



JSAHR
Jersey Shore
Association for
Human Resources

The Jersey Shore Association for Human Resources is a SHRM affiliated chapter



AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Leading Expert Employees

Market researchers, software developers, product designers, accountants, mathematicians, process engineers, physical therapists, psychologists, behavioral counselors, quality control statisticians, registered nurses, lab technicians... Do you have these types of employees in your organization? While they serve in different functions and capacities, they are all experts in their own respective fields. They are your “technical professionals;” they are your expert employees.

What motivates expert employees? What keeps them engaged in the job? With an increasing demand in the market place for creativity and innovation, how do human resource professionals help organizations recruit, develop, and retain expert employees that are hard to replace? How do we train leaders to effectively inspire and unleash the talent of our “technical professionals?”

In this session, Scott Mason will share research on the learning preferences of “technical professionals,” the challenges of leading expert employees, and the insights on how to engage this highly skilled population.

Objectives: Upon completion, participants will be able to:

1. Identify “expert employees” and understand why organizations depend on them so heavily,
2. Describe the challenges and pitfalls that leaders (especially new leaders) face when managing expert employees,
3. Appreciate the learning preferences of expert professionals and incorporate this knowledge in designing leadership development programs.

About the Speaker: Scott Mason has worked as an account manager, executive coach, facilitator, consultant, and leader in personal and professional development, employee engagement and talent management. Mason has been a featured speaker at conferences of ASTD, NJ Organizational Development Network (NJODN), SHRM, and the Society of Pharmaceutical and Biotech Trainers (SPBT).

Date: Thursday, January 9, 2014
7:45AM Registration, Networking & Breakfast
8:30 AM Business Portion of Meeting
9:00AM – 10:00AM Program,
Jumping Brook Country Club
210 Jumping Brook Rd, Neptune NJ
(www.jumpingbrookcc.com)

RSVP by 4:00 PM on
Friday, January 3rd
online at <http://jsahr.shrm.org/events>
by contacting Kathi Evans, via e-mail at
jsahr.shrm@gmail.com
or JSAHR’s voice mail (732) 270-5204

Registration Fee including breakfast
We Now Accept CC via PayPal
\$30 for JSAHR members,
\$40 for non-members,
\$25 for In-Transition & JSAHR Guests
\$10 for Students with valid ID
\$10 additional fee for walk-ins
No shows will be billed

Special Notice
This program is pending approval for 1 recertification credit hour toward PHR and SPHR recertification through the Human Resource Certification Institute (HRCI). For more information about certification or recertification, please visit the HRCI homepage at www.hrci.org

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