



5.25 CPE/Global Credits 1.25 Strategic Credits

Immigration. International Benefits. Investing on Talent. Significant global workforce challenges all on their own. Add to that an economy on the brink, a shrinking talent pool, maturing emerging economies, and you've got a new dimension in which you're expected to achieve improved efficiency, service standards and people strategies.

Prepare to lead the organization of the future — today — at the Global HR Summit on December 8.

December 8, 2011  
9:00am – 4:00pm  
Fragomen, Del Rey, Bernsen & Loewy, LLP  
2121 Tasman Dr.  
Santa Clara, CA 95054  
General: \$340 / **NCHRA Members: \$270**  
Course Code: SP110203

## Agenda

### **8:30am-9:00am: Registration**

### **9:00am -10:15am: Immigration Compliance Around the World (1.25 Global Credits)**

As countries across the globe heighten compliance expectations — from labor validation requirements to increased border security — companies with global employees must keep abreast of, and in compliance with, all regulations. Handling all these scenarios presents a huge challenge. Discover legal strategies and best practices for keeping up with current issues affecting immigration compliance today. Specifically, learn to: identify key rules and enforcement; mitigate risks for employee and employer; work in emerging countries with shifting rules; and verify employment eligibility in the US and around the world.

**Speaker:** Cynthia Lange, Managing Partner, Northern California, Fragomen Del Rey Bernsen & Loewy LLP

### **10:30am - 11:45am: An Inexact Science: Successfully Managing International Benefits – A Panel Discussion**

(1.25 Global credits)

As companies expand globally, pressure builds to make sure HR and compliance policies are sound. A USA-centric approach does not scale, and small errors compound exposure as headcounts grow in locations outside of North America. Discover how to successfully navigate the complexities of government-provided and “household” medical benefits, 401k, pension plans and employee stock options overseas. Plus, identify important benefit requirements to keep in mind when your U.S. employees travel globally.

**Panelists:** Dr. Shan Nair, CEO, Nair & Co.; Additional panelists TBA

### **1:00pm - 2:15pm: Leveraging Your Talent Investment Strategy** (1.25 Global/Strategic Credits)

With organizations running on tight budgets, ensuring spending is on the right people in the right locations proves more critical than ever. Learn key components of a strategic and operational global mobility plan, and build a business case for your CEO that inspires and gives you a competitive edge as a global leader. You’ll gain valuable tools to: define critical inputs, outputs and decision points of your global mobility plan; decide where best to invest; choose the right talent investment; and avoid global mobility pitfalls.

**Speaker:** Lucia Erwin, Principal Consultant, Talent Planning Solutions

### **2:30pm - 4:00pm: Collaboration Across the Globe** (1.25 Global Credits)

A key driver of performance in global organizations, collaboration significantly impacts the profitability, profit growth and sales growth of a company. It is also a key ingredient to successful product development and innovative strategy. This is true regardless of differences in regional business practices. Discover how to be a collaborative, thriving global cooperation by examining common qualities of collaborative organizations. You’ll gain practical tips for leading virtual teams and developing a positive global team culture; and discuss the use of collaborative technologies to create an organizational culture of openness.

**Speaker:** Connie White, Senior HR Business Partner, Genentech

### **4:00pm: Summit Concludes**

#### **Speaker Biographies**

**Julie Austin** is an award-winning writer, inventor, entrepreneur and multiple business owner. Her patented products reached semi final of the NASDAQ product and are currently sold in 24 countries. She appeared on ABC, CBS, NBC, and FOX News, along with dozens of TV shows, magazines and radio shows around the world. She is a go-to media expert in the fields of innovation and creativity and author of *The Money Garden: How to Plant the Seeds for a Lifetime of Income*.

**Michael Jensen, Principal, HayGroup** has worked with a large range of public and private sector organizations in manufacturing, construction, health care, high-tech, bio-tech, pharmaceuticals and automotive industries. Some of his recent clients include: Caterpillar, Gilead Sciences, Honda, IBM, Kaiser Permanente, Microsoft, Toyota, and Unilever Asia.

**Cynthia Nelson Holmsky, SPHR**, is an HR leader with a GM perspective. From hands-on to the executive suite, Cynthia is experienced in all things HR with specialized expertise in human capital management, talent management and organizational development. Cynthia has worked as a VP of Human Resources at Shop.com and as an HR Consultant / General Manager at The Big Sur Land Trust. She has her Masters in HR & OD and is certified SPHR.

**Connie White** is a Senior HR Business Partner at Genentech, supporting the Product Development organization. Connie has been at Genentech for four years, and prior to that has held HR leadership roles at Gap, Inc... Connie has a Bachelor of Arts degree in Asian Studies from the University at Albany, and is currently pursuing her Masters in Psychology with a focus on executive coaching. Connie presented at the 2011 HR WEST conference in April and gives presentations on emerging workplace trends and leadership topics. In her free time Connie is a multi-media artist, and has shown her work at the Pacifica Center for the Arts.