



Are you Sitting at the Table?

May 12, 2010

At the Country Club of Peoria

Please join us as Cynthia Stotlar, M.Ed.,SPHR presents a full day of education for the Heart of Illinois HR Council and guests. Cynthia will be covering the role of Human Resources at the table and once we are there what we need to do to stay there.

Presented by Cynthia B. Stotlar, M.Ed., SPHR



Cynthia B. Stotlar is the Vice-President of Organizational Development and Training for Creative Business Solutions, LLC. CBS is a consulting firm that specializes in human resources and customized training. She has co-authored three books: *Speaking of Success*, *Career Compass for Women* and *Power Tools for Success* and has authored articles on diversity, management and customer service among numerous other topics. For two years, she was a regular contributor for *HERS* magazine, a Topeka, KS Capital-Journal publication.

Cynthia has served in several capacities including board member for the Greater Topeka Chamber of Commerce. She has also served on the Board for Kansas Small Business Development Centers, Topeka, SHRM and the Kansas State SHRM Council, on the Mayor's Counsel for Diversity, and as an inspector for the 1998 Kansas Award for Excellence program. Cynthia has been recognized for her accomplishments and has received the HR Professional of the Year Award from the Topeka SHRM chapter, the George Trombold Award from the State of Kansas SHRM Council and the Volunteer for the Year Award from the Greater Topeka Chamber of Commerce.

Register Before April 12th to receive the Early Bird Special: \$99 Member/\$125 Non Member

Register After April 12th: \$149 Member/\$175 Non Member

To Register please visit

<http://051210fullday.eventbrite.com>

8:15 – 8:45am	Registration / Continental Breakfast
8:45 – 12pm	HR's Role in Leading Corporate Culture
12-1pm	Lunch
1 – 4:15 pm	HR Metrics



This educational session has been certified for **6 Strategic Recertification Credits** by HRCI.

HR'S ROLE IN LEADING CORPORATE CULTURE

HR Professionals often need to lead the charge for corporate culture change. The challenge is how do you get everyone rowing in the same direction as the CEO and the rest of the C-suite? Much of what we do in HR builds the foundation for meaningful and lasting corporate culture change. After the rah-rah meetings are over and the music is off, job descriptions, incentive comp, performance appraisal systems and more may need to change to support the new vision.

What You'll Learn from the Program:

- * What the five levers of corporate change are
- * How to use each of the five levers of corporate change
- * HR's role in leading substantial corporate culture change
- * 13 common resistors and ways to overcome them

Leave with specific ideas for implementing change that will work.

HR METRICS

Ever wish you could PROVE what you are do is working and adding value to the bottom line? Often HR is viewed as an expense and not invited to be "strategic." Speaking the language of business - measures and financials - helps you prove your worth. Come identify what to measure, how to collect the data and present your findings.

What You'll Learn From the Program:

- * Establish an evaluation process
- * Use the 5 evaluation criteria
- * Track and trend your successes
- * Measure your impact on the organization.

Leave with specific formulas for measurements you can use in each of the core HR areas of training, compensation, recruitment, employee relations and benefits.

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