

# EAF

Employers Association Forum



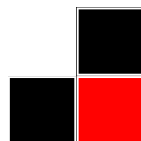
## Webinars on Demand Program Descriptions

### Training

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### **Achieving Results Through Strategic Alignment**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

What is Strategic Alignment? How does it really work? Why do organizations, public and private alike, need to be “strategically aligned” in order to achieve desired results while maximizing human capital? What are the most impactful benefits and bottom-line impact in developing deliberate and specific actions to create total strategic alignment?

Join us in this fast-paced informative webinar where we will explore the best practices and positive implications of developing a focused strategy and balanced alignment of organizational policies, programs, practices, and behaviors as a key driver of high-performance through a combination of *managerial effectiveness* and *leadership impact* for the 21st century! We will explore a proven strategic process, from vision alignment through culture performance measurements, including 18 specific leadership “best practice” behaviors, that build higher levels of employee commitment and connection, alignment of purpose, and active engagement for execution of the organization’s strategic direction while ensuring higher levels of contribution and satisfaction in achievement of key business goals and objectives.

### **Administration Policy Development**

**1.5 Hours / Judy Harrington, Harrington & Associates, Inc.**

- “How did we handle this last time?”
- “Don’t we need to be consistent?”
- “Mark used to handle this, but I’m not sure what he did.”

While you may not be faced with dilemma today, if you don’t have a current compensation administration policy in place you certainly will be. Are you confused about:

- How many separate compensation administration policies your organization needs?
- What topics should be included in a compensation administration policy?
- How specific your policies should be on various matters?
- Do we have to “box” ourselves in with a policy?

### **Another Look at Time Management**

**1.5 Hours / Peggy Isaacson, HR On-Call**

Too much to do, and not enough time to do it? Interruptions throwing you off track? Big project put on hold because your time is taken with crises? Been to time management seminars, but you're still rushed, stressed, maybe even burning out? Join us in this webinar (it won't take much of your time) to look at time management a little differently.

### **Building Leadership Competency**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

This unique webinar will provide an exploration of the following key components and will provide a baseline for implementing core leadership competencies in your organization at a time when leadership matters most:

- Creating A Personal Leadership Perspective
- Leadership As A Holistic Approach
- Understanding Leadership Character
- Core Leadership Areas of Competency & Management Practice

During the webinar, participants will briefly explore core leadership and management competency and skill behaviors across **8 Leadership Competency Performance Areas**. Individuals can assess themselves to establish key benchmarks for improving leadership and management performance. Each *leadership competency area* contains specific management skills and practices deemed appropriate for 21<sup>st</sup> century leadership excellence and effective management performance. This webinar provides an overview of each competency area. The potential for full follow-up assessment can provide participants with a personalized leadership competency profile, highlighting those core practices necessary to improve personal leadership capacity and performance.

### **Building Leadership Courage**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

Unfortunately, courage is sorely lacking in many areas of our world today! Leaders today must be courageous! Courage requires the right attitudes followed by the right actions! True courage as a leader provides a legacy of character which cannot be taken away. Courage and the actions that follow are the only way we can truly measure our effectiveness as leaders in today’s world.

Courageous leaders regardless of the discipline in which they may lead demonstrates diversity of self-perspective including self-awareness and self-development, flexibility in decision-making, resilience in the face of adversity, a constructive attitude of optimism and a positive mindset open to continuous learning that requires going outside the box of traditional management practices. The ability to bounce back from adversity and to navigate through today's challenges is not innate. It has a lot to do with how you think of yourself as a leader (not the title or position) and how you react to the challenges you may face in your organization, your community, or your personal life.

In this webinar we will explore both a set of personal impact behaviors and best practices of leadership courage that can be developed IF the leader is willing to step up to the challenges through self-assessment, self-renewal, and an authenticity of behavior in being intentionally courageous. Join us as we explore your capacity for true courage as a leader that can influence and guide those actions you take as a leader. We will explore **5 Personal Courage Impact Behaviors** that create the framework for being courageous including:

- Understanding Self
- Understanding Others
- Intra-Personal Maturity
- Interpersonal Relationships
- Cultural & Political Sensitivity

We will also examine through personal reflection **12 Foundational Best Practices of Leadership Courage** that will guide you in your role as a leader of people.

### **Building Organizational Trust**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

In today's business world of change and challenge, organizations – small and large – public and private – are striving for maximum performance and productivity with limited resources. The desire and need for higher levels of performance has never been greater. However most organizations fail to recognize the connection between higher levels of performance and the *impact of trust* in building productive relationships. Recent research clearly indicates a significant bottom-line impact on individual and organizational performance based on understanding, building and maintaining higher levels of trust at all levels in the organization.

This introductory webinar explores basic trust-building factors that impact individual, team, and organizational performance. During this webinar we will:

- Define Organizational Trust and the impact factors that contribute to higher levels of trust;
- Explore the benefits of increased levels of personal and organizational trust;
- Examine a useful tool to assess your organization's level of trust
- Explore the *Pillars of Organizational Trust*;
- Examine leadership behaviors necessary in *Building a Culture of Trust*

This unique webinar on Building Organizational Trust can benefit you and your organization in the following ways:

- Guide you in creating more productive and engaged individuals and teams;
- Help you build a more empowered and committed workforce;
- Increased levels of cooperation and collaboration;
- Improve interpersonal communication;
- Help create happier employees!

### **Coaching for Results**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

***Coaching has been defined as the ability to unlock a person's potential to maximize their own performance - guiding and helping them to learn rather than directing and telling them how to perform.*** As the 21<sup>st</sup> century world of work continues to change the focus on *value-added performance* has become more critical than ever in a very constrained business environment. Being an effective performance coach is a mandatory skill for managers at all levels in order to ensure maximum performance contribution from employees at all levels. Faced with increasing pressures and accelerating change, organizations depend more on their people to learn and change quickly in order to continuously improve and remain competitive. This challenge can only be met by balancing three factors:

- the organization's need for continuous improvement
- the individual's drive and motivation for exceptional performance
- the manager's capacity and capability to guide & coach exceptional performance

During this 1.5 hour webinar we will address:

- The Business case for Coaching in the 21<sup>st</sup> Century
- Coaching vs. Counseling – The Role of the Manager
- The Role of Communication & Feedback in Coaching
- Setting & Communication Performance Direction – The Framework for Effective Coaching
- The **GROW** Coaching Model – Maximizing Performance
- The Skills of Exceptional Performance Coaching – 20 Specific Management Practices
- Coaching Do's & Don'ts

### **Compensation Trends**

**1.5 Hours / Judy Harrington, Harrington & Associates, Inc.**

This informative webinar will cover the following topics:

- Current Trends in Total Reward Strategies
- Emerging Reward Strategies
- Salary Budget Levels for 2012 vs. 2013
- Rate Adjustment Levels
- Variable Pay Trends
- Performance Management Trends
- What's Next?

### **Conducting the Disciplinary Interview**

**1.5 Hours / Vicki Torres, Torres & Associates, Inc.**

#### **YOU CAN:**

- Make problem employees take personal responsibility for their actions
- Avoid confrontational, anger-provoking situations that can damage relationships and sometimes even lead to violence
- Salvage potentially good employees who have gotten off track

Over the years, hundreds of thousands of managers have unsuccessfully tried reprimands, warnings, demotions, probations, and unpaid suspensions. So why do disciplinary problems still persist in your organization? It's been proven that the traditional approaches to handling problem employees do not work for a simple reason. "It may be possible to punish people into compliance, but we cannot punish people into commitment. And commitment is what today's organizations require."

#### **BENEFITS YOU WILL RECEIVE:**

- Understand the philosophy and mechanics of the discipline without punishment
- Learn to recognize good performance and techniques for solving people problems before they require disciplinary action
- Get involved in preparing for and conducting coaching sessions, with emphasis on problem-solving and enhancing relationships
- Learn the approach of treating employees like partners rather than adversaries

## **COBRA for Employers**

**1.0 Hour / Medcom**

What is COBRA?

- COBRA Simplified
- Who must be offered COBRA?
- Duration of COBRA coverage
- What is a Qualifying Event?
- What plans are covered under COBRA?
- What employers groups must comply with COBRA?
- Consequences of failing to comply

## **Controlling Unemployment Compensation**

**1.5 Hours / Attorney, FordHarrison LLP**

How you handle unemployment compensation claims can make a significant difference in your tax rate. Control of such variable costs as unemployment compensation taxes may give you the competitive advantage you need. This web-training program will give you an understanding of the unemployment compensation process. Registrants will receive invaluable tips on how to contest claims and win.

### Outline

- Introduction to the Unemployment Compensation process
  - Disqualifying Events
  - Discharge for "misconduct connected with work"
- Voluntarily leaving without "good cause attributed to the employer"
- Appeal Hearings
  - Importance of documentation
  - Witness and preparation
- Ineligibility for Receipt of Benefits
- Use of an Employee Acknowledgement of Probation Form
- Employer Liability

## **Creating, Deepening and Shaping Your Ethical Culture**

**1.0 Hour / Jacob Blass, Ethical Advocate**

Key discussion points include:

- The cost and scope of unethical actions
- Why & how 90% of us are susceptible to unethical actions
- Why don't people say anything when they observe wrong doing with a company (and 75% observe it)
- The power of rationalization to justify the doing of wrong actions
- Why an ethical culture trumps ethical policies
- What kind of actions can leaders take to more deeply ingrain an ethical culture
- Questions to ask when making ethical decisions

## **Developing & Maintaining an Up-to-Date Employee Orientation Program**

**1.5 Hours / Vicki Torres, Torres & Associates, Inc.**

How would you describe the quality and effectiveness of your organization's orientation? You have only one opportunity to make a first impression, what impression does your organization make on a new employee? For many organizations, on the employee's first day, he/she fills out a "mountain" of forms, is given an encyclopedia of information and consequently, leaves the orientation overwhelmed and confused.

### The Successful Orientation

Successful new-employee orientations encompass an enthusiastic welcome, full of variety and timely information. Orientation needs to be a process...not just a one-day event. This Webinar is designed to provide you with highlights of how the successful orientation process works in high performing organizations.

We will discuss

- Types of orientations
- Designs for reinventing and/or revamping your orientation to make the most out of the time you allot for it
- Provide important components that will help you complete an effective orientation

## **EEOC Lawsuits—What You Need to Know**

**1.0 Hour / Jim Pschock, Bravo Wellness**

As you may be aware, the Equal Employment Opportunity Commission (EEOC) filed three lawsuits over the last several months against employer wellness programs. The focus in these lawsuits surrounds the fairness of the high dollar amount tied to participation in wellness programs, which has at times been viewed as non-voluntary by the EEOC and therefore discriminatory. Although still in litigation, the recent lawsuit with Honeywell isn't stopping participants from being screened and receiving their incentives.

- What does all this mean?
- Will wellness incentive programs be impacted?
- What steps should be taken to mitigate risks?

### **Effective Communication Dynamics**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

Effective interpersonal communication and the behaviors that drive positive human interaction is the lifeblood of any organization – large or small – public or private – any industry! Part of your success in the workplace is dependent upon your interpersonal communication skills. This engaging mini webinar session will help you focus on and balance both inter and intra personal behaviors necessary for positive and productive interactions with others in the workplace.

During this engaging webinar, we will examine the following key areas including opportunities for self assessment:

- Understanding the Interpersonal Process
- Intrapersonal Maturity – Knowing My Self Better
- Intent vs. Perception in the Interpersonal Process
- Understanding Human Interaction through Behaviors
- Improving Interpersonal Behaviors through TRUST
- Recognizing & Responding to Interpersonal Conflicts

### **Elements of a Sound Compensation Program**

**1.5 Hours / Judy Harrington, Harrington & Associates, Inc.**

What Will be Covered:

- Compensation challenges
- Influences on compensation
- Goals and Objectives of Compensation Plans
- Introduction to Compensation Basic Concepts
  - Job Analysis
  - Job Descriptions
  - Job Evaluation Methods
  - Survey Data Collection
  - Market Pricing Methods
  - Pay Range Development
  - Base Pay Administration

### **Employment Law Update**

**1.5 Hours / Attorney, FordHarrison LLP**

This webinar program covers what has occurred in the last year and what we can expect in the next year.

### **Fair Credit Reporting Act (FCRA) - Dos & Don'ts for Employers**

**1.0 Hour / Attorney, FordHarrison LLP**

This 1-hour program will cover the following aspects of the FCRA:

- What is the FCRA
- Consumer reports
- Investigative consumer reports
- Obligations imposed on employers
- Enforcement of the FCRA
- Liability for violations

### **FMLA Practical Application**

**1.5 Hours / Attorney, FordHarrison LLP**

Has your organization implemented policies and administrative procedures to comply with the Family & Medical Leave Act? Are managers and supervisors in your organization properly responding to requests for leaves under the Act?

This program will explore:

- Leave requirements for military service members.
- Leave requirements for employees who qualify for family or medical leaves.
- The Act's requirements on employee benefits continuation during family or medical leaves.
- The reinstatement rights of employees following a leave.
- The Act's provisions for recordkeeping, notice posting and enforcement.
- How to analyze a FMLA request.

### **Making the Most of the Employment Interview**

**1.5 Hours / Peggy Isaacson, HR On-Call**

Selecting the right employee is the basis for everything else a manager does with him/her. A new person who...

- is missing the right skills will need extra training, guiding, correcting
- isn't motivated will need extra guiding and correcting
- doesn't fit the job and the workgroup will be unhappy sooner or later.

This program will help you to:

- Prepare better for each interview
- Ask questions that get you more useful information
- Avoid questions that shouldn't be asked
- Assess candidates more objectively

## **Motivation, Recognition & Rewards**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

In these different and challenging times, the need to maximize employee potential at all levels is increasingly significant. Workplace morale drives performance at all levels! Keeping the work environment positive & productive requires specific and deliberate management focus in order to realize the benefits of a highly motivated work force.

Join us for this innovative and timely Webinar as we explore the following key areas of motivational impact:

- Understanding What Motivation Is All About
- Linking Motivation, Recognition, & Rewards
- Benefits of Creating & Maintaining An Environment Driven By Positive Engagement
- The Basic Principles of Motivation (14 Key Steps)

In this Webinar you will gain a better understanding of what motivates you and the members of your team as you begin the process of understanding and applying the 14 keys in creating a positive & Productive work environment.

## **OSHA Recordkeeping**

**1.5 Hours / Lewis Moseley, Risk Consultants, Inc.**

During the year, most employers are required to record workplace injuries and illnesses. Each January, most employers are required to compile a summary of their illnesses and injuries for the past year, and post this summary by February 1. Sounds simple, doesn't it? Well, it IS simple, in principle, but like most other things that involve the government, the "Devil is in the details!" Understanding OSHA's Injury & Illness Recordkeeping regulations can be confusing and time consuming.

### **Do YOU know...**

- Which industries must comply with the Recordkeeping requirements and which are exempt from most of the requirements?
- How to complete the OSHA 300 Log, OSHA 300A Summary & OSHA 301 Incident Report, and when the OSHA 300A Summary must be posted?
- Which injuries and illnesses must be recorded, and which you should not record?
- What is the difference between "first aid" and "medical treatment," according to OSHA? (And that some treatments by a doctor is "first aid", while some treatments by a lay person can still be "medical treatment.")
- What OSHA means by "work-relatedness" and "restricted work"?
- How to record temporary workers' injuries?
- How the Regulations affect employers with multiple locations?
- How to comply with the requirements to share workplace injury and illness data, while at the same time protecting an injured worker's right to privacy?

## **Performance Appraisals**

**1.5 Hours / Judy Harrington, Harrington & Associates, Inc.**

This program will provide specific, powerful practices that supervisors and managers can use to guide employees toward improved performance. Participants learn valuable performance coaching, counseling and appraising techniques that will improve employee performance and overall management skills.

Key topics covered include:

- Taking the "dread" out of performance appraisal
- The "four-step" technique to successful performance appraisal meetings
- How to recognize and avoid rater errors
- Managing performance problems

## **Recordkeeping**

**1.5 Hours / Attorney, FordHarrison LLP**

**Was I Supposed To Keep That???**...This webinar will cover basic information about recordkeeping requirements including:

- Information regarding recordkeeping procedures
- Policy statements regarding personnel files
- Handling & retention of employment applications
- Mandatory & optional contents of personnel records
- Mandatory separate files
- Record retention periods
- Employee access to personnel files
- Internal access control/management "need to know" restrictions
- Confidentiality & consistency requirements for personnel files

## **Secrets to Savvy Recruiting & Hiring**

**1.5 Hours / Peggy Isaacson, HR On-Call**

If your recruiting and hiring efforts aren't getting you the best people, it may be time to evaluate what you're doing. In this webinar we will explore the whole recruiting and hiring process, including:

- What do you need to hire and why?
- How do you put together a hiring process that works?
- Where (and how) do you find the best candidates?
- Are you up-to-date with recruiting via social media?
- What interview questions get you the most useful answers?

## **Social Media & Recruiting**

**1.0 Hour / Mark Carbone, Valintry**

Social Media has become disruptively pervasive in our lives and a game changer in the HR industry. How can HR professionals effectively leverage social media to not only enhance and promote their brand, but also recruit and keep top tier talent? Where throughout the recruiting process can social media really have an impact? Which companies' HR departments have shined in social media? Learn all this and more in EAF's upcoming webinar on how to leverage social media to impact recruiting.

### **Discussion Includes:**

- Social Media & Recruiting - The State of Affairs
- What's your social readiness score?
- Map Your Customer/Candidate Buying Journey
- The Social Recruiting Process
- Social Recruiting Tools
- Case Studies

## **Supervising the Unsatisfactory Employee**

**1.5 Hours / Vicki Torres, Torres & Associates, Inc.**

As a manager, your job entails more than your own work. If any of the people you supervise are not doing his or her job well, you share in the responsibility of that below-par performance. Until you recognize this fact, you cannot begin to resolve employee performance problems.

This Hour and a Half WEBINAR will introduce you to the principles of Supervising the Unsatisfactory Employee by discussing an intervention model that provides timely, effective suggestions about interpersonal communications, plans of improvement, and problem resolutions. The intervention model also shows how to deal effectively with discipline and termination situations.

### **Objectives:**

- Learn how to develop your relational skills needed to analyze and cope with a worker displaying difficult behavior.
- Learn and understand the intervention model that will assist you in dealing successfully with the unsatisfactory employee behavior.
- Determine how to apply the key principles to the intervention model to provide structural guidance when you find it necessary in managing employee performance issues.
- Comprehend the concept, planning, and phases of a productive intervention conference with an unsatisfactory employee.
- Review documentation needed to track performance and required changes.

## **Supervisors Guide to Positive Discipline**

**1.5 Hours / Vicki Torres, Torres & Associates, Inc.**

You've tried reprimands, warnings, demotions, probations, and unpaid suspensions. So why do discipline problems still persist in your organization? The traditional approaches to handling problem employees do not work for a simple reason. "It may be possible to punish people into compliance, but we cannot punish people into commitment." Commitment is what today's organizations require.

This training program will provide you with a proven management technique for handling the everyday performance problems. This recommended system replaces existing punitive disciplinary policies with an affirmative program that:

- Makes problem employees take personal responsibility for their actions
- Avoids confrontational, anger-provoking situations that can damage relationships and sometimes even lead to violence
- Salvages potentially good employees who have gotten off the track

## **The Challenge of Supervising Off-Site Employees & HR's Role in Making it Work**

**1.5 Hours / Peggy Isaacson, HR On-Call**

Managing a remote workforce takes more than smartphones, WiFi, web cams, and expense allowances. It requires the right employees in the right jobs with the right skills and the right resources. And it also requires managers with the know-how to communicate effectively, maintain a sense of community, cultivate teamwork and develop relationships built on trust. What is HR's role in facilitating success?

This webinar will give HR some tools and strategies to guide their companies with the following:

- Learn how offsite working relationships can benefit employees, managers, and organizations.
- Understand the challenges of managing offsite employees.
- Identify the tools and resources necessary for offsite employees to be effective.
- Discover the role trust and communication play in the success of offsite employees.
- Develop strategies to overcome common issues associated with managing a remote staff.
- Learn the best practices for the successful management of offsite employees.

## **The Strange & Mysterious Pursuit of the Right Employee**

**1.5 Hours / Peggy Isaacson, HR On-Call**

Putting the right person in the right job for the right reasons doesn't have to be a mystery. It does take planning, strategy, skills, and time. In this webinar, we'll talk about sourcing, screening, interviewing, and onboarding tips to help make your hiring more successful.

## **Workforce Capacity Planning**

**1.5 Hours / Charlie Walsh, HOPS International LLC**

*"ENSURING THE RIGHT PEOPLE ARE IN THE RIGHT JOBS AT THE RIGHT TIMES WITH THE RIGHT SKILLS!"*

The process of Workforce Capacity Planning is simple. Through this Webinar, you will explore the basic concepts and tools of strategic workforce alignment by exploring a simple roadmap for building and aligning key activities necessary to ensure a deliberate strategic link between existing and future human resource needs and key HR initiatives, programs, processes, and practices. This Webinar will explore the basic tools required to better identify and plan future workforce requirements and understand how to create a deliberate organization-wide alignment of key human resource and business systems that can enable a more efficient and effective use of existing workforce capabilities while increasing future workforce capacity in order to meet strategic business goals.

During this Webinar, we will explore the 5 key process steps of effective Workforce Capacity Planning:

1. Defining, Analyzing, & Linking Organizational Strategic Direction
2. Conducting a Workforce Analysis & Environmental Scan
3. Conducting a Current vs. Future Workforce Gap Analysis
4. Developing & Implementing a Strategic Workforce Capacity Plan
5. Measuring, Monitoring and Reporting on Workforce Capacity Plan Success



## EAF Training Associates

**Bravo Wellness** - specializes in developing flexible, outcomes-based corporate wellness programs that give employees financial rewards for achieving healthy outcomes. Employees who achieve and maintain healthy lifestyles can save money and control their healthcare costs. In return, employers see real behavior change and immediate savings through cost-shifting and lower claims costs from a healthier workforce.

**Ethical Advocacy** - Ethical Advocate is a leading ethics and compliance company providing state-of-the-art anonymous hotline services and Ethics trainings, seminars and consultation to organizational leadership.

**FordHarrison LLP** - is a U.S. labor & employment law firm with more than 200 attorneys in 25 offices, including five affiliate firms. The firm is committed to providing clients with the "right response at the right time" in managing their workforce. FordHarrison attorneys represent employers in labor employment, immigration and employee benefits matters, including litigation. Through its membership in the global employment law firm alliance, Ius Laboris, FordHarrison provides clients that have multinational operations with a broad range of services related to labor and employment law in 43 countries throughout the world. For more information on FordHarrison, visit [fordharrison.com](http://fordharrison.com). To learn more about Ius Laboris, visit [iuslaboris.com](http://iuslaboris.com).

**Harrington & Associates, Inc.** - is a rewards systems consulting firm providing compensation, performance management, and work/life solutions for Florida employers since 1986. The firm is dedicated to designing the rewards tools and systems that align with each client's vision, support the business strategy, and foster the achievement of desired results, with methods that are uniquely suited to attract, motivate and retain qualified, competent talent at all levels of the organization. EAF believes so strongly in the consulting, design, and training services provided by Harrington and Associates, Inc., that we have endorsed their services to our members for over twenty years.

**HOPS International LLC** - provides innovative strategic Organizational and Leadership Development consulting services and solutions. Founder & Sr. Managing Director, Charles T. Walsh, is an accomplished Organizational Development Practitioner and Leadership Performance Coach with certifications in Benchmarks from the Center for Creative Leadership, and a certified CAPT/MBTI Facilitator and Counselor. HOPS has distilled its state-of-the-art consultative approach to organizational and leadership development and performance improvement solutions from more than 30 years of successful achievements assisting Fortune 500 companies, public sector organizations and both domestic and foreign governments at the highest levels. HOPS will analyze your organization and processes through consultation, diagnostic evaluations, working sessions, design of specific improvement initiatives, leadership development, and systems and process reengineering. He has worked in over 26 countries and has used the High-Performance Team Development model in Sweden, Denmark, Morocco, Zimbabwe, Sudan, and Egypt in both private and public sector organizations and throughout the US Embassy network of the State Department. His Senior Leadership Development Initiatives have received exceptional praise from executive management at the U.S. State Department, including former Secretary of State, General Colin Powell and Condolissa Rice. Based on his continuing international work in leadership capacity building primarily in the countries of Zimbabwe, Sudan and Bangladesh, Charlie was part of President Obama's transition team and participated in concurrent sessions to provide his expertise, experiences and next-step strategies. Most recently, he's been asked to served on the International Development Board on Building Democracy and has also been selected to participate in the Forecasting World Events Project sponsored by the Intelligence Advanced Research Projects Activity (IARPA) under the U.S. Government.

**HR On-Call** - More than 30 years of experience in business and education, with emphasis on human resources, communications, staff and management development. Their focus is on answering questions and solving problems related to hiring, supervision and coaching, job descriptions, performance appraisals, employee handbooks, and compliance with employment laws. They also offer training on over 30 topics including communications skills, leadership and supervisory skills, customer service, problem-solving and decision-making, team building, and conflict resolution. Peggy Isaacson is a trainer with the Florida Institute of Government and has been an adjunct instructor for Valencia and Seminole Colleges and Embry Riddle Aeronautical University.

**Medcom** - a Jacksonville, FL based firm that specializes in the administration of Fringe Benefit Plans, COBRA Administration and Retiree Billing, Health and Welfare Regulatory Compliance and Actuarial Services.

**Risk Consultants, Inc.** - is a privately-owned corporation of specialized consulting certified safety engineers, professional engineers, and certified industrial hygienists. The firm is comprised of a staff of 105 full-time professionals trained in nationally recognized courses which certify them to perform the various aspects of management planning, worksite observation, bulk and air sample analysis, air monitoring, as well as the implementation of the same. The comprehensive accreditation of these services assures accurate identification of problems and remedies. Through on-site work observations, meticulous attention is given to all OSHA, DOT regulatory requirements, and Life Safety Code Standards.

**Torres Associates, Inc.** - is a Human Resource Consultant firm to companies for problem-solving, employee relations, management communication, supervisory development, HR review and audit, and mediation with over 25 years' experience in various industries including manufacturing, academia, software development, utilities and government contractors.

**Valintry** - has decades of experience in consulting, marketing, technology, and staffing.



# EAF

Employers Association Forum

**Your People Experts...**  
**Advice & Research**  
**People Development**  
**Connections**

## Value of Membership

### Hotlines Consultation

Value - \$3,500

- HR, Legal, Safety & Cyber Security
- No Fees or Caps
- Answers from Certified Professionals or Attorneys
- Same Day or 24-48 Hour Response Time

### HR Library

Value - \$2,000

- News & Trends
- State & Federal Laws
- Job Description & Performance Review Software
- FMLA, ADA, & White Collar Advisor

### Publications

Value - \$3,500

- Surveys (Benefits & Wage)
- Recordkeeping Guide
- HR Self-Audit
- Forms & Policies

### Training

Value - \$6,000

- 10 Online HR & Safety Courses
- Safety Streaming Videos
- Briefings & Webinars
- 19 Training Kits

**TOTAL VALUE - \$15,000**

Corporate Annual Dues Range from  
\$395 - \$3,100/yr.

The examples shown are based on calculation of the **FREE** EAF member services. If you also take advantage of our member discounted seminars, in-house training, on-site consulting or insurance programs, you are realizing tremendous additional returns.

If you need any assistance in calculating your actual ROI, please contact EAF at 407.260.6556.

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