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Tuesday, June 12, 2018

Speakers: Roe and Don Polczynski, Jr.

[\(http://www.rdadvisorygroup.com/\)](http://www.rdadvisorygroup.com/)

Roe Polczynski - Author, Leadership Expert, Mentor for Business Leaders and Founding Partner at RD Advisory Group. Roe holds an MBA from Marylhurst University and is very active working with organizations on their business efforts. With a strong background in for-profit, not-for-profit and education settings, Roe's knowledge base is very diverse which is apparent in her work as a business optimization expert enhancing organizational development and a results coach for executives and employees.

Don Polczynski - Author, Partner RD Advisory Group leading organizations and individuals towards achieving their full potential. Don co-authored the book, Changing Your Equation with his spouse, Roe, and has worked to spread the message of personal leadership and goal fulfillment. Don continues to work with Roe on leadership guidance programs but is now innovating a new Agency Custom Financial Officer program for the insurance agency industry to have a CFO who is virtual, fractional, scalable and customizable.

Breaking Through the New Era of the Glass Ceiling

New business realities are spurred by the influx of worker generations who have different expectations and characteristics. Organizations that know how to engage each generation at a human level are at a significant advantage. The "glass ceiling" concept once referred to invisible forces keeping women and minorities from achieving the highest levels in an organization. The new glass ceiling exists when an employee reaches their personal limits, hits the ceiling and plateaus. Leaders who do not acknowledge the existence of and help shatter the personal glass ceilings of each team member will constitute a new type of organizational glass ceiling. There are also many causes that effect the thickness of that ceiling and the more the layers, the harder it is for that person to break through. Without intervention, the plateauing effect will be in full force.



Partner Sponsor

Hotel – Utica Centre (formerly the Radisson soon to be The Delta Hotel) – 200 Genesee Street - Utica, NY

8:00 – 8:30 am - Registration/Breakfast

8:30 – 8:45 am – Business Meeting

8:45 – 9:15 am – Roundtable Discussion (bring your questions or submit prior to info@MVSHRM.org)

9:15 – 9:20 am – Sponsor

9:20 – 10:25 am – Intro and Keynote Speakers

10:25 -10:30 am – Closing

Program will be submitted for approval of SHRM and HRCI credits

Tickets: \$25 - MVSHRM Member; \$30 - Non-Member/Guest; \$10 – Student (Member/Guest)

New: \$190 - Table of 8; \$90 – Table of 4, (both prices for same organization member/non-member)

(Registrants who fail to provide 24-hour advance notice of cancellation will be responsible for the applicable registration fee)

You may now register and pay on-line at www.MVSHRM.org.

If you have problems registering, please contact info@mvshrm.org

**If paying by check please make payable to "MVSHRM" and bring with you to the meeting or mail to:
MVSHRM, PO Box 428, New Hartford, NY 13413**

Deadline to register is Friday, June 8, 2018



MVSHRM Premium Sponsor

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