About the Presenters and Sessions

**Carol Harnett**, MS, is a clinical physiologist as well as an Assistant Vice President and the National disability and Life Practice Leader for The Hartford Group Benefits Division. She is responsible for disability research, analytic and consultative services and information dissemination regarding employers’ health, absence and workplace productivity trends. Carol leads the Center for Ability, an information resource center for consultants, employers and Hartford staff. She speaks extensively on a variety of topics including disability trends, employment opportunities for individuals with disabilities and health and productivity management. Carol holds a BS degree in Biological Chemistry from St. Peter’s College and received a MS in Physiology and Biophysics from Rutgers University.

**Productivity, Profitability and Conscious Capitalism: Focusing Your Efforts on the People**

*Employee health care costs are eating up an increasing percentage of corporate net profits. That's caught the attention of corporate leadership and gotten them more invested in employee health. When the Chairman and CEO of Scott's Miracle Gro discovered that 20% of his net profit was going to health care costs the former two packs a day smoker started a tough love program for employees with lifestyle opportunities. In contrast, Patagonia's Yvon Chouinard created a flexible work policy reflective of his company's products called "let my people go surfing" so employees could take advantage of six foot waves, stay happier and healthier, and be more productive. This presentation will focus on employers' end-to-end attempt to take care of both their employees and a healthy bottom line.*
Jessica Roe is an attorney and partner in the Minneapolis firm of Bernick and Lifson, PA. Specializing in employment law, Ms. Roe provides strategic advice to clients on all aspects of the employment relationship as well as on the establishment of employment policies, procedures, and agreements. She assists clients in understanding their rights and obligations as employers with respect to issues such as severance and non-competition agreements.

Reasonable Accommodation of Disabilities: A Checklist for Compliance
One of the thorniest problems HR professionals encounter is whether and how to accommodate employees who have conditions that might qualify as disabilities under the ADA. We will explore the intricacies of the ADA and its definitions. We will then review the specifics of the requirement to reasonably accommodate an individual with a disability to ensure compliance with this federal law.

Michael D’Amato, MD specializes in the treatment of shoulder and knee injuries, with an emphasis on sports medicine injuries and arthroscopic procedures, as well as complex shoulder and knee reconstruction and joint replacement. He also is specially trained to care for cartilage and meniscal injuries to the knee. Dr. D’Amato received his undergraduate degree in biology from Harvard University and attended medical school at SUNY-Health Science Center at Brooklyn in New York City, where he graduated Magna Cum Laude. He completed his orthopedic surgery residency at Lenox Hill Hospital in New York City, where he trained with the team physicians for the New York Jets, New York Islanders, and New York Rangers professional sports teams. Dr. D’Amato then went on to complete an additional year of fellowship training in sports medicine at Rush-Presbyterian-St. Luke’s Medical Center in Chicago. Dr. D’Amato has been in practice for the last six years, having spent four years in Ohio before relocating to the Twin Cities to be closer to family.

Patrick Tarnowski, MBA, PT, SCS received his degree in physical therapy from Boston University in 1988 and his master’s in business administration from the University of St Thomas in 2001. He is a board certified Clinical Specialist in Sports Physical Therapy and has presented more than 100 lectures across the country on lower extremity biomechanics, therapeutic modalities and foot/ankle dysfunction. Formerly the director of marketing and clinical research for Empi Inc, he has been the principal investigator in multiple clinical studies. He has also been Vice President of Rehabilitation for Twin Cities Occupational Health and Rehabilitation, prior to taking on his most recent position as Vice President of Outpatient Rehabilitation for Allina Medical Centers.
Shoulder Disabilities: Surgery and Rehab
Shoulder injuries can happen suddenly, or develop over time from everyday movement and activity. When injury occurs, the shoulder's ability to function is disrupted, impacting the intricate workings of bones, muscles, ligaments and other structures. Treatments for shoulder problems range from physical therapy to medications to surgery. Surgical treatment and aggressive physical therapy work hand in hand in aiding an individual reach their highest level of functioning.
Dr. D'Amato will discuss medical and surgical interventions and Pat Tarnowski will present the best practices of therapy to obtain a positive outcome.

Lisa Lynn is a consultant for Lynn & Associates with experience in the fields of psychology and organizational consulting. Lisa developed her organizational consulting skills by working with people for over twenty years on a wide range of issues. Lisa earned a Bachelor of Arts Degree in Elementary Education from St. Catherine’s College in St. Paul, MN, and a Master of Arts Degree in Counseling Psychology from St. Mary’s University in Minneapolis, MN. She is a Licensed Psychologist in the State of Minnesota.

Enhancing Negotiating Skills
Negotiation is a basic human activity. It is an essential skill for achieving your objectives in a variety of situations, without compromising the views and opinions of the other person(s). Many people fear negotiating whilst others revel in “the fight”. However you feel, learning effective negotiation skills will help you develop lasting and respectful relationships, achieve your own objectives and get what you want. This short workshop will introduce participants to the main principles of effective negotiation and help develop the skills needed to achieve a successful outcome in any situation.

Joan Loshek, principal of Loshek Consulting, Inc., has been consulting with organizations for more than 10 years in the areas of communication, problem solving, meeting facilitation, and leadership development. She is an experienced business communicator who is committed to helping organizations and people change behaviors to produce business results.

E-mail Essentials
E-mail has become a very common and crucial way of communicating information quickly. However, many of us can easily fall into a few common pitfalls. This session will address many of these including: 7 questions for deciding the best way to communicate your message, 12 e-mail best practices to keep you out of the e-mail dog house, a four-step process for writing clear, concise, and complete e-mails, and techniques for writing attention-grabbing subject lines.
Ann Reinhardt is the Assistant Director, FMLA for Hartford Life Insurance. She joined the Hartford in 2003 as an STD Team Leader and then became the STD Best Practices Manager. Prior to joining the Hartford she worked for twenty years in a variety of functions at Minnesota Life and Thrivent, including life, health and long term care claims consulting, medical underwriting, case underwriting, individual disability claims and group claims. Ann achieved her CTM (Competent Toast Master) in the early 90's. She also has the ALHC designation, Associate Life and Health Claims (since 1988).

Family and Medical Leave Act.
The presentation will be a comprehensive review of federal and state family and medical leave regulations.

Michael Melnik is an occupational therapist with a master’s degree in exercise physiology. He is owner and president of Prevention Plus, Inc., where for the last 20 years he has presented his high energy, humorous and practical approach to over a quarter of a million participants. He is the author and talent in several award winning videos that are in distribution in the US, Canada and Australia and he speaks nationally and internationally on the topic of injury prevention and management. Some of his clients include Wal-Mart, The Home Depot, Northwest Airlines, Alcoa, Chevron, Albertsons and many others.

The Energized Approach to Achieving Success with Your Injury Prevention and Disability Management Programs
In this high energy and humorous look into the human psyche you will discover why even the best laid plans often fall short of expectations. You will learn how to create a safe and healthy workplace, reduce workplace injuries and expedite the return to work process. Michael Melnik, a national speaker on this topic will introduce you to “The Energized Approach” which focuses on the 10 essential energy sources that drive program success, maximize return-on-investment and create a work environment where employees are motivated, receptive and involved.
Dean Knudson, M.D. is the Medical Director of Behavioral Medical Interventions. In his physician consultant role at BMI, he has assessed and conducted peer to peer consultations on numerous employees with behavioral health conditions. He has over 20 years of clinical experience treating a range of Psychiatric disorders on both an inpatient and outpatient basis. He is presently is a practicing psychiatrist and Director of the Allina Behavioral Health Clinic at Abbot Northwestern Hospital in Minneapolis. Along with his clinical work, Dr. Knudson is also an Associate Professor at the University of Minnesota School of Medicine where he supervises medical students. He was chosen as the 2003 Minnesota Provider of the Year by the National Alliance for the Mentally Ill (NAMI). Dr. Knudson has been a BMI Physician Advisor to the General Electric Disability Benefits Center since 2003.

The Psychiatric Tipping Point: Applying a Biopsychosocial Model to Disability Management
Why is it that some employees with major depression take frequent and prolonged leaves of absence, while other appear more resilient and rarely miss work? This presentation will provide a Biopsychosocial framework for analyzing various components of the decision making around a disability leave. An actively practicing psychiatrist will draw on his clinical experience in treating patients to share insights on the dynamics in managing patients with serious behavioral health conditions. He will highlight those issues that are and are not modifiable when a work absence may be a possibility. Dr. Knudson will focus on what resources a disability manager can bring to bear on at risk BH cases to prevent or contain a psychiatric leave of absence.