

October 6th “Do Performance Reviews have a Future?”

8:00am-12:00pm, with networking breakfast 7:15am at The University of Akron Quaker Station, 135 South Broadway, \$50 per person
Registration Deadline is Friday, September 30th

**Register
today!**

Click the link (or copy & paste in to your browser)

<https://www.regonline.com/builder/site/?eventid=1876482>

Hear presentations by...

New Approaches from Top Leading Companies



**The Goodyear
Tire & Rubber
Company**

Adam Ross is the Director, Global Talent Process and Strategy at The Goodyear Tire & Rubber Company. He leads the global team responsible for Performance Management, Succession Planning, and Differentiated Talent Strategies. Adam is responsible for the integration of Talent Management, Talent Acquisition, Learning & Development, and Workforce Planning processes and procedures. Additionally, Adam leads Goodyear's Global Change Management Center of Excellence.



GE

Madhavi Rubbo, HR User Experience and Productivity Leader at GE Global Operations is part of a team whose focus is on driving global, digital, and simple HR systems and processes while optimizing user experience. She brings diverse experience in Operations, HR client support, and HR Operations to this role.



Hyland Software

Mary Vales, Manager of Learning and OD at Hyland, creator of OnBase has applied her HR expertise and leadership in non-profit, insurance, financial services, and technology industries. She is currently the manager of learning and organizational development for Hyland Software, Inc. Mary has a Bachelor's Degree from Cleveland State University and an MBA from Baldwin Wallace University. She is passionate about understanding the business to drive results; to prove it, she spent several years working outside of HR. She is often described as "not a typical HR person". She is straight forward, practical, and inquisitive.



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“Legal Issues of Performance Reviews”



Ashley M. Manfull is a senior attorney in the Vorys Akron office and a member of the labor and employment group. Her practice focuses on representing employers in employment-related litigation and defending them against charges before administrative agencies. Ashley also counsels employers on effective employment practices and compliance with federal and state labor laws, including civil rights laws, the Family and Medical Leave Act (FMLA), the Americans with Disabilities Act (ADA), and wage and hour law.



Rob Gilmore, at Kohrman, Jackson & Krantz, as chair of both the Litigation Practice Group and Labor and Employment Law Practice Group, Rob brings leadership and strategic direction to the attorneys working in these areas of practice. In his own practice, Rob counsels employers both large and small in the full range of labor and employment matters, including workplace terminations, reductions in force, employee handbooks and policies, non-compete agreements, trade secrets, shareholder disputes, unfair labor practice allegations, union negotiations and general business litigation.



**“Performance
Management: Hard
Facts, Dangerous
Half-Truths, and
Total Nonsense”**

Alan Colquitt, is the Director of Global Assessment and Workforce Research at Eli Lilly and Company in Indianapolis, IN. Alan's group is responsible for Lilly's assessment strategy encompassing all phases of the employment lifecycle from recruiting, selection, evaluation, development, talent identification, succession planning, promotion, and separation. Alan is the architect of Lilly's employee survey strategy including Lilly's employment lifecycle surveys (recruiting, onboarding, and exit), internal customer satisfaction surveys, 360 feedback surveys, team effectiveness surveys and alliance/collaboration surveys.



**“Forget the don'ts for a
minute, let's focus on what
we DO know about
Performance Management”**

Paul E. Levy, Ph.D., is a Professor & Chair of the Department of Psychology at The University of Akron. Dr. Levy received his Ph.D. in I/O psychology from Virginia Tech in 1989 and has been a faculty member at The University of Akron since that time where he chaired the nationally-ranked Industrial/Organizational Psychology Program for 10 years and is in his 12th year as chair of the Department of Psychology. He is a fellow of the Society for Industrial and Organizational Psychology, the Association for Psychological Science, and the American Psychological Association. His consulting and research interests include performance appraisal, feedback, motivation, coaching, and organizational surveys/attitudes.



**“Client Scan
by PRADCO”**

Joseph T. Lubin is currently a Management Consultant at PRADCO. He has over 20 years of experience in the public sector, mainly in human resources for cities in Northeast Ohio. Throughout his career, he has attained a breadth of experience in all aspects of human resources, including collective bargaining, talent acquisition, selection systems, training programs, benefits, compliance, and policy development. His education and experience contribute to his emphasis on providing solutions that are rooted in strong research evidence.