

GSHRC 2025

Elevating HR to New Peaks

April 2 - 3, 2025 | North Conway Grand Hotel

gshrconference.org

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INTRODUCTION

The **annual GSHRC** provides a unique retreat-style experience for HR professionals to meet in a private setting to discuss the HR landscape, share best practices, engage in hands-on training with actionable takeaways, and forge new relationships with sponsors and fellow attendees for personal, professional and business growth.

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AGENDA-AT-A-GLANCE

DAY 1: WEDNESDAY, APRIL 2nd, 2025

8:00 am	Registration Opens
8:30 am - 9:30 am	Early Bird Bonus Session: Positive ROI: Effective Mentoring for Workforce Development - Sarah Scala
9:30 am - 10:00 am	Coffee & Pastry Service
10:00 am - 10:15 am	Welcome
10:15 am - 11:00 am	Keynote: Managing & Retaining Multi-Generational Teams - Krystal Hicks
11:00 am - 11:15 am	Break
11:15 am - 12:15 pm	Breakout Session 1: <ul style="list-style-type: none">• <i>From Corporate to Consultant: Making the Move From In House to Your Own Business</i> - Charla Stevens and Samantha O'Neill• <i>Climb Higher: Elevate HR by Empowering Upstanders on the Path to Workplace Respect</i> - Susan Loynd• <i>HR Survival Guide for 401(k) Plans: It Shouldn't Be Rocket Science!</i> - Valerie McClendon
12:15 pm - 1:00 pm	Lunch
1:00 pm - 1:15 pm	HR Hero Award
1:15 pm - 2:15 pm	Keynote: Shaping the Future of Business: How to Elevate HR's Influence and Drive Organizational Success- Charla Stevens and Samantha O'Neill
2:15 pm - 2:45 pm	Dessert Break
2:45 pm - 3:45 pm	Breakout Session 2 <ul style="list-style-type: none">• <i>Building & Leveraging Internship Programs to Pipeline Talent</i> - Krystal Hicks• <i>Navigating Employer Responsibility in the Evolution of Sexual Harassment in the Workplace-</i> Andrea Chatfield• <i>The Great Recalculation! Social Security, Medicare, and New Retirement Realities for Employees</i> - Thomas Wright
3:45 pm - 4:00 pm	Break
4:00 pm - 4:45 pm	Keynote: Reaching Your Peak Potential - Randy Pierce
5:00 pm - 6:00 pm	HR Happy Hour & Facilitated Networking
6:30 pm - 8:30 pm	Dinner and Games (separate ticket required)
9:00 pm - 10:00 pm	HR Late Night

DAY 2: Thursday, April 3rd, 2025

7:00 am - 8:00 am	Morning Wellness
7:30 am - 8:30 am	Breakfast
8:30 am - 8:45 am	Welcome & SHRM Update
8:45 am - 9:45 am	Keynote: <i>Continuous Improvement</i> - Monica Sheri Scott
9:45 am - 10:15 am	Coffee and Pastry Service
10:15 am - 11:00 am	Breakout Session 3 <ul style="list-style-type: none">• <i>Taking the Discomfort out of Grief in the Workplace</i> - Jennifer Landon• <i>When the Union Comes Knocking on Your Door</i> - Dave Twitchell & John Maitland• <i>Navigating the River: Leadership in Times Of Change</i>- Jon Bradley
11:00 am - 11:15 am	Break
11:15 am - 12:15 pm	Legislative Update: The Peaks and Valleys of HR-Related Legislation - Peg O'Brien
12:15 pm - 12:30 pm	Closing Remarks & Prizes



This conference has been approved for 8.25 SHRM credits

Generously Sponsored by: **isolved**

2025 KEYNOTE SESSIONS

KRYSTAL HICKS, CAREER STRATEGIST AND FOUNDER JOBTALK



Managing & Retaining Multi-Generational Teams

As people continue to live and work longer, organizations in 2025 are facing the fact that to build high-performing, generationally diverse teams, they have to lead, communicate, and develop their people differently. This keynote will provide stats and insights to help leaders better understand their teams' unique motivators and needs as well as provide some actionable ways managers can engage and inspire team members who appear to have vastly different expectations of their employer and their employee experience as a whole.

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RANDY PIERCE, FUTURE IN SIGHT



Reaching Your Peak Potential

Randy Pierce draws upon his life experiences to inspire, entertain, and teach. Randy offers his unique viewpoint by sharing his personal adventures and challenges as a man who chose a life filled with incredible adventure-laden experiences despite his being suddenly stricken with a neurological disease rendering him blind at age 22. In this session you will experience the highs, lows, and problem-solving techniques used to convert adversity into methods of achieving our peak potential.

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**SAMANTHA O'NEILL, FORGE POINT SOLUTIONS GROUP
CHARLA B. STEVENS, CHARLA STEVENS CONSULTING**



***Shaping the Future of Business:
How to Elevate HR's Influence and
Drive Organizational Success***

Samantha and Charla will discuss the transition from an in-house role with human resources responsibilities to forging out on one's own (or joining a consulting firm). The presentation will focus on making the decision to change careers, planning and implementing your new role, and ultimately ensuring your own success. They will review the

legal and professional implications of making a change, the importance of your professional and personal networks, and the necessary "tools of the trade." This session will help you better understand if you are a leader with the interest and the ability to succeed as a business owner.

MONICA SHERI SCOTT, CULTURE SPECIALIST



Continuous Improvement

Monica works with individuals and organizations to make progress and shape value-based cultures. She speaks, writes, and leads with a passionate commitment to see others find fulfillment and make progress. Monica's leadership and speaking portfolio spans two decades. She has layers of experience mentoring leaders, building teams, and inspiring individuals at every age and stage of life and business. As a result of her work people often say they feel understood, are equipped with a plan for progress, and are inspired to conquer what lies ahead of them. Her keynote speaking style is fun and inspiring. Her heart and humor will have your audience smiling, laughing, and thoughtfully motivated to seize opportunities to take their next step of progress.

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SPECIAL FEATURES!

BONUS EARLY BIRD SESSION: WEDNESDAY, 8:30AM



Positive ROI: Effective Mentoring for Workforce Development

Sarah A. Scala M.Ed & OD, PCC, Consultant

Mentoring is one of the best ways to strengthen skills or to take a leadership role in developing future leaders or followers. Mentoring can also be very cost effective for organizations. Through interactive group activities and the sharing of best practices, this program will provide examples of mentoring successes with a strong return on investment.

DINNER & GAMES, WEDNESDAY, 6:30-8:30PM



Separate ticket required (included with the Premium Pass). Enjoy a fantastic dinner, your first drink on us with a complimentary drink ticket, and put your knowledge to the test with a fun-filled trivia challenge. Don't miss this opportunity to relax, connect, and create lasting memories with your HR community! Dinner and games will take place at the Hotel following the HR Happy Hour.

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2025 RY PERRY GSHRC HR HERO AWARD: WEDNESDAY, 1:00PM



The Ry Perry HR Hero Award is awarded each year to just one Granite State HR Hero who takes pride in advancing the HR profession and devotes valuable time to volunteering in their community.

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MORNING WELLNESS ACTIVITIES: THURSDAY, 7:00AM



Awaken Your Mind & Body Yoga

Start your day off right! A instructor from Mountain Kula Yoga will lead you in a 45 minute introspection and movement session to get the most of your day, and possibly your life!



Morning Hike

Escape the confines of conference rooms and embrace the natural beauty surrounding the GSHRC with fellow attendees as we explore the scenic trails and bask in the beauty of the great outdoors.

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INSURANCE

LEGISLATIVE UPDATE: THURSDAY, 11:15AM



The Peaks and Valleys of HR-Related Legislation

Peg O'Brien, Mclane Middleton

The legal landscape is always changing and can be rough terrain when it comes to balancing business needs and employee rights. HR professionals need to stay on top of new workplace laws, regulations and pending legislation as they navigate employers' legal compliance challenges. This session will present an overview of the more significant federal and New Hampshire state legislative and regulatory developments within the last year and look at what lawmakers have in store for the year ahead.

GIFTS AND PRIZES AND SURPRISES - OH MY!



We're giving away incredible prizes throughout the event including cash & gas gift cards and a special gift for each attendee! Whether you're a first-time attendee or a seasoned pro, these prizes are designed to make your experience even more rewarding. Don't miss your chance to win while gaining invaluable insights and networking with industry leaders. Register now and be part of the action!

BREAKOUT SESSION 1

From Corporate to Consultant: Making the Move From In House to Your Own Business **Charla Stevens and Samantha O'Neill (HR Consultants)**

Samantha and Charla will discuss the transition from an in-house role with human resources responsibilities to forging out on one's own (or joining a consulting firm). The presentation will focus on making the decision to change careers, planning and implementing your new role, and ultimately ensuring your own success. They will review the legal and professional implications of making a change, the importance of your professional and personal networks, and the necessary "tools of the trade." This session will help you better understand if you are a leader with the interest and the ability to succeed as a business owner.

Elevate HR by Empowering Upstanders on the Path to Workplace Respect **Susan Loynd (Climb Higher)**

This training program is dedicated to empowering participants to become proactive upstanders who take decisive action to support and protect others in their environment. Participants will learn the practical application of the 5 Ds—Direct, Distract, Delegate, Document, and Delay—as effective tools for diffusing and de-escalating challenging situations. The training emphasizes the importance of each individual's role in fostering a safer and more respectful community by illustrating how both significant and minor actions contribute to the overall well-being and safety of the group.

Taming the 401(k) Beast: HR's Survival Guide **Valerie McClendon (Boston Wealth Strategies)**

Does understanding 401(k) or 403(b) plan administration sometimes feel like battling a menacing and wild animal?? Whether you oversee your company's Plan or help to support it, 401(k) and 403(b) regulations can leave you feeling overwhelmed, confused and utterly terrified!

This presentation will provide HR professionals with a clear understanding of current IRS requirements, as well as the tools and tips they can leverage to avoid costly and time-consuming errors. In addition, we'll discuss which provisions of the SECURE 2.0 Act are actually required for 2025 and 2026, and the most popular optional provisions Employers are looking to adopt.

BREAKOUT SESSION 2

Building & Leveraging Internship Programs to Pipeline Talent

Krystal Hicks (JOBTALK)

We all know that NH is the second oldest state in the U.S., and with more and more Granite Staters retiring, organizations have been scrambling to create robust, sustainable internship programs as a way to generate proactive pipelines of fresh talent. Whether your company has an established internship program, or you've been "winging it" as students come forward, this workshop will not only provide best practices but will also help you ensure your program is sustainable by aligning it with your manpower planning goals and budget review process.

Navigating Employer Responsibilities in the Evolution of Sexual Harassment in the Workplace

Andrea Chatfield (Sheehan Phinney)

Despite equality and civility initiatives, #MeToo awareness, and other efforts, sexual harassment cases are increasing year to year. From 2021-2023, the EEOC saw a 40% increase in sexual harassment charges filed. This interactive panel brings together representatives of the EEOC, the US Department of Labor, the social services community, and legal counsel to discuss (1) how societal attitudes and cultural norms around sexual harassment have evolved over the past decade and (2) what policies, strategies, and measures would be most effective in creating workplaces that are free from sexual harassment.

The Great Recalculation! Social Security, Medicare, and New Retirement Realities for Employees

Thomas Wright (Turning 65 Workshop)

After decades of historic growth, America's aging workforce was blindsided by the unprecedented disruption caused by the Covid-19 pandemic. Health concerns, layoffs, and financial market volatility forced many older employees to leave the workforce prematurely (The Great Resignation). Those who remain have had to rethink their retirement plans- and the Social Security & Medicare decisions they are built upon.

This fast-paced, engaging presentation explores the surprising statistics that underscore the difficult realities facing today's 'Peak Boomer' employees who are nearing retirement. It highlights some of the Social Security & Medicare basics that are in play for these employees and identifies specific challenges facing this group as they navigate the unique, often complex, and highly consequential filing decisions ahead.

BREAKOUT SESSION 3

Taking the Discomfort out of Grief in the Workplace

Jennifer Landon (Your Grief Matters)

It is estimated that 1 in 4 individuals in the workplace are in grief at any given time. Grief is a universal experience, yet it often remains a taboo topic in professional settings. This workshop is designed to create a safe space for HR professionals at all levels to explore the complexities of grief and its impact on the workplace. Participants will discuss life events that can lead to grief then learn how unsupported grief can cost US businesses up to \$225.8 billion annually, making this topic even more critical to address.

Participants will gain insights into how grief impacts our brains and bodies, influencing behavior and performance, and discover common types of grief. We will discuss organizational policies and practices that can normalize conversations about grief, highlighting the importance of what NOT to say and discovering ways to communicate compassionately and effectively. By equipping participants with tools to manage their own grief and support colleagues, we aim to create a more empathetic workplace that embraces the notion that “it’s okay to not be okay.”

When the Union Comes Knocking on Your Door

Dave Twitchell & Attorney John Maitland (Down Rachlin Martin)

In this session, Dave and John will provide practical advice on what to do when a union comes knocking on the door. Unions have been much more active recently, taking advantage of pro-union changes in the law. Employers need to be prepared and develop a proper labor philosophy before it is too late. This session will help you develop your own customized labor philosophy. You will learn exactly how the process works and what you can do to respond effectively when a union attempts to organize your employees committed to stay.

Navigating the River: Leadership in Times Of Change

Jon Bradley (Crestcom)

This program is designed to help individuals embrace change and navigate the challenges it presents within teams. Participants will gain insight into why change can be difficult to implement in an organization and learn effective strategies to overcome resistance. The program highlights the important role leaders play in guiding their teams through change by demonstrating empathy and support, fostering a culture of understanding and growth.

Breakout Sessions are Generously Sponsored by:



CONFERENCE PASSES

Basic Pass \$375

Includes:

- 4 keynote speakers
- All conference sessions including breakouts, wellness activities, early bird and legislative update
- Meals include Wednesday breaks, lunch, happy hour snacks (cash bar); Thursday breakfast and breaks
- Note: If you wish to participate in Wednesday's dinner and games event, please upgrade to a Premium Pass.

Premium Pass \$425

Includes everything in the Basic Pass **PLUS** Wednesday night's dinner and entertainment event.

LODGING



Special room rates are available for GSHRC participants at the North Conway Grand Hotel (home of the conference)!

A special rate of \$99 per night is available for conference participants. To book, please visit <https://shorturl.at/iBIVc>

Deadline to book: March 12, 2025

We look forward to seeing you there!

Space is very limited.

Register now at GSHRConference.org