The Public Pension Human Resources Organization Roundtable draws together Human Resources professionals from Public Pension funds throughout the country to learn from industry experts, discuss current issues, and share best practices and ideas from their organizations.

Special thanks for coordinating the Roundtable goes to:
**AGENDA**

**TUESDAY, OCTOBER 7**

8:30–9:00 am  
**Continental Breakfast**

9:00–9:15 am  
**Welcome**

9:15 –10:15 am  
**What’s Happening in Washington?**

*Neil E. Reichenberg • Executive Director, IPMA-HR*  
Neil will provide us an update on legislative issues in Washington that may affect the HR practice.

10:15–10:30 am  
**Break**

10:30–11:00 am  
**Wait...What? A Discussion on Developments in the HR Certification World**

*Neil E. Reichenberg • Executive Director, IPMA-HR*  
Neil will provide an overview and discuss the latest developments in the HR certification world.

11:00 am–12:00 pm  
**“Open Mic”: Discussion of Critical HR Issues at Each Fund**

This is your opportunity to gain insight and feedback from experienced colleagues on critical HR issues affecting your fund. If you need input, come prepared to present your concern. Topics may include issues within the HR body of knowledge, such as benefits, compensation, employee relations, leadership development, recruiting, etc.

12:00–1:00 pm  
**Lunch**  
*included in conference fee*

1:00–2:00 pm  
**Practitioner Presentation: Building a Constructive Culture Within an Investment Shop**

*Mika Austin • General Manager Human Resources, New Zealand Superannuation Fund*  
The New Zealand Superannuation Fund has been on a mission over the last 3-4 years to turn their culture around towards a collaborative, constructive, truly integrated team approach. Mika will share with us how they began benchmarking themselves three years ago, and have since implemented a comprehensive culture development plan in an attempt to move towards their desired behavioral state.

2:00–2:15 pm  
**Break**

2:15–4:00 pm  
**High Impact Leadership Suite Training: Leadership Branding**

*Susanna Hunter • Principal Consultant, McLean & Co.*  
Personal branding is getting a lot of buzz for employees at all levels, but why is this especially important for middle managers and directors? Leadership branding is essential because of the many relationships managers have with customers, direct reports, executives, and peers. Creating a leadership brand helps to establish your ideal position in all these relationships, while also defining your own personal career goals and wishes.

This branding module will teach leaders how to level set their newfound leadership identity with direct reports, clients, and executives. This branding module can also contribute to how managers relate to their own boss, and development/career path discussions. Branding will help managers discover and define what skills they want to build on, and create a clear career path.

6:00 pm  
Meet in Lobby for walk to dinner at McCormick and Schmick. Buffet dinner is included in conference fee. Cash bar available.
AGENDA

WEDNESDAY, OCTOBER 8

8:30—9:00 am  Continental Breakfast

9:00—11:00 am  Introduction to Generational Workforce Strategy

Chuck Underwood • Founder/Principal, The Generational Imperative

Each generation brings unique core values, career attitudes, strengths and weaknesses to their work. And so it is imperative for employers, management, and employees to understand those differences. The Generational Imperative’s training programs in Generational Workforce Strategy help organizations to:

- recruit the best employees from each generation;
- onboard them smoothly, in those critical first few hours, days, weeks, and months;
- train them appropriately;
- manage and lead them effectively;
- help all employees to maximize their fulfillment with their work and, with that, their productivity;
- enhance inter-generational understanding and cooperativeness amongst all employees;
- train current leaders in generational diversity and generational leadership;
- prepare future leaders and, by doing so, help to ensure orderly succession of leadership;
- ... and much more.

11:00—11:15 am  Break

11:15 am—12:15 pm  “Open Mic”: Discussion of Critical HR Issues at Each Fund

This is your opportunity to gain insight and feedback from experienced colleagues on critical HR issues affecting your fund. If you need input, come prepared to present your concern. Topics may include issues within the HR body of knowledge, such as benefits, compensation, employee relations, leadership development, recruiting, etc.

12:15—1:00 pm  Lunch (included in conference fee)

1:00—2:00 pm  Practitioner Presentation: Virginia Retirement System’s Values and Culture Journey

Ken Robertson, HR Director • Virginia Retirement System

The VRS has continued on their journey to embed the four values into the VRS work culture. Ken will share with the series of initiatives and activities that help the values “come alive”.

2:00—3:00 pm  “Open Mic”: Discussion of Critical HR Issues at Each Fund

This is your opportunity to gain insight and feedback from experienced colleagues on critical HR issues affecting your fund. If you need input, come prepared to present your concern. Topics may include issues within the HR body of knowledge, such as benefits, compensation, employee relations, leadership development, recruiting, etc.

3:00—3:15 pm  Discussion of 2015 Roundtable
GUEST SPEAKERS

WHAT’S HAPPENING IN WASHINGTON?

NEIL REICHERGEN • EXECUTIVE DIRECTOR • INTERNATIONAL PUBLIC MANAGEMENT ASSOCIATION FOR HUMAN RESOURCES (IPMA-HR)

Neil Reichenberg is the executive director of the International Public Management Association for Human Resources (IPMA-HR). He has worked for IPMA-HR for almost 34 years, the last 18 as the executive director. As executive director, he serves as the chief executive officer and is responsible for the overall management of the association.

Mr. Reichenberg speaks and writes on human resource and employment issues. He has given presentations in numerous countries and has presented papers at international conferences and United Nations meetings. He has testified before the United States Congress.

Mr. Reichenberg is a graduate of the University of Maryland and New York Law School. He is a member of the Bar in the District of Columbia and New York. He is a member of the American Society of Association Executives (ASAE), which awarded him with the designation of Certified Association Executive. He worked previously for a law firm specializing in labor and employment law.

HIGH IMPACT LEADERSHIP SUITE TRAINING: LEADERSHIP BRANDING

SUSANNA HUNTER • PRINCIPAL CONSULTANT • MCLEAN & COMPANY

Susanna Hunter is a Principal Consultant with McLean & Company. She is committed to helping organizations take the human resources function to a more strategic level, developing results-driven HR practices that support key business objectives.

With more than 20 years’ experience in HR executive and practitioner roles, Susanna has extensive experience in the design and implementation of organizational effectiveness and talent management programs. Prior to joining McLean & Company, Susanna led the TD Canada Trust (TDCT) Talent Acquisition & Programs Team and was Director, HR for Scotiabank where she led a team to develop and implement the HR strategy for Global Risk Management. Her expertise covers strategic business partner roles, talent acquisition, organizational and employee development, HR metrics & reporting, succession and workforce planning, and performance management in organizations ranging from 65 to over 70,000 employees in many industries including financial services, technology, insurance, and marketing communications.

Susanna holds a Bachelor in Administrative Studies from York University and a Master of Education with a specialization in Workforce Learning & Change from University of Toronto’s Ontario Institute of Studies in Education. She has received the Certified Human Resources Professional (CHRP) designation and is a member of HRPA, SHRM, the Strategic Capabilities Network, and the Women’s Executive Network.

INTRODUCTION TO GENERATIONAL WORKFORCE STRATEGY

CHUCK UNDERWOOD • FOUNDER AND PRINCIPAL • THE GENERATIONAL IMPERATIVE, INC

Chuck Underwood is the founder/principal of "TGI" - The Generational Imperative, Inc. - an Ohio-based generational consulting firm. He consults and trains corporations and organizations in Generational Workplace Strategy and Generational Marketplace Strategy. Chuck is the host of the television series America’s Generations With Chuck Underwood, on PBS.

Having researched generational dynamics for more than a quarter-century and then worked side-by-side with hundreds of clients to execute a long list of generational strategies, he is considered one of the elite consultants in generational strategy.

His A-List clients operate in business, government, education, religion, politics, media and entertainment, philanthropy, and virtually every other industry-type.

Formally trained in qualitative research methodology and focus-group moderating by The Burke Institute, he conducts generational research for his clients and for his own proprietary generational research.

The Ohio University College of Business grad had spent his earlier career in the mass media of radio and television, first as an award-winning broadcast journalist and national sports play-by-play announcer, and then as a creator and producer of original programming. He has hosted and produced shows that have aired nationally and internationally.

He has taken his rightful place as an eminent authority in generational study. Traveling coast-to-coast and overseas for consulting assignments, seminars, research, and keynotes, he also authors newspaper and national-magazine columns on generational dynamics, guest-lectures at universities, and is regularly interviewed for generational news stories by the nation’s – and world’s - magazines, newspapers, radio, and television.
IMPORTANT INFORMATION

REGISTRATION FEES

Due to the unique nature of how this Roundtable has evolved, we do not currently have a set conference fee for the program that is paid in advance. However, we have attempted to break down the costs as much as possible to give an idea of the total fee that will be billed to participants by IPMA-HR after the conference:

$500 (approx)  Conference fee
(includes two continental breakfasts and lunches, Tuesday night dinner at McCormick & Schmick, and speaker costs)

$150  Administrative fee for non-IPMA-HR members
You can avoid the administrative fee by joining IPMA-HR now. Gain all the benefits of membership for less than the administrative fee!

$226/night+tax  Hotel room rate at the Renaissance Seattle Hotel. We will make the reservations for you based on your registration form. You will be responsible for paying your own hotel charges when you check out; these will not be included in the conference fee billed by IPMA-HR.

DRESS

Dress for the Roundtable is casual.

REGISTRATION

To register for the Roundtable, please complete the registration form and fax it back to IPMA-HR at 703.684.0948 by Wednesday, September 10.

The conference will be held at the Renaissance Seattle Hotel, 515 Madison St., Seattle, WA 98104. The phone number for the hotel is 206.583.0300.

Please indicate on the registration form which nights you will need a room. We will make the reservation for you, but you are responsible for paying your own hotel charges when you check out.
REGISTRATION FORM

NAME: ____________________________________________________________

TITLE: ____________________________________________________________

ORGANIZATION: __________________________________________________

ADDRESS: _________________________________________________________

PHONE: ________________________ FAX: _________________________________

EMAIL: ________________________

# OF YEARS IN HR: _______ # OF YEARS IN YOUR ORGANIZATION: _______

NUMBER OF EMPLOYEES: _______ NUMBER OF HR STAFF: _______

FUND SIZE: $ _____________

PLEASE CHECK IF YOUR ORGANIZATION IS:

1. ☐ Civil service OR ☐ Not civil service

2. ☐ Union OR ☐ Non-union OR ☐ Both

3. ☐ Board-Governed OR ☐ State-Governed

PLEASE INDICATE IF YOU NEED A VEGETARIAN MEAL OR IF YOU HAVE ANY FOOD
ALLERGIES WE NEED TO BE AWARE OF: __________________________________

ARE YOU CURRENTLY A MEMBER OF IPMA-HR? ☐ YES ☐ NO

PLEASE MARK WHAT NIGHTS YOU NEED FOR THE HOTEL:

☐ Monday, 10/6 ☐ Tuesday, 10/7 ☐ Wednesday, 10/8

PLEASE FAX BACK TO IPMA-HR AT 703.684.0948
BY WEDNESDAY, SEPTEMBER 10