



# STRATEGIC, SCHMATEGIC—JUST MAKE YOUR COMPANY MONEY (1.5 CPE Credits)

Speaker: MICHELLE MONTOYA

Tuesday, July 14, 2009

Medtronic, 3850 Brickway Blvd., Santa Rosa, CA 95403

11:30 a.m. – 12:00 p.m. *Networking/Registration/Lunch*  
 12:00 – 1:30 p.m. *Program*



**About the Speaker:**

MICHELLE MONTOYA is the Director of Compliance for Filice Insurance. In this role she acts as an HR consultant and compliance resource for hundreds of companies as they try to navigate the complex maze of federal and state employment laws and compliance regulations. She is also actively involved in her own company's new business development and sales activities. Michelle is a former Human Resource Director with a Master of Labor Relations and Human Resource Management and over fifteen years of experience in the hospitality, manufacturing and technology sectors.

Every good HR manager dreams of leading a strategically oriented department that's sought out for advice, listened to, and perceived as a key contributor to the company's success. The reality is the opposite. Everyday HR often involves piles of paperwork and activities unconnected to company strategy.

HR professionals get a bad rap. You work for years to educate yourself, keep your company out of trouble and make your employees happy. And yet, in newspaper articles, HR magazines and your own work experiences, you are constantly told your CEO doesn't respect you, the work you do can be easily outsourced, and that you really ought to try to be more strategic.

Develop a new 'To Do' list based on what matters most to your organization and your CEO, and discover practical ways you can realign your priorities and refocus your efforts to ensure that your department brings value to your organization (and that you get rewarded for it, too).

**FOUR EASY WAYS TO REGISTER:**

**ONLINE:** [www.nchra.org/chapters](http://www.nchra.org/chapters)

**MAIL:** NCHRA, 425 California St, Ste 500, San Francisco, CA 94104-2190 • **PHONE:** (415) 291-1992 • **FAX:** (415) 291-0217 (credit card payments only)

**"STRATEGIC, SCHMATEGIC—JUST MAKE YOUR COMPANY MONEY" CH90807, PLEASE CHECK ONE:**

- \$35 member    \$55 non-member   |   **LATE REGISTRATION \* :**  \$60 member    \$80 non-member
- Join NCHRA for \$150 and attend at the member rate

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**\* Space is Limited—Register Early.** Registrations accepted up to 72 hours prior to the program. After that, a \$25 late fee will be added to the registration fee and admittance is not guaranteed. Please call to check availability. Priority will be given to pre-registered attendees. To receive credit for a future event, cancellation must be received one week prior to program. Please photocopy this form for multiple attendees. This form is your invoice.