

# PALMETTO SHRM Talent Acquisition Con 2024



## event program

|                     |                                                                                                                                                                                                                                       |
|---------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| 9 – 9:30 am         | Talent Acquisition Professional coffee and networking (optional)                                                                                                                                                                      |
| 9:30 – 10 am        | Check-in, light breakfast, general networking                                                                                                                                                                                         |
| 10 – 10:20 am       | Announcements, My Sister's House Fundraiser, Brown & Brown (sponsor)                                                                                                                                                                  |
| 10:20 – 11:10 am    | <b>Session 1:</b> "Leveraging Emotional Intelligence into your Talent Strategy to Find the Right People", Jordan Riker, SHRM-CP                                                                                                       |
| 11:10 – 11:20 am    | BREAK                                                                                                                                                                                                                                 |
| 11:20 – 11:25 am    | Reference Services, Inc (sponsor)                                                                                                                                                                                                     |
| 11:25 am – 12:15 pm | <b>Session 2:</b> "Attract Neurodiverse Employees with Inclusive Practices", Kate Wade, M.Ed. and Krissy Metzler, M.A.                                                                                                                |
| 12:15 – 12:45 pm    | LUNCH                                                                                                                                                                                                                                 |
| 12:45 – 1:05 pm     | The Rez Rev, LLC (sponsor), live Elevator Pitch competition                                                                                                                                                                           |
| 1:05 – 1:10 pm      | Reward Builder (sponsor)                                                                                                                                                                                                              |
| 1:10 – 2:10 pm      | <b>Session 3:</b> "You can't write this: Unbelievable Stories of Talent Acquisition & How to Navigate Tricky Situations", Moderator: Angel Waterfield, SHRM-SCP. Featured Panelists: Kara Finch and Harriet O'Malley, Attorney at Law |
| 2:10 – 2:15 PM      | Closing remarks                                                                                                                                                                                                                       |

thank you for attending!

# event details

**Session 1:** "Leveraging Emotional Intelligence into your Talent Strategy to Find the Right People", Jordan Riker, SHRM-CP

Finding talent can be tough in this competitive market, but how can you ensure that you are truly finding the right people for your culture? When you leverage emotional intelligence into your talent strategy, you can ensure you are connecting with candidates in an authentic way, allowing you to create trust, probe into any potential red flags that arise from the interview process and utilize the relationship for future talent referrals. In this session we are going to cover:

- The History of Talent Acquisition and its evolution into present day.
- What is emotional intelligence and how do you leverage it into your talent strategy.
- Creating a hiring process to ensure you are hiring the right talent for your organization and culture.

**Session 2:** "Attract Neurodiverse Employees with Inclusive Practices", Kate Wade, M.Ed. and Krissy Metzler, M.A.

In today's diverse workplace, fostering an inclusive environment is essential for attracting and retaining top talent, including those who are neurodiverse. This presentation will define neurodiversity, how it relates to executive function skills, and what that looks like in the workplace. Together we will explore practical inclusive strategies for HR professionals to utilize with prospective employees during the application, interview, and onboarding process.

Attendees will:

- Learn more about the positive impact that the neurodiverse community has in the workplace.
- Reflect on their personal experiences and be able to relate them to their current work environment.
- Develop a better understanding of practices that can support neurodiverse individuals.
- Leave with actionable insights and tools to help their organization attract and support neurodiverse talent.

**Session 3:** "You can't write this: Unbelievable Stories of Talent Acquisition & How to Navigate Tricky Situations", Moderator: Angel Waterfield, SHRM-SCP. Featured Panelists: Kara Finch and Harriet O'Malley, Attorney at Law

In this presentation, participants will learn and explore some of the most outrageous, humorous, and sometimes embarrassing HR stories specific to Talent Acquisition. Most participants will be able to relate, but most importantly, we will learn best practices in how to handle tricky situations and HR Legal consequences of not recognizing compliance challenges.

With a combined HR, TA, & Compliance experience of 50+ years, our panel will explore common HR pitfalls, learning from real-life stories regarding interviews gone wrong, onboarding chaos, to applications and pre-screenings that just will blow your mind. Each story will have lessons learned, highlighting common themes, and opportunities for personal growth and improving the entire talent acquisition process.

Some of the critical TA topics that will be covered will be ADA Accommodations, HR Ethics, D&I Components, and much more. This presentation is going to be fun and engaging with audience participation.

Get ready to laugh, cringe, commiserate, and learn!

# speaker bios



**JORDAN RIKER**

JORDAN RIKER IS A TALENT ACQUISITION LEADER AT SOUTH CAROLINA FEDERAL CREDIT UNION. WITH SEVEN YEARS OF EXPERIENCE RECRUITING TOP TALENT WITHIN THE FINANCIAL INDUSTRY, SHE HAS BEEN A FEATURED SPEAKER AT DISRUPT HR, HAS SPOKEN AT SEVERAL COLLEGES AND UNIVERSITIES, AND LEADS DEVELOPMENTAL "TALENT TALKS" FOCUSED ON RECRUITMENT AND PERSONAL BRANDING.

JORDAN EARNED HER BACHELORS OF BUSINESS ADMINISTRATION FROM THE UNIVERSITY OF NORTH CAROLINA GREENSBORO. IN ADDITION, SHE HOLDS A SHRM-CP (SOCIETY FOR HUMAN RESOURCE MANAGEMENT- CERTIFIED PROFESSIONAL) AND A SHRM-TA SPECIALTY CREDENTIAL (SOCIETY FOR HUMAN RESOURCE MANAGEMENT-TALENT ACQUISITION). JORDAN IS ACTIVELY INVOLVED IN THE CHARLESTON COMMUNITY AND IS CURRENTLY SERVING ON THE BOARD OF THE PALMETTO SOCIETY FOR HUMAN RESOURCE MANAGEMENT CHAPTER.

IN HER SPARE TIME, YOU'LL FIND JORDAN ENJOYING AREA BEACHES, GARDENING OR DINING OUT AT SOME OF CHARLESTON'S BEST RESTAURANTS.



**KATE WADE**

KADE WADE (M.ED. EDUCATIONAL PSYCHOLOGY) AND KRISSY METZLER (M.A. SPECIAL EDUCATION) ARE THE GALS OF THE GOALDEN SYSTEM. THEY ARE DEDICATED TO HELPING PEOPLE ENHANCE THEIR EXECUTIVE FUNCTION SKILLS TO PURSUE THEIR GOALS. THROUGHOUT THEIR YEARS OF COACHING NEURODIVERGENT INDIVIDUALS, THEY HAVE APPLIED THEIR BACKGROUNDS IN BEHAVIORAL CHANGE, EDUCATION, AND LEADERSHIP TO DEVELOP A PROVEN SYSTEM THAT SUPPORTS EXECUTIVE FUNCTION SKILL DEVELOPMENT AND IMPLEMENTATION. THEY UNDERSTAND THE DIFFICULTIES ASSOCIATED WITH LEARNING NEW SKILLS, IMPLEMENTING NEW STRATEGIES, AND RECOGNIZING PATTERNS OF BEHAVIOR. THEY UTILIZE AND ADAPT THEIR SYSTEM TO FIT EACH INDIVIDUAL'S PERSONAL GOALS AND PRACTICES. AS A COMPANY, THEY ARE DEDICATED TO CREATING PATHWAYS FOR EACH INDIVIDUAL TO OVERCOME BARRIERS AND SEEK SUCCESS. WITH THEIR ADVANCED DEGREES IN EDUCATION, THEY ARE AWARE OF THE COGNITIVE CHALLENGES THAT INDIVIDUALS FACE WHEN BUILDING NEW SYSTEMS AND HABITS.

KATE WADE, M.ED. EDUCATIONAL PSYCHOLOGY

KATE WADE IS YOUR RESOURCE HERE IN CHARLESTON. WITH A BACKGROUND OF 15+ YEARS EDUCATING STUDENTS THROUGHOUT THE COUNTRY, KATE HAS HONED HER ABILITY TO COMMUNICATE EDUCATIONAL PRINCIPLES AND SUPPORT INDIVIDUALS IN ADVANCING THEIR EXECUTIVE FUNCTION ABILITIES. KATE IS AN EXPERT IN BEHAVIOR CHANGE AND IS ALWAYS LOOKING FOR OPPORTUNITIES TO LEARN MORE TO PROVIDE OPTIMAL INSTRUCTION.

KATE AND HER FAMILY ARE AVID WATERSPORTS ENTHUSIASTS AND SHE IS A FUN FRIEND TO TAKE TO THE BEACH.



**KRISSY METZLER**

KRISSY METZLER, M.A. SPECIAL EDUCATION, LBS1

KRISSY IS A CHICAGOLAND NATIVE WHO SERVED AS A HIGH SCHOOL ENGLISH AND WRITING TEACHER PRIOR TO BECOMING AN EXECUTIVE FUNCTION COACH. HER PASSION FOR INCLUDING EXECUTIVE FUNCTION SKILLS IN HER CLASSROOM DRIVES HER DESIRE TO SHARE THE WORLD OF EXECUTIVE FUNCTION SKILLS WITH OTHERS. WITH HER BACKGROUND IN EDUCATION, KRISSY EXCELS IN DEVELOPING INDIVIDUALIZED APPROACHES TO ENSURE THAT EACH INDIVIDUAL IS FULLY SUPPORTED.

BEYOND BEING ABLE TO TALK ABOUT EXECUTIVE FUNCTION SKILLS FOR DAYS, KRISSY ENJOYS READING, A GOOD PUZZLE, AND TEACHING HERSELF TO CROCHET.



**ANGEL WATERFIELD**

ANGEL WATERFIELD, SHRM-SCP, JOINED CHARLESTON ANIMAL SOCIETY ALMOST 10 YEARS AGO IN SERVES AS THE SENIOR DIRECTOR OF HUMAN RESOURCES. ANGEL EARNED HER MASTER'S DEGREE IN HUMAN RESOURCES AND LABOR RELATIONS FROM THE UNIVERSITY OF WISCONSIN AND ALSO HOLDS A GRADUATE CERTIFICATE IN MEDIATION & NEGOTIATION. SHE HAS OVER 20+ YEARS OF HUMAN RESOURCES MANAGEMENT, LEGAL COMPLIANCE, AND MARKETING EXPERIENCE. ANGEL ALSO BRINGS EXPERTISE IN EMPLOYMENT AND LABOR RELATIONS LAW, FULL CYCLE RECRUITING, TRAINING, EMPLOYEE RELATIONS, COMPENSATION, AND BENEFITS ADMINISTRATION.

KARA FINCH IS A MARKET DIRECTOR AT ROBERT HALF, A GLOBAL STAFFING AND CONSULTING FIRM. ROBERT HALF SPECIALIZES IN THE PLACEMENT OF ADMINISTRATIVE, CUSTOMER SERVICE, HR, ACCOUNTING, FINANCE, AND IT PROFESSIONALS ON A CONTRACT, CONTRACT TO HIRE, AND DIRECT-HIRE BASIS. IN HER ROLE, KARA LEADS A TEAM OF 13 RECRUITERS WITH OPERATIONS IN CHARLESTON, SC AND SAVANNAH, GA. WITH OVER 19 YEARS OF EXPERIENCE IN CHARLESTON'S STAFFING AND RECRUITING INDUSTRY, SHE BRINGS A DEEP UNDERSTANDING OF THE EVER-EVOLVING TALENT ACQUISITION LANDSCAPE. ORIGINALLY FROM MARYLAND, KARA HEADED SOUTH TO PURSUE A BACHELOR'S DEGREE FROM CLEMSON UNIVERSITY. AFTER GRADUATION, SHE MADE HER WAY TO MOUNT PLEASANT WHERE SHE NOW LIVES THE "SOCCER MOM" LIFE CHAUFFEURING HER 13-YEAR-OLD SON, HENNER, TO AND FROM PRACTICES.



**HARRIET O'MALLEY**

HARRIET O'MALLEY, ATTORNEY AT LAW, ADVISES CLIENTS ON A RANGE OF EMPLOYMENT ISSUES, INCLUDING DISCRIMINATION, RETALIATION, HARASSMENT, AND WRONGFUL TERMINATION. SHE DEFENDS EMPLOYERS RESPONDING TO CHARGES OF DISCRIMINATION AND IN EMPLOYMENT LITIGATION. HARRIET ALSO FOCUSES ON LEGAL RISK MANAGEMENT, HELPING EMPLOYERS - INCLUDING THOSE IN THE MANUFACTURING, RETAIL, SHIPPING, HEALTH CARE, HOSPITALITY, AND NONPROFIT INDUSTRIES - IMPLEMENT PROACTIVE POLICIES AND PROCEDURES. PRIOR TO HER LEGAL CAREER, HARRIET WAS AN EMMY AWARD-WINNING BROADCAST NEWS PRODUCER.



**KARA FINCH**

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