



SHRP

Society of HR Professionals

2026–2027 Program

Stay Connected. Stay Informed. Stay Ahead.

Join the Society of Human Resource Professionals (SHRP)—a premier networking and learning group designed exclusively for MRA member companies.

SHRP brings HR professionals together to explore timely topics, exchange insights, and build valuable connections within the Milwaukee Metro area. Each session features expert speakers, engaging discussions, and practical takeaways you can apply immediately in your role.

Annual Membership: \$425

Dues cover the membership fee and all meeting costs.

New members may enroll at any point during the season at a prorated fee.

SHRP members will receive an email invitation two weeks before each session to confirm attendance and entrée selection. Members are welcome to bring a guest for an additional \$60 per meeting.

Substitutes are encouraged.

Questions? I'm Here to Help!



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Roundtable Administrative Coordinator

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Meeting Agenda

Check-in: 11:15 a.m.

Presentation & Discussion: 11:30 a.m.

Lunch & Networking: 12:30 p.m.

Adjourn: 1:00 p.m.

Meeting Location

MRA Conference Center
N19W24350 Riverwood Drive
Waukesha, WI 53188
262.523.9090

**Ready to grow your HR
network and knowledge?**

**Enroll now for the
2026–2027 Season!**



Scan or click on the
QR code, or visit:
mymra.org/shrp1

Driving Employment Engagement through the Best Employee Experience

September 10, 2026

Speaker: Jeff Koopmeiners, VP, Human Resources Operations | Springs Window Fashions LLC

The employee experience has transitioned from *what* an organization offers to *how* employees experience those offerings. Our workforce has shifted, have you? During this time, we will discuss how to align your leaders and elevate HR as a strategic partner to deliver an exceptional employee experience. We'll focus on defining the message communicated to employees, the expectations and core competencies HR must demonstrate, and the strategies to deliver the best-in-class employee experience.

Ambient Stress and Workplace Mental Health: What HR Leaders Need to Know

October 8, 2026

Speaker: Carol Wilson, President & CEO | Empathia

Today's employees are carrying more than workplace stress—they're navigating the cumulative effects of world events, financial uncertainty, and personal demands. This interactive session explores how ambient stress is shaping mental health, workplace culture, and employee wellbeing. We'll discover practical strategies for HR leaders to create workplaces where support is accessible, acceptable, and relevant, and leave with actionable ideas to strengthen psychological safety, equip managers, and build a more resilient workforce.

What Happens If We Go Straight? Leading with Curiosity in Times of Uncertainty

November 12, 2026

Speaker: Beth Bahr, Chief Human Resources Officer | Reinhart Boerner Van Deuren S.C.

In today's professional landscape, leaders are often rewarded for following proven paths and familiar solutions. But when the world changes fast, those instincts can hold teams back. This session challenges HR leaders to break from autopilot thinking and explore what's possible when curiosity replaces control. Through real stories and a human lens, Beth will examine how an intentional, values-driven path (even when uncertain) builds stronger leadership and deeper engagement. She'll also explore how casting a shared vision and empowering others to grow can transform not just their own leadership, but the culture of the whole team.

Employment Law Trends and Insights

December 10, 2026

Speaker: Jesse Dill, Shareholder | Ogletree Deakins

Join us for a timely discussion on the workplace developments that have shaped the past year and what HR professionals should be watching next with Attorney Jesse Dill. Topics he'll address include evolving expectations around hybrid work and accommodation requests, trends in union organizing activity, the challenges employers face in responding to employee social media activity, and developments in artificial intelligence-related litigation, including how emerging claims may affect HR policies, hiring practices, and workforce management. We'll cover some of the latest trends in the workplace, how the law applies, and best practices to meet the potential legal landmines.

Let's Talk About It: Navigating Difficult Conversations

January 14, 2027

Speaker: Cheryl Lucas-DeBerry, Learning and Development Instructor | MRA

Difficult conversations are inevitable in the HR profession and can either build trust or tear it down. These conversations often center on topics that make those involved feel vulnerable and uncomfortable, and HR professionals play a key role in guiding these discussions effectively. In this session, Cheryl will focus on assessing whether a difficult conversation is worth having and determining the right time to have it. She will also examine how misunderstandings arise between what people say and what they mean, and cover the steps for navigating difficult conversations with confidence, clarity, and respect to achieve productive outcomes.

AI Business Security and Strategy for 2027 and Beyond

February 11, 2027

Speaker: Paul Riedl, Jr., CEO & Owner | River Run

Join Paul for a forward-looking discussion on the impact of AI on the workplace. Designed for HR leaders, he'll decode the strategic business advantages of AI adoption. Paul will share actionable insights on how AI can enhance workforce productivity, strengthen employee experiences, support organizational growth, and address evolving cybersecurity considerations as we move into 2027 and beyond.

Why Now is Important to Control Healthcare Costs, Trends Driving Healthcare Costs

March 11, 2027

Speaker: Martin Pepe, Client Executive | M3

The combination of rising healthcare costs, increasing utilization of high-cost treatments, a tightening insurance market, growing behavioral health demand, and generational workforce shifts makes healthcare cost management a critical priority for employers today. Martin will share ways organizations can take a proactive approach through strategic plan design, targeted cost-containment initiatives, effective employee engagement, and data-driven decision-making to create a more sustainable program while maintaining affordable benefits and supporting employee health.

Widening the Net: Transferable Skills, AI, and the Future of Recruiting

April 8, 2027

Speakers: Kate Walker, Vice President, Learning & Development | MRA
Stephanie Folk, Senior Recruiting Business Partner | MRA

Finding the right talent has become one of the most pressing struggles facing employers today. This session challenges leaders to rethink what it means to be "qualified" and discover how transferable skills can unlock new talent pools beyond traditional industry boundaries. Participants will gain insights into skills-based hiring, practical recruiting strategies, and the evolving role of AI in talent acquisition. You will leave with actionable ideas to expand your candidate pipeline, improve hiring outcomes, and recruit more effectively in today's competitive labor market.