

2015 NACS HR Forum
Program Content

Topics:

1. Compensation:
 - NACS Compensation Survey Results
 - Strategies & Processes
 - Bonuses: store & corporate
 - Recognition & reward programs
 - How to effectively measure: results vs. expectations
 - How to safeguard against complacency & an entitlement culture
 - When & how to pull the plug
2. Best Ideas:
 - Participants present a Best Idea that they have implemented that has resulted in a process improvement, and/or cost savings.
3. Legal Update:
 - Key legislative updates
 - What's on the horizon
 - Agency activity updates: Wage & Hours, EEOC, ADA, etc.
4. ACA Update (high-level):
 - What can we expect with the shift in power to the GOP?
 - Update from participants: where are you in the process; key strategic decisions made; what's working/not working?
5. Leadership Development:
 - Developing existing leaders:
 - Responsibility
 - Career path process
 - Process for identifying future leaders:
 - High potential vs. high performance
 - Internal vs. external for key positions
 - Leadership-Strategy fit: alignment & gaps
 - When & how to pull to plug on failed leaders
6. How to get store managers to take ownership:
 - Employee job performance
 - Employee coaching & discipline
 - Customers & community
 - Scorecard: accountability & consequences
7. HR Organizational Fit:
 - Scope: retail, wholesale, transport, lubes, food, other entities
 - Reporting structure
 - Roles & responsibilities
 - Manpower
 - Large vs. small company structural differences
8. SHRM-HRCI Update