ADVANCED HR ACADEMY

Monday, November 9, 2026

7:30 - 8:00 a.m.	**Registration and Breakfast Buffet**
8:00 - 8:10 a.m.	**Welcome and Introduction (Sarah James)**
8:10 - 9:45 a.m.	**Session 1 – Mission Possible: Building a Strategic Compensation System (Amy Campbell and Danielle Hinson)** Participants will be provided with strategies and considerations for designing a strategic compensation system that supports the recruitment and retention of staff.
9:45 - 10:00 a.m.	Break
10:00 - 11:15 a.m.	**Session 2 – Every Supervisor is an HR Manager: Training Supervisors to Get HR Right (Nicolle Gee-Guzman)** This session will provide strategies to help HR staff train principals and supervisors to identify and manage HR issues in their area.
11:15 - 12:20 p.m.	Lunch
12:20 - 1:35 p.m.	**Session 3 – Advanced FLSA: Making Sense of Complex Wage and Hour Issues (Erin Kolecki)** This session will identify unique FLSA challenges and provide strategies and actions to ensure the organization is following regulations.
1:35 - 1:45 p.m.	Break
1:45 - 3:15 p.m.	**Session 4 – The Great Talent Search: Recruiting and Hiring the Right People (Shannon Burns)** Participants will gain actionable information and strategies to strategically recruit and hire great talent into their organization.
3:15 - 3:25 p.m.	Break

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3:25 - 4:30 p.m.	**Session 5 – HR Huddle: Working Through Challenging HR Issues Together (Jennifer Barton)** Participants will have the opportunity to collaborate and determine the best way to address common HR issues.
4:30 p.m.	**Daily Wrap-Up (Sarah James)** This evening, please take a few minutes to identify questions or issues you would like to pose for the Stump the HR Pros session.
Tuesday, November 10, 2026	
7:30 - 8:00 a.m.	Breakfast Buffet
8:00 - 9:15 a.m.	**Session 6 – We Need to Talk: Mastering the Accommodations Interactive Process (Shannon Burns)** This session will provide HR department staff with insight into the interactive process and determine the best approaches to implement workplace accommodations.
9:15 - 10:30 a.m.	**Session 7 – Are You Listening? Leveraging Employee Feedback for Improvement (Jennifer Barton)** This session will help HR staff identify strategies to gain employee feedback and use the results for organizational improvement.
10:30 - 10:45 a.m.	Break
10:45 - 11:45 a.m.	**Session 8 – Stump the HR Pros (Amy Campbell & Consultants)** Participants will have the opportunity to pose hard-to-solve, confusing, or unique issues and questions to an HR Services panel of experts who will provide their best advice to address the issue or answer the question.
11:45 - 12:00 p.m.	**Wrap up and door prize drawing**

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