



HUMAN RESOURCES EXECUTIVE EDUCATION
SCHOOL OF HUMAN RESOURCES AND LABOR RELATIONS

2016 WORKSHOP CATALOG



LETTER FROM THE DIRECTOR

From non-discrimination to NLRB election procedures, 2015 was an extremely important year for HR and LR professionals. With proposed changes to overtime rules and the establishment of “misclassification task forces,” that trend is likely to continue through 2016.

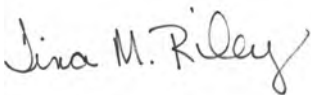
To stay ahead of legislative change, leverage technological change, and create workplaces where every member is highly engaged, one must achieve a balance of agility and focus. Agile, focused, life-long learning is now the baseline for success – in every organization, large or small, private or public sector, in every area of our global economy.

To facilitate your life-long learning efforts, HR Executive Education provides the highest quality workshops and customized professional development programs. The workshops are designed to hone your skills, strengthen your competitive advantage, and set you apart from the crowd. They address the most common, pressing needs of working professionals, and provide an intensive accelerant to your progress in the field. We'll also work with you to develop customized management and leadership development programs for your organization's leadership team. We design these programs entirely in response to your needs and challenges, to allow participants to develop real solutions to real challenges and encourage lasting changes that yield a positive return on investment.

On another note, we all now recognize the health hazards associated with sitting for prolonged periods of time. In response, our workshops now include high-top tables so participants can stand and take notes periodically throughout the day, in combination with round tables where you can sit and network with other professionals. Most of our programs have also moved away from the standard “15 minutes in the morning and 15 minutes in the afternoon” model of breaks, to the more health-conscious and energized model of taking short breaks every hour.

Finally, I'd like to personally thank you for giving us the opportunity to work with you and your team through our open-enrollment workshops and customized professional development programs. My colleagues and I look forward to hearing from you.

Sincerely,



Tina M. Riley, PhD

Director, Human Resources Executive Education

Associate Director, School of Human Resources and Labor Relations

Michigan State University



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WE ARE AN APPROVED PROVIDER WITH THE HR CERTIFICATION INSTITUTE.

The use of the HR Certification Institute seal is not an endorsement by the HR Certification Institute. The HR Certification Institute seal indicates that a workshop has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



HUMAN RESOURCES WORKSHOPS

ADMINISTERING THE AFFORDABLE CARE ACT

DATES, TIMES & LOCATIONS:

MAY 17, 2016

*Kellogg Hotel and Conference Center
219 S. Harrison Rd.
East Lansing, MI 48824
517-432-4000*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

8:30am - 4:30pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

Instructor: Tabatha Dixon
Tuition: \$895

Meeting the requirements of the Affordable Care Act (ACA) often feels like aiming at a moving target. The implications of complying with the Act have proven more far-reaching than most employers imagined. Now, hiring managers must consider eligibility requirements – and benefits professionals offer guidance on workforce staffing, an area far beyond their traditional role. For HR business partners with broad responsibilities, the reporting requirements alone can appear daunting.

This workshop will provide you with the tools you need to develop policies and procedures to comply with the ACA. In addition, you'll gain insight on ways to work with internal stakeholders as they struggle to find balance between the needs of the business and the requirements of the Act.

Whether you are a private or public sector professional, leading your organization's human resources or benefits department, you can learn to successfully administer the Act.



LEARN TO:

- » Identify types of transition relief available, and which employers are eligible for such relief
- » Define key terms that are critical for compliance, including:
 - » Full-time employees
 - » Full-time equivalents
 - » Controlled group employers
 - » Employer-shared responsibility
- » Comply with key provisions, such as:
 - » Waiting periods
 - » Reporting requirements
 - » Summary benefits and coverage
- » Apply practical guidance and strategies for success as they relate to:
 - » Hiring decisions
 - » Working with hiring managers and departments across the organization
 - » Tracking and reporting
 - » Internal communication strategies

In addition, you will receive sample forms and templates that you can put to use in your organization.



DATES, TIMES & LOCATIONS:

MARCH 21–25, 2016

*Embassy Suites Dallas
(Near the Galleria)
14021 Noel Road
Dallas, Texas 75240
972-364-3640*

JUNE 1, 8, 15, 22, 29, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

OCTOBER 17–21, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

Monday - Thursday:

8:30am - 5:00pm

Friday:

8:30am - 4:00pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

Instructors: Jim Michaud &
Tina Riley

Tuition: \$2,395

Whether you're new to Human Resources (HR) or a seasoned professional, the Certified Human Resources Specialist (CHRS) program will provide you with the depth and breadth of knowledge that you need to be successful.

The challenge before you is to drive organizational success through effective, strategic human resource management (HRM) practices and policies and to comply with myriad employment and labor laws at both the state and federal level. In this workshop you will acquire an extensive set of reference materials and resources while building your professional HR network.

You will also participate in small group problem-solving exercises, group discussions, and Q & A sessions. Attendance is limited to ensure a comfortable and effective learning environment.

"Tina has a true passion for this field and makes learning fun! She is dynamic and an excellent facilitator." - Peggy Gallandt





WHY CERTIFY?

Professional credentials are more important today than ever before. Earning your professional certification from MSU's School of Human Resources & Labor Relations, one of the best and most respected Human Resources/Labor Relations Schools in the country, demonstrates mastery of content and commitment to the field of human resources management.

Upon successfully completing the workshop and passing the required examination, you will be recognized by Michigan State University's School of Human Resources and Labor Relations as a Certified Human Resources Specialist. You may use the designation **CHRS** after your name.

LEARN TO:

- » Develop and implement strategic human resource management policies that drive individual and organizational success
- » Enhance compliance with employment and labor laws and minimize risk
- » Follow ethical standards of conduct
- » Create a safe and healthy work environment
- » Recruit and select people with the right knowledge, skills, and attitudes
- » Implement performance management, appraisal methods, and disciplinary methods that maximize employee effectiveness
- » Utilize compensation and benefits, including wellness programs, to achieve and maintain a competitive edge

“Loved the group work. Tina is engaging, knowledgeable, and a pleasure to learn from.” – Nicole Springer

“Very engaging and enthusiastic, extremely knowledgeable.” – Teresa Vollmer



FOLLOW-UP PROGRAM FOR CERTIFIED HUMAN RESOURCES SPECIALISTS (CHRS)

DATES, TIMES & LOCATIONS:

APRIL 28-29, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

*Day 1: 8:30am - 4:30pm
Day 2: 8:30am - 3:30pm*



Instructor: Tina Riley
Tuition: \$895

This two-day workshop is designed exclusively for those who have earned the Certified Human Resources Specialist (CHRS) designation. The follow-up program is a great way to take a “deep dive” into important concepts, build your professional network and reconnect with your CHRS classmates.

Workshop completion earns you 14 continuing education credits. Attend each year to completely fulfill the 28 credits required for CHRS recertification.

Workshop topics are selected from those submitted by Certified Human Resources Specialists. This year’s topics include:

- » Surviving and thriving in an environment of organizational politics
- » Managing your time strategically
- » Practicing effective customer service skills for HR

You can suggest additional topics at <http://bitly.com/CHRSSuggestTopics>

Note: *This program is open only to Certified Human Resources Professionals*



EMPLOYMENT LAW UPDATE

Complying with ever-changing employment laws is a challenge for HR professionals and managers alike. Minimize your liability and check your awareness of current employment laws through a professional update. The workshop will cover recent changes in employment and labor laws, including up to the minute employment law updates and how to navigate these changes. You and your team will learn to master these complex changes, and their implications for your organization.

Learn to:

- » Correctly apply new overtime rules
- » Classify employees vs. independent contractors
- » Adapt to changes in the NLRB election process
- » Avoid violations due to gender identity discrimination
- » Avoid violations due to pregnancy discrimination
- » Respond to the implications of “Ban the Box” legislation
- » Stay current on employment law changes

DATES, TIMES & LOCATIONS:

APRIL 6, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

7:30 - 8:00am

PROGRAM TIME

8:00am - 12:00pm

Instructor: Tina Riley
Tuition: \$395



LEADING FROM THE MIDDLE

DATES, TIMES & LOCATIONS:

JULY 12, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

8:30am - 4:30pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

Instructor: Tina Riley

Tuition: \$895

Managers and supervisors are the key to organizational success. Recent research has found that managers account for 70% of variance in employee engagement scores, and great managers consistently engage their teams to achieve outstanding performance. Ineffective managers, on the other hand, can destroy performance, creating a culture of distrust and antagonism, resulting in grievances, lawsuits and costly turnover of great employees.

In addition to technical expertise, effective managers and supervisors must be able to communicate organizational goals and vision, comply with myriad state and federal employment laws, and provide employees with meaningful feedback, coaching and direction – all while creating a culture of trust and accountability.

In this workshop, you can learn tactics to “lead from the middle” as an intermediary between the strategic layer of executive decision-making and the operational level of employees and contractors. The interactive nature of this program allows you to work through real-world challenges and develop strategies to achieve your individual professional goals.



LEARN TO:

- » Clarify your role and develop greater confidence as a leader
- » Gain respect and influence, and respond appropriately to resistance and challenges
- » Analyze performance problems and select the most effective course of corrective action
- » Provide meaningful feedback that actually helps employees improve their performance
- » Build trust within your work unit and across the organization
- » Understand your role in human resource management and comply with employment laws
- » Manage your time and priorities



TALENT MANAGEMENT PART ONE: WORKFORCE PLANNING AND TALENT ACQUISITION

DATES, TIMES & LOCATIONS:

FEBRUARY 10, 2016
SEPTEMBER 27, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

8:30am - 4:30pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

Instructor: Tina Riley
Tuition: \$895

Register for both Talent Management workshops for a discounted rate of \$1,500

Finding high quality candidates is a time-consuming challenge. Hiring managers are often frustrated, and employee morale and productivity suffer as turnover rises. Meet the challenge and add demonstrable value, by developing an integrated talent management system.

Attend with your team and work on developing your strategy and project plan during the workshop. You can attract more candidates, reduce time-to-hire, and facilitate individual and organizational success by hiring great employees.

Learn to:

- » Ensure alignment between the business strategy and your talent acquisition strategy
- » Move from "order-taker" to partner, developing collaborative working relationships with hiring managers
- » Forecast internal supply and demand for talent, evaluate current staffing efforts and make data-driven decisions
- » Develop a talent acquisition strategy that incorporates innovative approaches
- » Structure selection processes and implement easy-to-use tools to improve selection decisions and reduce time-to-fill of open positions
- » Conduct and teach others how to conduct interviews that reveal needed competencies, and organizational fit to avoid legal challenges



TALENT MANAGEMENT PART TWO: TALENT DEVELOPMENT AND PERFORMANCE MANAGEMENT

Attracting and selecting great talent is just the beginning. Once they're hired, you must develop talent to its full potential and facilitate high levels of employee engagement to increase performance and reduce undesirable turnover. This requires developing a workplace that positions employees to succeed. Gain the skills to create a success-oriented workplace culture.

Learn to:

- » Develop an integrated talent management system based on your organization's mission and strategic objectives
- » Structure a holistic onboarding process that managers support and new employees value
- » Equip managers with the tools they need to facilitate performance on a daily basis
- » Provide training and development opportunities, appeal to a multi-cultural and multi-generational workforce, and facilitate growth
- » Manage performance through clarified expectations and alignment with the organization's mission
- » Provide managers with critical skills such as communication for building trust, ongoing feedback, theories of motivation, and situation analysis
- » Evaluate options for performance evaluation that promote meaningful conversations between managers and employees, fostering outstanding performance

DATES, TIMES & LOCATIONS:

FEBRUARY 11, 2016
SEPTEMBER 28, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

8:30am - 4:30pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

Instructor: Tina Riley
Tuition: \$895

Register for both Talent Management workshops for a discounted rate of \$1,500



LABOR AND EMPLOYEE RELATIONS

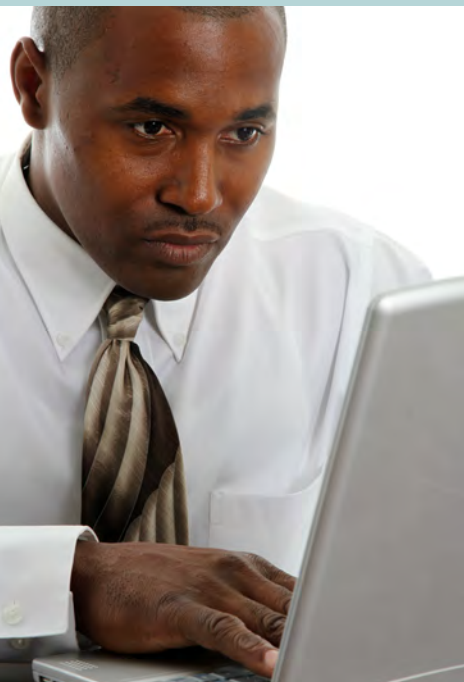
CERTIFIED LABOR RELATIONS LEADER (CLRL)

DATES, TIMES & LOCATIONS:

JUNE 9-25, 2016
NOV. 20-DEC. 6, 2016

DELIVERY METHOD:

Online



Tuition: \$295

Aligning your labor relations strategy with business and operational strategies is critical for achieving and sustaining a competitive advantage. The Certified Labor Relations Leader (CLRL) examination allows you to evaluate your understanding of labor relations concepts, and differentiate yourself through professional certification. Only those who have participated in *Negotiating Labor/Management Agreements for Competitive Advantage* and either *Administering the Labor Contract*, *Managing Grievances and Preparing for Arbitration* or *Managing in a Unionized Organization* are eligible.

The examination is taken online, and is offered in two periods per year. It contains a variety of question types, including multiple choice, answer completion, and short answer. The scenarios used in the questions reflect real-world scenarios. Questions are written to evaluate:

- » Knowledge and application of concepts
- » Problem solving and strategizing
- » Analysis and evaluation

Registration and payment may be completed online at hlr.msu.edu/hree or by phone at 517-355-9592. Examinees are encouraged to register early.



MANAGING IN A UNIONIZED ORGANIZATION

Through this course, you will learn to administer the labor contract, manage grievances and prepare for arbitration.

To effectively manage in a Unionized Organization, leaders must be dedicated to successful contract administration, effective management of the grievance process, and preparedness for arbitration.

Learn to:

- » Apply strategies to minimize grievances
- » Confidently conduct grievance meetings
- » Interpret ambiguous contract language
- » Explain what it takes for a practice to be viewed as a binding “Past Practice”
- » Maintain management rights and avoid giving away what was negotiated in the contract
- » Deal confidently and effectively with union stewards
- » Provide managers and supervisors with proven strategies for effectively managing the contract
- » Prepare for arbitration including formatting briefs to win cases

“Very good material. Mary is very knowledgeable and did a good job making us feel comfortable.” – A. Hernandez

“Valuable case examples. Great program, very helpful and providing wonderful information.” – Katie Huss

DATES, TIMES & LOCATIONS:

FEBRUARY 16-17, 2016

AUGUST 11-12, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIME

8:30am - 5:00pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

Instructors: Mary Bedikian, Rich Block, Julie Brockman, Greg Freehling, & Tina Riley
Tuition: \$1,795



NEGOTIATING LABOR/MANAGEMENT AGREEMENTS FOR COMPETITIVE ADVANTAGE

DATES, TIMES & LOCATIONS:

APRIL 19-21, 2016
SEPTEMBER 13-15, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIMES

Day 1:

8:30am - 6:00pm

Day 2:

8:30am - 6:00pm

Day 3:

8:30am - 3:30pm

NETWORKING LUNCH INCLUDED

12:00 - 1:00pm

This course features a comprehensive and unique framework that identifies the multiple linkages between collective bargaining strategies and broader HRM, operational and business strategies.

Although contract negotiations occur only every few years for most companies, the impact of negotiations on the bottom-line is lasting. In today's highly competitive and volatile marketplace, no company or union can afford to send its negotiation team to the table poorly prepared.

Highly effective negotiators can add value by crafting agreements that facilitate a positive and productive workplace. This workshop will prepare you to think strategically about how your negotiation strategy aligns with your business and organizational plans. Blending interest-based and classical approaches to negotiations, you will learn about the essential processes and tactical decisions underlying the key stages of negotiating agreements.

You will participate in a simulated exercise built on a case exclusively designed for this program. The exercise will challenge you to resolve complex issues and apply your learned negotiating skills as a member of a team, to negotiate a landmark agreement that yields competitive advantage.



Instructors: Bill Cooke &
Tom Posey
Tuition: \$2,400



LEARN TO:

- » Conceptualize four stages of negotiations: planning, opening, bargaining, and closing
- » Analyze, frame, and formulate a strategic negotiations process
- » Conduct negotiation steps and processes
- » Empower the chief spokesperson
 - » Deliver opening statements
 - » Exchange proposals/demands and present ideas
 - » Evaluate proposals
- » Apply the negotiation proposal/counter-proposal process
 - » Utilize interest-based problem solving methods
 - » Reach tentative agreements on non-economic issues
 - » Package key economic items
 - » Narrow differences through effective side-bar meetings
- » Reach closure and make final offers



WORKERS' COMPENSATION

CERTIFIED WORKERS' COMPENSATION PROFESSIONAL

DATES, TIMES & LOCATIONS:

MARCH 7-11, 2016

*Hilton Orlando Lake Buena Vista
in the Walt Disney World Resort
1751 Hotel Plaza Boulevard, Lake
Buena Vista, FL 32830
407-827-4000*

MAY 9-13, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

AUGUST 15-19, 2016

*Hilton San Diego Gaslamp Quarter
401 K Street, San Diego CA 92101
619-231-4040*

NOVEMBER 14-18, 2016

Chicago, IL (Location TBD)

REGISTRATION & CONTINENTAL BREAKFAST

8:00 - 8:30am

PROGRAM TIMES

Monday - Thursday

8:00am - 4:30pm

Friday

8:00am - 1:00pm

NETWORKING LUNCH

12:00 - 1:00pm

As a workers' compensation professional, you need specialized knowledge and skills in many diverse areas, including law, claims handling, disability management, safety, and medicine. The Certified Workers' Compensation Professional (CWCP) is the premier national program that organizes the knowledge and skills you need into a single, comprehensive program. The program uses an innovative, hands on, and practical approach that prepares you to develop and implement a comprehensive set of skills.

Learn to:

- » Apply the principles of workers' compensation law, the exclusivity of the workers' compensation remedy, and the four basic legal systems in which claims are handled throughout the United States
- » Minimize the costs and maximize the benefits of vocational rehabilitation, medical care, and return-to-work programs
- » Determine solutions to the medical issues that pervade the workers' compensation arena

Instructors: John Bernick, Steve Pollok, & Mike Sanders

Tuition: \$2,600



SAMPLE AGENDA:

Module One: Principles of Disability Law

Basic principles of state workers' compensation laws.

Module Two: The Americans with Disabilities Act (ADA) & Other Disability Laws

Federal employment legislation that affects workers' compensation policies and practices.

Module Three: Claims Management

Steps for managing a claim from beginning to end; the procedures for handling routine claims; and problem issues including litigation, settlements, and attorneys. Useful handouts provided for workplace use, including checklists and forms.

Module Four: Insurance & Self-Insurance

Insurance and self-insurance, the various alternatives, and their advantages and disadvantages.

Module Five: Safety, Disability Prevention & Management Issues

Latest strategies for preventing injuries. Disability prevention now involves the entire structure of a business including the following: wellness, employee selection practices, fraud prevention, and most important of all, management commitment. Early return-to-work is one of the most successful strategies employers can use in dealing with workers' compensation.

Module Six: Medical Issues

Basic overview of the medical issues related to workers' compensation. Learn how to review medical reports, recognize certain diagnoses, and develop skills for dealing with doctors and other healthcare providers. You'll even witness a live demonstration of a back exam by an occupational medicine physician.

Why Certify?

Earning your professional certification from MSU's School of Human Resources & Labor Relations, one of the best and most respected programs in the country, demonstrates mastery of content and commitment to the field of human resources management. Mastery of course content will be evaluated via an online examination. Certification is achieved by participating in the entire workshop and passing the examination.

The CWCP Designation:

When you successfully complete the course, take part in discussions and exercises, and pass the comprehensive examination, you will be recognized by Michigan State University as a Certified Workers' Compensation Professional. You are then entitled to use the designation CWCP.



FOLLOW-UP PROGRAM FOR CERTIFIED WORKERS' COMPENSATION PROFESSIONALS

DATES, TIMES & LOCATIONS:

MAY 12-13, 2016

*East Lansing Marriott
300 M.A.C. Avenue
East Lansing, MI 48823
517-337-4440*

REGISTRATION & CONTINENTAL BREAKFAST

8:00am - 8:30am

PROGRAM TIMES

Day 1: 8:30am - 4:30pm

Day 2: 8:30am - 3:30pm

NETWORKING LUNCH INCLUDED

12:00pm - 1:00pm

This two-day workers' compensation training program is an excellent opportunity to expand your skill set. Specific topics reflecting the most recent developments will be selected prior to the program. Please visit our website if you would like to suggest a topic for inclusion.

Learn to:

- » Ensure your organization's Workers' Compensation system is benefiting from best practices and is in compliance with recent regulatory changes
- » Reconnect with your fellow CWCPs, expand and strengthen your professional network, and share ideas and experiences
- » Review the past year's regulatory developments that have affected Workers' Compensation
- » Engage our panel of experts during a Q&A session
- » Experience a mock trial, watching defense and plaintiff attorneys present their cases before a Workers' Compensation magistrate

Note: This program is open only to Certified Workers' Compensation Professionals.

Tuition: \$895



THE RECENT CHANGES IN MICHIGAN WORKERS' COMPENSATION - LAW AND PRACTICE

This full-day intensive program will focus on practical implications of the most recent substantive and procedural changes to Michigan Workers' Compensation law and practice. We will survey and analyze all of the recent judicial decisions and statutory amendments that impact claims.

Planned topics include:

- » Contraction and narrowing of the definitions of "personal injury" and "disability"
- » Concepts of "residual wage earning capacity" and "reasonably available" alternative employment
- » Modifications to the legal concept of "favored work" and the consequences of an employee's actions or inaction
- » Impact of new statutory factors on what constitutes "employment"
- » Changes to jurisdictional and "coordination" provisions of the Michigan Act
- » Avoidance of the most common errors

Learn how to best posture a claim for settlement negotiations, trial, and appeal. We will use an interactive, example-based approach, engaging in discussion about actual cases, analysis of legal and factual issues in light of these recent changes, and exercise-based problem solving from the perspectives of both the employer and the employee.

DATES, TIMES & LOCATIONS:

DATES: TBD
LOCATION: TBD

REGISTRATION & CONTINENTAL BREAKFAST

8:00am - 8:30am

PROGRAM TIME

8:30am - 4:30pm

NETWORKING LUNCH INCLUDED

12:00pm - 1:00pm

Instructors: Steven J. Pollok & Michael Sanders
Tuition: \$795

This program is perfect for claims adjusters, claims supervisors, claims managers, attorneys, underwriters, insurance agents, employers, and those who encounter Michigan workers' compensation claims.





January

Su	Mo	Tu	We	Th	Fr	Sa
					1.	2.
3.	4.	5.	6.	7.	8.	9.
10.	11.	12.	13.	14.	15.	16.
17.	18.	19.	20.	21.	22.	23.
24.	25.	26.	27.	28.	29.	30.
31.						

February

Su	Mo	Tu	We	Th	Fr	Sa
	1.	2.	3.	4.	5.	6.
7.	8.	9.	10. Talent Management Part One	11. Talent Management Part Two	12.	13.
14.	15.	16. Managing in a Unionized Organization		17.	18.	19.
20.	21.	22.	23.	24.	25.	26.
27.	28.	29.				



March

Su	Mo	Tu	We	Th	Fr	Sa
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6.	 					12.
13.	14.	15.	16.	17.	18.	19.
20.	 					26.
27.	28.	29.	30.	31.		

April

Su	Mo	Tu	We	Th	Fr	Sa
					1.	2.
3.	4.	5.	6. Employment Law Update	7.	8.	9.
10.	11.	12.	13.	14.	15.	16.
17.	18.	Negotiating Labor/Management Agreements for Competitive Advantage			22.	23.
24.	25.	26.	27.	Follow-Up Program for CHRS		



May

Su	Mo	Tu	We	Th	Fr	Sa
1.	2.	3.	4.	5.	6.	7.
8.	9.	10.	11.	12.	13.	14.
	← Certified Workers' Compensation Professional			← Follow-Up Program for CWCP →		
15.	16.	17.	18.	19.	20.	21.
22.	23.	24.	25.	26.	27.	28.
29.	30.	31.				

June

Su	Mo	Tu	We	Th	Fr	Sa
			1.	2.	3.	4.
5.	6.	7.	8.	9.	10.	11.
12.	13.	14.	15. Certified Human Resources Specialist	16.	17.	18.
19.	20.	21.	22.	23.	24.	25.
26.	27.	28.	29.	30.		
				Certified Labor Relations Leader June 9 - 25 [ONLINE]		



July

Su	Mo	Tu	We	Th	Fr	Sa
					1.	2.
3.	4.	5.	6.	7.	8.	9.
10.	11.	12. Leading from the Middle	13.	14.	15.	16.
17.	18.	19.	20.	21.	22.	23.
24.	25.	26.	27.	28.	29.	30.
31.						

August

Su	Mo	Tu	We	Th	Fr	Sa	
	1.	2.	3.	4.	5.	6.	
7.	8.	9.	10.	11. Managing in a Unionized Organization	12.	13.	
14.	———— Certified Workers' Compensation Professional ————					19.	20.
21.	22.	23.	24.	25.	26.	27.	
28.	29.	30.	31.				



September

Su	Mo	Tu	We	Th	Fr	Sa
				1.	2.	3.
4.	5.	6.	7.	8.	9.	10.
11.	12.	Negotiating Labor/Management Agreements for Competitive Advantage			16.	17.
18.	19.	20.	21.	22.	23.	24.
25.	26.	27. Talent Management Part One	28. Talent Management Part Two	29.	30.	

October

Su	Mo	Tu	We	Th	Fr	Sa
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2.	3.	4.	5.	6.	7.	8.
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16.	17. —	Certified Human Resources Specialist			21. —	22.
23.	24.	25.	26.	27.	28.	29.
30.	31.					



November

Su	Mo	Tu	We	Th	Fr	Sa
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	 ← Certified Workers' Compensation Professional → 					
20.	21.	22.	23.	24.	25.	26.
27.	28.	29.	30.			
				Certified Labor Relations Leader (CLRL) November 20 - December 6 [ONLINE]		

December

Su	Mo	Tu	We	Th	Fr	Sa
				1.	2.	3.
4.	5.	6.	7.	8.	9.	10.
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18.	19.	20.	21.	22.	23.	24.
25.	26.	27.	28.	29.	30.	31.



INSTRUCTORS



Mary A. Bedikian, JD, is the former district vice president, Detroit Region, of the American Arbitration Association, an organization for which she worked for 28 years. Her extensive experience in alternative dispute resolution (ADR) spans many sectors - labor, commercial, construction, international, and employment — and includes training mediators and arbitrators in both the process and substance of ADR. In 1987, Professor Bedikian created one of the first interactive ADR courses, to be taught at various law schools within Michigan.



John J. Bernick, MD, PhD, is the medical director of Michigan Occupational Health Associates, a clinical occupational medicine practice, and an Assistant Professor at Wayne State University. He received his BS and MS in microbiology at Wayne State University. Prior to receiving his MD from Wayne State University, he attended the University of Michigan where he completed a PhD in Environmental Health Sciences. Dr. Bernick is an instructor for Certified Workers' Compensation Professional.



Julie L. Brockman, PhD is an Associate Professor in the School of Human Resources and Labor Relations at Michigan State University. Julie is also a Fulbright Scholar who traveled to Hanoi, Vietnam in 2013 to teach and conduct research on workplace conflict in non-public enterprises. As an outreach instructor, Julie has conducted workshops at local, national and international levels for union organizations and their joint partners. As a consultant and facilitator, she assists unionized organizations, both within the private and public sectors, in developing and implementing joint union/management initiatives.



Bill Cooke, PhD, serves as Director and Professor in the School of Human Resources and Labor Relations at Michigan State University (MSU). Prior to assuming his current position in 2008, he directed the University of Michigan's executive education programs in collective bargaining for over 20 years. Bill has also consulted directly with over 25 companies and their unions—helping them develop collective bargaining strategies, training negotiation teams and facilitating interest-based negotiations.





Tabatha Dixon is a Senior Compensation and Benefits Specialist at Michigan State University. She received her B.A. from Michigan State University in Interdisciplinary Social Science: Human Resources and Society. She has 15 years of experience working in Human Resources. Currently, she is the project lead for implementing the Affordable Care Act at Michigan State University.



Greg Freehling, has been in the labor relations field for more than 23 years with Alcoa, Inc. - one of the world's largest aluminum companies with union and non-union operations around the world. He has been in his current role as a corporate labor relations subject matter expert for fourteen years, and previously worked in different U.S. locations in both labor relations and human resources roles. He has a wealth of experience in contract administration, grievance investigation and hearings, and has prepared and presented innumerable cases at arbitration.



Jim Michaud is the former Executive Vice President, Chief Human Resources Officer, for Cliffs Natural Resources, an international mining and natural resources company. Prior to joining Cliffs in 2010, Jim gained experience in Human Resources and Labor Relations at every business level: a Partner at Laurus Strategies-a rapidly growing HR consulting company, Vice President for the Americas, for Arcelor Mittal Steel-the world's largest Steel Company, and spent over 25 years at Alcoa in a variety of increasingly responsible Human Resources and Labor Relations positions, lastly serving as the Global Director of Human Resources.



Steven J. Pollok, JD is president and senior partner of Rapaport, Pollok, Farrell & Waldron, P.C. of Lansing, Michigan. He has specialized in practicing workers' compensation law for almost 30 years as a claimant's attorney. He has also taught workers' compensation law as an adjunct professor at Thomas Cooley Law School since 1992. Steve has lectured frequently on numerous topics involving workers' compensation issues to unions, management representatives, and attorneys. Steve has a bachelor of arts degree from Michigan State University and also a master's degree in Labor and Industrial Relations from Michigan State University.



INSTRUCTORS CONTINUED



Tom Posey is the founder and principal of Posey Associates LLC, and a partner at ArchPoint Consulting. A recognized labor strategist and negotiator, Tom's past experience includes CHRO and executive human resources and labor relations leadership positions at Fortune 500 companies such as Anheuser-Busch, American Standard/Trane and BellSouth. He has worked with over twenty different unions, including the CWA, IBEW, IBT and IUOE, to negotiate effective agreements. Mr. Posey teaches Negotiating Labor/Management Agreements for Competitive Advantage.



Tina Riley, PhD is Director of Human Resources Executive Education in the School of Human Resources and Labor Relations at Michigan State University (MSU). She holds a PhD in Higher, Adult and Lifelong Education as well as a Master of Arts in Labor Relations and Human Resources from MSU. Dr. Riley has given presentations nationwide on the topics of strategic recruiting, training and development, supervisory skills, and employment law. She is also a CAPT-qualified administrator of the Myers-Briggs Type Indicator.



Michael Sanders, JD, serves as President at Foster, Swift, Collins & Smith, P.C., and devotes his law practice to the defense of employers, third party administrators, and insurance carriers in workers' compensation matters. Mr. Sanders teaches Certified Workers' Compensation Professional, Follow-Up Program for Certified Workers' Compensation Professionals, and Forum and Problem Solving for the Workers' Compensation Professional.



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REGISTRATION INFORMATION

Human Resources Executive Education
School of Human Resources & Labor Relations
Attn: Carrie Mejorado, Program Coordinator
Michigan State University
South Kedzie Hall
368 Farm Lane, Room S422
East Lansing, MI 48824-1032

Phone: 517-355-9592
Fax: 517-432-0138
e-mail: comclm@msu.edu



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