

## **“Trailblazing in the 21<sup>st</sup> Century”**

- **Welcome/scholarship/announcements**
  - **Time: 8:30 – 8:45 am**
- **Morning Keynote –**
  - **Time: 8:45 – 9:45 am**

### **Kevin Eikenberry – Kevin Eikenberry Group** **Program - “Becoming a Remarkable Leader”**

- *In this fun and interactive session, Kevin Eikenberry, the author of the bestselling book, Remarkable Leadership: Unleashing Your Leadership Potential One Skill at a Time, will help you uncover the keys to developing your unique leadership potential. Using stories, examples and your own personal experiences, Kevin will inspire you and help you create a plan of action to become the remarkable leader you were meant to be!*

### **Kevin Eikenberry - Bio**



Kevin Eikenberry is a two-time best selling author, speaker, consultant, trainer, coach, leader, learner, husband and father (not necessarily in that order).

Kevin is the Chief Potential Officer of The Kevin Eikenberry Group, a learning consulting company that has been helping organizations, teams and individuals reach their potential since 1993. Emphasizing the power of learning, Kevin’s specialties include leadership, teams and teamwork, organizational culture, facilitating change, training trainers and more.

Kevin’s philosophy in business and in life is that every person and every organization has extraordinary potential. Investments of time, energy, focus and money are required for that potential to be realized. He believes learning is an active, ongoing process, not a passive, one-time event. Learning, work and life should be fun; and if we are doing it right, work (and learning) is play.

Kevin's students and clients consistently rave about his effectiveness, many calling him "the best trainer I've ever experienced."

- **Break/visit vendors**
  - **Time: 9:45 – 10:15 am**

- **Morning Breakout Session –**
  - **Time: 10:15 – 11:30 am**

**1) Eric Chelovitz & Mike Campbell – Neace Lukens/CLS Benefit Solutions Program - The Joy is in the Journey: Employee Benefits & Wellness – Now & Beyond...**

*Forward thinking leaders have taken action and implemented wellness and health and productivity management programs with the goal to reduce health care costs and improve workforce productivity. Some have realized success, while others have been victims of ineffective tools and legal traps. In this session you will learn from 2 professionals on the “tricks” of implementing an effective wellness program focusing on health and productivity management, the “tools” that organizations can use to establish their strategy and measure progress, and understand the legal “traps” in order to stay compliant. You will discover that wellness and health and productivity management is more of a journey than you ever imagined.*

**Bio - Eric J. Chelovitz – Attorney, Senior Account Executive – Employee Benefits**

Prior to joining Neace Lukens, formerly CLS Benefit Solutions, in March of 1997, Eric practiced law in Ohio for three years and, most recently, was President of Ann Arbor, MI based USDx; a division of Minneapolis, MN based Gage Marketing Group.



At Neace Lukens, Eric is responsible for compliance related issues that the firm’s clients continually encounter in the ever-changing employee benefits arena. Because of his background and experience as an attorney and business owner, he is aware of the complex compliance issues that today’s employer faces. He consults with clients on issues relating to COBRA, Health Insurance Portability and Accountability Act (HIPAA), Family Medical Leave Act (FMLA), and other federal and state laws. His additional responsibilities include consulting and designing health and welfare employee benefit plans, including Medical, Wellness, Dental, Life, Disability

and 401(k) plans.

Eric’s educational background includes a Juris Doctor degree from Capital Law School and a Bachelor of Science degree in Business Administration from Bowling Green State University. He is licensed to practice law in the states of Indiana and Ohio. In addition, he has also received professional training, education and certification in the areas of ISO-9000, Total Quality Management (TQM) and Ford Motor Company’s Q1 Supplier Program.

**Bio - Michael F. Campbell – Managing Partner Employee Benefits Indiana**

Mike Campbell built CLS Benefits into one of the largest and most successful employee benefits practices in Indiana beginning in the fall of 1992. In 2007, Mike merged CLS with Neace Lukens, the 13<sup>th</sup> largest independently owned broker in the U.S. CLS was searching for a “like cultured” partner to achieve some very lofty goals for Indiana employers. Neace Lukens was looking for an Indiana partner to influence corporate culture in Health and Productivity. As one of the Neace Lukens owners, Mike functions today as the Employee Benefits Practice Leader for Indiana.



Mike works in a strategic planning capacity with his clients maintaining the very best in benefits management services, employee education, wellness and the latest in innovative programs designed to meet needs and cut costs.

His specialties, along with the team that assists him, include the many and varied areas of group insurance and Third Party Administrative services with special emphasis on health and productivity. To stay abreast of the recent developments in employer needs Mike is an active member of many industry associations, both local and national.

To further community awareness targeting health quality, Mike currently serves as the President of the Wellness Council of Indiana and works with various other nonprofit organizations, many with a health care emphasis. He was the recipient of the Friend of Wellness Award by the Fisher Institute of Wellness and Gerontology at Ball State University. As a result of his passion for total wellness (spirit, mind, and body), Mike's demand as a motivational speaker has grown in direct proportion to the rapid growth of CLS. He has authored numerous articles for various publications on the subjects of consumerism and health and productivity management. In 2007 Mike was nominated to the steering committee of The Leapfrog Group, a consortium of the nation's largest corporations and public agencies initiating breakthrough improvements in the safety, quality and affordability of health care. He also serves on the Governor's INShape Indiana Summit steering committee.

## **2) Fred Payne – Wessels & Pautsch, PC** **Minimizing Your Company's Liability and Financial Exposure Through The HR Department**

*Today - more than ever - the ability to navigate through the maze of federal and state employment laws is essential to human resource professionals. Companies lose thousands of dollars, per week, in human capital hours and actual money spent on workplace issues. This seminar will focus on the basics of employment law, in a way that will assist you in reducing your company's liability and financial exposure. It will bring you up to date on the hottest areas of employment law, and how to effectively deal with employment at will issues, the Department of Labor and difficult employees.*

### **Topics to be discussed:**

- *Recent and relevant court decisions affecting the workplace*
- *Learn the facts about discrimination and harassment laws and how to apply them in your workplace*
- *Helpful hints for drafting and implementing employment policies and handbooks*
- *Strategies for dealing with difficult employees and frequent FMLA issues*

### **Bio – Frederick D. Payne – Managing Attorney, Wessels & Pautsch**

Frederick D. Payne is the managing attorney of the Indiana office of Wessels & Pautsch, P.C. Mr. Payne received his Juris Doctor degree from Indiana University School of Law in 1998. He received his Master of Arts degree in Geography, with a concentration in political geography, from the University of Northern Iowa in 1998, and a Bachelor of Arts from Grambling State University, in 1994, where he majored in Political Science.

Mr. Payne represents employers in employment and labor matters before the state and federal courts in Indiana, the EEOC, Department of Labor, and the Indiana Civil Rights Commission, as well the federal courts and governmental agencies in Illinois. He represents employers in lawsuits involving discrimination, racial and sexual harassment, covenants not to compete and wrongful discharge matters. Mr. Payne also counsels employers on matters such as DOL and DOT audits, preparing employment handbooks and general employment and workplace policies. Mr. Payne's litigation experience also includes commercial, products liability, and insurance defense matters.

Prior to practicing law, Mr. Payne worked for the Central Intelligence Agency in Washington D.C. He made presentations and reported to top U.S. policy officials; researched, analyzed and wrote on international military issues and arms control treaties, and participated in various international warfare symposiums.

Mr. Payne's affiliations include: the Indiana State Bar Association (House of Delegates 2003-2005; Board of Governors-Secretary 2002-2003; vice-chair of Budget & Finance Committee, 2003-2004). He is also a member of the Marion County, Indianapolis, National, and American Bar Associations, as well as the Indiana State Pro Bono Commission (board member 2001-2007), and the Indianapolis Bar & Marion County Bar Association Justice Center Joint Task

Force. He is admitted to the Indiana State Bar, the U.S. District Courts for the Northern and Southern Districts of Indiana, as well as the United States District Courts for the Northern and Central Districts of Illinois, United States District Court for the Eastern District of Wisconsin, and the United States Court of Appeals for the Seventh and Eleventh Circuit.

- **Lunch**
  - **Time: 11:30 am – 12:30 pm**
  
- **Break/visit vendors**
  - **Time: 12:30 – 1:00 pm**
  
- **Afternoon Breakout Session –**
  - **Time: 1:00 – 2:15 pm**

**1) Mark Walker – Hay Group, Inc.**  
**Program - “Leadership Run Amok”**

***How the Drive to Achieve, If Unchecked, Can Derail Executives  
And Damage the Organizations They Lead***

*Given today’s performance driven, competitive market, the drive to achieve is more critical than ever to organizational success. Yet according to new research, even among the most talented executives and top-performing organizations, this drive, if unchecked, can derail careers, diminish performance, and – in extreme cases – the lead to the demise of entire organizations.*

*This presentation, the subject of a recent Harvard Business Review study examines the increased emphasis on achievement in organizations today and its impact – both good and bad -- on individuals and organizations. It will also provide suggestions for what managers and executives should do to effectively leverage and manage this important driver of organizational success.*

*In this session, Mark will:*

- *Share new research findings showing a dramatic rise in achievement among today’s managers and executives.*
- *Show how this drive, if not controlled, can hamper the effectiveness of a leader and hurt the performance of his or her team.*
- *Explain how, in extreme cases, it has damaged and even helped destroy successful organizations. (Enron was a classic example of this.)*
- *Offer suggestions for helping managers and executives become more aware of their achievement drive and how it impacts their effectiveness as leaders.*
- *Provide proven solutions for balancing the drive to achieve through more coaching and collaborative leadership.*

## **Bio – Mark Walker**



Mark Walker leverages over 15 years of experience helping organizations make performance grounded decision for its mission critical roles. Mark has broad based experience across a variety of industries, levels of roles and functional responsibilities. Mark is based on our Chicago office

### **Delivering results for clients**

Mark helps clients proactively build their leadership pipelines by targeting mission critical roles. He has led assessment, succession and leadership development initiatives in a wide variety of organizations and industries; his experience spans organizations in all sectors of private industry, as well as in health care, retail, manufacturing and financial services. Recent and current client engagements include initiatives at Ace Hardware, Cincinnati Children's Hospital Medical Center, and Bank of America. Mark has assisted clients in the Americas, Europe, and Australia.

### **Areas of expertise**

Mark is a Senior Consultant with the Midwest Region of Hay Group. Mark is accountable for solution design/implementation and regional direction for the Leadership and Talent practice.

### **First Name of Consultant's education and affiliations**

Mark received his Bachelor's Degree from Augustana College in Rock Island, IL. He has an MS in Organizational Communication from Illinois State University in Normal, IL.

#### About Hay Group

Hay Group ([www.haygroup.com](http://www.haygroup.com)) is a global consulting firm that works with leaders to transform strategy into reality. It develops talent, organizes people to be more effective, and motivates them to perform at their best. With 86 offices in 47 countries, it works with over 7,000 clients across the world. Clients are from the private, public, and not-for-profit sectors, across every major industry, and represent diverse business challenges. Hay Group's focus is on making change happen and helping people and organizations realize their potential.

## **2) Kelley Creveling – Baker & Daniels LLP**

### **Program - "Mid-Year HR Check-Up – Are you Where You Need to Be and Are you Heading in the Right Direction?"**

*This interactive session is designed to foster a discussion and evaluation of current policies and practices impacting critical workplace issues. We will cover:*

- Document Retention,
- FMLA, Indiana Military Family Leave and other leave laws,
- Attendance Control, and
- Employee Satisfaction (otherwise known as union avoidance)

*Because legislative changes in 2007 and 2008 added to every HR professional's to do list (and more changes are coming) we will also discuss legal compliance. With almost half the year behind us, this is a perfect time to conduct an HR check up. Are you satisfied with your existing policies and practices regarding employee attendance and satisfaction, and document retention?*

Are you in compliance with recent changes to state and federal leave laws and ready for more FMLA changes? This session is filled with practical guidance and strategies for responding proactively to these issues.

### **Bio – Kelley Creveling**

*Kelley focuses her practice on counseling, training and litigation in the area of employment law. She counsels management on a variety of matters including compliance with federal and state laws, employee termination and discipline issues, internal investigations and policy implementation. Kelley also has an extensive litigation background, successfully defending clients in courts across the country and before administrative agencies.*

*A frequent speaker and panelist, Kelley conducts training and seminars on such topics as the Family and Medical Leave Act, the Americans with Disabilities Act, USERRA, and Anti-Discrimination laws. Workshops are specifically designed to provide human resources professionals and supervisors with a practical understanding of the law and the tools to ensure sound management practices. In addition to private employers of all sizes, Kelley presents on behalf of groups such as the Indiana Civil Rights Commission, Chambers of Commerce, Personnel Associations and SHRM affiliates.*

- **Afternoon Break –**
  - **Time: 2:15 – 2:30 pm**
  
- **Afternoon Keynote -**
  - **Time: 2:30 – 3:30 pm**
  - **Brenda Bailey-Hughes - Indiana University – Kelly School of Business**

### **Blazing an Ethical Trail in the 21<sup>st</sup> Century**

In a good ole' Western film, you can always tell the good guys from the bad guys. But in the complex business world of the 21st century, the good and the bad choices aren't nearly as easy to discern. Yet, as trailblazers, you must consistently make ethical decisions to earn the trust of those around you--a challenge indeed, given a recent survey showing that only 3 percent of people trust corporate leaders and government officials. In this workshop, filled with self quizzes and case scenarios, we will explore these questions: What does it take to be an ethical leader? What does it take to have others perceive you as ethical? How can you lead OTHERS to make ethical decisions?

### **Bio – Brenda Bailey-Hughes, M.A.**



Brenda Bailey-Hughes, M.A., is co-owner of **Team Performance Consulting** which consults with a variety of businesses. She regularly presents at conferences and workshops on over 50 different topics. Her clients include, Centra Credit Union, First Merchants Bank, Ball State University, Central Association of College and University Business Officers, Cardinal Health Organization, Center for Behavioral Health, and the City of Indianapolis. Brenda is on the faculty

of the top-ranked Kelley School of Business at Indiana University, where she teaches Business Communication.

Brenda has a Master of Art's degree in Organizational Communication and Professional Development. She resides with her family in Bloomington, Indiana.

**Team Performance** consultants are available for keynotes, one-day workshops, staff retreats, and team/management consulting. Workshops cover a broad spectrum of customer service, leadership and workplace development topics.

**Team Performance** is a professional member of the American Society for Training and Development, the National Speakers Association, Association of Business Communication, and is accredited through the Center of Applied Psychological Testing.

- **Closing comments/door prizes -**
  - **Time: 3:30 – 4:00 pm**