



# SHIRP

**Society of HR Professionals**  
2024–2025 Programs



Check-in: 11:15 a.m.

Meeting: 11:30 a.m.

Lunch: 12:30 p.m.

Adjourn: 1:00 p.m.

## Think Fast Work Well

September 12, 2024

**Speaker:** Nicole Eull, PsyD, Speaker, Consultant, Coach

**Location:** MRA Training Center - Waukesha

Join Nicole for this highly interactive presentation based on improvisational exercises. We'll simulate challenges and scenarios you may experience in real life, then debrief on how we can translate these skills to professional "scenes" we encounter in HR. Nicole will also share strategies and practical tools to improve communication, teamwork, and emotional intelligence for the benefit of increasing engagement and satisfaction in the workplace.

## Employment Law Update

October 3, 2024

**Speaker:** Saveon Grenell, Attorney/Shareholder, Buelow Vetter Buikema Olson & Vliet, LLC

**Location:** Hampton Inn & Suites – Milwaukee West

The landscape of Labor and Employment Law has truly transformed over the years. 2024 has been no different and we'll discuss it all—from the EEOC's updated guidance on harassment in the workplace to rule changes on independent contractor classification. We'll also cover the impact of recent decisions by the National Labor Relations Board, Federal Courts, and the United States Supreme Court on matters of significance such as DEI and agency deference, and much more. We hope you like roller coasters because this is going to be a wild ride!

## Viewing HR Leaders as Business Leaders With HR Expertise

November 14, 2024

**Speakers:** Suzanne Sherry, Principal, excellerate3 & Leigh Ann Bruhn, Principal, excellerate3

**Location:** Sonesta Milwaukee West

The cost of human capital is one of the largest line items on an organization's balance sheet. The human resource function leads the realm of human capital and should be regarded as a strategic business ally. In this session, Suzanne and Leigh Ann will focus on how to transition from HR leader to being viewed as a business leader with human resources expertise. We'll explore how one must deeply understand the business, competition, and the organization's future direction and be able to quantify the impact of human capital decisions to support strategic initiatives and business outcomes.

*(Program approved for HRCI business recertification credit)*



## Employee Engagement in the Digital Age

December 12, 2024

**Speakers:** Tricia Shields, Chief Human Resources Officer, Naviant & Claire Frankiewicz, Human Resources Coordinator, Naviant

**Location:** Sheraton Brookfield Hotel

In this digital era with multiple generations making up the workforce, we'll explore a multifaceted approach to employee engagement. How do we as HR partners fuel the fire of employee motivation? From initial candidate interactions to long-term employment, Tricia and Claire will delve into the strategies they're successfully applying to ignite motivation and sustain it across the generations. They'll also focus on effective communication, dynamic events, purposeful activities, and holistic wellness initiatives to optimize employee engagement in the digital landscape, whether your organization is utilizing remote/hybrid work arrangements and has one or multiple locations.

## Using Case Studies to Demystify FMLA

January 9, 2025

**Speaker:** Nicole Morehouse, Manager, HR Hotline/HR Advisors, MRA

**Location:** MRA Training Center - Waukesha

Family and Medical Leave Act (FMLA) administration should seem pretty straightforward. The law is well-established and not as complex as other laws. So, why then is it so challenging to manage FMLA? Countless scenarios complicated by ever-changing circumstances have created a culture of confusion. In this session, we'll discuss case studies, where litigation outcomes highlight specific FMLA compliance problem areas, allowing you to weigh in and consider the key outcome factors.

## Navigating Antitrust: Essential Steps for HR Professionals

February 13, 2025

**Speaker:** Doris Brosnan, Attorney/Shareholder, von Briesen & Roper S.C.

**Location:** Hampton Inn & Suites – Milwaukee West

It's important for HR professionals to have knowledge of common antitrust issues, such as wage-fixing and no-poach agreements, and an understanding of the legal consequences of violating these laws. Doris will provide an overview of antitrust laws and their implications in the workplace. She'll outline practical steps we as HR professionals should take to ensure compliance, including conducting internal audits, implementing training programs, and establishing clear policies and procedures.

## Mind, Body, Money

March 13, 2025

**Speakers:** Patrick Reid, Employee Benefits Consultant, USI Insurance Services & Chris Schmidt, Account Executive, USI Insurance Services

**Location:** Sonesta Milwaukee West

Discover how companies are taking a holistic approach to employee health by proactively planning for increasing medical costs and considering the factors to attract and retain staff in this evolving labor market. We'll look at the connection between primary-care-engagement/physical health, mental health, and financial literacy, and the proven strategies to drive engagement, provide resources, and increase perception of the employee benefits package for today's ever-changing workforce. We'll learn about the prescription drug market, including Rx trends, specialty drug rebates/employee assistant programs, and the emerging impact of gene therapy drugs. Further, we'll consider the implications of the 2024 presidential election as it impacts benefits in 2025 and beyond.

## HR's Role in Navigating Ethical Challenges

April 10, 2025

**Speaker:** Rob Lapota, HR Director, Learning & Development, MRA

**Location:** MRA Training Center – Waukesha

HR professionals play an essential role in leading the way and "walking the walk" in organizational ethical behavior. In this interactive presentation, we'll review legal requirements, clarify ethical terms and concepts, and review frameworks for ethical decision making. We'll also discuss common HR ethical issues and apply the learning through case study analysis.

*(Program submitted for HRCI ethics credit.)*



# SHRP Membership Enrollment

## To enroll for the 2024–2025 season:

Please visit MRA's website at:

<https://www.mranet.org/roundtables#society-of-human-resource-professionals-shrp>

Annual dues of \$400

New members may enroll at any point during the season at a prorated fee.  
(Dues cover the membership fee and all meeting costs.)

Substitutes are encouraged.

Members are welcome to bring a guest for an additional \$60 per meeting.

To confirm attendance and entrée selection, SHRP members will receive a meeting notice 2-weeks prior to each session.

**Questions?** Contact Laura Favill at 262.696.3549 or [Laura.Favill@mranet.org](mailto:Laura.Favill@mranet.org)

## Meeting Locations

**Hampton Inn & Suites  
Milwaukee West**  
8201 West Greenfield Avenue  
West Allis, WI 53214  
414.436.2300

**Sheraton Milwaukee  
Brookfield Hotel**  
375 South Moorland Road  
Brookfield, WI 53005  
262.364.1100

**MRA Training Center -  
Waukesha**  
N19W24350 Riverwood Drive  
Waukesha, WI 53188  
262.523.9090

**Sonesta Milwaukee West**  
10499 W. Innovation Drive  
Milwaukee, WI 53226  
414.475.9500

