



Networking, Ideas, and Practical Solutions for Small-Company HR Execs



LIC Human Resources Committee Meeting

Hosted by BetterLife | Madison, WI | March 8-9, 2023 | www.loma.org/LICHR

AGENDA & PRELIMINARY ATTENDEE LIST

Wednesday, March 8, 2023

- 1:30 p.m. CST **Remote Participant Check-In** (Webex Link To Be Provided)
- 2:00 p.m. CST **Welcome from Dan Shinnick, CEO, and Craig Van Dyke, President, BetterLife**
- 2:15 p.m. CST **Attendee Introductions/Activity Reports**
What’s the most important news in your life today, personally and professionally? Hear what’s going on with the other attendees and get to know your fellow HR execs.
- 3:00 p.m. CST **Hot HR Topics: Facilitated Discussion (Part 1)**
Live polling will provide a quick answer to questions submitted by participants, serving as a launching point for group discussion. Topics include:
 - **Compensation & Benefits:** Compensation Surveys, Competitive Pay, 2023 Salary Increases, 360 Reviews, Tools for Year-End Bonuses, Education Reimbursement, Managing Goals and Performance
 - **Employee Management & Engagement:** Engagement and Culture in remote environment with younger workers, How to get remote workers to interact with in-office workers, Team Building, Hot Training Topics, Employee wellness, Solutions/Ideas for Employee Burnout, Employee Surveys – do they work for you? Position levels – incent and reward employees in smaller company with limited upward mobility? Professional development in a small company
 - **Talent Acquisition:** Recruiting & Compensation tools in a competitive environment
 - **Return to Office:** Who’s hybrid/remote/in-office? Plans to return 100% in person?
- 4:00 p.m. CST **Adjourn for the Day**
- 6:30 p.m. CST **Networking Dinner at [Delaney’s](#)**

Thursday, March 9, 2023

- 8:30 a.m. CST **Continental Breakfast Hosted by BetterLife** (Remote Check-In)
- 9:00 a.m. CST **Employee Engagement Solutions for Smaller Companies**
Sarah Kidawa, Employee Experience Strategy Advisor, ITA Group
ITA Group is a global leader in corporate engagement solutions. Hear some of the latest ideas and trends, and discuss how smaller companies can address engagement challenges.
- 10:00 a.m. CST **Facilitated Discussion (Continued)**
- 11:30 a.m. CST **Meeting Adjourns / Optional Luncheon Hosted by BetterLife**
For those who can stay, BetterLife will host lunch at 11:30 a.m. featuring Culver’s, a Wisconsin original and home of the ButterBurger!

SPONSORED BY










Networking, Ideas, and Practical Solutions for Small-Company HR Execs



LIC Human Resources Committee Meeting

Hosted by BetterLife | Madison, WI | March 8-9, 2023 | www.loma.org/LICHR

PRELIMINARY ATTENDEE LIST

American Savings Life Insurance Company - Paul Whetten, MA, Executive Vice President/COO

Baltimore Life Companies - Laurie Notari, PHR, Vice President, CHRAO (remote)

BetterLife - Amber Roeben, HR Generalist

BetterLife - Kaye DeMartino, Human Resources Business Partner

Catholic Life Insurance - Dawn Fanfelle, PHR, SHRM-CP, FLMI, FIC, AIRC, AIAA, ACS,, Vice President Human Resources (remote)

Columbian Financial Group - Lesley Frey, SPHR, SHRM-SCP, Vice President, Chief HR & Diversity Officer (remote)

ELCO Mutual Life and Annuity - Lori Lemme, PHR, SHRM-CP, ALMI, ACS, Vice President of HR (remote)

KSKJ Life - Heather Hill, HR Coordinator (remote)

KSKJ Life-American Slovenian Catholic Union - Lynn McDonald, SHRM PMQ, HR Manager (remote)

LIC - Audrey Wittenburg, ACS, ALMI, Associate Director

LIC - Dean Lambert, Executive Director

LIC - Jeff Shaw, CLU, ChFC, Executive Director (remote)

Management Research Services - Allyson Leu, Human Resources Manager

Optimum Re Insurance - Susanne Ruiz, HR Generalist (remote)

SPJST - Nancy Miller, CPA, HR Administrator (remote)

Toronto Police Widows and Orphans Fund - Sylvi Karr, FLMI, AAPA, ACS, CEBS, Fellow ISCEBS, MTMS, CRM, CEO and President (remote)