2026 OHIO HR CONFERENCE

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SEPTEMBER 22 – 24, 2026

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HRx HEADLINERS



Kenston Henderson

I Am a HR Game Changer: 4 Keys to Being a Game Changer in Uncertain Times



Velera Wilson

Braving Change: Resilient Through Disruption. Change is Inevitable – How You Navigate it is Everything



Karamo

Celebrity Keynote



Jake Olson

Keynote Session



Dr. Adi Jaffe

Breaking the Patterns That Keep Leaders and Organizations Stuck

SCHEDULE:
Tuesday, September 22nd

7:00 am	Registration Opens
8:00 am	Preconference Workshop, New Conference Attendee Orientation, Executive Track
9:15 am	Concurrent Sessions
10:15 am	Doors Open to the Ballroom
10:45 am	Keynote: Kenston Henderson
12:00 pm	Lunch
1:30 pm	Concurrent Sessions
2:30 pm	Break
2:45 pm	Concurrent Sessions
3:45 pm	Break
4:00 pm	Concurrent Sessions
5:00 pm	Exhibitor Hall Opens & Hors D'Oeurvres
7:30 pm	Huts
7:30 pm	Bar & Karaoke



Megan Nail
9:15am & 1:30pm
From Secrets to Strategy: The Changing Landscape of Compensation

In today's rapidly evolving world of work, HR leaders are tasked with improving engagement, retention, performance and well-being—often with limited time and resources. In this keynote, you'll discover how one often-overlooked driver of organizational success—people-first leadership—can become a hidden key performance indicator that strengthens culture, boosts performance, and supports sustainable results.

Drawing on real-world examples, research, and practical strategies, this session reframes kindness, emotional intelligence, and human connection as business-critical leadership behaviors rather than soft skills. Attendees will explore how intentional leadership improves psychological safety, reduces burnout, enhances communication, and creates workplaces where people thrive.



John Bernatovicz
8:00am
HR's Gone Wild!

What can butterflies, dolphins, and elephants teach us about business and life? More than you might think! This unique workshop blends nature's instincts with business insights, offering ten (plus a very special bonus idea) powerful business lessons from the animal kingdom that can be applied to leadership, teamwork, adaptability, and resilience at work. Join us for a fresh, fun, and thought-provoking session that will inspire you to approach challenges with new perspective, lead by example, and maybe even gain a little wild wisdom.



Martine Sheuermann
8:00am
New Conference Attendee Orientation

Designed for first time AND repeat attendees of the Ohio HR Conference.



Julie Doyle
8:00am
EXECUTIVE TRACK: *HRx: The Executive Shift – From Activity to Business Impact*

Expectations of HR have changed. Business leaders are no longer looking for more programs or process updates — they expect clarity, stronger decision support, and visible business impact.

Yet many capable HR leaders find themselves operating below the level their organizations need — managing activity instead of consistently shaping results.

This executive session challenges HR leaders to examine how they are operating and make the disciplined shift from activity-based contribution to executive-level impact. Participants will distinguish between operational, strategic, and executive-level HR leadership — and identify the practical shifts required to elevate their influence and connect people strategy directly to business impact.

Designed to challenge and elevate, this session will equip participants with clear lenses they can apply immediately — and one focused 90-day move to strengthen their executive presence and organizational impact.

By the end of this session, participants will be able to:
Distinguish between operational, strategic, and executive-level HR leadership. Apply three disciplined shifts that move HR from activity-driven work to meaningful business impact. Identify one concrete 90-day action to elevate their executive influence and organizational contribution.



Cindy Rowe
9:15am & 1:30pm
The Hidden KPI: How People-First Leadership Drives Culture, Engagement, and Results

In today's rapidly evolving world of work, HR leaders are tasked with improving engagement, retention, performance and well-being—often with limited time and resources. In this keynote, you'll discover how one often-overlooked driver of organizational success—people-first leadership—can become a hidden key performance indicator that strengthens culture, boosts performance, and supports sustainable results.

Drawing on real-world examples, research, and practical strategies, this session reframes kindness, emotional intelligence, and human connection as business-critical leadership behaviors rather than soft skills. Attendees will explore how intentional leadership improves psychological safety, reduces burnout, enhances communication, and creates workplaces where people thrive.



Laura Anthony
9:15am & 1:30pm
Equity in Inquiry

Laura Anthony is a nationally recognized speaker, disability attorney and consultant, with an extensive background in neurodiversity, inclusive leadership and dispute resolution. For over 25 years, Laura has led a neurodiverse legal and consulting team and has helped business and organizational leaders understand differences in how people think, process and communicate information and use that understanding to advance their institutional goals.

As a certified mediator, investigator and hearing officer, Laura has been at the forefront of neuro-inclusive conflict resolution efforts, training organizations on how to implement workplace practices that are effective, affirming and trauma-informed.



Samantha Kelly
9:15am & 1:30pm
Unlocking Neurodiverse Potential with Strengths-Based Development

This session is built to help organizations shift from a deficit-based approach to a strengths-based development model, empowering neurodivergent employees and unlocking their full potential.

During the lesson, attendees will group together in small groups (based on where they're sitting) to practice strength-mapping for three examples of neurodivergent talent. We'll debrief and discuss the solutions they created in their groups and share unique approaches to supporting and developing neurodivergent talent.



Kenston Henderson
KEYNOTE: 10:45am
I Am a HR Game Changer: 4 Keys to Being a Game Changer in Uncertain Times

Today's workplace is shifting fast — new expectations, new pressures, and new uncertainties. In the middle of it all sits HR: balancing people, culture, compliance, and change. In this energizing keynote, Kenston Henderson Sr. equips HR professionals with the mindset and tools to become true HR Game Changers who elevate resilience, connection, and impact across their organizations.

Through humor, storytelling, and real HR insights, Kenston introduces the 4 Keys to Being a Game Changer in Uncertain Times, empowering attendees to lead themselves well, navigate transitions with confidence, and strengthen cultures where people thrive. Participants will leave with actionable strategies for self-leadership, effective influence, and cultivating community — proving that HR is far more than a department; it's a catalyst for people, purpose, and progress.



Michael Anderson
1:30pm
EXECUTIVE TRACK: *The Neurology of Leadership: How your brain affects your leadership and how your leadership affects the brains of others*

The Neurology of Leadership looks at six areas designed by Michael Anderson to equip leaders with the mindset and tools to build teams that are cohesive, committed, and high-performing. Rooted in the timeless principles of trust, honesty, commitment, and accountability, the program combines proven leadership frameworks with practical tools to create measurable growth and lasting change.

Participants explore their unique leadership identity using CliftonStrengths® and CoreClarity® to understand what drives their effectiveness and how to lead authentically. Next, learn about building trust through vulnerability and emotional intelligence, applying "The Three Zones and Five Safeties" model to strengthen psychological safety. From there, leaders learn to embrace honesty and make conflict a positive force for innovation and progress.



Julie Develin
2:45pm & 4pm
Right People, Right Time, Right Pay: Building a Workforce That Runs on Trust and Precision

Employees notice when planning is unclear, schedules shift without warning or pay is off by even a little. These everyday moments shape whether people trust their workplace or leave it. This session explores how planning, paying, scheduling, and engagement are deeply connected and how getting them right builds confidence, consistency, and stronger performance across the board.

Learn how leaders can simplify and align these core processes to reduce friction and increase impact. We will share real-world examples and strategies from organizations that improved both employee experience and operational results by focusing on clarity and fairness.

This session is for anyone looking to run a more accurate, responsive, and people-focused workplace without adding more complexity.



Glenn Sharp
2:45pm & 4pm
From Overwhelmed to Intentional

In today's corporate environment, leaders at every level are being asked to do more with less — more complexity, more responsibility, more pressure — all within the same 24 hours. Calendars are full. Inboxes are overflowing. And despite working harder than ever, many leaders still feel behind.
But what if the real issue isn't time?

In this powerful and thought-provoking presentation, leaders discover that time management is not a scheduling problem — it's a leadership problem. The biggest constraint in most organizations isn't the workload. It's how leaders plan, prioritize, delegate, and follow through.



Joi Hutcherson
2:45pm & 4pm
Dr. HR Will See You Now: Prescribing Purpose, Pay & Culture for Gen Z

Every workplace has symptoms. High turnover. Low engagement. Burnout. Difficulty attracting talent. While it's easy to blame an entire generation, the real diagnosis often points to something deeper: workplace cultures that haven't evolved alongside the workforce.
In this interactive and thought-provoking session, attendees will step into the role of organizational diagnosticians as we examine the changing expectations of Gen Z and uncover what today's employees are truly looking for in an employer. Together, we'll separate myths from reality and explore how purpose, compensation, career growth, flexibility, belonging, and authentic leadership have reshaped the employee experience.

Using a fun medical theme, participants will work through the "patient chart" of today's workplace, identify common organizational pain points, and receive practical prescriptions for building cultures that younger generations genuinely want to be part of. We'll discuss what Gen Z values most, how they evaluate compensation beyond salary alone, and how organizations can create workplaces that embrace a new era of leadership without losing sight of business goals.



Terah Davis-Henderson
2:45pm & 4pm
Refill the HR Leader: Protecting Emotional Capacity While Leading Workplace Culture

HR leaders sit at the center of workplace culture. They support employees through difficult moments, guide leaders through complex people decisions, and help organizations navigate constant change. Yet while HR professionals spend their careers caring for the well being of others, their own emotional capacity is often overlooked.
According to the American Psychological Association's Work in America report, 77 percent of workers report experiencing work related stress that impacts their well being. For HR leaders who are often the first call when workplace challenges arise, the emotional demands of the role can be significant.

In this interactive session, Dr. Terah introduces a practical wellness prescription designed specifically for HR leaders. Participants will complete a guided Emotional Energy Inventory during the session to assess where their emotional capacity is currently being stretched, depleted, or honored in their leadership roles. This reflective activity helps HR leaders recognize the moments when their default response has been to override their emotional capacity rather than respect it



TeKay Brown-Taylor
2:45pm & 4pm
The Workplace Reset Prescription™ : Prescribing Solutions in a Divided Workplace

Recognize early warning signs that workplace tensions are developing into organizational conflict. Diagnose underlying causes related to competing priorities, communication breakdowns, trust, change, and workplace culture. Apply the Workplace Reset Method™ as an appropriate intervention to help facilitate productive workplace conversations. Equip leaders with practical strategies to proactively strengthen workplace relationships and sustain organizational effectiveness.



Jennifer Payne
2:45pm
EXECUTIVE TRACK: *The People Advantage- Turning Leadership Tealent Decision into Business Performance.*

Every business strategy comes back to people and how well we execute. This session will take a practical look at how the leadership and talent decisions we make every day can directly impact business performance, growth, productivity, and the overall success of an organization.
We will talk about leadership, talent, accountability, workforce planning, and how AI is changing the way we think about people and work. Through real-world examples and conversation, the goal is to challenge how we think about people decisions and start looking at them for what they really are, business decisions that can create a true competitive advantage.

Darwinbox™ Cortex

Your HCM has an AI button. So what?

AI layered onto yesterday's architecture doesn't make it AI-native

- Still waits for a prompt
- Keeps working without context.
- Needs you to connect the dots.

Darwinbox Cortex™ was built differently.

The first HCM built on a Context Graph.

Senses ------- Reasons ------- Acts ------- Compounds

Ready before you ask!

Built by Darwinbox

1400+ Enterprises

4.5M+ Employees

130+ Countries

Billions of moments

Meet Cortex via

SCHEDULE:
Wednesday, September 23rd

7:00 am	Registration Opens, Early Bird Sessions
7:45 am	Doors Open to the Ballroom
8:15 am	Keynote: Velera Wilson
9:45 am	Exhibit Hall Opens
11:00 am	Concurrent Sessions
11:45 am	Lunch
12:45 pm	Keynote: Karamo
2:00 pm	Exhibit Hall Opens
3:00 pm	Concurrent Sessions
4:00 pm	Break
4:15 pm	Concurrent Sessions
5:30 pm	Happy Hour
6:30 pm	Dinner
9:00 pm	Baobab Social & Entertainment





Lee Geiger & Laura Caty
7am & 11am
The Best Legal Update EVER!

Who says lawyers are boring? Not true! Please join us as we cover the latest and greatest legal news you need to know to protect your business. We will cover recent decisions coming out of the Trump Administration, Supreme Court, legislative updates as well as the latest news from the EEOC, NLRB, DOL and OCRC.

This will not be an ordinary legal update filled with legalese and monotone voices. Laura and Lee hate legalese! They teach through real stories covering issues that actual HR professionals face every day. Emotional support lizards? Check. NSFW drink orders? Check. Employees on Only Fans? Check. We'll also discuss best practices for dealing with FMLA abuse, outlandish ADA accommodation requests and wild harassment allegations. If there is time left at the end, we'll have a speed round of "Stump the Lawyer." You are guaranteed to have fun and learn a few things along the way.

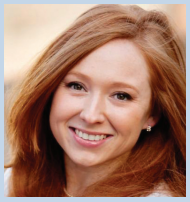


Pete Schramm
7am & 11am
Pathfinders: Developing People, Building Connection, and Creating Growth Without Breaking the Budget

This engaging and interactive workshop takes participants on a journey through advanced Career Mapping techniques and the full implementation of a Personal Board of Advisors (PBA)—a concept already in action at some SHRM chapters through a partnership with Lattitude. Participants will move beyond foundational concepts to refine their career maps by identifying key achievements, current responsibilities, future aspirations, certifications, personal milestones, and skill development goals.

The session will feature collaborative, small-group activities where participants build and share their career maps and early versions of their PBA. This peer exchange creates a dynamic learning environment where attendees can gain new perspectives, identify gaps in their development, and explore real examples of how others are using career maps and PBAs to drive professional growth. A key focus of the workshop is the "10-seat PBA" model. Participants will reflect on and begin to fill these roles—such as the Buddy, Functional Mentor, Champion, and Supervisor—based on their current network and growth needs. Pete will guide participants through the -IREing process (Identify, Reach out, Engage), helping them take tangible next steps in building and activating their board.

Informed by a decade of research and practical implementation, Pete will also share actionable best practices for mentorship and organizational change management. Attendees will explore how to structure mentorship relationships, guide meaningful conversations, and embed these processes into company culture to support retention, engagement, and career development at scale.





Nicole Armstrong & Melissa Stier
7am & 11am
Data-Driven Pay That Fits: Aligning Compensation to Mission and Role Value

Pay decisions are rarely just financial decisions—they're culture decisions. When the "why" behind pay isn't clear, organizations default to market shortcuts, manager instinct, and whoever negotiates hardest. The result is a patchwork of exceptions that can be difficult to explain, hard to communicate, and even harder to sustain—especially in pay transparency environments.

This session offers a more strategic, data-driven approach to compensation by making the logic behind pay decisions clear and repeatable. Participants will learn how to translate strategy and the real value of work into guidelines leaders can apply consistently, using a short list of practical inputs: the value of roles inside your organization, required skills, living wage, and basic market data (as a reference point, not the driver). We'll also cover how to document and communicate decisions in ways that strengthen clarity and trust.



Barbara Utrup
7am & 11am
From Onboarding to Offboarding: A Focus on Employee Experience

- Understand Employee Experience and how it impacts employee engagement and retention.
- Define the difference between employee experience vs. engagement vs. culture.
- Share tools to foster a meaningful employee journey.



Cathleen Snyder
7am & 11am
Leading Beyond the Fix: Building Teams that Think, Solve, and Succeed.

- Shift from solving problems for employees to coaching employees to think through challenges and identify solutions.
- Build strategic thinking skills that help teams anticipate needs, evaluate options, and make stronger decisions.
- Use empowerment as a leadership tool to increase confidence, engagement, and ownership.
- Clarify where accountability fits so teams remain supported, focused, and responsible for outcomes.



George Sample
3pm & 4:15pm
Master of Influence

Leadership is intentional influence. Knowing how to motivate and enable others to change may be the most important leadership skill you'll ever acquire. Once you tap into the power of influence, you can reach out to help others work smarter, develop faster, live better, and improve the trajectory of their career.

During this conversation, we will cover the six core principles of influence. We will then move on to learn and apply the six sources of influence. We will discuss the psychology of why people say yes and how to apply these insights ethically in business and everyday setting. We will help people to become more skilled persuaders, and just as importantly, help people learn how to defend themselves against unethical influence attempts.



Velera Wilson
KEYNOTE: 8:15am
Braving Change: Resilient Through Disruption

In this keynote, Velera helps leaders rethink change so they can face it with courage and a growth mindset. Through practical anecdotes, personal stories, and real-world insights, audiences will walk away with tools to navigate uncertainty, stay focused during the "messy middle," move forward with purpose – and help others do the same.



Karamo
KEYNOTE: 11:45am
Celebrity Keynote

During his keynote presentation, Karamo will explore the very work HR professionals do every day—building trust, strengthening workplace culture, leading with empathy, embracing diversity, and helping people become the best version of themselves.

Drawing from his background in social services and his experiences as a Black, openly gay man, Christian, father, author, and advocate, Karamo shares a powerful message of resilience, authenticity, healing, and hope. His bestselling memoir, Karamo: My Story of Embracing Purpose, Healing, and Hope, along with his children's book, I Am Perfectly Designed, reflects his lifelong commitment to empowering others and creating meaningful change.



Matthew Ritzman
3pm & 4:15pm
Secure HR: Essential Cyber and Data Protection Practices for Today's Workplace

As cyber threats continue to evolve—ranging from phishing and ransomware to the emerging use of deepfakes to impersonate leaders and manipulate employees—the role of HR in protecting organizational assets and employee information has never been more critical. HR professionals are uniquely positioned to serve as both guardians of sensitive data and leaders in fostering a security-conscious culture across the workforce.

This session will explore practical strategies for HR professionals to take an active role in cybersecurity by collaborating closely with IT, leadership, and other stakeholders. Participants will learn how to integrate security awareness into every stage of the employee lifecycle, from recruiting and onboarding to training, performance management, and offboarding. Emphasis will be placed on developing ongoing education programs that increase employee vigilance, recognize social engineering tactics, and ensure compliance with internal policies and regulatory requirements.



Jill Kopanis
3pm & 4:15pm
PEOPLE 1ST LEADERSHIP: Creating Impact and Making A Difference

Helicopter Leadership is Out! People 1st Leadership is in!! Anyone can be Manager but it takes a Difference-Maker to be a Leader. What are you doing to upskill your leadership impact? It is time to dump the old leadership theories and challenge yourself to make a difference in your leadership skills. A Difference-maker embraces People 1st Leadership and creates a culture of servant leadership.

During this session you will learn to lead through self and others, discover how to effectively engage, empower and encourage the workplace, uncover how People 1st leadership positively impacts financial results, and how you can make an impactful difference in your company. We will explore the concept of L.E.A.D, experience real-life coaching successes and uncover tools to excel as a leader at any level. Through this training, we will follow the footsteps of 3 major leaders who transformed the culture of their companies through People 1st Leadership and we will learn 1st hand the failures of leaders who don't embrace the culture of People 1st Leaders. You will leave this session with a true vision statement of how to make a difference as a leader and ready to embrace the power of People 1st Leadership.



Kenston Henderson
3pm & 4:15pm
Winning Conversations 2.0: The Role of AI in Effective Leadership Communication

Do you avoid conversations about race? Ever imagine that conversation going bad? Or question whether you're prepared for the conversation? Well, the truth is you're not alone, as a matter of fact most people avoid talking about race in the US and all around the world. A 2020 Society for Human Resource Management survey of U.S. workers and human resource professionals found that 37% of both white and Black workers felt uncomfortable having discussions about racial issues at work. The survey also showed that 45% of Black workers and 30% of white workers said their organizations discourage discussions on racism and social justice. Those days are over!



Valarie Nash
3pm & 4:15pm
Diagnose the Disconnect: Five Lies Leaders Tell Themselves About Psychological Safety

By the conclusion of this session, participants will be able to:
1. Differentiate psychological safety from comfort, agreement, conflict avoidance and freedom from accountability.
2. Diagnose leadership behaviors and organizational practices that unintentionally discourage candor, healthy disagreement and honest feedback.
3. Apply practical strategies that strengthen trust, encourage employees to speak honestly and preserve clear performance expectations.

Turning 65? Retiring? Questions about Medicare Insurance Plans? I CAN HELP.

MEDICARE SUPPLEMENTS ◆ MEDICARE ADVANTAGE PLANS



Elizabeth England
Licensed and Certified Agent
330-620-5895 (TTY:771)
eengland@medicareplansneo.com

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NO cost and NO obligation to work with me.

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We do not offer every plan available in your area. Currently we represent up to 11 organizations which offer up to 165 products in your area. Please contact Medicare.gov, 1-800-MEDICARE, or your local State Health Insurance Program (SHIP) to get information on all of your options.

SCHEDULE:
Thursday, September 24th

7:30 am	Doors Open to the Ballroom
8:00 am	Keynote: Jake Olson
9:15 am	Break
9:30 am	Concurrent Sessions
10:30 am	Break
10:45 am	Concurrent Sessions
12:00 pm	Lunch
1:00 pm	Keynote: Dr. Adi Jaffe



Jake Olson
KEYNOTE: 8:00am
Beyond the Blind Spot: Turning Adversity into Opportunity

Jake Olson became the first completely blind football player in college football history when he successfully long-snapped a point-after try for USC in 2017. His story of perseverance gained national attention and continues to inspire many people around the world. An eight-time cancer survivor, author, entrepreneur, media personality, adaptive golf champion, and incredible motivational speaker, Jake inspires audiences to "find the setup in the setback" and offers practical mindsets and tools audiences can use to grow through adversity and achieve the best version of themselves. Using a mix of personal stories, a lot of humor, and some unique life philosophies, Jake helps audience members change how they perceive adversity. He helps audiences realize that often, what feels like a significant setback can be a setup for something much greater in life.



Valarie Nash
9:30am & 10:45am
The History of Insurance in the U.S. - Where Are We Headed?

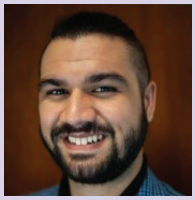
It's hard to know where we're going if we don't know where we've been. This session is a follow-up to my earlier presentation, "The History of HR — Employment Laws...Where did they come from?" and it picks up the same thread: how American employers became the default "delivery system" for major social benefits—especially health insurance—and what that means for the next decade of work.

Participants will trace the milestones that shaped U.S. health care and employer-sponsored coverage, from early community care and employer "sickness funds" to industrialization, World War II wage controls, and the tax incentives that made employer coverage the norm. We'll unpack how plan designs evolved (HMOs, PPOs, HDHPs) and how cost shifting has gradually moved more financial risk to employees through deductibles, coinsurance, and out-of-pocket exposure.



Michael O'Donnell
9:30am & 10:45am
Unlocking Creative Leadership: Redefining What It Means to Be Creative in HR

When many people think of creativity, they picture painters, musicians, or inventors. But in HR, creativity is something much broader—and far more essential. Creativity shows up in how HR professionals navigate complexity, foster belonging, coach leaders, address conflict, and design environments where people can thrive. This session challenges the narrow stereotype of creativity and highlights the practical, everyday creative strengths that are core to effective HR leadership. Participants will explore skills such as adaptation, organization, hospitality, curiosity, and improvisation—abilities that shape culture, strengthen relationships, and enable teams to grow and innovate.



Aaron Helton
9:30am & 10:45am
Beyond Leadership: Building Strong Management Skills for Lasting Success

In today's rapidly evolving workplace, HR professionals are often the bridge between organizational strategy and day-to-day execution. While leadership sets the vision, effective management ensures that systems, people, and processes operate smoothly, compliantly, and in alignment with organizational values. Yet many HR leaders—whether working in recruitment, employee relations, training and development, compensation, or HR operations—find themselves in management roles without formal training in the core disciplines of management.



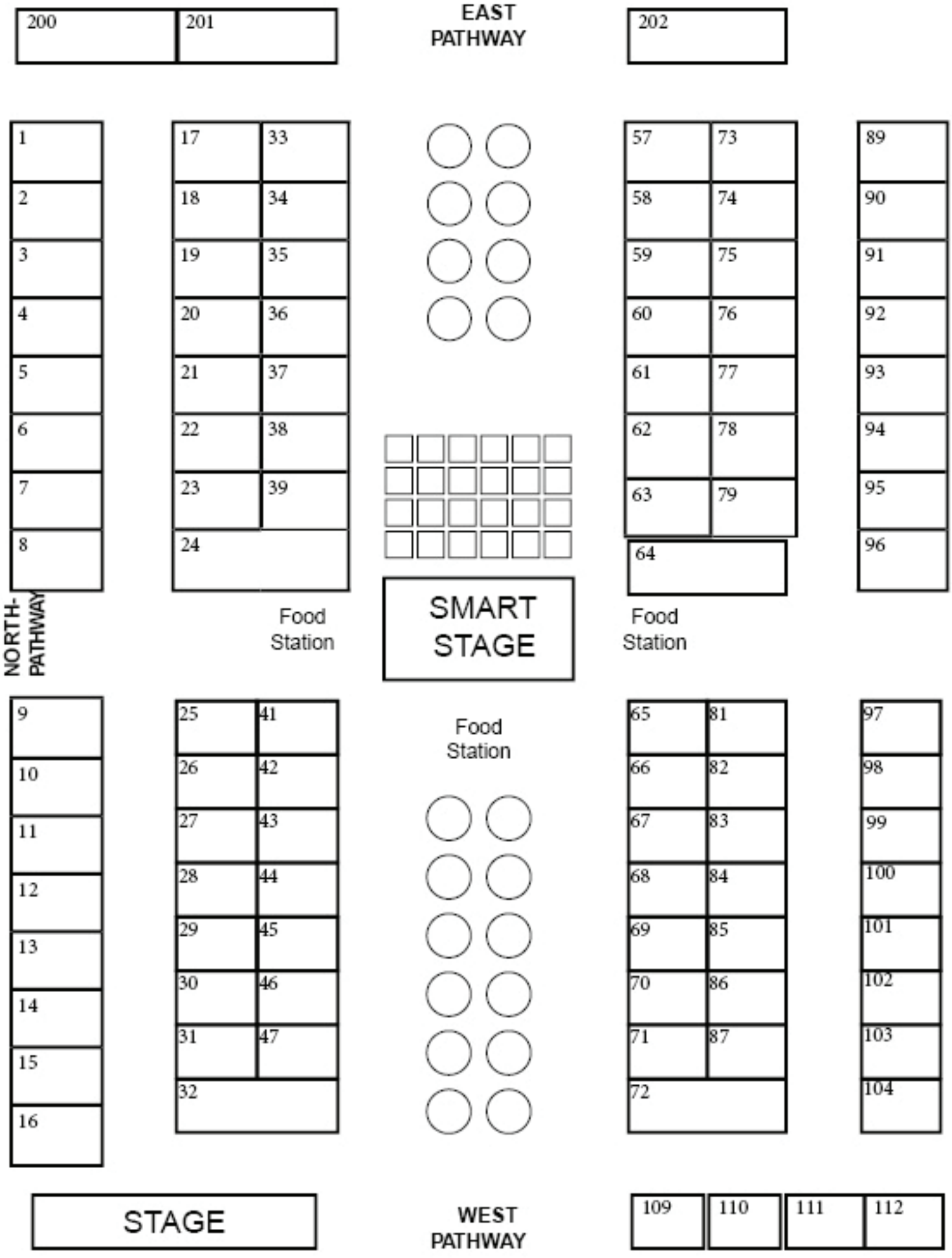
Thomas Wright
9:30am & 10:45am
The Great Recalculation! Social Security, Medicare, and New Retirement Realities

Health concerns, layoffs, and financial market volatility forced many older employees to leave the workforce prematurely (The Great Resignation). Those who remain have had to rethink their retirement plans- and the Social Security & Medicare decisions they are built upon. . This fast-paced, engaging 1-hour presentation looks at the sobering statistics that underscore the difficult realities facing today's 'Peak Boomer' (and soon Gen X) employees who are nearing retirement. It then highlights important Social Security & Medicare basics that are in play and identifies specific challenges facing this group as they navigate unique, often complex, and highly consequential filing decisions.



Jill Windelspecht
9:30am & 10:45am
From Training to Transfer: The Brain Science Behind Learning That Shows Up on the Job

Organizations spend significant time and money on training and development—yet most workplace learning fails to translate into sustained behavior change or improved performance. This gap isn't caused by a lack of motivation, accountability, or effort from employees. It exists because much of today's training is designed without considering how the brain actually learns, retains information, and applies skills under real workplace conditions.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EXHIBITOR DIRECTORY

Find a booth. Make a connection. Complete your card.

13	ADP
32	Ahola
112	Alloy Employer Services
47	Alternative Comp Solutions
75	Ambetter Health
100	American Payroll Service: A NESCO Resource Company
102	AMPM Employment
34	Apta Health
30	BASIC
67	BlinkSwag
14	Brown & Brown - Ohio
10	Brownstone Mediation
59	C. Krueger's Finest Baked Goods
109	CancerBridge
82	Clark Schaefer Strategic HR
68	CompleteSource
36	Comprehensive Risk Management Inc
72	Corporate Traditions
35	Custom Design Benefits
21	DarwinBox
11	Dayforce
66	Delphia Consulting
39	Empyrean
74	Gallagher Benefit Services
44	Home Street Serviced Apartments
26	Hometown Urgent Care
71	HR Butler
57	HUB International
31	Hummel Group
20	Hylant
111	Integrated Corporate Wellness Solutions (ICWS)
12	Investable
61	isolved
73	Kings Island / Cedar Point
64	Links Unlimited
16	Marathon Health
79	McGohen Brabender
38	Mercer
46	MerchyMe
63	Mercy Health Occupational Health Services
87	Nationwide Pet Insurance
22	Navia Benefits
78	NDS Wellness
27	OE Strategies, Inc
104	Ohio SHRM State Council
45	Omni Fiber LLC
24	OneDigital
37	OSU Health Plan
69	Oswald Companies
84	Paychex
86	Paylocity
23	Payroll Partners
9	Perfect Feast
77	Quanta HCM
101	Raymond James
99	Remodel Health
85	Reward Builder
60	RiskAware
65/81	Rock & Roll Express
70	Sheakley
98	Sheehan Brothers Vending
103	SHRM
18	Simple
29	Skillcloud HCM Solutions
76	Smooth401k
202	SuperGames
19	SuretyHR
62	The Siekmann Company
110	UKG
58	Ulliance, Inc.
43	V+A Risk Services
97	Veritable Screening
15	ViaQuest Psychiatric & Behavioral Solutions
17/33	Willory
42	Workforce PayHub, Inc.
28	Workplace Food & Beverage, brought to you by NAMA
83	Your Money Line

EXHIBITORS

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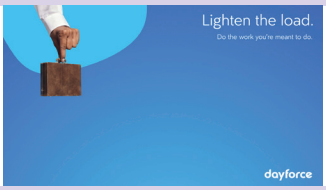

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SPEAKER BIOGRAPHIES



Karamo

Known worldwide as the Culture Expert on Netflix's six-time Emmy Award-winning series Queer Eye and host of the nationally syndicated daytime talk show Karamo, Karamo has inspired millions through his authentic, compassionate, and thought-provoking conversations.

During his keynote presentation, Karamo will explore the very work HR professionals do every day—building trust, strengthening workplace culture, leading with empathy, embracing diversity, and helping people become the best version of themselves.

Drawing from his background in social services and his experiences as a Black, openly gay man, Christian, father, author, and advocate, Karamo shares a powerful message of resilience, authenticity, healing, and hope. His bestselling memoir, Karamo: My Story of Embracing Purpose, Healing, and Hope, along with his children's book, I Am Perfectly Designed, reflects his lifelong commitment to empowering others and creating meaningful change.



Kenston Henderson

Today's workplace is shifting fast — new expectations, new pressures, and new uncertainties. In the middle of it all sits HR: balancing people, culture, compliance, and change. In this energizing keynote, Kenston Henderson Sr. equips HR professionals with the mindset and tools to become true HR Game Changers who elevate resilience, connection, and impact across their organizations.

Through humor, storytelling, and real HR insights, Kenston introduces the 4 Keys to Being a Game Changer in Uncertain Times, empowering attendees to lead themselves well, navigate transitions with confidence, and strengthen cultures where people thrive. Participants will leave with actionable strategies for self-leadership, effective influence, and cultivating community — proving that HR is far more than a department; it's a catalyst for people, purpose, and progress.



Dr. Adi Jaffe

Adi Jaffe is a psychologist, author, speaker, and founder whose work centers on a single conviction: shame doesn't heal people – understanding and action do. His research and clinical frameworks challenge the one-size-fits-all models of behavior change and replace them with individualized, evidence-based approaches to lasting transformation.

His authority is earned on both sides of the problem. Before the doctorate and the published research, Adi spent years inside a methamphetamine addiction that led to dealing, arrest, and jail before it came to UCLA. That combination of lived experience and formal science is the foundation of the stories, data, and inspiration Adi shares from stage to inspire and motivate people to become their best

Credentials & Affiliations
PhD in Psychology from the University of California, Los Angeles (UCLA), with an emphasis on behavioral neuroscience and statistics – doctoral and postdoctoral research focused on behavioral change, learning, and motivation.



Jake Olson

The Ohio HR Conference is thrilled to announce that Jake Olson will be a keynote speaker for the 2026 Ohio HR Conference at Kalahari Resort.

Jake Olson became the first completely blind football player in college football history when he successfully long-snapped a point-after try for USC in 2017. His story of perseverance gained national attention and continues to inspire many people around the world.

An eight-time cancer survivor, author, entrepreneur, media personality, adaptive golf champion, and incredible motivational speaker, Jake inspires audiences to "find the setup in the setback" and offers practical mindsets and tools audiences can use to grow through adversity and achieve the best version of themselves. Using a mix of personal stories, a lot of humor, and some unique life philosophies, Jake helps audience members change how they perceive adversity. He helps audiences realize that often, what feels like a significant setback can be a setup for something much greater in life.



Velera Wilson

In this keynote, Velera helps leaders rethink change so they can face it with courage and a growth mindset. Through practical anecdotes, personal stories, and real-world insights, audiences will walk away with tools to navigate uncertainty, stay focused during the "messy middle," move forward with purpose – and help others do the same.

Audiences will learn:
– Spot and address the Four Uncertainties of Change™ that can stall progress and drain productivity for any organization;
– Reframe and leverage change as a catalyst for courageous leadership and growth;
– Apply a four-step resilience method to stay sharp and steady under pressure, without sacrificing wellbeing; and,
– Create a future-focused view that fuels energy and drive even in uncertainty.



Michael Anderson

Michael Anderson is a husband, father, grandfather, soldier, touring musician, coach, consultant, and executive-level leader whose life experiences shape his dynamic approach to leadership and communication. With a Master's Degree in Communication and Leadership and a background as an adjunct professor, Michael integrates research, empathy, and humor to help organizations and individuals reach their highest potential.

His clients include the U.S. Army, Eli Lilly, Takeda, Uptick, Greenleaf Foods, and West Coast University, as well as organizations across South Africa, India, Tajikistan, and Singapore. He has also served schools, youth programs, and family-focused nonprofits.

Drawing on a global career that began in the Army National Guard and evolved through engineering, international music tours, and executive leadership, Michael brings authenticity and insight to every engagement. Certified in Positive Intelligence, CoreClarity, and multiple coaching disciplines, he helps leaders grow relationships that drive performance—because when people thrive, results follow.



Laura Anthony

Laura Anthony is a nationally recognized speaker, disability attorney and consultant, with an extensive background in neurodiversity, inclusive leadership and dispute resolution. For over 25 years, Laura has led a neurodiverse legal and consulting team and has helped business and organizational leaders understand differences in how people think, process and communicate information and use that understanding to advance their institutional goals.

As a certified mediator, investigator and hearing officer, Laura has been at the forefront of neuro-inclusive conflict resolution efforts, training organizations on how to implement workplace practices that are effective, affirming and trauma-informed.

Beyond her professional experience, Laura brings a deep personal connection to her work. As the child of a parent who suffered a traumatic brain injury, Laura spent her life navigating the realities of neurodiversity and this, coupled with her study of psychology and brain science, gave her a firsthand understanding of the strengths and struggles that can occur when people think and communicate in different ways. Her experience inspired her career as a disability lawyer and fueled her interest in breaking down stigma, improving workplace inclusion and equipping organizations to better support and leverage the strengths of a neurodiverse workforce.

A sought-after speaker, Laura has delivered keynotes, corporate training and workshops for global technology and Fortune 100 companies, federal and state government agencies, colleges and universities, and associations of legal, heath care, education and HR professionals. Her insightful and engaging presentation style enables her to connect with audiences and to translate complex, science-based concepts into practical strategies for innovation, inclusion and growth.



Nicole Armstrong

Nicole Armstrong is the Founder and CEO of Ellequate, an award-winning SaaS platform that helps employers create fair, inclusive, and high-performing workplaces. With more than 15 years of experience in design thinking and social innovation, she launched the nation's first employer certification for workplace equity and has partnered with over 40 organizations across industries to strengthen employee experience and retention through better systems and strategies.

Ellequate leverages behavioral science, real-time data, and AI to help HR leaders make smarter decisions on pay, policies, and culture. Nicole also spearheaded the development of Ellequate's compensation intelligence tool, which enables employers to move beyond market benchmarks and align pay with internal value, skills, organizational priorities, and sustainability.

A frequent national speaker at SHRM, WELCOA, and DisruptHR, Nicole is a Goldman Sachs 10,000 Small Businesses graduate and has been recognized with honors including the CLIMB Award, Best in Tech: Woman/Minority to Watch, and the Cincinnati Business Courier's Forty Under 40



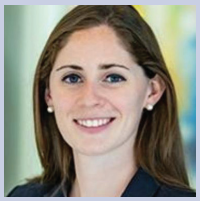
John Bernatovicz

John Bernatovicz, a devoted husband, father, and accomplished entrepreneur, serves as the president of Willory, a leading HR tech consulting firm. With a diverse background as a published author, competitive amateur golfer, professional coach, podcast host, and keynote speaker, John is on a mission to inspire leaders to excel both personally and professionally. Over his career, he has owned six businesses and guided Willory to notable achievements, earning accolades such as NorthCoast 99 and Inc. 5000. John authored "HR Like a Boss," which was published by SHRM and quickly became a #1 New Release on Amazon in the Human Resources category.



TeKay Brown

TeKay Brown-Taylor, MBA, SHRM-SCP, PHR, CMT, CDP is the Owner and President of Brownstone Mediation Services (BMS), a management consulting and human relations consulting firm dedicated to helping leaders and organizations drive better workplace experiences. The BMS way is to build "Better Teams. Better Relationships. Better Performance." by strengthening workplace conflict capacity. Through her signature approach—The Workplace Reset Method™—TeKay equips leaders and teams with the tools to navigate workplace challenges effectively. A proud St. Louisian and native to the "Show Me State," TeKay now calls the "Garden City," Augusta, GA home. Before launching BMS, she served as an HR Business Partner with a Fortune 500 human capital management firm, where she earned the "Woman Making a Difference" peer-nominated corporate award. With 19 years in human resources management, known as a "Conflict Mechanic" for her knack for untangling messy HR issues, TeKay has advised and coached thousands of employees and leaders across corporate, nonprofit, academic, and military sectors. She specializes in designing innovative interventions that drive workplace engagement, culture transformation, and effective conflict resolution. Her credentials include a Bachelor of Science in Management and Organizational Behavior, an MBA in Human Resource Management, and certifications for senior HR professional from the national Society of Human Resource Management (SHRM-SCP) and the HR Certification Institute (PHR). She also holds additional certifications in diversity, equity, and inclusion military equal opportunity, equal employment opportunity (EEO), conflict coaching, among others.



Laura Caty

Laura Caty and Lee Geiger are part of Bricker Graydon's Labor & Employment team where they enjoy helping businesses of all sizes solve HR problems. They love thorny issues – no issue is too big or too small. Lee & Laura are legal nerds who provide practical advice to address chronic FMLA issues, hiring, firing, harassment and discipline problems, as well as dealing with the occasional employee who identifies as a pirate, needs an emotional support lizard, or falls asleep in the restroom (all true stories). Laura and Lee also represent companies in state and federal courts and alphabet agencies like the EEOC, OCRC, DOL, NLRB, OCR and OSHA. Laura and Lee pride themselves on providing prompt, practical solutions to clients. They know that clients want usable answers now … not 10-page memos in a week. They are available when you need them and their client relationships often morph into friendships. Lee & Laura regularly present on issues impacting employers. Their presentations are fun and engaging. It's not your typical "lawyer" presentation. You're guaranteed to stay awake and to walk away with some practical tips you can implement at work. Please introduce yourself to Laura & Lee after today's presentation. They get a kick out of hearing wacky HR stories and would love to hear yours.



Terah Davis-Henderson

HR leaders are often the ones supporting everyone else through workplace challenges. They guide difficult conversations, help leaders navigate people decisions, and care for employee well being. Yet while HR professionals spend their careers caring for others, their own emotional capacity is frequently overlooked.

In this interactive session, Dr. Terah offers a practical wellness prescription for HR leaders who want to lead sustainably without overriding their emotional capacity.

Participants will complete a guided Emotional Energy Inventory to identify where their capacity is currently being stretched, depleted, or honored. They will then learn a simple decision making pathway they can begin using immediately to pause, assess, and respond in ways that respect their emotional capacity during high demand moments.

Attendees will also have the option to opt into a two week follow up check in to support accountability and reinforce their next step toward honoring their emotional capacity in real time.



Julie Develin

Julie Develin is a keynote speaker, workforce strategist, consultant, podcaster, and professor who helps leaders understand what is changing at work and what to do about it.

With more than two decades of experience in HR, workforce strategy, technology, leadership, and employee experience, Julie focuses on AI at work, the future of work, manager effectiveness, workplace culture, organizational change, and HR and payroll technology. She is known for turning complex workplace issues into practical, engaging conversations leaders can actually use.

Julie has twice been recognized as a Top 100 HR Influencer and as anHR Superstar, has hosted and co-hosted more than 150 podcast episodes, and teaches graduate-level human resources courses at McDaniel College.



Julie Doyle, SHRM-SCP, SPHR

Julie Doyle, SHRM-SCP, SPHR, is the Founder and Principal & Executive Advisor of Cultivate Consulting Services, where she partners with executive teams to strengthen leadership, people strategy, and organizational capability.

With more than 25 years of executive HR and operations leadership experience, Julie helps organizations improve leadership effectiveness, align people strategy with business priorities, and build the organizational capabilities that drive business performance. Her work includes executive advisory, leadership development, strategic planning, organizational effectiveness, workforce transformation, and compensation strategy.

A nationally recognized speaker, Julie is known for helping leaders move beyond solving today's challenges to making stronger executive decisions that improve organizational performance. She brings a practical, business-focused perspective that connects leadership, talent, and organizational strategy to measurable results.

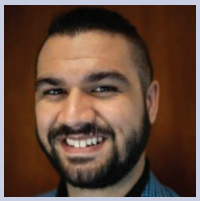
Julie holds both the SHRM Senior Certified Professional (SHRM-SCP) and Senior Professional in Human Resources (SPHR) credentials. She is also a Certified Practitioner of The Five Behaviors of a Cohesive Team, and a Certified Social + Emotional Intelligence Coach.

She has served in numerous SHRM leadership roles, including President of Cincy SHRM, Conference Chair for the Ohio SHRM HR Conference, and Ohio SHRM State Council Director.



Lee Geiger

Laura Caty and Lee Geiger are part of Bricker Graydon's Labor & Employment team where they enjoy helping businesses of all sizes solve HR problems. They love thorny issues – no issue is too big or too small. Lee & Laura are legal nerds who provide practical advice to address chronic FMLA issues, hiring, firing, harassment and discipline problems, as well as dealing with the occasional employee who identifies as a pirate, needs an emotional support lizard, or falls asleep in the restroom (all true stories). Laura and Lee also represent companies in state and federal courts and alphabet agencies like the EEOC, OCRC, DOL, NLRB, OCR and OSHA. Laura and Lee pride themselves on providing prompt, practical solutions to clients. They know that clients want usable answers now … not 10-page memos in a week. They are available when you need them and their client relationships often morph into friendships. Lee & Laura regularly present on issues impacting employers. Their presentations are fun and engaging. It's not your typical "lawyer" presentation. You're guaranteed to stay awake and to walk away with some practical tips you can implement at work. Please introduce yourself to Laura & Lee after today's presentation. They get a kick out of hearing wacky HR stories and would love to hear yours.



Aaron Helton

Aaron Helton holds a specialized undergraduate degree in Workplace Psychology and an M.S. in Industrial-Organizational Psychology, with a focus on applied organizational psychology, both earned at Eastern Kentucky University.

As a trainer, coach, and consultant at Integrated Leadership Systems, Aaron guides business owners, senior-level directors and managers in enhancing their emotional intelligence, communication skills and team engagement. His aim is to help them foster business growth, strategically plan for succession, and evolve into more effective leaders.

His credentials include workshop and training development, as well as knowledge and application of the current best hiring and retention practices. Aaron is passionate about facilitating smooth collaboration and inclusion among all members of a team.

Outside of his professional pursuits, Aaron is dedicated to self-improvement and enjoys various fitness activities, including training in martial arts, bodybuilding, and CrossFit. Additionally, he enjoys team-oriented endeavors such as tackling escape rooms and engaging in online gaming.



Joi Hutcherson

Joi Hutcherson is a Benefits Consultant at Oswald Companies, leadership speaker, and passionate advocate for helping organizations build healthier workplaces through intentional leadership and people-first strategies. She partners with employers to transform employee benefits into strategic tools that strengthen culture, improve employee wellbeing, and support long-term business success.

Known for her energetic, authentic, and engaging speaking style, Joi combines practical insights, real-world experiences, and relatable storytelling to challenge audiences to think differently about leadership, workplace culture, and the future of work. Her presentations equip leaders with actionable strategies they can immediately apply, encouraging them to lead with greater clarity, confidence, and purpose.

Her signature message centers on the belief that leadership is shaped by the choices we make every day. Through topics such as intentional decision-making, boundaries, workplace wellbeing, and human-centered leadership, Joi inspires professionals to build a "leadership filter" that helps them confidently decide what deserves their time, energy, and yes.

Joi has spoken for audiences including roundtables, DisruptHR, and Women Mean Business, connecting with HR professionals, executives, emerging leaders, and community organizations. Whether consulting with organizations or speaking from the stage, she is passionate about creating conversations that inspire meaningful growth and lasting impact.

Beyond her professional work, Joi is committed to mentoring future leaders and serving her community. She believes leadership extends far beyond job titles and that the greatest measure of success is the positive impact we leave on the people around us.



Samantha Kelly

Samantha (Sammie) Kelly serves as Beyond Neurodiversity's Advocate, Coach, and Founder, and understands the unique challenges that come with being neurodiverse in an environment built around neurotypical expectations. With humor, empathy, and her unique lived experience, Sammie creates accessible and engaging sessions that leave audiences both entertained and educated.

Thanks to her experience in HR consulting, CPA firms, recruitment, and marketing, Sammie is able to bring her unique combination to bear for employers and employees alike. She serves as a frequent speaker on embracing neurodiversity in the workforce, generational differences and how to build bridges between them, communication and empathy, and more.



Jill Kopanis

Jill Kopanis is an HR Leader who focuses on Shaping the World through Transformation, challenging what HR/Leadership does and how they do it to make it better. She has transformed numerous HR and corporate programs into major cost savings and culture positives as the Vice President of Human Resources for Dynamic Dies, a national manufacturer based in Toledo, Ohio.

Jill has been involved in the field of Human Resources for over 30 years, working with both Fortune 500 and International companies. She was honored in 2024 to be awarded the HR Lifetime Achievement Award. She also previously was nominated for the Excellence in HR Management Award and was a finalist in the national Benny Awards, awarded for outstanding benefit initiatives nationwide, where she was recognized for her multi-million dollar saving program.

She is also Principal Owner and national speaker for Shazaam Communications, a provider of Keynote Speakers and Corporate Training. As a national speaker, she has spoken at numerous HR conferences including world-wide SHRM Annual Conference, SHRM State Conferences, HR Unite! and is known for 'making waves' speaking at the annual HR Conference Cruise where she enlightens her audiences and is jokingly referred to as 'The Cruise Diva'.

As an active member of Northwest Ohio HR Association, Jill has served in Leadership roles including Chapter President, Vice President, Certification Director, Networking Chairperson and Golf Outing Chairperson; along with serving as Director of Certification for Ohio SHRM. Additionally, she has served on the Board of Directors of the Ability Center as Chairperson of the HR Committee. Jill previously coordinated the HR Dept of One Network and is currently coordinating the SR HR Leaders Network for NW Ohio.

She holds a Masters Degree in Organizational Leadership and earned both the SHRM-Senior Certified Profession (SCP) and HRCI-SPHR certifications. For those of you who have heard her speak before, you know her as the 'TroubleMaker' – one who challenges status quo to make a positive difference.



Thomas Mobley

Thomas "Tom" Mobley, SHRM-SCP, SPHR, is a Professor in Miami University's Farmer School of Business and an HR practitioner, consultant, and educator with 40 years of experience. He teaches across the HR curriculum and is helping establish an HR Center of Excellence to expand client-facing learning.

Tom's expertise includes employment law, talent acquisition, compensation and benefits, labor relations and negotiations, training and development, and safety and security. Through Mobley HR Consulting, he delivers HR certification preparation, HR and leadership training, and keynote/workshop programs. He has taught certification prep for more than 20 years; since developing his SHRM and HRCI courses, 200+ test-takers have achieved an 88% pass rate.

Highlights include 30+ years teaching at the college level, graduate teaching for Dalian University of Technology (China), recognition as a Top 25 Professor at Miami University (ASG), and serving as Technical Editor for Sandra Reed's aPHR/iaPHR study guide.



Megan Nail

Megan Nail is Senior Vice President of the Total Rewards Practice at NFP, where she partners with organizations to design compensation and total rewards strategies that drive business success. A recognized expert in pay transparency, equity, and strategic compensation planning, Megan brings nearly 25 years of experience and a practitioner's perspective to helping leaders make confident, defensible pay decisions.

She works closely with clients to address complex compensation challenges—balancing market competitiveness, pay equity, transparency, and budget realities—while developing clear, effective communication strategies that promote understanding and alignment.

An active thought leader, Megan speaks at national conferences and delivers training on job evaluation, market analysis, and modern pay practices. She has also served in senior volunteer leadership roles with the Society for Human Resource Management (SHRM), reflecting her commitment to advancing the HR profession. Megan holds a Master of Science in Organizational Communication from Purdue University and a Bachelor of Arts from the University of Dayton, along with CCP, CEBS, and SHRM-SCP certifications



Valarie Nash

Valarie is Dare to Lead trained and currently serves as President of Stark County SHRM and as a mentor for the SHRM HR Talent Accelerator. She has presented for DisruptHR Columbus, Women in Manufacturing, OHPELRA, PCSAO, OJFSDA, the Ohio Child Support Professionals Association, universities, chambers of commerce, SHRM chapters and employers throughout Ohio.

Known for her candid, energetic and deeply human approach, Valarie moves beyond theory to create meaningful conversations and practical learning experiences that help leaders communicate courageously, address what others avoid and build workplaces where both people and performance can thrive



Michael O'Donnell

Mike O'Donnell, Vice President and Executive Coach at Integrated Leadership Systems, is a passionate advocate for helping people discover their true purpose and identity. With over 20 years of experience as a teacher, mentor, and coach, Mike has dedicated his career to unlocking potential within leaders at every level.

An artist at heart, Mike brings creativity and depth to his approach – guiding others to see leadership not just as a skill, but as an expression of who they are. He thrives on creating space for people to uncover the truth and power of their own story, leading with authenticity, vision, and courage.

A gifted speaker, presenter, and trainer, Mike is known for his engaging presence and transformative insights. He is also a published author whose work inspires others to integrate faith, purpose, and creativity into their personal and professional lives.

Married for over 20 years, Mike and his wife are together raising six incredible kids.

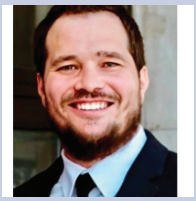


Jennifer Payne

Jennifer Payne is a 20 plus year HR professional who is currently the Director of Human Resource for Links Unlimited, Inc , who provides comprehensive solutions tailored to the corporate promotional and incentive markets, located in Cincinnati, Ohio. Her previous position was an HR leader of a global consumer goods production company that was a joint venture with a pharmaceutical company in Italy and P&G.

She currently sits on the local SHRM chapter, CincySHRM as the college relations chair, she has been on the board for 9 years. In addition to volunteering on the local chapter, Jennifer is the current Ohio SHRM Council Certification Director.

Jennifer's main passion is her family which includes two adult children (their significant others and puppies) and her two dogs.



Matthew Ritzman

Matthew Ritzman, Ph.D., J.D. is a professor and seasoned labor and employment attorney with deep expertise in workplace law and organizational compliance. A trusted advisor to HR professionals, he helps organizations navigate complex employment and labor issues, including adherence to federal, state, and local regulations, managing administrative investigations, employment litigation, and developing proactive workplace strategies.

Before joining Honigman, Dr. Ritzman served as an Attorney with the National Labor Relations Board, where he led hundreds of unfair labor practice investigations and successfully represented the agency before administrative law judges and the Board.

Matthew earned both a master's degree and a Ph.D. in Educational Technology while working for the U.S. Department of Justice. In addition to his legal practice, he serves as an adjunct professor teaching business law and technology courses. He is a frequent author and speaker on labor and employment topics and is known for making complex legal and technology issues practical and accessible for business leaders and HR professionals.



Cindy Rowe

Cindy Rowe is an internationally recognized speaker known for transforming organizations through the unexpected power of kindness and heart-centered leadership. Named a Top 50 Woman Speaker, she has experience helping leaders and teams harness emotional intelligence to drive engagement, performance, and retention.

Cindy's unique approach blends real-world business acumen with evidence-based strategies. As the founder of two successful companies, she understands the challenges of leading through change, burnout, and growth. Her customized keynotes and training programs have been delivered across industries from healthcare and finance to education and construction, earning consistent praise for being both inspiring and practical.

She's been trusted by national associations, corporate clients, and leadership conferences to deliver content that inspires action. Whether addressing the C-suite or emerging leaders, Cindy equips audiences with tangible tools to create psychologically safe, inclusive, and high-performing workplaces.

Audiences leave her sessions feeling motivated and empowered, with actionable strategies they can implement immediately to build stronger teams, lead with empathy, and create cultures where people and business thrive.



George Sample

George Sample is a Cleveland native who graduated from John Hay High School. George proceeded to John Carroll University, where he graduated with a bachelor's degree in computer science. He later returned to John Carroll to earn his MBA.

George is the principal consultant at Blue Streak Consultants, where he enables teams to be more cohesive and works to strengthen leaders. He was previously a Vice President at the Federal Reserve Bank of Cleveland where he led three different teams during his tenure (Strategy, Diversity Equity and Inclusion, Human Resources Business Partners). Prior to joining the Bank, George served as the Director of Human Resources for the Cuyahoga County Public Library. He served in three different Human Resources Manager roles at the Northeast Ohio Regional Sewer District. He also led Diversity Equity and Inclusion for The Lubrizol Corporation.

George serves on the Board of Directors for John Carroll University, United Way of Greater Cleveland, Red Cross (Northern Ohio branch), and the Cuyahoga County Public Library Foundation. He is a Past President of Cleveland Society of Human Resource Management, and Past President for the United Black Fund of Greater Cleveland. He is also the Cleveland Crain's Excellence in HR Awards 2021 Winner: Overall Excellence.



Martine Scheuermann

Martine Scheuermann has been committed to the HR profession for over 40 years; she presently serves in the role of Director, North America Human Resources for CSA Group, a global provider of integrated services for standards development, product certification and testing, inspection and management systems registration. She has 31 total years of service with CSA and has announced her retirement, effective at the end of this year. She has been an active member and served in volunteer roles for SHRM during her 30+ years in the H.R. profession; these roles include at the chapter level President of Cleveland SHRM and at the state level State Council Secretary and Director, and Chair of the 2010 Ohio HR Conference. She is a long-time member of the Conference Committee, serving in a utility role wherever needed (but her favorite is registration greeter and line control and entertainment). Martine earned her Bachelors' degree from THE Ohio State University many years ago. She lives in Chagrin Falls with her wife Marty and their English Springer Spaniels Winston. She enjoys the outdoors, golfing, and is an avid Ohio State and Cleveland sports fan.



Pete Schramm

Pete Schramm is a serial entrepreneur, award-winning speaker, and bestselling author passionate about connecting people and fostering intentional, meaningful relationships in the workplace. Growing up in Butler, PA with roots in farming and basketball, Pete traveled the world after attending Knoch High School and graduating from Sewickley Academy. He later applied his mechanical engineering (BS and MS) and leadership expertise at Lockheed Martin, QinetiQ (kinetic), and ETC, where he built robots for the Army. As the founder of Lattitude, Pete drives employee engagement through leadership development, mentorship, and career-mapping software that supports new employee retention and prepares individuals for promotions. His book, Pathfinders: Navigating Your Career Map with a Personal Board of Advisors, dives deeper into these principles along with building your Personal Board of Advisors. Outside work, Pete enjoys pottery, traveling, playing, and now coaching basketball, as well as riding Peloton.



Glenn Sharp

Glenn is an experienced President with a demonstrated history of shaping high-performance cultures and developing leaders at every level of an organization. His work focuses on culture transformation, leadership development, and employee soft-skills training and coaching—equipping individuals and teams to perform at their best.

A Master Trainer, Certified Culture-Shaping Professional, Certified Performance Consultant, and Certified Change Management Professional, Glenn brings both strategic insight and practical tools to every engagement. He is also the author of the book Now What?, a practical guide for navigating change and leading with clarity (learn more at www.readnowwhat.com).

In addition to his executive leadership work, Glenn is a sought-after conference keynote speaker, delivering engaging, actionable presentations that inspire growth and accountability. Through his firm, Sharp Leadership Development (www.sharpleadershipdevelopment.com), he partners with organizations to build strong cultures and confident leaders.

Glenn also serves as Adjunct Professor of Management at the Lindner College of Business at the University of Cincinnati, where he was honored as the 2019 Outstanding Adjunct Teacher in Management.



Cathleen Snyder

Cathleen's passion is helping people and companies have a great work environment. Whether it's finding the right candidate for the right role, or building a great environment to enable your company to grow and thrive.



Barbara Utrup

Barb's vast knowledge and experience in public, private, and non-profit organizations spans from strategy and operations to leadership and team development. Through this work, and as a former Chief of Human Resources, she is an experienced and knowledgeable partner.

Throughout her career, Barb has effectively led employee development initiatives, committed to creating a workplace where all employees can thrive. Her expertise in executive coaching naturally positions her to work with individuals to refine their skills, using active listening to uncover barriers to success, and asking insightful questions to empower individuals to meet their personal and professional goals.

Barb's strengths include outstanding communication skills and the ability to build relationships. With a professional, yet relatable communication style and ability to connect with individuals at all levels, she is dedicated to helping people achieve their full potential.



Thomas Wright

Tom Wright began his career in 1980 with John Hancock Financial Services. From 1984 to 2016 he was a financial advisor specializing in employee benefits. He then created the Turning 65 Workshop (turning65workshop.com) to provide much-needed Social Security & Medicare learning programs for older employees in the workplace, as well as training for HR and Benefits professionals.

He attended the University of New Hampshire and has earned the Chartered Life Underwriter (CLU) designation from the American College of Financial Services in Bryn Mawr, PA. For many years he has been a Continuing Education instructor, working with insurance organizations, the American Bankers Association, and human resources professionals through SHRM, HRCI, and World at Work.

He's been quoted on various employee benefit topics by media outlets including Kiplinger's and Fortune magazines, The Boston Globe. He's also been a featured guest on a number of television and radio programs, and more recently podcasts.



Jill Windelspecht

Jill Windelspecht, Founder and CEO of The Leaders' Coach, has coached leaders for over 25 years. She equips you with the tools and mindset needed to build your most effective, authentic leadership style. Helping you 'flip the script' on your inner critic.

Here's what it comes down to – what you think matters and impacts everything that you do. The problem is that most of our thinking is unconscious – almost 90%! As a Neuroplastician, Jill helps you pull back the curtain and take charge of your thinking and understand how to leverage the brain/body connection so that you can get the results you really want.

Jill partners with HR leaders to create high performing and engaged organizations, manage change, implement succession planning and leadership development strategies. As a Predictive Index consultant she helps you optimize your talent processes for high performance.

Prior to founding The Leaders' Coach, Jill travelled the globe providing leadership development coaching as an HR executive. Her passion for leveraging neuroscience in coaching and training came from working with analytical thinkers and leaders in technical fields. Neuroscience shows that the 'soft stuff' or 'soft skills' have real data behind it - showing us logically how we are wired to think, feel and act – and most importantly, how we can leverage this to improve how we lead, communicate, make decisions and manage change!

Jill is a Certified Coach with an emphasis in emotional intelligence and neuroscience. She is sought after for executive coaching, organization consulting, leadership workshops, and speaking. She has been married to her husband, Kelly, for 29 years, and they have a wonderful son and daughter in law. She loves gardening and camping to connect with nature.



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