



17th Annual Tri-State HR Management Association's
HR Strategies for the Non-Profit Community
Wednesday, July 10, 2019, 8:00 a.m. to 2:00 p.m.

NEW LOCATION: Rowan College at Gloucester County, 1400 Tanyard Rd,
Sewell, NJ 08080

Thank you to our Sponsor: ARCHER Attorneys at Law



Dare You To Move—Through Change and Uncertainty with Confidence

Presented by Brenda K. Reynolds, MSOD, Speaker/Author/Consultant. In today's work world, complexity, responsibility, change and uncertainty come with the job. How to turn a "now what?" into a "why not?!" is a critical skill we need for the workplace and life space! Brenda will weave her personal and professional experience into an interactive presentation that inspires attendees to simplify the complex and navigate change with confidence.

A Very Unique look at Total Rewards and Talent Acquisition for the Non-Profit Community!

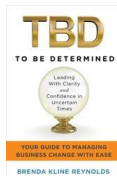
Presented by Dan Sell, SPHR, SHRM-SCP, People Strategy Tour Guide, Dansumur Consulting LLC. What can you do to create a value added approach that supports both your Total Rewards and Talent Acquisition Strategies and takes advantage of what makes your organization and your people special? Dan will share his expertise and share strategies that aid organizations in recognizing their true talent and value.

Avoiding Legal Minefields with Employee Social Media Use

Presented by: Douglas Diaz, Esq., Archer. The legal landscape regarding Facebook and other social media in the workplace is evolving almost as fast as the technology itself. Recent court and administrative decisions have both clarified and confused what employers and employees can (and can't) do in the social media arena. What happens when employee social media use outside of work impacts your organization? Or when you learn of potentially harassing behavior by employees on their own personal social media sites? Non-profit organizations and other employers are faced with numerous legal obstacles in this area that can provide a date in court for even the most careful of employers. This presentation will use real-life examples, good and bad, to help show organizations and their managers what they need to do to stay in compliance with the law.

Let the People Paint: Why the Bigger Picture Matters, and How to Support Employees in the Evolving Artistry of Meaning

Presented by Emily Wyner, MS, CAPP, Founding Partner, [Humblebee](#). Many employees are drawn to nonprofit work from a sense of meaning and purpose, which themselves can drive high engagement. Yet with two thirds of U.S. workers (according to 2018 data from Gallup) either not engaged or actively disengaged with work, it makes us wonder: What's going on here? The answer may lie in how we do—or don't—continually nurture that sense of meaning. Through this interactive and reflective talk, Emily Wyner will break down why and how to invite employees into the practice of organizational meaning-making.



All Attendees will receive Brenda Reynolds' book *"TBD—To Be Determined: Leading with Clarity and Confidence in Uncertain Times"*. Her newest creation, *The "Now What?" Transformation™ Clarity Card Deck*

The fee for this program is only \$35.00, thanks to the generosity of ARCHER who sponsors this event for executive directors and staff of non-profit organizations in the tri-state area. A continental breakfast and buffet luncheon will be served.

Register and pay at <https://www.tristatehr.org/>; or send check (payable to Tri-State HRMA) to Tri-State HRMA, P.O. Box 4206, Cherry Hill NJ 08034.

Any Questions? Please contact Theresa McGlinchey - tmcglinchey@comcast.net

Meet the Presenters:

Brenda K. Reynolds, MSOD, Speaker/Author/Consultant Her style—relatable; her content—immediately applicable! As an executive coach and organization and leadership consultant, Brenda has been helping others embrace change and transform their organizations and lives for many years. She is a TEDx speaker on *Navigating Transition Fog* and Amazon Best-selling author of *TBD—To Be Determined: Leading with Clarity and Confidence in Uncertain Times*. Her newest creation, *The "Now What?" Transformation™ Clarity Card Deck*, will assist us in moving meaningfully, mindfully, and purposely through times of uncertainty.



Dan Sell, SPHR, SHRM-SCP, People Strategy Tour Guide, Dansumur Consulting LLC. Dan is an HR professional, executive, and consultant with over forty years of extensive leadership and senior level management experience. He is certified as a SHRM-SCP and holds a Life Certification as SPHR. He has been an instructor for over twenty years for the Professional Human Resource Certification Preparation Course sponsored by both Rowan University and Rutgers University. In 2003 Dan was recognized as the Delaware Valley HR Person of the Year.



Douglas Diaz, Esq., Archer

Douglas Diaz concentrates his practice in labor and employment law matters where he listens to clients to resolve their issues and disputes consistent with their goals. Mr. Diaz is an experienced litigator who has successfully defended employers in both state and federal courts as well as before administrative agencies such as the New Jersey Division on Civil Rights, the Pennsylvania Human Relations Commission and the EEOC. He routinely defends against a variety of employment-related claims such as those pertaining to discrimination, retaliation, wrongful discharge, restrictive covenants and wage and hour issues. He has also worked with clients in a variety of industries such as healthcare, transportation, insurance, banking, technology, and construction.



Emily Wyner, MS, CAPP, Founding Partner, [Humblebee](http://Humblebee.com), dynamic speaker, OD Professional, Positive Psychologist and applied improv practitioner. . Emily is a skilled facilitator, applied improv and positive psychology practitioner, and organizational development consultant who has spent years understanding the relationship between organizational culture and individuals' experiences within it. You'll walk away from *Let the People Paint* with a number of tangible tools to help you create and sustain a highly engaged workforce, connected both to organizational mission and with one another.

