



West Virginia

2013

Division of Personnel

2013 Human Resource Academy Conference, October 1 – 2

*“Things Nobody Told You About West Virginia State Government
Human Resources: Dispelling Old Myths and Taking New Direction.”*

As human resource professionals, our agencies look to us for guidance and clarification in personnel matters. Unfortunately, our profession continues to operate under misguided notions regarding personnel matters. Only when we move past these myths and misconceptions will we be able to make progress in recruiting, hiring, and retaining talent.

This year’s conference will directly address outdated assumptions about talent management. Sessions will answer the most burning questions facing HR professionals in state government:

- How can I better use the state’s job posting system to attract good candidates?
- What onboarding practices sow the seeds of employee satisfaction and loyalty?
- What strategies and behaviors predict enhanced employee retention?
- How can progressive discipline be used as a performance improvement and accountability tool?

The nature of HR work has shifted, and research predicts that we will face even more profound changes in the future. Your success will depend on your ability to let go of outdated beliefs about HR and accept and embrace what lies ahead. The 2013 Human Resources Academy Conference will help you begin that journey.

Location	The conference will be held at the Tamarack Conference Center http://www.tamarackwv.com/about/directions.aspx
Registration	Please pre-register on GoSignMeUp via the Organization and Human Resource Development web site: http://www.personnel.wv.gov/ohrd

Lodging	Rooms will be held under the Division of Personnel. Rooms are first-come-first-serve.
<p>The Country Inn and Suites 2120 Harper Road Beckley WV 25801</p> <p>Telephone: (304) 252-5100</p> <p>http://www.countryinns.com/beckley-hotel-wv-25801/wvbeck?s_cid=se.ggl.cis_cmp30</p>	

Preliminary Schedule	
Tuesday, October 1	
9:00 – 11:10	Session A: Classes 1, 2, & 3
11:20 – Noon	Welcome, Plans Update, wvOasis Update, Article Assignment
Noon – 1	Lunch
1:00 – 3:10	Session B: Classes 2, 3, & 4
3:20 – 4:00	Round Table Q & A with DOP Representatives
Wednesday, October 2	
9:00 – 11:10	Session C: Classes 3, 4, & 1
11:20 – Noon	Article Review
Noon – 1	Lunch
1:00 – 3:10	Session D: Classes 4, 1, & 2
3:20 – 4:00	Game Show Review, Door Prizes, and Closing Remarks

Class Overview

Class 1: “Recruiting and Hiring State Employees: You Have Choices and More Power Than You Think”

- Recruiting
- Working a register (hands on exercises)
- Interviewing do’s and don’ts

Class 2: “Giving On-Boarding Programs Meaning: Showing Them the Way to the Bathroom Isn’t Good Enough”

- On-boarding best practices
- Making the most of teachable moments
- Supporting employee development

Class 3: “Where Did Everybody Go? Employee Retention in Tough Times”

- What really motivates and engages employees
- The looming retention in state government
- Strategies for improving workplace culture

Class 4: “Something’s Got to Give: Using Progressive Discipline as a Performance Management Tool”

- The importance of expectations and documentation
- Due process, progressive discipline, and predetermination hearings
- Processing separations