

# HR Professionals Conference



Attend **2** Conferences  
for **1** Low Price!

Grand Hyatt Atlanta in Buckhead

Atlanta, GA | October 27–29, 2009



## Training & Development Conference

Register Online Now! | [www.agc.org/hr\\_td](http://www.agc.org/hr_td)

**AGC of America**  
THE ASSOCIATED GENERAL CONTRACTORS OF AMERICA  
Quality People. Quality Projects.



## JOIN US IN ATLANTA

Attending the Associated General Contractors of America's (AGC) 2009 Joint HR Professionals Conference and Training & Development Conference provides a unique opportunity for constructors and chapter staff to participate in industry-focused sessions to learn innovative approaches to managing training and human capital.

These events, running concurrently with two conference tracks and some joint sessions, cover what you need to know to be successful as an HR or T&D professional in the construction industry. With expert speakers providing compliance-related guidance for HR professionals, and interactive sessions that are guaranteed to help T&D professionals sharpen your skills and solve common challenges, you will learn best practices for maximizing efficiency and effectiveness.

**Who should attend?** General and specialty contractor staff, AGC chapter staff and other professionals involved in workforce and professional development, education, human resources and training.

**Invite a colleague!** This is a great year to invite a colleague along for the experience as AGC is offering a 10% discount for multiple attendees from the same organization.

Both conferences are open to a limited number of registrants, so register today. We look forward to seeing you in Atlanta!

## Build your professional credentials

AGC of America is an authorized provider of continuing education credits. Continuing education credits can be important to maintaining a professional designation and accelerating your career growth. Participants who wish to earn CEUs for this program are expected to arrive on time, attend sessions of the program from start to finish and complete the program evaluation. Please visit [www.agc.org/hr\\_td](http://www.agc.org/hr_td) for details concerning each continuing education credit offered.



The use of this seal is not an endorsement by the HR Certification Institute of the quality of the program.

It means that this program has met the HR Certification Institute's criteria to be pre-approved for recertification credit.



**International Association for Continuing Education and Training (IACET CEUs)**

The Associated General Contractors of America (AGC) has been approved as an Authorized Provider by the International Association for Continuing Education and Training (IACET), 8405 Greensboro Drive, Suite 800, McLean, VA 22102-5120. AGC will award 1.1 CEUs to participants who successfully complete this program.

### Education Excellence Awards

AGC of America will present the inaugural Education Excellence Awards at this year's joint conferences to winning AGC chapters and contractors. The AGC Education Excellence Awards recognize and honor the programs and instructors at member contractor firms and AGC chapters that exemplify the highest standards in professional development.



## BONUS PRE-CONFERENCE SESSIONS

Sessions are optional and will be held concurrently. Minimum number of pre-conference participants required.

**Construction HR 101 & Construction Ed 101** | Two separate sessions, one facilitated by seasoned HR professionals and one by T&D professionals in the construction industry for those who are new to construction or their profession.

**Developing and Implementing a Human Capital Model** | Learn from Sundt Construction about their efforts to acquire, develop and retain the best workforce in the industry by taking on a major initiative to align its efforts with the emerging work of the Human Capital Institute.

## KEYNOTE SESSION

**How to Engage Staff, Motivate Managers and Enjoy Life in Turbulent Times** | *Barbara Sanfilippo, CSP, CPAE – High Definition People™* | Today more than ever, construction professionals look to make wise choices, keep a positive outlook, and take responsibility for our career and future well being. This idea-packed and entertaining 90-minute session will inspire attendees and arm them with ideas to encourage employees, dream big, and make an impact both professionally and personally.

## JOINT SESSIONS

**From MySpace to My Workplace: Using Social Media Campaigns & Web 2.0 for Recruitment and Employee Engagement** | Explore how to incorporate professional, personal, and corporate social networking sites for the purposes of recruiting, talent management, and employee engagement while minimizing legal risks.

**On The Move: Using Innovative Technology to Engage Employees while in Multiple Locations** | Learn innovative technology tools and techniques to help you manage and engage employees while traveling to various worksites.

**A Roadmap to Inspire Passion and Performance** | As a follow up to the keynote session, learn best practices and a plan of action you can use immediately to inspire your leaders and staff to live and work in high definition!

## HR SESSIONS

**Employment Law Workshop** | Learn about legal changes affecting employers and what lies ahead in the future of employment law. Receive checklists and other takeaways to help save your company money by keeping it litigation free!

**A Seat at the Table: How HR Moves from the Break Room to the Board Room** | Learn how to become a strategic business partner to key decision makers within the company by aligning HR with overall business strategies that affect the bottom line.

**Department of Labor (DOL) Forum** | Multiple speakers from DOL will help you become familiar with the federal agencies that administer and enforce the laws that impact your work.

**Construction Compensation Strategies in a Challenging Economy** | Create and maintain a compensation plan that both contributes to the company's bottom line and retains key employees during an economic downturn.

**Immigration Compliance for the Construction Industry** | Learn best practices in immigration law compliance and enforcement action, plus ask questions of one of the nation's top immigration law attorneys.

## TRAINING & DEVELOPMENT (T&D) SESSIONS

**Managing your Training through an LMS (AGC Connection)** | Learn the basics about using an LMS (learning management system) to successfully manage learning and development at your organization. Learn how to navigate and leverage *AGC Connection* – AGC's learning management system. There will be three breakout sessions held:

- *Managing Your Training Through an LMS*
- *AGC Connection – Membership has its LMS Privileges*
- *Get Connected: AGC's Learning Management System for Chapters*

**Facilitating Building Information Modeling Education** | AGC's newly released Building Information Modeling (BIM) Education Program will be used to guide training professionals in their quest to provide BIM education.

**Connecting to the Workforce Investment System** | Learn how the construction industry can connect with the U.S. Department of Labor's Employment & Training Administration to influence who is encouraged to enter the construction industry and how they are trained.



speaker information.

**Forming a Statewide Recruiting & Training Partnership** | The Alaska Construction Academy (AkCA) is an industry-state partnership that was formed to recruit, train and employ entry-level workers into construction jobs. Learn how you can implement a similar partnership.

**Integrating Experiential Learning into Traditional Instructor-Led Training** | Integrate experiential training into traditional instructor-led training programs.

**Educating through Entertainment with Game-based Learning** | When done correctly, games create a meaningful learning experience with staying power. Two computer-based game training tools with a construction safety application will be demonstrated.

**Creating a Culture of Learning** | Hear ideas and strategies from leading construction firms that demonstrate a culture of learning.

**AGC Student Chapters: From Getting One Started to Getting the Most Out of It** | Chapter participants will learn how to start a student chapter, and share techniques on how to motivate and maintain relationships with student chapters.

**Communicating in Challenging Situations & The Name Game** | The first of these two interactive sessions will provide participants with techniques for communicating in challenging situations, while the second will help eliminate “whatshername” and “whatshisface” from your vocabulary.

**Delivering Training Value Using the Kirkpatrick Four Levels, Part 1 & 2** | In these two interactive, hands-on sessions, participants will learn how to leverage the Kirkpatrick Four Levels to design training programs with value in mind, using one of your own programs as the basis for building a plan to create, measure, and report on the value of the training.

**AGC's STP Unit 6: Understanding and Managing Project Costs Revision Highlights** | Get an inside look at this new unit and its most recent updates, while learning how to implement the very successful AGC Supervisory Training Program.

**Facilitating Green Construction Education** | See how construction firms are adopting green education and leading the way toward implementing greener instructor practices.



## Hotel Reservations

### Grand Hyatt Atlanta in Buckhead

3300 Peachtree Road NE | Atlanta, GA 30305  
404-237-1234 | [www.grandatlanta.hyatt.com](http://www.grandatlanta.hyatt.com)

**Conference Rate:** \$159.00 night

**Group Code:** AGC

**Reservation Deadline:** October 1, 2009 for group rate

Located in the fashionable Buckhead neighborhood, the hotel is accessible from the Hartsfield-Jackson International Airport (ATL), by shuttle, taxi or the Metropolitan Atlanta Rapid Transit Authority (MARTA). Hotel reservations and/or cancellations must be made directly with the hotel. Cancellations must be made 24 hours prior to your scheduled arrival.

For registration questions and concerns, email [meetings@agc.org](mailto:meetings@agc.org) or call 703-837-5304.

## Sponsorship Opportunities

Sponsorship and table-top display opportunities are available to companies wishing to showcase their products and services. To learn more, please contact AGC at [education@agc.org](mailto:education@agc.org).

**AGC of America extends a special thank you to our conference sponsors:**



# 2009 T&D Conference and HR Professionals Conference Schedule

Conference schedule is tentative and may be changed without notice.

	T&D Sessions	HR Sessions	Joint Sessions
<b>Tuesday, October 27, 2009</b>			
4:00 – 6:00 p.m.	Registration open for all attendees		
5:00 – 6:00 p.m. [TENTATIVE]	Pre-conference Session <b>Construction HR 101</b>	Pre-conference Session <b>Construction ED 101</b>	Pre-conference Session <b>Human Capital Models</b>
6:00 p.m.	Happy Hour – Onyx at the Grand Bar (Cash Bar)		
7:00 p.m.	HR Networking Event (Gather in hotel lobby at 6:30 p.m.)		
<b>Wednesday, October 28, 2009</b>			
7:30 – 8:00 a.m.	Continental Breakfast & Registration		
8:00 – 8:30 a.m.	Welcome – Georgia Branch AGC		
8:30 – 8:45 a.m.	Break		
8:45 – 9:30 a.m.	T&D Breakout Session – <b>Managing your Training through an LMS</b>	T&D Breakout Session – <b>Facilitating Building Information Modeling (BIM) Education</b>	HR Plenary Session <b>Employment Law Workshop</b>
9:30 – 10:15 a.m.	T&D Breakout Session – <b>Forming a Statewide Recruiting &amp; Training Partnership</b>	T&D Breakout Session – <b>Educating through Entertainment with Game-based Learning</b>	
10:15 – 10:30 a.m.	Break		
10:30 – 12:00 p.m.	Keynote Presentation – <b>How to Engage Staff, Motivate Managers, and Enjoy Life in Turbulent Times</b> – Barbara Sanfilippo, CSP, CPAE		
12:00 – 1:00 p.m.	Lunch		
1:00 – 1:45 p.m.	Joint Breakout Session <b>A Roadmap to Inspire Passion and Performance</b>	Joint Breakout Session <b>From MySpace to My Workplace: Using Social Media Campaigns &amp; Web 2.0 for Recruiting &amp; Employee Engagement</b>	
1:45 – 2:30 p.m.	T&D Breakout Session – <b>AGC Student Chapters: From Getting One Started to Getting the Most Out of It</b>	T&D Breakout Session <b>T&amp;D Hot Topic Session</b>	HR Plenary Session <b>A Seat at the Table: How HR Moves from the Break Room to the Board Room</b>
2:30 – 3:15 p.m.	T&D Breakout Session <b>Creating a Culture of Learning</b>	T&D Breakout Session – <b>Connecting to the Workforce Investment System</b>	
3:15 – 3:30 p.m.	Break		
3:30 – 4:15 p.m.	T&D Breakout Session <b>Communicating in Challenging Situations</b>	T&D Breakout Session – <b>AGC Connection – Membership has its LMS Privileges</b>	HR Plenary Session <b>Department of Labor (DOL) Forum</b>
4:15 – 5:00 p.m.	T&D Breakout Session – <b>The Name Game – Eliminate “Whatshername” and “Whatshisface” from Your Vocabulary</b>	T&D Breakout Session – <b>Get Connected: AGC’s Learning Management System – For Chapter Staff</b>	
5:00 – 6:00 p.m.	Free Time		
6:00 – 7:00 p.m.	AGC HR and T&D Networking Reception		
<b>Thursday, October 29, 2009</b>			
7:30 – 8:00 a.m.	Continental Breakfast		
8:00 – 8:45 a.m.	T&D Breakout Session <b>Delivering Training Value Using the Kirkpatrick Four Levels, Part 1</b>	T&D Breakout Session <b>T&amp;D Hot Topic Session</b>	HR Plenary Session <b>Construction Compensation Strategies in a Challenging Economy</b>
8:45 – 9:30 a.m.	T&D Breakout Session <b>Integrating Experiential Learning into Traditional Instructor-led Training</b>	T&D Breakout Session <b>T&amp;D Hot Topic Session</b>	
9:30 – 10:15 a.m.	Joint Breakout Session – <b>On The Move: Using Innovative Technology to Engage Employees While in Multiple Locations</b>		HR Breakout Session <b>HR Hot Topic Session</b>
10:15 – 10:30 a.m.	Break		
10:30 – 11:15 a.m.	T&D Breakout Session – <b>Delivering Training Value Using the Kirkpatrick Four Levels, Part 2</b>	T&D Breakout Session – <b>AGC’s STP Unit 6: Understanding and Managing Project Costs Revision Highlights</b>	HR Plenary Session <b>Immigration Compliance for the Construction Industry</b>
11:15 – 12:00 p.m.	T&D Breakout Session – <b>Tips for Managers to Improve Training and Coaching</b>	T&D Breakout Session – <b>Facilitating Green Construction Education</b>	
12:05 – 12:30 p.m.	T&D Conference Wrap-Up	HR Conference Wrap-Up	

**Registration Options**

Register Online Now! – [www.agc.org/hr\\_td](http://www.agc.org/hr_td)

Fax – 703-837-5403

E-mail – [meetings@agc.org](mailto:meetings@agc.org)

Mail – AGC of America, HR Professionals/Training & Development Conferences, 2300 Wilson Blvd., Suite 400, Arlington, VA 22201

**Registration Discount**

Each additional attendee from your organization will receive a 10% discounted registration fee by entering coupon code **HRTDMULTI**.

**Registrant’s Affiliation with AGC of America**

- AGC member
- AGC chapter staff
- Non-member

**I would describe my company as: (Check all that apply.)**

- Small (up to 100 employees)
- Medium (101-350 employees)
- Large (351+ employees)
- Union
- Open Shop
- General Contractor
- Specialty Contractor
- Federal Contractor
- Construction Management Firm
- Heavy-Highway
- Building
- Municipal-Utilities
- Other: \_\_\_\_\_

**Prior Attendance: (Check both, if applicable)**

- This is my first time attending the HR Professionals Conference
- This is my first time attending the Training & Development Conference

Please type or print clearly (all information is required)

AGC Member ID Number (if available) \_\_\_\_\_

If you received this form by mail, your AGC member ID number is located on the first line of the address label.

Full Name \_\_\_\_\_

Nickname for Badge: \_\_\_\_\_

Title \_\_\_\_\_

Company Name \_\_\_\_\_

Mailing Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip+4 \_\_\_\_\_

Phone \_\_\_\_\_ Fax \_\_\_\_\_

Email \_\_\_\_\_

Please list any additional attendees from your organization:

\_\_\_\_\_  
 \_\_\_\_\_

**Registration Rates**

	By October 1	After October 1
AGC members & chapter staff	\$495	\$595
Non-members	\$695	\$795

Registration fee for each conference includes conference materials, two continental breakfasts, one lunch, coffee breaks, and a reception.

**In general, I plan to attend sessions primarily focused on:**

- Human Resources (HR)
- Training & Development (T&D)
- Both HR and T&D

**Bonus Optional Pre-Conference Sessions\*: (Check all that apply.)**

- I will attend the Construction HR 101 pre-conference session.\*\*
- I will attend the Construction Ed 101 pre-conference session.\*\*
- I will attend the Human Capital Models pre-conference session.
- My position primarily involves human resource matters and I will be attending the HR-only pre-conference networking event at 7:00 p.m., sponsored by PAS, Inc.
- I will not attend any of the pre-conference sessions.

\*Pre-conference sessions to start at 5:00 p.m. on October 27, unless otherwise noted.

\*\*Email questions you would like answered during the session in advance by October 1 to: [education@agc.org](mailto:education@agc.org).

Checks should be made payable to AGC of America or charge your registration fee to American Express, Visa or MasterCard. Your signature below authorizes AGC of America to charge your credit card the total payment. AGC reserves the right to charge the correct amount.

**Credit Card Information:**  American Express  Visa  MasterCard

Card #: \_\_\_\_\_

Expiration date: Mo. \_\_\_\_\_ Year \_\_\_\_\_ Security Code \_\_\_\_\_

Signature: \_\_\_\_\_

**Cancellation Policy:** Full refunds will be granted to requests sent to AGC of America by email to [education@agc.org](mailto:education@agc.org) by October 1, 2009. No refunds will be granted after this date. Cancellations will not be accepted over the telephone.

**Non-Solicitation Rule:** Registrants may not solicit business from other conference attendees during the conference or use the registration list to solicit business from other registrants following the event. Anyone who violates this will be prohibited from participating in future events and additional action may be taken.