

# Human Resource Managers Roundtable Agenda

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Wednesday, May 24, 2023

7:45 a.m.

418 W. Garden St.

4<sup>TH</sup> Floor

Pensacola, FL 32502

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- I. Welcome & Introduction Jan Miller
- II. Breakfast Host: John Walsh, Market Manager, Manpower of Pensacola/Mobile/Fort Walton Beach
- III. Announcements:
- IV. Presentation: Russell F. Van Sickle, Attorney at Law, Beggs and Lane, "Generation Z and Millennials in the Workplace"

Mr. Van Sickle is a Florida Board Certified Labor and Employment Lawyer. He has been practicing law for 30 years and has focused his civil trial practice on representing businesses in complex litigation, including class action and collective action cases and representing and counseling management in all areas of labor and employment law, including discrimination and harassment, ERISA, OSHA, FMLA, wage and hour disputes, employment contracts, covenants not to compete, employment manuals, unemployment compensations, drug and alcohol testing, and labor union issues. He represents employers and management in a wide variety of labor and employment litigation matters, including arbitration, hearings, and trials in state and federal trial courts and appellate courts, and before government agencies, including EEOC, NLRB, DOL, OSHA, OFCCP, and various state agencies including the Florida Commission on Human Relations.

Next Meeting: June 28, 2023

Breakfast Host: Tim Murray, Elite Senior District Manager & Will Butcher, District Manager/Broker Relations/ADP Totalsource

Presentation: Daniel Pennington, Speaking/Leadership Coach; "He Can Write, But He Can't Speak In Front of A Group"

Americans' number one fear is Public Speaking; Employers say they most need new hires to have public speaking and communication skills; The average high school student is not required to take any public speaking skills to graduate; We are graduating people without the number one skill employers say they need. The answer is to hire people who have the hard skills that are required and then develop training for communication and speaking skills.