



The Company Sweet Spot: Where Business Strategy Meets HR

**A Conference Designed Especially for
Senior Human Resource Professionals**

**Join your peers for a conference that will inspire and motivate Sr.
HR Professionals & provide 15 strategic recertification credits!***

SPECIAL KEYNOTE PRESENTATION

**Major General (Ret.)
Robert Mixon, Jr.**

The conference kicks off in high gear with a rare and exciting presentation by Major General (Ret.) Robert Mixon. As the Commanding General of the 7th Infantry Division and Fort Carson, CO, General Mixon led an installation of more than 30,000 people, trained and deployed more than 20,000 soldiers to posts around the world, and represented the U.S. Army in all matters affecting the community and the region.

A leader among leaders, General Mixon will capture your attention from the moment he is introduced, share his principles and philosophies of leadership, and leave you energized to meet your greatest leadership challenges with confidence.

- **SPECIAL KEYNOTE PRESENTATION**
Major General (Ret.) Robert Mixon, Jr.
“Leadership: From the Battlefield to the Boardroom”

- **A CANIAHR EXCLUSIVE!**
Ricardo Torres, President
Permanent Solutions Labor Consultants
“Confessions of a Union Organizer – An Insider’s Guide to Union Avoidance”

Rick Torres is a former national union leader with the Teamsters and Steelworkers. With over 750 union campaigns to his credit, Rick has not only seen it all – he’s done it all! Now as president of Permanent Solutions Labor Consultants Rick has a single focus – to keep unions out of your workplace.
You will not want to miss this presentation!

- **And There’s More...**
 - Linking Finance to the Role of the Sr. Human Resource Professional
 - Creating a “Lean” HR Culture – Driving Effectiveness, Efficiency, and Service
 - Electronic Discovery – Proactive Planning & Risk Reduction Strategies

To register online visit our web site, www.caniahr.com and clicking on the Events Tab

**CANIAHR, LLC ■ 144 Village Landing - Suite 309 ■ Fairport, NY 14450
585-261-5039 ■ www.caniahr.com**

The Company Sweet Spot: Where Business Strategy Meets HR

April 25 - 27, 2010 ▪ Inn on the Lake ▪ Canandaigua, NY

Conference Schedule

All Programs, Breakfast, and Lunch Included in Your Registration

Day One – Sunday, April 25, 2010

3:00 pm – 8:00 pm

Conference Registration and Guest Check-in

3:00 – 5:00pm Main Lobby

Opening Remarks and Conference Kickoff

5:15 – 5:30 pm Frank A. Cania, SPHR – President, CANIAHR, LLC

Keynote Presentation – “Leadership: From the Battlefield to the Boardroom” (1.0 Strategic Credit*)

5:30 – 6:30 pm Major General (Ret.) Robert Mixon, Jr.

Conference Reception

6:30 – 8:00 pm

Join your peers by the fireplace and enjoy the exceptional views of Canandaigua Lake. We'll set the stage with hors d'oeuvres and beverages so you can relax, catch up with friends, and network with some of the best the HR profession has to offer.

Day Two – Monday, April 26, 2010

7:15 am – 5:00 pm

Breakfast

7:15 – 8:15 am

Join us for a breakfast of assorted pastries and muffins, house-made breakfast breads, bagels, fresh fruit, yogurt, assorted juices, gourmet coffee, and a selection of teas.

Session One – “Linking Finance to the Role of the Sr. Human Resource Professional” (3.5 Strategic Credits*)

8:30 am – 12:00 pm Laurie Leo, MBA, CPA

Vice President of Strategic Initiatives, Klein Steel Services, Inc.

In this exceptional presentation, Laurie Leo will answer the question, “Why should I care about Finance if I’m a Sr. Human Resource Professional?” Some of the key concepts Leo will share are: insights on how to go from a “People vs. Profits” mindset to one of “People AND Profits;” how to use activity-based costing to focus on achieving goals AND making money; and “tricks of the trade” for understanding financial statements.

Lunch

12:00 – 1:15 pm

Join your peers for a delicious and relaxing lunch

Session Two – “Creating a ‘Lean’ HR Culture—Driving Effectiveness, Efficiency, and Service” (3.5 Strategic Credits*)

1:30 – 5:00 pm Cheryl Henke, MS, SPHR

VP of Human Resources, Rochester General Health System

Cheryl Henke provides insights to planning and implementing a “Lean” process in HR as only someone who has lived the process can. In this interactive program Henke will explain how adopting lean principles and tools can dramatically elevate internal HR effectiveness in delivering value to its customers. Participants will also have the opportunity to learn and practice lean tools and techniques that they can use upon returning to their workplaces.

The Company Sweet Spot: Where Business Strategy Meets HR

April 25 - 27, 2010 ▪ Inn on the Lake ▪ Canandaigua, NY

Conference Schedule – continued

All Programs, Breakfast, and Lunch Included in Your Registration

Day Three – Tuesday, April 27, 2010

7:15 am – 5:00 pm

Breakfast

7:15 – 8:15 am

Join us for a breakfast of assorted pastries and muffins, house-made breakfast breads, bagels, fresh fruit, yogurt, assorted juices, gourmet coffee, and a selection of teas.

Session Three – “Confessions of a Union Organizer: An Insider’s Guide to Union Avoidance”(3.5 Strategic Credits*)

8:30 am – 12:00 pm Ricardo Torres

President, Permanent Solutions Labor Consultants

In this knock-your-socks-off presentation, Ricardo Torres will take you inside the world of union organizing. Torres will expose the motives, tactics, and “win at all costs” attitude every target company faces in a union campaign. Then, just when you begin to think there is no way to beat them, he will provide you with steps you can take in an attempt to “union proof” your organization, show you how to recognize the signs of a stealth campaign, and explain what to do when a full scale organizing campaign comes to your company.

Lunch

12:00 – 1:15 pm

Join your peers for a delicious and relaxing lunch

Session Four – “Electronic Discovery–Proactive Planning & Risk Reduction Strategies” (3.5 Strategic Credits*)

1:30 – 5:00 pm Paul Keneally–Partner, and Tom Knab, Esq., Underberg & Kessler, LLP

Peter Coons–VP, and Josh Gilliland–Professional Development Mgr., D4, LLC

Virtually every organization creates electronically stored information, or ESI. Everything we do with an electronic device, such as sending and receiving e-mails and text messages, using the Internet, saving and deleting files, and keeping an electronic calendar generates ESI. What we may fail to consider is that every piece of ESI can be open to discovery in the event of a lawsuit. In this program we’ll review the federal regulations governing e-discovery, learn about recent developments and trends in the courts and the industry, and take a strategic view of managing ESI in a proactive, cost-effective manner. Our experts will share their experiences and provide valuable lessons on how to develop practices and policies everyone can live with while avoiding common pitfalls and minimizing risk.

Welcome to the Inn on the Lake!

The exquisite Inn on the Lake is conveniently located at 770 South Main Street in Canandaigua, NY.

CANIAHR has arranged a special conference rate of \$99.00 per night for overnight accommodations. Please contact the Inn on the Lake at 1-800-228-2801 before April 15, 2009 to make your reservations at the special conference rate.

The Inn offers an indoor pool, Spa, fitness center, and free wireless Internet to overnight guests.

Visit the Inn on the Lake at www.theinnonthelake.com for more information or to visit the live webcam.

The Company Sweet Spot: Where Business Strategy Meets HR

April 25 - 27, 2010 ▪ Inn on the Lake ▪ Canandaigua, NY

SUPPORT THE HUMAN RESOURCE PROFESSION

To show our support for the HR profession, \$50 from each paid registration will be donated to your local SHRM chapter, NHRA chapter, or the SHRM Foundation.

Name _____

Name for Your Badge _____ Title _____

Company _____

Address _____

City _____ State _____ Zip Code _____

Work Phone _____ Cell Phone _____

E-mail _____

How did you hear about our conference?

SHRM Chapter Advertisement NHRA Chapter Advertisement Other _____

Registration Fees** (includes all programs, reception, and breakfast and lunch on 4/26 & 4/27)

Early Bird Registration \$795 (until 3/21/2010)

Standard Registration \$895 (3/22/2010 – 4/11/2010)

Late Registration \$995 (after April 11, 2010)

**Corporate discount available for 3 or more attendees from the same organization. Call 585-261-5039 for information.

Payment Information

Check payable to CANIAHR, LLC enclosed in the amount of \$_____

I authorize CANIAHR, LLC to charge \$_____ to my MasterCard Visa

Card # _____ Exp. Date _____ CVV _____
3 digit code on back of card

Name As It Appears On Credit Card Bill _____

Signature _____

To register online, visit our web site, www.caniahr.com and click on the Events tab

OR

Mail registration form and payment to:

CANIAHR, LLC
Conference Registration
144 Village Landing, Suite 309
Fairport, NY 14450