

2012 SEMINARS

Date and Time	Title	Description
Tuesday, January 10, 2012 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 nonbenefits specialist with a complete overview of benefits in today's corporation.
Tuesday, January 10, 2012 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 14, 2012 9:00 a.m. - 12:00 noon	Modernizing the Performance Review Process	In theory the performance reviews are intended to improve performance, hold people accountable and develop employees. In practice it does none of these things. Instead, managers and employees dread the process. HR dreads enforcing it and leadership tends to devalue it. Not much has changed from when it was first introduced. Sure there are on-line performance tools, but they've largely taken an old fashioned process and automated it (and made it more costly). If we only had a better form and process that felt like it was helpful. Guess what? <i>You can</i> . See how to take what you have now and cut it down to a one or two-page form that replace the "let's just get this over with approach" into a process that will add value for all PM stakeholders.

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Tuesday, February 14, 2012 1:00 p.m. - 4:00 p.m.	A New Look at Diversity and Inclusion	<p>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.</p>
Tuesday, March 13, 2012 9:00 a.m. - 12:00 noon	Principals of Compensation - Intermediate	<p>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.</p>
Tuesday, March 13, 2012 1:00 p.m. - 4:00 p.m.	Sales Compensation	<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>

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Tuesday, April 10, 2012 9:00 a.m. - 12:00 noon	Employment Law	This program will provide an update on the many employment laws impacting Massachusetts employers. It will focus on changes to the laws and regulations themselves, as well as highlights of agency interpretations and court opinions. Courts decisions, interpreting our various employment laws, often determine the meaning of those laws and how they should be interpreted and applied in the workplace. The Employment Law Update will focus on helping you comply with new and existing employment laws and regulations.
Tuesday, May 15, 2012 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, May 15, 2012 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.
Wednesday, September 12, 2012 9:00 a.m. - 3:00 p.m.	Leave Laws	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.