

Human Resources Caucus Highlight

The agenda for the 2008 IOC Human Resource Caucus evolved out of key issues discussed in the 2007 roundtable sessions, including compensation design and wellness programs. To start, the Compensation Roundtable of the CLC will share its industry-leading research on ROI-Driven Compensation Plan Design (Targeting Pay Plan Decisions to Cost-Effectively Maximize Employee Outcomes). Several plans will be sharing their wellness programs, including design, implementation and results. We have also decided to include a new segment during which 2007 plan presenters will update us on the initiatives shared the previous year. As always, we have continued to provide ample opportunity for the HR Caucus to discuss their issues through various roundtable sessions.



Human Resources Caucus Agenda

Monday, July 14

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| 8:00 – 9:45 | General Session |
| 9:45 – 10:00 | Break |
| 10:00 – 10:15 | Welcome / Introductions
Janna Nakagawa , Caucus Chair
Assistant Vice President of Personnel,
Hawaii Medical Service Association |
| 10:15 – 10:45 | Plan Updates |
| 10:45 – 11:15 | Status Update (2007 presentations)
Real-Time Rewards, Presentation by Ryan Kenney , Regence and
Succession Planning, Randy Johnson , Noridian |
| 11:15 – 11:30 | Break |
| 11:30 – 12:30 | Working lunch
ROI driven compensation design (joint session with Membership Caucus)
Presentation by Compensation Roundtable of the Corporate Executive
Board |
| | <i>Note: Lunch will occur within this time frame; boxed lunches will be
delivered outside the caucus rooms.</i> |
| 12:30 – 1:00 | Joint Roundtable Discussion with Membership Caucus
Topic: Discuss Compensation Roundtable presentation (compensation
design) |

Monday, July 14 Continued

- 1:00 – 1:45 Roundtable Discussion
Topics:
- HR as a Strategic Business Partner
 - What plans have been doing to achieve this
 - HR staff development
 - Skills and competencies needed currently and in the future, any gaps and how the plans are trying to address this
- 1:45 – 2:45 Wellness Programs: Presentation by **Sherri Enright**, Blue Cross and Blue Shield of Kansas City and **Roger Kleppe**, Blue Cross and Blue Shield of Minnesota
- 2:45 – 3:45 Roundtable Discussion
Topics
- Alternative work schedules
 - Current or future plans, issues and areas of concern
 - Management of executive compensation and benefits
 - How plans are dealing with this ever-more-regulated area and addressing 409A issues
 - Pension Protection Act (PPA) changes to 401(k) and Pension plans
 - How plans are addressing these changes/requirements
- 3:45 – 4:00 Evaluations / Giveaways
- 4:00 Adjourn
- Tuesday, July 15**
- 8:30 – 10:00 General Session
- 10:00 – 10:15 Break
- 10:15 – 11:15 HR Benchmarking/Vendor Listing: Presentation by **Bob Young**, Blue Cross and Blue Shield of Kansas
- 11:15 – 12:15 FMLA with Reed Group: Presentation by **Sherri Enright**, Blue Cross and Blue Shield of Kansas City and **Debra Thompson**, Blue Cross and Blue Shield of Montana
- 12:15 – 12:45 Roundtable Discussion
Topic: Leave administration/management
- 12:45 – 1:00 Evaluations / Giveaways
- 1:00 Adjourn

Wednesday, July 16

8:00 – 9:15	Roundtable Discussion Topics: <ul style="list-style-type: none">• Planning for the aging workforce<ul style="list-style-type: none">○ Identification, recruitment, retention, etc• Knowledge transfer<ul style="list-style-type: none">○ How plans are going about identifying critical areas, creating plans, transferring knowledge, results, etc.
9:15 – 9:30	Evaluations / Giveaways
9:30 – 9:45	Break
9:45 – 11:30	General Session and Closing

CPE Information:

Program Level: Overview

Prerequisites are not required / advanced preparation is not required

Group-Live program

CPE Credit Available: 11 CPEs

