



TALENT WITHOUT BORDERS

2nd Annual International Human Resources Conference

April 28-29, 2016 • The Westin Huntsville

PROGRAM AGENDA

Thursday, April 29, 2016

- 9:00-11:00 a.m. Insights Discovery Workshop (Optional Separate Session)**
Debbie McGee, PZI International
How to evolve your team to most effectively achieve goals and deliver results. Teams that are intentional about communication and connection with others have fewer breakdowns in tasks – resulting in increased productivity and profitability for the corporation. (Separate costs for this workshop due to assessment and individual profiles as part of the workshop.) Preapproved for HRCI/SHRM/Accounting credits.
- 11:30 a.m.-1:00 p.m. NAITA World Trade Day Luncheon – *Talent without Borders***
Tom Stanton, Chairman and CEO, ADTRAN
Mr. Stanton will kick-off the conference by highlighting ADTRAN’s experience in finding, positioning, and maintaining talent in the global marketplace. ADTRAN, a top three global provider of broadband infrastructure solutions, was founded and is headquartered in Huntsville. ADTRAN is enabling Gigabit communities around the globe with the delivery of innovative solutions for residential broadband, business Ethernet and Cloud-based Wi-Fi services.
- 1:00 – 1:15 p.m. Break**
- 1:15-2:10 p.m. International Business Travelers (IBT) – *It’s Bigger than You Think***
Debbie McGee, PZI International
This session focuses on best practices in developing strategic Global HR and Finance initiatives that support the organization’s international growth, including transfers of human capital on short term or commuter assignments. Discussion on strategies to become a trusted business advisor in the business’s international decision making and due diligence for the corporation’s growth. How to establish internal and external relationships with stakeholders to keep the corporate risk low while implementing global change strategies.



2:10-3:00 p.m.

Immigration & Various Assignment Types
Brian Coughlin, Fragomen Worldwide Immigration

This session will address developing and implementing work force initiatives involving foreign nationals and expatriates and the importance of identifying and interpreting information from multiple sources when developing and implementing the organization's strategic plans for establishing and managing various types of global assignments. Participants will learn ways HR and Finance can partner with a corporation's legal counsel and outside counsel to keep workforce initiatives compliant with multiple country laws. Participants will become more aware of the current U.S. and global business environment to include expatriate and immigration best practices and industry developments. This includes assessing the available labor force and developing strategies for recruitment, employee development, travel policies, international employee communication, global benefits and family integration. Staffing considerations include use of offshoring /inshoring of talent, outsourcing of international talent, and use of shared services to meet the immigration requirements for international assignments and international travelers. Increased awareness of compliance knowledge around proper documentation and compliance issues facing US companies and reporting of compensation for inbound workers.

3:00-3:15 p.m.

Break

3:15-4:05 p.m.

Export Controls & People Management
Laura Forte, Teledyne Brown Engineering

This session will address risk areas that affect export control around foreign persons. Participants will understand how to identify key individuals in the organization and develop strategic relationships with them in order to influence the organizational export compliance strategy and policies. Specifically this session will cover how HR and Finance can partner with internal risk management and export compliance management staff and senior management to ensure a strong export compliance program with regard to international assignments.

4:05-5:00 p.m.

Update on Safety & Security for Your International Assignees
Shawn Mahoney, Centremis

This session will review current geopolitical and security trends in various countries of operation, especially the Middle East. It will discuss strategies that support the safety and security of employees on international assignments, consistent with the organization's global business plans and requirements. It will discuss considerations for developing processes to maintain HR's duty of care fiduciary responsibility, as well as Finance's role in the process. Finally, it will address the importance of and development of time efficient processes in implementing the organization's global business plans.

5:00-6:00 p.m.

Networking Reception at The Westin Huntsville



Friday, April 29, 2016

7:30-8:00 a.m. **Breakfast**

8:00-8:05 a.m. **Welcome & Opening Remarks (AAMA)**

8:05-9:00 a.m. **Global Workforce Change Initiatives – Supporting a Nimble Workforce**
Ellie Sullivan, Weichert Workforce Mobility

This session will cover strategic decision making for business changes relative to international assignments. The focus will be on being prepared and knowing ahead of time what you are up against. It will cover current cultural and social trends in various countries and how companies are using their IHR programs to develop appropriate workforce responses to these changes. It will discuss strategies for reducing expenses by using short-term assignees and international commuters. Explore best practices and norms among companies that are using these programs to enhance a more nimble workforce and what works best to meet the needs of business partners and talent management.

9:00-9:50 a.m. **Strategies for Working with International Tax/Payroll**
Mike McGee, KPMG LLP

This session will discuss the business need for centers of excellence and outsourcing of international taxation and international payroll. It will focus on key strategies to keep corporate exposure to financial liability low with regard to international business travelers and short term assignments, such as potential federal and state tax compliance audit risk for failing to take action around business travelers. It will also explain how the taxation regulatory landscape affects HR and Finance processes that support global business initiatives; and, it will explain best practices for incorporating centers of excellence and outsourcing into their global business strategy.

9:50-10:05 a.m. **Break**

10:05-11:00 a.m. **Being a Credible Business Partner for the Government Contracting Industry**
David Crosby, CH2M

This session will provide direction on how CH2M developed their HR and Finance strategies to support their organization's global strategic plans within the government contracting industry. Provide best practices in establishing internal and external relationships with vendors and stakeholders to ensure their HR and Finance were seen as the organization's subject matter expert and credible business partner. How they developed and integrated their processes in new countries after acquisition activity. Finally, this session will provide understanding of roles and responsibilities for HR and Finance in U.S. Government compliance programs, as well as risk analysis regarding business development phases of contract procurement.



11:00-11:50 a.m.

Supporting your Organization with Strategic Global Health Plans

Gregg Coldiron, CIGNA Global Health Benefits

This session will provide an update on current economic, geopolitical and cultural trends in various countries of operation and how to develop a sustainable medical strategy on the management of international health benefits. Develop strategies around global versus regional health care plans for short term assignees and international commuters and how to strategically support the business growth with the right medical plan for international assignees as well as business travelers and why it is important.

11:50-12:00 p.m.

Closing remarks



This program is valid for 10 PDCs for the SHRM-CPSM or SHRM-SCPSM.



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\$165 for NAITA, AAMA & SHRM members; \$195 for non-members

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No cancellations or refunds after April 25 – Substitutions accepted.

