

Conference Schedule

8 – 8:30 a.m.
Registration, Continental Breakfast and Networking

8:30 – 8:45 a.m.
Welcome, Announcements and Sponsor Spotlights

8:45 – 10:15 a.m.
Opening Keynote
Ethics, Antitrust and Whistleblowing
Presented by Christine V. Walters,
J.D., MAS, SHRM-SCP, SPHR

10:15 – 10:30 a.m.
Break, Networking and Vendor Visits

10:30 – 11:45 a.m.
A Tale of Walking the Journey
Presented by Joyce Weru, SPHR, PCC

11:45 a.m. – 12:45 p.m.
Lunch, Vendor Visits and Networking

12:45 – 2 p.m.
Soft Skills: Anything but Soft
Presented by Erica Young, MPS, SHRM-SCP

2 – 2:15 p.m.
Break, Networking and Vendor Visits

2:15 – 3:45 p.m.
Closing Keynote
Invisible Ink: The Psychological Contract
and the Employee Experience
Presented by Julie Develin, SHRM-CSP, GTML

3:45 – 4 p.m.
Closing Remarks, Evaluations and Door Prizes

4:30 – 6:30 p.m.
Optional Networking Social Event (location TBA)

Registration Information

Course #: NEED

\$125* Carroll County Residents
\$130* Out-of-County Residents
\$135* Out-of-State Residents

Continental breakfast and lunch included.

**Carroll County SHRM Members attending the event
receive a meeting voucher to attend a quarterly meeting
in 2023. To join, visit <https://carrollcountyshrm.org>.*

Please register online for the conference. Space is
limited and cannot be guaranteed. Walk-in registrations
are not accepted.

Register online:

www.carrollcc.edu/shrm
or call Continuing Education and Training
410-386-8100

Directions

Go to www.carrollcc.edu/campus/maps for
directions and a campus map.



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1601 Washington Road | Westminster, MD 21157 | carrollcc.edu

CARROLL COUNTY SHRM PRESENTS

10th Annual
Carroll County
SHRM Conference



Friday, Nov. 4, 2022
8 a.m. – 4 p.m.

Carroll Community College
Bollinger Conference Center | K Building (K100)

Offered by Carroll County SHRM in partnership
with Carroll Community College

Opening Keynote

Ethics, Antitrust and Whistleblowing



Presented by
Christine V. Walters,
J.D., MAS, SHRM-SCP, SPHR
FiveL Company

On June 21, it was reported that three drivers filed a lawsuit alleging Uber and Lyft violated state antitrust laws by colluding to fix wages they pay drivers, who are independent contractors. The lawsuit seeks class action status. In a letter dated April 27, twelve trade, industry, professional and other groups and associations sent a letter to members of Congress expressing concerns about four antitrust bills. In March, the U.S. Department of the Treasury published the 68-page “The State of Labor Market Competition.” That was followed by U.S. Department of Labor and Department of Justice announcing a newly signed Memorandum of Understanding (MOU) “to protect workers from employer collusion, ensure compliance with the labor laws and promote competitive labor markets and worker mobility.” That included the “inappropriate” use of non-compete agreements. Review the latest trends and proactive practices for recruiting and retaining top talent in this competitive labor market while avoiding actual and perceived violations.

Pending approval
1.50 SHRM PDCs
1.50 HRCI Recertification Credit Hours

Christine V. Waters has more than 25 years’ combined experience in management, HR administration, employment law practice and teaching. She has received national and regional awards, presented at conferences across the country, been engaged as an expert witness for the defense, and testified before U.S. Congressional and state legislative committees and administrative agencies on employment issues. Her book, “From Hello to Goodbye: Proactive Tips for Maintaining Positive Employee Relations” is in its 2nd edition and has been one of the publisher’s Great 8 best-sellers for eight consecutive years and provides readers with 3.0 SHRM credits. Walters is licensed to practice law in the State of Maryland and currently works as an independent consultant providing proactive human resources and employment law consulting services and training programs doing business as FiveL Company, “Helping Leaders Limit their Liability by Learning the Law.”SM

A Tale of Walking the Journey: Bridging Diversity, Inclusion, Equity & Culture



Presented by
Joyce Weru, SPHR, PCC
President & CEO of
Rise Above Coaching

Where do we begin to explore whether our organization can meet diversity, inclusion and cultural challenges? Does the difference impact how our teams or organizations are able to solve problems, resolve conflicts, provide leadership, facilitate team productivity or impart knowledge skills to others? Diversity goals in an organization are usually assessed by looking at representation, hiring, professional development, terminations and other quantitative demographic metrics. One of the gaps in accepting DEI is that how we experience the world and act in it is shaped by what we learn and internalize from the groups we belong to. Therefore, a framework of diversity and inclusion—what bridges these two concepts—is intercultural competence. Intercultural competence is about making a diverse environment an inclusive one and how to achieve integration. In human resources, an exploration on how we can begin to have shared meaning around these core concepts – culture, diversity and inclusion, and intercultural competence – is important to ground and move the needle in DEI.

Approved for
1.25 SHRM PDCs
1.25 HRCI Recertification Credit Hours

Joyce Weru is the President & CEO of Rise Above Coaching. Weru is an insightful global certified executive leadership coach and thought leader with comprehensive strategic and operational leadership experience in developing leaders, people and organizations with global and diverse cultural backgrounds. She has worked in the international NGOs for over 15 years. She served as a key liaison between U.S. headquarters and offices across the globe, navigating the challenges raised by language barriers, varying relationships, inclusion, belonging and other cultural contrasts. She found ways to bridge differences to accomplish a shared organizational mission. Weru is completing her Ph.D. doctoral degree in Organizational Psychology at The Chicago School of Professional Psychology. She holds a Master’s

degree in Human Resources Management and a Master’s in Business Administration from the University of Maryland University College. She is certified as a Senior Professional in Human Resources (SPHR). She received the Certified Executive Leadership Coach designation by Georgetown University’s Institute for Transformational Leadership and is PCC credentialed by the International Coaching Federation (ICF).

Soft Skills: Anything but Soft



Presented by
Erica Young, MPS, SHRM-SCP
Enterprise Solutions Architect

The pandemic has led to unprecedented change in the way we live, work and do business. In 2020, SHRM research indicated that 85% of businesses made business practice adjustments due to the pandemic. These adjustments had ripple effects on the way we hire, engage and retain employees. Organizations are putting a premium on soft skills, and most importantly, the role empathy plays in business and leadership. This session will identify the most in-need soft skills and how organizations can start to train for them, such that the organization becomes more empathetic and capable.

Pending approval
1.25 SHRM PDCs
1.25 HRCI Recertification Credit Hours

Erica Young started her career designing and facilitating training for social impact organizations. She quickly realized her calling: arming organizations with the capability needed to transform. Since joining SHRM four years ago, Young has held three roles. She started off building research-based products, then moved onto founding the SHRMLabs team. SHRMLabs explores the intersection of work and technology. Through this work she came across hundreds of budding workplace technology solutions and speaks to the HR and talent community about talent tech trends. Now, Young connects enterprise organizations with solutions that positively impact people and business. She has a Master’s degree in Industrial/Organizational Psychology with a focus in instructional systems design. She earned her SHRM-SCP, is a co-host on the podcast Career Compass and consistently speaks as an official SHRM Speaker’s Bureau speaker on workplace tech, the future of work and upskilling.

Closing Keynote

Invisible Ink: The Psychological Contract and the Employee Experience



Presented by
Julie Develin, SHRM-SCP, GTML
Sr. Partner, HCM Advisory at UKG,
(Ultimate Kronos Group)

Within the words “written” in invisible ink are important agreements between the employer and the employee that shape the relationship, thus affecting employee experience, productivity, satisfaction and other important metrics. If you work in HR or manage people, you’ve entered a contract that is in effect from day one of the employment association. This contract is not written, and it cannot be seen, signed or notarized. Discuss the concept of the psychological contract at work and explore the often forgotten and misunderstood exchange relationship that has a myriad of impacts from both the employee and employer viewpoints. Armed with different insights into the “whys” of employee behavior and reactions, you’ll leave this session with an action plan to assist managers in building awareness and become familiar with the effect the psychological contract has on the workplace and the people in it.

Pending approval
1.5 SHRM PDCs
1.5 HRCI Recertification Credit Hours

Julie Develin is a leading voice on employee relations, workplace flexibility and workforce development, and is a senior partner, HCM Advisory Group at UKG. With more than 17 years of experience as an HR executive focused on improving workplace culture and enhancing the employee experience, Develin helps organizations implement strategic employee workplace initiatives to enhance productivity, improve communication and increase satisfaction across the workforce. A seasoned speaker at conferences and other business events, she has presented hundreds of sessions for HR audiences of all sizes and enjoys connecting with and learning from other HR and business professionals. Develin holds an M.S. in Human Resources Development from McDaniel College, where she continues to work today as an adjunct professor in the Human Resources Management and Human Services Management programs. She is also the co-host of The People Purpose Podcast focusing on all things people at work.