Morning Breakout 2

Effective Onboarding and Integration at BMS Following an Acquisition
Darin Artman, Director HR, Bristol-Myers Squibb and Renee’ Parratore, Associate Director of HR, Starcom MediaVest Group
When acquiring and integrating a smaller company into a larger organization, identifying and then effectively integrating talent can be the key to realizing the maximum value of the acquisition. This session will provide participants with insight into an effective approach followed to both assess and select talent at the acquired company, and effectively onboard and integrate new employees following Bristol-Myers Squibb's 2009 acquisition of Medarex.

Building a Culture of Health
Anna Durham, Business Leader HealthAhead, GE Capital
With the overall health of the US population continuing to deteriorate and health benefits costs continuing to grow, employers can play a critical role in offering employees tools and options to better manage their health. This presentation will focus on defining a business strategy, designing / implementing a program and best practice sharing.

Management & Human Resources Mistakes: Avoiding or Creating Liability?
Roy Ginsburg, Partner, Dorsey & Whitney, LLP
The presenter will describe 13 fundamental mistakes made by HR professionals (e.g., the Mistake of Ignorance; the Mistake of Communication -- oral and written, the Mistake of Arrogance, etc.). Each mistake is drawn from actual cases, so the participants can see the practical consequences from these kinds of errors.

Fairness in Rewards: Slippery Slope or Manageable Terrain?
Tom McMullen, Principal and Dana Martin, Consultant, Hay Group
This presentation will focus on how companies define what constitutes fair pay - and the tools they are using to manage fairness concerns in implementing reward programs. The speaker will address the core factors impacting the notion of fairness in reward programs; how organization type, performance, culture and geography affect how pay fairness is understood; and the business impact that perceptions of pay fairness have on organizations.

Creating Your Transition - Accelerating Your Job Search
David Magy, Principal, Abeln, Magy, Underberg & Associates
Many HR leaders are currently in transition, and based on surveys about openness to making a move as the economy improves, others are open to creating their own transition. This presentation will focus on transition accuracy and speed. Whether currently in transition or thinking about making a move, this workshop will present up-to-date information on marketplace trends, tips on resume preparation and interviewing, as well as an action-planning framework for moving forward.