



RISE UP 2019 Annual Event – Speaker Topics and Bios

Mark Griffiths

Attracting and Retaining Talent in a Competitive Market

Today's hot job market for employees means there is a war for talent and talented people have choices. This highly interactive program will focus on what organizations can do to ensure they attract and retain high potential employees to maximize performance.

Come prepared to complete a personal worksheet during the session to record key take-aways, which include:

- Challenges of attracting and retaining top talent
- Effective ways to recruit talented employees
- Strategies we can use to make sure highly competent employees do not leave

Participants will leave the session with access to 10 top strategies that can be implemented the following day, at low/no cost to attract and retain the very best talent.

Mark is Client Partner at Newleaf Training & Development where he leads the East Coast Office in Orlando. He has over 17 years' experience in the staffing, training, eLearning and employee development space, working with non-profit, education and privately held organizations such as Randstad, Boston Scientific and Citrix to create and deliver high impact blended learning solutions used to attract, develop and retain talent. Find out more at www.newleaf-fl.com.

Scott Fossler

Learning for Carbon Based Lifeforms

The ability to learn, adapt to changing conditions, reskill in response to shifting priorities, and acquire new skills and behaviors is THE key advantage for professionals in the world today. In fact, learning how to learn could be considered the 'meta-skill' that provides an unfair advantage over others in the marketplace.

Carbon is the sixth element of the periodic table. It is the basis for all life and organic chemistry. Using Carbon as a metaphor, this presentation will highlight six 'levers' or categories that individuals should consider when answering the question, "How do I stay relevant in today's marketplace?"

In this session, participants will experience the following:

- The business case for the importance of learning, and why learning is more important in today's economic environment than ever before
- An integrated model for how to think about learning.

This approach and mindset can be described as Learning for Carbon Based Lifeforms.

Energy, passion and humor are words that best describe Scott Fossler. His expertise in leadership, change management and organizational development produces extraordinary results for clients. Scott's portfolio includes the application of learning frameworks and models to the design, development and

deployment of leadership content across all levels of talent, from on-boarding new hires to management and executive curriculum development.

His 25-year career began with Andersen Consulting in the Change Management Competency Group. He has held organizational and leadership development roles at Pizza Hut, Dell, Capital One, CSX Transportation, and currently GuideWell/Florida Blue. Scott has also working in Sales and Market Development for FranklinCovey.

Scott holds an MBA from Texas A&M University and a BA in Speech Communication. Certifications include Myers-Briggs Type Indicator, the Change Style Indicator, Crucial Conversations, Zodiak, Leading at the Speed of Trust, 7 Habits of Highly Effective People and other FranklinCovey titles. Scott is also a certified facilitator and feedback provider for the Korn Ferry competency model and 360 Leadership Assessment instrument. Scott lives in Jacksonville, Florida and is passionate about snowboarding, physical fitness, reading, cooking and music.

Tanya Harris

Strategic Talent Management: Talent in 3-D

Despite the growing popularity of talent management and over a decade of debate, research and hype, the concept of talent management remains unclear. A recent paper concluded that there is “a disturbing lack of clarity regarding the definition, scope and overall goals of talent management.” Join Tanya Harris, CEO of TISOMO Consulting Group, as she explores these concepts and challenges you as a Senior level HR leader to look at Talent in 3-D to enhance your firm’s capabilities while differentiating your organization in ways that add customer value.

President and CEO of TISOMO Consulting Group, a boutique Human Capital Consulting firm, Tanya has over 15 years’ experience in human capital management and has worked in a variety of industries such as financial, e-commerce, and insurance. Her entire professional career has involved leading and developing people, projects, and processes.

Tanya’s previous roles include V.P. of Workforce Planning and Performance Management at PNC Financial Service Group, Director of Workforce Planning and Business Intelligence at eBay, and V.P. of Operations at Citi Cards. Tanya is an accomplished strategic facilitator and executive coach. She received her Bachelor of Science degree in Psychology and a Master’s degree in Leadership from Liberty University. She holds the Senior Certified Professional (SHRM-SCP) and Project Management Professional (PMP) certifications.

Tanya is also the founder of a Coaching and Consulting practice, Coach U Pros, where she provides executive and leadership coaching to individuals and organizations. She is a certified facilitator of the Myers-Brigg Type Indicator (MBTI) assessment; as well as a certified Strengths Coach for Gallup Strength Finders. Tanya is on the Board of Directors for SHRM Jacksonville. Tanya is the super-mom of 6-year-old Echo Grace Alyssa and her mantra is “Everyone I meet is my superior in some point, and in that, I learn of him.”- Ralph Waldo Emerson.