

Wednesday, June 5

<p>3:00PM – 5:00PM</p>	<div style="text-align: right;"> <h4>Chapter Leadership Development Meeting</h4> <p>Karen Rodriguez CSP First Vice President</p> </div>  <p>Are you curious about how you can become more involved in your local chapter of CSP and even the state board? Are you a current chapter board member wanting to make more connections with other chapters?</p>
<p>7:00PM – 8:30PM</p>	<div style="text-align: right;"> <h4>Keynote and Welcome Reception</h4> <p>Dion Michael Ramos Acme Global Consultants Inc.</p> <p>“Connections”</p> </div>  <p>Everybody today is talking about networking in I'm bored of that, I talk about true connections. Dion's welcome speech will be on "connections" and also finding "purpose". True connection is a hard thing to do in this world of over connection... Facebook, Instagram, Twitter, and even the infamous "swipe left, swipe right" world we live in gives us such a false sense of connection. True connection and finding your true purpose is vital in a successful business and successful life. If you're ready to take it to the next level, he will definitely have a few ideas and some encouraging words for you. .</p>

Staffing & Recruiting Conference 2019

Thursday, June 6

<p>8:00AM – 9:00AM</p>	<p>Coffee & Conversation in the Exhibit Hall Please Note, this is not breakfast. If you are staying in the hotel, you do have a \$10.00 Marketplace credit.</p>
<p>9:00am - 10:30AM</p>	<div style="text-align: right;"> <h4>Keynote</h4> <p>John Klymshyn The Business Generator, Inc</p> <p>Deeper Dialogue™ ... Conversations That Inspire</p> </div>  <p>A practical path to inspirational conversations, which lead to exploration of your teams' potential</p>
<p>10:30AM – 11:30AM</p>	<p>Brunch in the Exhibit Hall</p>
<p>11:30AM – 12:45PM concurrent</p>	<div style="text-align: right;"> <p>Judi Moreo Ignite the Spark</p> </div>  <p>Do you live with ongoing and increasing pressure to produce positive results? Do you want to expand your ability to think creatively and be able to inspire others to think creatively as well?</p> <p>Are you using your creative energy to make your business more successful? Ignite the Spark provides techniques for tapping into the creative wellspring we all possess. Learning to think creatively and teaching others to do so will boost productivity, improve morale, and inspire you to greater success. You will discover how you can:</p> <ul style="list-style-type: none"> * Overcome challenges * Improve morale * Boost productivity * Help other develop their thinking abilities

<p>Thursday 11:30AM – 12:45PM concurrent</p>	<p style="text-align: center;">John Klymshyn Even Deeper: Develop Your Personal Brand</p>  <p>What role does mastering The Power of Language have in your Personal Brand? This session will pose questions that help you explore this and provide a clear format for identifying and maintaining a positive personal brand. Klymshyn enthusiastically states: “It’s all about the language.” Tap into Klymshyn’s energy and insight in this intimate setting, and walk away with useful, insightful perspectives, helping you to understand <i>how you are perceived</i>.</p>
<p>Thursday 11:30AM – 12:45PM concurrent</p>	<p style="text-align: center;">Pinnacle Panel Boris Epstein, David Fishman, Harlan Friedman, Lina Savage</p> <p>Listen in on how we have created, improved and reworked our processes so they allow us to work at the highest level of quality while not compromising speed.</p> <p>The Pinnacle Society is <i>The Premier Consortium of Industry-Leading Recruiters in North America</i>. For more than 20 years, the Pinnacle Society has provided the nation’s top recruiters a forum in which to exchange the business principles and placement techniques that led them to achieve, and allows them to maintain their success.</p>
<p>Thursday 11:30AM – 4:00PM concurrent</p>	<p style="text-align: center;">Staffing & Recruiting Intensive Workshop Presented by Rachel Modrak, Staffing eTrainer 11:30AM – 4:00PM Thursday, June 6 12:00pm – 5:00pm Friday, June 7</p>  <p>A program directed to the more experienced recruiters, sales representatives, and managers looking to overcome challenges facing the staffing industry. Attendees will work in groups to brainstorm, solve problems, and role-play. Upon completion of this workshop, attendees will be able to execute on overcoming challenges by using effective problem solving.</p> <p>Sample topics include:</p> <ul style="list-style-type: none"> • Learn Critical Problem-Solving Skills • Strategic Recruitment Planning • Creative Screening Techniques • Reducing Turnover and Retaining Associates • Creating Partnerships with Customers • Opportunities to Increase Revenue and Profits <p style="text-align: right;">*ADDITIONAL FEE – CHECK PRICING AT THE REGISTRATION DESK</p>
<p>Thursday 1:00PM – 2:15PM concurrent</p>	<p style="text-align: center;">Mike Lejeune Leadership 2.0 The Power of Engagement</p>  <p>Today’s program is from Mike’s Leadership curriculum on the Power of Engagement! As recruiters, we facilitate change for disengaged talent. The exciting news for our industry is Gallup research has shown that 70% of today’s workforce is disengaged. We’ll address what the top 1% of recruiters seek, where their sense of value to the organization comes from and the importance of sandbox rules to the culture of your company. Rather than you being perceived as the “numbers police” we’ll outline an employee development process that tears down walls to growth and engages your key people by seeing you as a key to their success.</p>
<p>Thursday 1:00PM – 2:15PM concurrent</p>	<p style="text-align: center;">David Searns Social Recruiting - How to attract active AND passive job seekers without the high cost of job posts.</p>  <p>How well do you use social media for recruiting? Are you targeting the right people? Are you getting passive job seekers to your website? Are you effectively “stealing” qualified candidates from your competition? You can do all this & more with social media!</p>

<p>Thursday 1:00PM – 2:15PM concurrent</p>	<div data-bbox="391 75 565 268" data-label="Image"> </div> <div data-bbox="808 58 1347 142" data-label="Section-Header"> <p>Bob Marshall “The Six Lies That Block Our Success.”</p> </div> <div data-bbox="375 178 1542 409" data-label="Text"> <p>It is said that passion and skill are almost always connected. This presentation focuses on Bob’s popular TBMG Action Plan where he ‘reverse engineers’ the numbers necessary to attain any level of recruiter production and explains how that is accomplished. In today’s world, we all acknowledge that we are bombarded with more information and choices in a day than our ancestors received in a lifetime—and so we attempt too much and accomplish too little! Come attend this session and learn how to develop the ability to focus on ‘the one thing’ that will lead to extraordinary results!</p> </div>
<p>2:15PM – 2:45PM</p>	<p>Refreshment Break</p>
<p>Thursday 2:45PM – 4:00PM concurrent</p>	<div data-bbox="391 485 581 678" data-label="Image"> </div> <div data-bbox="933 472 1242 556" data-label="Section-Header"> <p>Patricia Drain Get Your ASK in Gear</p> </div> <div data-bbox="613 583 1542 682" data-label="Text"> <p>In this presentation Patricia will be sharing the #1 myth about Asking and also her TAT method that works 100% of the time in sales. You will walk away inspired and ready to ASK more questions to make more money.</p> </div>
<p>Thursday 2:45PM – 4:00PM concurrent</p>	<div data-bbox="391 722 581 915" data-label="Image"> </div> <div data-bbox="792 709 1380 835" data-label="Section-Header"> <p>Bob Marshall, “The Total Account Executive – How to Find, Hire, Train and Retain Them”.</p> </div> <div data-bbox="375 871 1542 1270" data-label="Text"> <p>One of the most asked questions revolves around how to identify potential ‘big billers’ when we first meet them. What do they look like? What do they sound like? What traits do they have that will serve them well as recruiters? And, just as important, what traits do they have that will cause them to fail as recruiters? —a big concern since we plan to put so much time, energy and money into their development. How do we locate these future superstars, develop them and keep them! This presentation will be in four parts: Part 1: Vectors in on the ‘ideal’ AE profile by illuminating the qualities they possess. Part 2: Explaining to this potential superstar what big billing AEs do for a living. Next comes the definition of The Total Account Executive and the power of commitment. Part 3: Training focused on The Positive Mental Attitude and how to acquire it and how to keep it. Part 4: Retaining these Total Account Executives I will discuss general motivation theory; the direct commission curve; and secondary motivators.</p> </div>
<p>Thursday 2:45PM – 4:00PM concurrent</p>	<div data-bbox="391 1293 581 1486" data-label="Image"> </div> <div data-bbox="600 1270 1469 1354" data-label="Section-Header"> <p>Geoff Goldwater Risk Management Data Leads to Profits - How do you stack up?</p> </div> <div data-bbox="375 1386 1542 1627" data-label="Text"> <p>We used the Odell Studner Staffing Benchmark Report as the basis for our presentation and teach staffing companies the value of knowing how they perform against other best in class staffing agencies, how to track their own data, and once the data is structured, they can use various data points and KPI’s to deliver resources to the appropriate areas of their business. This presentation can provide value to various staffing verticals using the overarching themes of capturing and knowing your data and using Benchmarks and KPI’s to improve business performance.</p> </div>
<p>Thursday 4:15PM – 6:00PM</p>	<div data-bbox="391 1650 581 1843" data-label="Image"> </div> <div data-bbox="706 1638 1453 1764" data-label="Section-Header"> <p>Keynote in the Exhibit Hall Richard Hight... "Some events you attend...this is one you experience!"</p> </div> <div data-bbox="592 1806 1412 1879" data-label="Section-Header"> <p>Imagine That! Creative Problem Solving and the Artist’s Perspective</p> </div> <div data-bbox="375 1879 1542 2047" data-label="Text"> <p>“Richard skillfully stretches people’s perceptions to see new possibilities and experience how their own imagination works.” Successful people take advantage of emerging opportunities while seeking better solutions for their ongoing challenges. In both cases, creativity is the crucial ingredient. It requires a broader, more imaginative way of thinking, but it’s open to all and it can help anyone. This session will show how creativity is essential for everyday life</p> </div>

Staffing & Recruiting Conference 2019

Friday, June 7

8:00AM – 3:45PM	Exhibit Hall is OPEN
8:00AM – 9:00AM	Coffee & Conversation Please Note, this is not breakfast. If you are staying in the hotel, you do have a \$10.00 Marketplace credit.
9:00AM – 10:30AM	<p style="text-align: center;">Keynote</p> <div style="display: flex; justify-content: space-around; align-items: center;">  <div style="text-align: center;"> <p>Dr Terry Lyles</p> <p>PERFORMANCE UNDER PRESSURE: How Leaders Help Their Teams Win in High-Stress Situations</p> </div> </div> <p>Stress is an inevitable challenge that all teams will have to learn how to overcome. Teams that learn to utilize stress properly maximize their performance. Instead, too often stress causes teams to feel overwhelmed, blame their teammates, and become under productive.</p> <p>If not managed properly, stress can even cause teams to self-destruct. The best leaders in the world understand stress and have a game plan for how to manage it with themselves and their teams so that they can produce results in spite of stressful situations.</p> <p>This keynote will give your leaders the tools and insights to:</p> <ul style="list-style-type: none"> • Develop simple ways for their team to recharge and align for optimal performance. • Implement best practices to increase employee motivation and reinforce corporate culture • Improve overall team physical health- reducing sick days taken and productivity lost • Foster a team-based environment that fosters innovation and execution • Develop a stress maintenance plan that will be used throughout your company, on a daily basis.
10:30AM – 12:00PM	Award Ceremony and Brunch
12:00PM – 1:15PM concurrent	<div style="display: flex; justify-content: space-around; align-items: center;">  <div style="text-align: center;"> <p>Ninh Tran</p> <p>Technology as a Recruiters Best Friend</p> </div> </div> <p>Come hear how technology is evolving and changing the recruiting landscape. Learn about the next generation of recruiting technology and how it can impact you.. Discover the different depth levels of AI technology in recruiting and what you can expect at each level.</p> <p>What are the skills that will make you and your company stand out in the future of augmented work?</p>
Friday 12:00PM – 1:15PM concurrent	<div style="display: flex; justify-content: space-around; align-items: center;">  <div style="text-align: center;"> <p>Mike Lejeune</p> <p>Control the Chaos: Removing the Energy Drain that Kills Teamwork</p> </div> </div> <p>Recruiting teams rely on driven professionals in order to meet objectives and deadlines. What do you do when these same intense personalities create discord as they drive their own agendas? Effective leadership of high-performance recruiting team requires the ability to resolve conflict when difference of opinions or perspectives surface and impairs productivity. This interactive workshop will identify triggers that escalate situations and emotions and develop effective strategies for defusing emotionally charged situations</p>
Friday 12:00PM – 1:15PM concurrent	<p style="text-align: center;">Pinnacle Panel 2.0</p> <p style="text-align: center;">Allan Fisher, Cindy Fletcher, Fernando Espinosa</p> <p style="text-align: center;">It IS possible.</p> <p style="text-align: center;">We have created processes which allow us to work at incredible speed without compromising quality.</p> <hr style="border-top: 1px dashed #000;"/> <p>The Pinnacle Society is <i>The Premier Consortium of Industry-Leading Recruiters in North America</i>. For more than 20 years, the Pinnacle Society has provided the nation's top recruiters a forum in which to exchange the business principles and placement techniques that led them to achieve and allows them to maintain their success.</p>

<p>Friday 1:30PM – 2:45PM concurrent</p>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>Patricia Matias & Christian Keeney Ogletree, Deakins, Nash, Smoak & Stewart, P.C. Bulletproof Agreements</p> </div>  </div> <p style="text-align: center;">Key Tips from Top Staffing Attorneys for Making Your Staffing Agreements Work for You This session qualifies for 1 hour of legal continuing education credit</p>
<p>Friday 1:30PM – 2:45PM concurrent</p>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>Allan Fisher Strong Process + Strong Results</p> </div> </div> <ul style="list-style-type: none"> • Learn how to create incredible processes built for quality and scale • Make better use of technology you already have to blast past current metrics • Deliver a better experience for your candidates and clients (less stressful)
<p>Friday 1:30PM – 2:45PM concurrent</p>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>Chris Dyer Sales and Engagement: A Combo That's Successful AF</p> </div> </div> <p>All salespeople want to be successful as f*ck (AF), but most have untapped potential. In this high-energy keynote, Chris Dyer shares insightful ways to supercharge your team's ability to perform. A highlight of the presentation, Chris takes the audience through an exercise in appreciative inquiry that is proven to help people become better problem solvers.</p>
<p>Friday 2:45PM – 3:45PM</p>	<p style="text-align: center;">Raffle/50-50 ARE YOU FEELING LUCKY?</p> <p>Tickets are three (3) for \$5, seven (7) for \$10 and fifteen (15) for \$20. If you have \$100 to spend, that will buy you ONE HUNDRED (100) tickets. That's an extra twenty five (25) tickets for your generosity.</p>

<p>Friday 4:00PM -5:15PM concurrent</p>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>David Searns Social Media 20/20: Creating an Aligned Vision for Your Firm Where social media is heading and what to do to prepare.</p> </div> </div> <p style="text-align: center;">Big trends and the implications for staffing and recruiting companies.</p> <p>Is your social vision fully aligned—or a little blurred? Where should your social media strategy be heading over the coming years? And more practically, how will top staffing and recruiting firms using social media to generate more applications and job orders? Here's a preview of this session:</p> <ul style="list-style-type: none"> - Lessons from 2018. What did we learn in reviewing 6,000 hours of social marketing? - Platform changes. What's going on with LinkedIn, Facebook, Instagram and more? - Demographic shifts. How should usage patterns impact your strategy? - Best practices. What are the most effective tactics for the short term? - Strategy. What do you need to consider for the long term? - Improving focus. What happens if your vision gets blurred?
<p>Friday 4:00PM -5:15PM concurrent</p>	<div style="display: flex; justify-content: space-between; align-items: center;">  <div style="text-align: center;"> <p>Legal Update Susan Steward AALRR</p> </div> </div> <p>A brief overview and update of relevant legal changes and modifications you need to know and understand in order to protect your organizations. In this engaging conversation, Susan will share her knowledge of the legal developments that have already happened and give us a preview of the legal landscape for the future.</p>

<p>Friday 4:00PM -5:15PM concurrent</p>		<p style="text-align: center;">CloakHire CSP Super User Group</p> <p>CSP's newest Member Benefit. Come, here what it's all about and how this new program will help you make more placements, temporary and direct hire. Get signed up for your free trial (no credit card needed)</p>
---	--	--

<p>Friday 6:00PM – 7:00PM</p>		<p style="text-align: center;">PAC Appreciation Party (for PAC contributors ONLY)</p>
-----------------------------------	---	--

<p>Friday 7:00PM - 10:00PM</p>		<p style="text-align: center;">“Blast Off” Dinner & DJ</p> <p style="text-align: center;">Included for ALL Full Conference Registrations, Speakers and Exhibitors Additional Tickets are available at the Registration Desk</p>
------------------------------------	---	--

Staffing & Recruiting Conference 2019

Saturday, June 8

<p>9:30AM - 10:30AM</p>	<p>Continental Plus Breakfast</p>	
<p>10:00AM – 11:45AM</p>		<p style="text-align: center;">Kevin Crews, AIRs by ADP How to Avoid Extinction: The Role of AI in Recruiting</p> <p>"How to Avoid Extinction: The Role of AI in Recruiting," and demonstrating a variety of less traveled sites that sourcers can utilize to quickly produce targeted candidates leads without complex searches"</p> <p>We are still in the early days of AI in recruiting. AIRS will review what is happening now and where there are opportunities for recruiters.</p> <p>There exists technology that can predict what an applicant might do on their first day as an employee, products that scan social media profiles and predict which candidates are likely to switch jobs, algorithms that write job descriptions aimed at improving gender diversity but what can't AI accomplish in recruiting. Where are the opportunities for today's recruiter to keep themselves marketable? Come learn about AI – or at least send your avatar to do it for you.</p>
<p>10:30AM – 1:00PM</p>		<p style="text-align: center;">Harassment Prevention Training Presented by Patricia Matias and Christian Keeney Ogletree, Deakins, Nash, Smoak & Stewart, P.C. <i>Optional ~ there is an extra fee</i></p> <p style="text-align: center;"><u>This workshop is the mandatory 2 hour</u> <u>Supervisor training</u></p> <p>Before January 1, 2020, Supervisors trained in 2018 or before under the prior law will need to retrain in 2019. (Department of Fair Employment and Housing) Perhaps the most significant new law affecting employers is Senate Bill 1343, which changed the requirements for sexual harassment prevention training — as of January 1, 2019 and before January 1, 2020, all employers with five or more employees are now required to provide two hours of sexual harassment prevention training to supervisors and one hour to non-supervisory employees within six months of hire or promotion, and every two years after that. The CSP Annual Conference is the ONLY place to get live training that is specific to the Staffing & Recruiting industry.</p>

