well as a comprehensive discussion on how long the various laws require you to keep employment records. This seminar is geared toward helping you feel more comfortable with those every day decisions regarding what should be documented, where documents should be kept, how long documents should be kept, what belongs in a "personnel record" and much, much more.

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Tuesday, March 9, 2010 9:00 a.m. - 12:00 noon	Stress Management	Description to follow.
Tuesday, March 9, 2010 1:00 p.m. - 4:00 p.m.	Reduce Defensive Reactions to Feedback	Most managers are able to intuitively assess and describe employee performance issues, <i>but what is difficult</i> is communicating this information to the employee. Frequently, the area for development relates to difficult to quantify and discuss behaviors such as interpersonal skills, personality traits and attitude. Using the Performance Continuum Feedback™ Method learn how to help your managers make sense of even the most complicated employee performance issues and find the right words to use during a discussion about performance with the employee
Tuesday, April 13, 2010 9:00 a.m. - 12:00 noon	Utilizing Surveys & Market Data	The purpose of this seminar is to give the participant a solid foundation and understanding of the nature of Market Survey's and other market data. The seminar ranges from learning the key mechanics behind surveys and typical company applications to creative applications. The context for this seminar is to learn about market data & surveys not just from a mechanical standpoint but to leverage the use of any market data as a business partner.
Tuesday, April 13, 2010 1:00 p.m. - 4:00 p.m.	Advanced Compensation - Tools & Techniques	Explore some advanced tools and techniques that can be used in effective management of compensation programs. Learn how to take routine data and make it a valuable tool/asset in problem analysis, program development, program implementation and manager/employee communications. Develop an appreciation for how cultural and political issues have implications for and often hinder effective compensation programs.
Tuesday, May 11, 2010 9:00 a.m. - 12:00 noon	Principals of Compensation - Intermediate	Develop a more comprehensive understanding of the principles and policies of compensation administration. Develop an expanded knowledge of job evaluation systems and salary administration structures as they pertain to equitable compensation policies and practices. Gain an appreciation of the strategic implications of trends in compensation policy and administration for short-term and long-term business planning.

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<p>Tuesday, May 11, 2010 1:00 p.m. - 4:00 p.m.</p>	<p>Sales Compensation</p>	<p>Companies are constantly seeking effective ways to drive revenue generation through well designed Sales Compensation programs. Well designed sales incentive plans motivate and energize the sales force to deliver the value proposition to customers and clients while driving in revenue and profitability for the company. This seminar will cover the principles of designing and installing successful Sales Incentive Compensation programs.</p>
<p>Tuesday, September 14, 2010 9:00 a.m. - 3:00 p.m.</p>	<p>Leave Laws</p>	<p>This program will provide both a review of the basics as well as cutting edge information about recent court interpretations involving the requirements of these laws. The program will be presented in an interactive format, including the use of hypotheticals based on real cases decided by the courts.</p>
<p>Tuesday, October 19, 2010 9:00 a.m. - 3:00 p.m.</p>	<p>Job Evaluation Workshop</p>	<p>Regardless of what type of job evaluation methodology used, organizations realize very quickly the realities of the marketplace. Companies must recognize that they need to offer competitive salaries if they wish to attract and retain competent employees. Therefore many companies adopt job evaluation strategies that emphasize external competitiveness or market pricing.</p> <p>Point factor methods make explicit the criteria for evaluating jobs. One, if not the greatest, barrier to the effective use of any point factor job evaluation plan is the failure to gain common understanding of the meaning of words and terms. Learn the steps that will simplify the point-factor process and dramatically improve its reliability.</p> <p>Market Pricing, the most common system in use today, relies upon good data coupled with the ability to properly utilize surveys and match jobs. This workshop will help participants understand how to effectively market price jobs.</p>