



## Human Resource Certification Institute (HRCI) Credits

### **PHR, SPHR and GPHR Recertification Credits**

Most courses at the 25th Annual Kentucky SHRM Conference have been approved for recertification credit hours toward PHR, SPHR and GPHR recertification through the Human Resource Certification Institute (HRCI).

**HRCI Strategic Management Credits** have been approved for several of the workshops listed below.

Please refer to the list below for the number of credit hours PLUS the type of credit you will receive for each course completed. If the workshop title is not listed, it has not been approved for either type of credit.

***We will provide the program identification number in the Conference Directory which will be available onsite to ensure those who have access to it have attended the conference.***

<b>Keynote Sessions</b>			
None		K1	Bounce Back: Overcoming Setbacks to Succeed in Business and in Life
General	1.25	K2	Human Capital Management in the United States Army - An Enterprise Approach
General	1.25	K3	Spreading Contagious Enthusiasm - Creating Workplaces of Passion, Purpose and Productivity
General	1.25	K4	How to Stay in the Positive Zone...No Matter What
<b>Wednesday, September 16, 2009 - Concurrent Sessions</b>			
General	1.5	B1	Navigating the Bermuda Triangle of Employment Law
General	1.5	L1	Immigration Update: What's Most Important Now
General	1.5	M1	OSHA and the HR Professional
General	1.5	A1a	HR on Trial: A Mock Trial - Part 1
General	1.5	A2	Employee Drug Testing - What's the Big Deal?
Strategic	1.5	Mega 1	The Personal Credibility Factor: How to Maximize Your Impact in HR
General	1.5	Mega 2	The Primer: Solutions in Social Media for HR
General	1.5	B2	Health Savings Accounts - Coordination With Your Current Benefits Program and Proposals on the Horizon
General	1.5	L2	Temporary Employees and Contractors: Asset or Liability?
General	1.5	M2	Implementing Performance Evaluations: Maximizing the Benefits and Minimizing the Drawbacks
General	1.5	A1b	HR on Trial: A Mock Trial - Part 2
Strategic	1.5	Mega 3	Is it Time to Become an HRpreneur and Earn a Seat at the Executive Table?
General	1.5	Mega 4	Stop Bullying at Work: Strategies and Tools for the HR Professional
<b>Thursday, September 17, 2009 - Concurrent Sessions</b>			
General	1	B3	HIPAA Updates Under The American Recovery and Reinvestment Act of 2009
General	1	B4	Sky-High Workers' Compensation Costs? Why It's Important to Keep Your Injured Workers Working
General	1	L3	Wage and Hour Update
General	1	L4	Advanced FMLA Compliance
General	1	M3	Asking Great Questions

Strategic	1	M4	The New Strategic Definition of Leadership for Tough Economic Times
General	1	A3	Leadership and Self-Deception: Implications for Organizational Performance
General	1	A4	HR's Role in Labor-Management: An Operations Perspective
General	1	A5	Reducing Business Risks Through Effective Workforce Planning
General	1	Mega 5	Do You Have What it Takes to be a Great HR Professional?
General	1	Mega 6	Retention During Tough Economic Times, It's Tomorrow You Need to Worry About!
Strategic	1	Mega 7	21st Century Leadership
General	1	Mega 8	Get in the Game: Management-to-Coaching-to-Higher Productivity and Performance
General	1	B5	COBRA News: Subsidy Rules, Military Leave Rules and an Updated "Watch-Out" List
General	1	B6	401(k) Plans: Why Employers Must Oversee Investments and Providers
General	1	L5	The Union Agenda - It's Not Just the EFCA
General	1	L6	Downsizing Staff: Reduce Your Legal Risks
General	1	M5	Discussing the Undiscussable
Strategic	1	M6	Leveraging Workplace Flexibility as a Business Driver
General	1	A6	HR Essentials for Start Ups and Small Businesses: Strategies to Create a Positive and Litigation-Free Workplace
Strategic	1	A7	HR's Leadership Means Success in Tough Times! Building a Lean Human System Culture!
General	1	Mega 9	Breaking Barriers: Reducing Corporate Health Care Costs by Improving Employee Access to Preventative Health Care
General	1	Mega 10	Taking HR to the Summit
General	1	Mega 11	Affirmative Action Versus Diversity and Inclusion: Are These Concepts Complimentary or at Odds?
None	1	Mega 12	Fireproofing Your HR Career So You and It Won't Go Up in Smoke!
<b>Friday, September 18, 2009 - Concurrent Sessions</b>			
General	1	B7	Developing a Comprehensive Compensation Plan
General	1	B8	Unemployment Insurance on the Rise
General	1	L7	Update on Significant Legal Decisions for Kentucky Employers
General	1	L8	What's New With the Americans With Disabilities Act?: The ADA Amendments Act of 2008
General	1	M7	Reducing Stress to Improve Employee Performance
Strategic	1	M8	Critical Thinking: An Essential Skill in the 21st Century Workplace
General	1	M9	Worksite Wellness Programs: Five Steps to Success
Strategic	1	A8	HR and Business Ethics: Lessons From the Downturn
Strategic	1	A9	Are You Strategic? Developing the HR Leader's Strategic Thinking Skills
General	1	Mega 13	Zap the Gap: How You Zap the Invisible Gap Between Generations in the Workplace
General	1	Mega 14	Why Can't You Hear What I'm NOT Saying?
Strategic	1	Mega 15	Mastering the Storm: Building an Organizational Culture that Will Weather a Tough Economy
General	1	Mega 16	Simple Truths of Appreciation