



Human Resources Caucus Highlight

The agenda for the 2009 IOC Human Resource Caucus evolved out of key issues and challenges that HR professionals are facing during these uncertain times and the attendant impacts on our workforce. To ensure ample opportunity for discussion on current issues, much of the caucus will be dedicated to roundtable discussion and we will begin the session by creating and prioritizing a hot-topic list. Plans will share their strategy and approach regarding alternative work arrangements; a topic that continues to be of great interest for HR and the business areas we serve. We will provide brief updates on the 2008 initiatives shared by plans last year and present the revised benchmarking metrics, including FMLA statistics from Blue plans across the nation.

Human Resources Caucus Agenda

Monday, July 20

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| 10:00 - 4:00 | Caucus Sessions |
| 10:00 – 10:15 | Welcome / Introductions
<i>Janna Nakagawa</i>
<i>Assistant Vice President of Personnel</i>
<i>Hawaii Medical Service Association</i> |
| 10:15 – 10:30 | Plan Updates – Summary
Plans complete update prior to July meeting, sharing base-line statistics and significant initiatives undertaken in the past 12 months and those that will continue/begin in the next 12 months to enable participants to seek relevant information from the source plan. |
| 10:30 – 11:10 | Create and prioritize “hot topic” list for caucus discussion |
| 11:10 – 12:15 | Roundtable Discussion: Challenges: What’s next for Human Resources <ul style="list-style-type: none">➤ Economic outlook and impacts – HR’s role<ul style="list-style-type: none">○ Recruitment, benefits, compensation, training, employee relations, organizational effectiveness➤ Assessing/re-evaluating HR strategic plans (critical and non-critical HR activities)➤ Managing change |
| 12:15 – 1:00 | Lunch (free-time) |
| 1:00 – 1:30 | Status Update (2008 presentations) FMLA with Reed Group and Wellness Programs, Presentations by Sherri Enright, Kansas City Plan and Minnesota Plan |



- 1:30 – 2:50 Roundtable Discussion:
- Discuss hot topics
 - Phased retirement – Plan efforts to implement programs (part-time, transfers, flexible scheduling, benefit changes)
 - FMLA and ADA amendments - issues and impacts
- 3:00 – 3:45 Alternative Work Arrangements (plan presentation and discussion)
- 3:45 - 4:00 Evaluations / Giveaways
- 4:00 Adjourn

Tuesday, July 21

- 8:30 - 10:00 General Session
- 10:00 - 10:15 Break
- 10:15 – 11:00 HR Benchmarking
Presentation by Bob Young, Kansas Plan
- 11:00 – 12:15 Roundtable Discussion:
- Continue hot topics
 - Employee engagement, performance, and development
 - Employee morale in uncertain times
 - Disengaged employees
- 12:15 – 12:30 Evaluations / Giveaways
- 12:30 Adjourn

Wednesday, July 22

- 8:00 - 9:15 Roundtable Discussion
- Conclude hot topic discussion
 - HR – IOC forum
 - Adjustments
 - New ideas
- 9:15 - 9:30 Evaluations / Giveaways
- 9:30 - 9:45 Break
- 9:45 - 11:30 General Session and Closing