

Program

Day 1: Wednesday, August 2

9:00 to 12:00

Session I: Doanh "Zone" T. Nguyen

- ♦ Strategic HR Planning: Scalable HR Resources

12:00 to 12:45 Lunch

Keynote Speaker: Jorge Gonzalez

- ♦ Protect What Counts

1:00 to 4:00

Session II: Deirdre Pattillo

- ♦ The Employment Lifecycle: Creating Fair and Legal Policies to Recruit, Hire, Develop and Terminate Employees

Day 2: Thursday, August 3

9:00 to 12:00

Session III: Deirdre Pattillo

- ♦ Dealing with Difficult People: Generational Differences in the Workplace

12:00 to 12:45 Lunch

1:00 to 3:00

Session IV: William T. Simmons

- ♦ What Employers Need To Know About Workers' Compensation And Managing The Cost of Job Related Injury

Sponsored by



The 2-day conference is exclusively tailored for small business owners, managers, team leaders and HR professionals.

The conference will delve into relevant topics ranging from growing your workforce from the bottom-up to managing, measuring, and justifying the value and importance of human capital.

Registration fee \$99

includes course material

REGISTER NOW!

To Register call the SBDC office at 956-326-2827 or Register online at sbdc.tamtu.edu

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TEXAS A&M INTERNATIONAL UNIVERSITY
SMALL BUSINESS
DEVELOPMENT CENTER

HR Summit for Small Business

2-Day Conference



**August 2-3, 2017 from
9:00 a.m. to 4:00 p.m.**

*Falcon Bank
7718 McPherson Rd. 3rd. Floor
McPherson & Del Mar
Laredo, Texas 78045*

HR Summit for Small Business



DOANH "ZONE" T. NGUYEN
CEO, STAR PEO

- ◇ Board Certified – Labor & Employment Law, Texas Board of Legal Specialization
- ◇ SHRM-SCP®
- ◇ SPHR®
- ◇ Martindale-Hubbell® AV® Preeminent™ Peer Review Rating
- ◇ Major in the United States Army Reserve
- ◇ The University of Texas School of Law, JD
- ◇ The University of Houston, BA, MBA

Doanh "Zone" will cover the following topic:

"Strategic HR Planning: Scalable HR Resources"

- ◆ Adding value through HR
- ◆ Scaling Your HR
- ◆ Building your Organizational Culture and Internal Brand
- ◆ Policies that Empower



"Protect What Counts"

Discussion of:

- ◆ Commercial and Personal Insurance

JORGE GONZALEZ
President
FalconSure Insurance Agency



DEIRDRE PATTILO
SPHR, Project Manager for Employer Services for the South-West Texas Border SBDC Network

As a certified human resource professional, Deirdre provides direct assistance to small business employers in the areas of employment practices, emergency preparedness, regulatory compliance, jobsite safety, drug-free workplace and effective HR management.

Deirdre will cover:

"The Employment Lifecycle: Creating Fair and Legal Policies to Recruit, Hire, Develop and Terminate Employees"

- ◆ Employee orientation
- ◆ Performance Appraisals
- ◆ Progressive discipline strategies
- ◆ The termination process

"Dealing with Difficult People: Generational Differences in the Workplace"

- ◆ How we got here - Generations and Expectations
- ◆ Who are the difficult people
- ◆ What's your style?
- ◆ What's their style?
- ◆ Strategies-blending redirecting, listening, trying it out



WILLIAM T. SIMMONS
Legal Counsel to
Commissioner Ruth R. Hughs
Commissioner Representing Employers

Simmons serves as the senior legal counsel for Commissioner Ruth Rugerro Hughs, the employer representative on the Texas Workforce Commission .

Tommy will provide the following information :

"What Employers Need To Know About Workers' Compensation And Managing The Cost of Job Related Injury"

- ◆ Learn how to control costs
- ◆ How to avoid some of the difficulties and problems employers and employees face following an injury
- ◆ Learn how to work effectively with insurance carriers, doctors and injured employees

Non-refundable Registration Fee Covers Course Material

**Breakfast and Lunch
Compliments of Falcon Bank**