



MVSHRM



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MVSHRM is recognized by SHRM to offer Professional Development Credits (PDC's) for the SHRM-CP and SHRM-SCP.

MVSHRM Annual Awards Program Tuesday, October 16, 2018

Delta Hotels by Marriott – 200 Genesee Street - Utica, NY

8:00 – 8:30 a.m. Registration/Breakfast

8:30 – 8:45 a.m. – Meeting/Introduction

8:45 – 9:30 a.m. Awards Program

9:30 – 10:30 a.m. Keynote Speaker

10:30 – Closing

Please join us for our Annual Awards Program where we will recognize the recipients of the Lynda Ford Lifetime Achievement Award in Human Resources, Volunteer of the Year and our Student Scholarship winner!

**Keynote Speaker: Joan Graci, President and CEO of APA Solutions –
“Uncovering Unconscious Bias”**

The Roadblock to Effective Decision Making and Business Growth Each and every day our command center (our brain) is assessing the world around us and protecting us from perceived threat or danger. In a conscious state we can adjust accordingly, however the bulk of our decisions occur in the unconscious state. This brain-based activity has a deep impact within the workplace. You will discover: • How our brains work – an introduction to the neuroscience behind how we operate • The latest research on unconscious bias • How this phenomenon can impact your decision making and business growth • A step-by-step process to overcome this natural occurrence

As one of the only brain-based-certified Talent Coaches in the country, Joan has made it her mission to discover the secret of transforming organizational effectiveness. Her years spent entrenched on the front lines for better people practices has provided a few ingredients that once combined, deliver one of the most efficient approaches for growth companies today. The recipe? Hard data and science used to bridge the communication gap between leadership and the people they employ by disrupting human capital norms. Leveraging three decades of analyzing data in the recruiting space, Joan defies traditional beliefs as it relates to the mindset of the workforce. Her passion is people, & she strives to coach leaders to work within the confines of the human brain's natural abilities, rather than against it. Joan has spent the past five years further pursuing education in the field of neuroscience, including a focus on the validation that everyone has access to developing new ways of thinking. Her expertise includes team formation, organizational development, productivity and people improvement, change management and corporate culture, conflict resolution and team building, empowerment and motivation. She uses her knowledge to unpack how this innovative methodology helps organizations benefit from self-awareness, promoting growth and transparency. As a result, companies that are bold enough to use math and science to align their people strategy to their business goals have successfully experienced exponential growth in revenue, retention and engagement rates. This science puts the best to work. Joan received a brain-based certification from the Neuroleadership Institute, completed the Women's Leadership Development Program at University of Pennsylvania's Wharton School of Business and is a graduate and former president of the University at Buffalo Center for Entrepreneurial Leadership Alumni Association. In 2015 Joan received "Woman of Influence" award recipient by Buffalo Business First and she is the author of the book "No More Bad Advice."

Tickets: \$30 - MVSHRM Member; \$30 – Other SHRM Chapter or Chamber Member;

\$40 - Non-Member/Guest; \$15 – Student;

\$120 - Table of 4 or \$240 Table of 8 (employed by the same organization)

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

Program information has been approved for 1 credit for both SHRM and HRCI certification

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, October 12, 2018



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