

# Roundtable Series 2009-2010



POLK STATE COLLEGE - LAKELAND CAMPUS  
BARTOW HIGHWAY SOUTH (US98S)  
LAKELAND TECHNOLOGY BUILDING - FIRST FLOOR  
2:30—4:30 PM



**THIS PROGRAM HAS MET HRCI'S CRITERIA TO BE PRE-APPROVED FOR RECERTIFICATION CREDIT.  
THE USE OF THIS SEAL IS NOT AN ENDORSEMENT BY HRCI OF THE QUALITY OF THE PROGRAM.**

*Polk Works WorkForce 2020 Business Services bring experts to Polk County to speak on relevant topics with a focus on human resources and business management. These cutting-edge monthly Roundtable seminars are full of trends and insights you can use to improve your workforce and add to the company's bottom line. More information will be emailed to our customer database soon. All programs provide HRCI approved PHR/SPHR Recertification Credits.*

## September 9 ~ What's the Problem with Mentoring

Mentoring can be a hugely helpful developmental tool, particularly during uncertain times of change. However, most people find that the idyllic situation they expected does not materialize and the results of mentoring are less than anticipated. In this fast-paced, highly interactive session, J. Lenora Bresler demonstrates the common errors mentors and mentees make and shows how to change the dynamics to make mentoring into the springboard of creativity and motivation it has the capability to be. A real paradigm shift!

## October 14 ~ Virtual Recruiting/Managing Social Networking

There are all new platforms employers are using to find their top talent at much lower cost to their company—virtual recruiters and social networking sites. Join us to learn how the latest virtual tools and techniques that everyone is talking about but only a few effectively know how to use, can help you find your next employee of the month. Presented by Livia Wright of ALC Technical. Approved for 2 General Recertification credits.

## November 18 ~ Building an Organization Based on Trust & Integrity

Trust and being treated well by management is the number one thing employees want from their employer. Today organizations are struggling to define what their core values are and to maintain a workplace based on trust, honesty, respect, and integrity. Learn how to define your organizations values and build trust with your employees. Being trustworthy and demonstrating and communicating trust builds relationships, strengthens teams, and facilitates organizational success. Presented by Melissa Westray-Hayes of Summit Holding, Ltd.. Approved for 2 Strategic Recertification credits.

## February 10 ~ Motivating Employee Engagement to Create a Productive Workforce

Nowadays, employees expect more recognition for their efforts and can be motivated to do their job in a fun atmosphere. Employees are demanding that supervisors and/or managers be more engaged with them and show concern about them and the job they are doing. Learn ways to engage your employees and create a more productive workforce. Presented by Jay Jamrog of Institute for Corporate Productivity (i4cp). Approved for 2 General Recertification credits.

Register online at : [www.polkworks.org](http://www.polkworks.org)

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## March 10 ~ The Strategic Human Resources Leader

Based on William J. Rothwell's work, we will learn how to bridge the gap between the future and the immediate needs of your organization; from aligning your functions to defining and measuring HR results. We will demonstrate how to build (new) competencies and review ways to narrow the gap between the present and future HR roles. Presented by Don Selvage of The NCT Group. Approved for 2 Strategic Recertification credits.

## April 14 ~ Strategic Diversity Recruiting (Location to be determined)

Looking at diversity as an asset can earn better results, create better problem solving techniques, and innovative services. Don't overlook the power of "true diversity" to create value and results. The constant pressure to improve diversity at all levels of an organization demands new ways of working, thinking, and communicating—ways that a strategy can provide. Learn how to recruit for a competitive and inclusive workforce. Presented by Lori VanNess of the Polk County Sheriff's Office. Approved for 2 Strategic Recertification credits.

## May 12 ~ Finance for Non-Financial Managers

Organizations are watching their bottom line closer than ever. Learn how your company's results depend on your financial savvy—regardless of your position. Join us to learn how to speak the universal language of your company and how finance impacts your organizations goals, objectives, and results. Obtain a better understanding of financial concepts and strategies. Presented by Dr. Lynn Clements of Florida Southern College. Approved for 2 Strategic Recertification credits.

## June 16 ~ Does You're Performance Management and Salary Management Compliment Each Other?

We are going to explore a proven Performance Management and Salary Management process that Supervisors will embrace... Employees can support... and the CEO and CFO will applaud!! Join us and learn how you can make a few enhancements that will result in better Employee Performance and assist in equitable distribution of limited payroll dollars each year.

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