

CHANGING TIMES: ARE YOU READY FOR THE NEW WORKPLACE?

A SEMINAR FOR BUSINESS OWNERS, EMPLOYERS, HUMAN
RESOURCES PROFESSIONALS AND STUDENTS



TUESDAY, JUNE 17, 1997
AMARILLO COLLEGE'S
BUSINESS AND INDUSTRY CTR.
AUDITORIUM
1314 S. POLK STREET
AMARILLO, TEXAS



*"Coemployment and
Leased Employees"*
- Robert Rice



*Keynote Address:
"Changing the New
American Workforce"*
- Gary Young



*"Changing Negative
Employee Behavior"*
- Orvie Nix



*"Updating Your
Benefits"*
- Cynthia Stamer



*"Families: The New
Business Partner"*
- Lou Gerardy

Plus! Exhibitors will feature products and services for your HR needs



Keynote Speaker Gary Young

Changing the New American Workforce: Combatting Cynicism, Low Morale, and Lack of Loyalty in Your Employees

Gary Young has dealt with thousands of downsized employees in his role as a consultant with Lee Hecht Harrison, Inc., one of America's premier outplacement companies. He has found that the wave of corporate downsizing that recently swept America is subsiding, but it has left in its wake a workforce that questions

company loyalty, exhibits a new cynicism and feels less commitment to the company. They are faced with more frequent career changes, the necessity to do business on their own, and accepting a stream of temporary assignments. These fundamental changes deeply affect business today and in the future.

Gary will explore how you as an employer deal with employing and motivating these battle-scared American workers who have discovered that careers are no longer as secure or predictable as they once thought.

Gary Young has facilitated hundreds of seminars on career transition and management training throughout the country. Over 2000 workers have benefited from his sensitive but frank approach to managing career changes. He has worked with companies like IBM, Texas Instruments, SPS, Apple Computer, ARCO, Exxon, and many other organizations, including the U.S. Air Force. His work has given him a unique perspective of the changing workplace.

HIGHLIGHTED SPEAKERS

Changing Negative Employee Behavior Through Positive Discipline

Presented by Orvie Nix

You simply don't have to put up with an employee who has a negative attitude, is habitually insubordinate or demonstrates continually poor performance.

Orvie Nix, administrator of programs at Cal Farley's Boys Ranch will share the secrets of using positive discipline to transform the behavior of problem employees.

This session is designed to give managers and supervisors the courage to take prompt action.

Families: The New Business Partner

*Presented by Lou
Gerardy*

Working mothers, single parent families, elderly parents, ill children – virtually every employee faces one or more personal challenges these days.

Companies that seek an effective workforce recognize the stress that these challenges place on their employees.

Lou Gerardy, an assistant professor at Amarillo College will describe the benefits that companies can derive from partnering with families.

Updating Your Benefits

*Presented by Cynthia
Stamer*

Most employers and health insurers have a new set of federal regulations to follow affecting employer-sponsored health plans.

These new laws impose several changed eligibility, coverage, and record-keeping requirements on employer and union-sponsored group health plans.

Cynthia Stamer will help employers learn the steps necessary to prepare to comply with all this new regulation, including modifying policies and practices.

Coemployed and Leased Employees

*Presented by Robert
Rice*

The regulatory and documentation nightmares of today's employers have caused many to consider transferring their personnel and payroll functions to a coemployment or employee leasing company.

Robert Rice, a board certified Texas labor and employment lawyer, will describe the recent Staff Leasing Act. He will also present the advantages and disadvantages of leasing employees.

THANKS TO THESE SPONSORS FOR HELPING MAKE OUR SEMINAR POSSIBLE!



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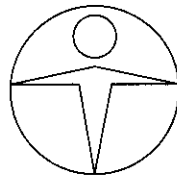
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CHANGING TIMES:

ARE YOU READY FOR THE NEW WORKPLACE?

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DETACH AND ENCLOSE WITH PAYMENT

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STATE

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REGISTRATION FEES:

EARLY REGISTRATION (BY JUNE 6)

NON MEMBER \$65 PER PERSON

MEMBER \$60 PER PERSON

LATE REGISTRATION (AFTER JUNE 6)

MEMBERS OR NON-MEMBERS \$75 PER PERSON

SEND REGISTRATION AND CHECKS PAYABLE TO:

PANHANDLE HUMAN RESOURCES ASSOCIATION

P.O. Box 7343

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Schedule of Events

- 8:00 a.m. Registration and Coffee
8:30 a.m. Welcoming Remarks
8:45 a.m. Changing Negative Employee Behavior through Positive Discipline
Presented by Orvie Nix
9:45 a.m. Families: the New Business Partner
Presented by Lou Gerardy
10:45 a.m. Updating Your Benefits
Presented by Cindy Stamer
11:45 a.m. Lunch (provided)
1:00 p.m. Keynote Address:
The New American Workforce: Combatting the Cynicism, Low Morale, and Lack of Loyalty in Your Employees
Presented by Gary Young
2:00 p.m. Coemployment and Leased Employees
Presented by Robert Rice
2:50 p.m. Closing Remarks