

NISHRM

Northern Illinois Society for
Human Resource Management

You are invited to attend our
Ask the Generations
Thursday, April 14, 2016

Breakfast Program

*Lake Forest Graduate School of Management
1905 W Field Court, Lake Forest, IL 60045
Phone 847.234.5005*

Pre-register by email: nishrm@comcast.net

Members \$30, non-members \$50

Cash and checks accepted at the door, or pay in advance *using PayPal*. For details, visit www.nishrm.org

Agenda -

8-8:30am Registration, Networking and Breakfast

8:30-10am Program

Ask the Generations Panel –

Presented by: *Loren Sanders* – Moderator, *Andrew Marcotte* – Millennial, *Rachel Olbur* – Generation X, *Scott Kane* - Baby Boomer, *Barrie Dekker* – Baby Boomer, and *Dan Barber* – Traditionalist. **(Please see the following pages for bios)**

We will explore generational differences and identify the impact of having multiple generations in the workforce within a team. We will hear from a panel of individuals from each of today's generations (Millennial, Generation X, Baby Boomer, and Traditionalist), and hear about what influences generational values and behaviors and how these differences affect the workplace. You will have the opportunity to hear straight from the generations and ask them your questions about how to create the best value within your work environment.

This program is pending HRCI and SHRM Recertification Credit.

Panelist Bios

Loren Sanders, Moderator –

Loren Sanders is a professional offering more than 15 years of dedication to Healthcare, Human Resources and Training. She has broad experience building strategies to fit organizational needs and leading change initiatives associated with enhancing corporate culture. She has experience solving complex issues, identifying best practices and executing on initiatives to achieve vision and goals. Recognized for outstanding service delivery and innovative ideas around identifying, selecting, developing, and rewarding talent to improve organizational outcomes, she develops human capital vision and strategy, builds collaborative relationships, influences leaders and stakeholders, and leads, develops and coaches teams. Loren has an MBA from Lake Forest Graduate School of Management with a concentration in Organizational Behavior and a B.S. in Community Health Education from University of Illinois at Urbana Champaign.

Andrew Marcotte, Millennial –

Andrew is a senior at Olivet Nazarene University set to graduate in May with his Bachelor of Science degree in Business Administration/Human Resources. He is currently the president and founder of Olivet's student chapter of SHRM and serves on the National SHRM student president advisory council. Outside of participation on the student level, Andrew has worked with the Kankakee Chapter (KAHRMA) board as well as the IL State Council board, most recently, he is developing the YP session for the state conference in September. After graduation Andrew will take on a Associate Human Resources Generalist role with E2i Inc. and will assist in the overall HR function of the organization, including: talent acquisition, employee relations, administration of benefits, policies and procedure development, and training development.

Rachel Olbur, Generation X –

Rachel Olbur is the Faculty and Academic Planning Manager at Lake Forest Graduate School of Management, an independent, accredited and not-for-profit graduate business school dedicated to educating working adults in the Chicagoland area. In her role, Rachel is responsible for the ongoing curriculum development and continuous quality improvement of teaching effectiveness through development and facilitation of faculty training, development, and peer review programs. Rachel is skilled in the areas of process improvement, innovation, and executive communications. Rachel received her Master's Degree in Business Administration, Co-Valedictorian, from Lake Forest Graduate School of Management in February 2016. She previously received a Master of Arts in Teaching from National Louis University in 2001 and a Bachelor of Science Degree in Psychology from University of Illinois – Urbana in 1999.

Panelist Bios Continued

Scott Kane, Baby Boomer –

Scott Kane, founder and partner of Gray Hair Management, has held senior executive positions in the teleproduction industry for over 25 years, and is an experienced leader, innovator, negotiator, marketer and manager. Scott spent most of his career managing teleproduction facilities, but started as a producer and director for TV commercials, sports and entertainment programming. Some of his projects as a Producer-Director, were Big 10 Basketball for NBC, NCAA Basketball for HBO, and Live Aid. Scott's extensive experience in marketing, advertising and branding provides Gray Hair Management's coaching clients with the creative strategy they need to help them to differentiate themselves in today's competitive job market. Using his experiences from helping people get jobs with the Gray Hair Management process, Scott has co-authored the book, Winning the Job Race: Pathways Through Transition, available on the Gray Hair website or on Amazon.com.

Barrie Dekker, Baby Boomer –

Barrie Dekker has spent 25 years leading B2B companies in creating and improving purposeful sales and business development process. Her expertise includes start-ups, distribution networks, national account programs, high level sales training, and expanding client relationships. Barrie excels in engaging and uniting diversified teams toward common goals and has helped many companies exceed their growth objectives by aligning teams through purpose and process. Barrie is a partner at U3P Group, a consulting firm that specializes helping companies who are in growth transition, be it upward, downward or in a "stuck" position.

Dan Barber, Traditionalist –

Dan Barber brings a wealth of experience advising senior executives both as an internal and external business coach for Robertson Lowstuter. Dan is highly skilled in career transition consulting and has a 30-year career in human resources management within the healthcare industry manufacturing, distribution, and home healthcare service businesses. He has an extensive background in organization and human resources planning, executive staffing, performance management, and employee relations. He has held several senior human resources management positions with American Hospital Supply, Baxter Healthcare, and Caremark International. Dan has expertise in counseling and career development and is particularly accomplished in assisting organizations to manage requirements for successful business reengineering, acquisition, and divestiture initiatives. Dan is a graduate of the University of Wisconsin-Madison where he received a BS in Economics.