

▶ **THE SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM)**

recently confirmed that La Roche College's Master of Science in Human Resources Management (HRM) program fully aligns with SHRM's HR Curriculum Guidebook and Templates. Created in 2006 and revalidated in 2010 and 2013, the HR Curriculum Guidebook and Templates were developed by SHRM to define the minimum HR content areas that undergraduate and graduate students should study.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the activity. It means that this activity has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



The Human Resources Management Graduate Program of La Roche College is proud to support the local nonprofit organization, WearWoof, by donating \$1 for every online registration during the spring 2017 Professional Development Series.

WearWoof's mission is to end pet homelessness in Pittsburgh by providing funding and support to local animal shelters and rescues. Through the resale of gently used or new better women's clothing at our Boutique, we can help fund the care and shelter of homeless pets, low-cost spay/neuter programs, community cat initiatives, and education and community outreach programs. For more information, [please visit wearwoof.org](http://www.wearwoof.org)



SPRING 2017

HRM  
PROFESSIONAL  
DEVELOPMENT  
SERIES

XXI



La Roche  
COLLEGE

# NOW PRESENTING THE 21<sup>ST</sup> INSTALLMENT OF A SERIES THAT'S VALUABLE TO ANYONE WHO WORKS IN THE BUSINESS ENVIRONMENT.

## \$15 PER SESSION

Ryan Room, Zappala College Center  
La Roche College (McCandless Campus)

Pre-registration  
is strongly  
encouraged for  
this popular  
series.

**RECEPTION – 6 to 6:30 p.m.**  
*Informal networking environment and light refreshments*

**PRESENTATION – 6:30 to 8:30 p.m.**



FOR MORE INFORMATION AND TO REGISTER,  
call 412-536-1193 or visit [laroche.edu/hrmseries](http://laroche.edu/hrmseries).

**MONDAY, JAN. 30**



**Bill Thomas,**  
SHRM-SCP, SPHR  
*Managing Principal*  
Centric Performance,  
LLC

**“Is it Time to Kill  
the Performance  
Review?”**

2 HRCI Credits – General | 2 SHRM Credits

The amount of performance management news, novelty and noise that has flooded the HR field over the past two years is mind-numbing. There's been so much activity and publicity that HR leaders are hard-pressed to decipher and digest it all, much less act on it.

In this workshop, Bill Thomas of Centric Performance shares the results of a three-month research project that further examined the details behind the headlines and boils it down to the five most common trends and practices taking shape across the country. Companies like Adobe, the GAP, Kimberly-Clark and T-Mobile have changed their performance management systems. Learn about their different reasons and why they did it. In this session, Mr. Thomas also will review steps companies are taking to eliminate ratings and/or annual reviews, yet still track and improve performance management effectiveness.

**MONDAY, FEB. 27**



**Bonnie Artman Fox**  
*Professional Speaker  
& Executive  
Leadership Coach*  
A Conscious Choice,  
LLC

**“The Secret  
to Attaining  
Competitive**

**Advantage: How to Build a Culture  
that Sets Your Business Apart”**

2 HRCI Credits – General | 2 SHRM Credits

World-class organizations don't leave their culture to chance because they realize its vital contribution to success. They drive their cultures deep into the DNA of their organizations by being intentional and systematic. In this highly interactive session,

Bonnie Artman Fox will help participants define and implement customized behavioral systems that build a collaborative culture. She will outline an eight-step framework that will differentiate you from your competitors and empower employees to engage in candid conversations, build trust and propel productivity.

**MONDAY, MARCH 27**



**Kate Koop Irwin  
and Albert Lee**  
*Attorneys  
Tucker | Arensberg  
Adjunct Professors*  
La Roche College

**“Get Out Your  
Crystal Ball: How  
Employment  
and Labor Laws  
Will Change  
Under the Trump  
Administration”**

2 HRCI Credits – General  
2 SHRM Credits



Employment law attorneys and La Roche HRM adjunct faculty members Kate Koop and Albert Lee will discuss how workplace laws – from Obamacare to the new Final Rule on overtime to maternity leave – will be affected by the new administration.

**MONDAY, APRIL 10**

**Rosanne Saunders,** SPHR, SHRM-SCP  
*Managing Principal*  
Consult HRCS



**“HR Audits  
and Workplace  
Investigations:  
Necessary and  
Value-Added  
Approaches”**

2 HRCI Credits – General | 2 SHRM Credits

There are times when an organization's overall HR effectiveness should be examined or employee conduct must be investigated. This session will explore audits and investigations; when they are appropriate, what they can cover and who is best to conduct them. When effectively done, both audits and investigations strengthen HR's contribution and manage risk to the organization.