Join us for **Mixer[ology]**, an evening of drinks, networking and appetizers with the Greater Cincinnati Compensation and Benefits Association (GCCBA); our fourth annual bonus program complete with rotating small breakout sessions hosted by local experts.

If you are feeling festive, toast the holidays with this event's signature drink - a Very Merry Bourbon.

It’s our way of thanking all our members for another successful year of learning, sharing and building professional relationships.

**Breakout Session Topics**

**Culture Matters. What Do We Do About It?**

*Melanie Booher, MHR, PHR, SHRM-CP, MP Consulting Solutions*

To identify and strengthen our work culture, we must understand the behaviors that help our cultures thrive and create habits to reinforce those behaviors. Join Melanie as she explains how she used the THRIVE model to assess gaps, realize pain points, create a plan and implement initiatives to drive change.

**10 Tips for Building Your Personal Brand on LinkedIn**

*Carolyn Dickerson, Campbell County Library*

In today’s working world, your online personal brand is vital. LinkedIn is a useful tool to create brand awareness for your online personal brand. The more visibility you and your company have on LinkedIn, the more people will know who you are and the positive impact you can have on their working lives.

**Communicating for Success**

*Mark Allen, Business Coach and Training Professional, FocalPoint Business Coaching*

This interactive session will concentrate on different communication styles and how they may impact our behavior and interactions with others.

We have all had a conversation with someone and connected with them immediately. Likewise, we’ve all interacted with others that we clearly did not connect with quickly, if ever. We are going to take a look at a method of identifying communications styles in ourselves and in others, it is called DISC. We will discuss how gaining a better understanding of different styles can help us improve how we communicate and connect with others.

**2019 Legal Review**

*Brian Thomas, Partner, Graydon*

We will take a look back at the 2019 crucial legal issues – the employment law trends, essential cases and best practices – in order to best prepare for 2020.

**Girth Control for the Holidays**

*Cynthia Crosthwaite, On-site Well-being Specialist for FirstGroup America through UnitedHealth Care*

Grab a drink and a few appetizers as we dig into practical ways to manage or avoid the extra calories available thanks to seasonal holiday treats and get-togethers.

**Advancing Your Total Rewards and Benefit Strategies**

*Janet Flores, MORStrategy*

*Marcia Oyster, Trustmark*

Participate in a discussion about the war for highly competitive talent, how companies are elevating, optimizing, and enhancing total rewards in the eyes of employees, navigating the multi-cultural & multi-generational rewards strategy, providing an enhanced employment experience, and a modernized approach to benefits.

**Financial Wellness**

*Brianna Ritz, Vice President – Financial Counseling, Mideast Region, Ayco*

Brianna will lead a discussion on year-end hot topics in tax and legislation including last-minute updates in compensation and benefits. Join this discussion to understand what important financial updates will affect you and your employer in 2020.

**Get to Know the GCCBA**

*GCCBA Board Members*

The GCCBA is looking for new board members. If you are interested in advancing the Compensation and Benefits profession for your fellow HR professionals, stop by to speak to a board member about what we do, how we do it and why we do it.

**Speakers**

**Mark Allen**, *Business Coach and Training Professional, FocalPoint Business Coaching*

Mark Allen combines his over 30 years of business and leadership experience with the powerful results-based content and expertise of one of the world's most well-known business coaches, Brian Tracy.

Mark spent the majority of his corporate career honing his skills at three Fortune 100 organizations. He has a track record of leading teams through transitions, growth periods and down-turns. He has served as an executive leader overseeing numerous high volume, multi-location departments.

Mark brings a wealth of talent development, team-building and leadership experience to his role as business coach. In his career, he has worked for and with all types of businesses, from large international corporations to locally-owned entrepreneurships.

Throughout his life, he has learned the key factors to personal and business success – Be genuine and unshakable in your drive and passion to achieve your goals. Mark is proud of the results he gets for his clients and is dedicated to improving business teams, creating time and generating more money.

**Melanie Booher**, *MHR, PHR, SHRM-CP, MP Consulting Solutions*

With more than 18 years of HR experience, Melanie Booher plays a key role in creating engaged cultures and improving morale to impact organizational retention, productivity and profit. Melanie has worked for powerhouses like Cintas, Charming Shoppes and Macy's and finds great pride in taking these organizational best practices to small/mid market companies.

Melanie is a people connector, change agent and entrepreneurial business coach. Her passion lies in generating meaningful change as she utilizes innate knowledge of culture-shaping strategy to create alignment, obtain results and achieve a competitive advantage regarding People Operations / HR.

Melanie received her Bachelor of Science in Business from Miami University and her Masters in Human Resources from the University of Cincinnati.

**Cynthia Crosthwaite***, On-site Well-being Specialist for FirstGroup America through UnitedHealth Care*

Cindy, an experienced Registered Nurse with a Master’s in Health Promotion Management, currently serves as FirstGroup America’s On-Site Well-Being Specialist. Over her career, she has worked extensively with schools and businesses to create, implement and expand their wellness efforts.

Cindy is past president of Ohio Healthy Business Council, a faculty member for Wellness Council of America and has presented to numerous local, state and national organizations on a wide range of health and well-being topics.

**Carolyn Dickerson**, *Digital Marketing consultant and VP of Community Engagement, the Cincinnati Chapter of the American Marketing Association*

Carolyn holds an MBA from Thomas More College with an Associate Degree in Computer Science and is a Certified Technical Trainer (CompTIA CTT+).

**Janet Flores**, *Vice President, MORStrategy*

Janet partners with carriers, brokers and directly with Human Resources and Communication Leaders to provide BenefitVision’s innovative communication, enrollment, technology and administration solutions. Janet specializes in voice-of-customer engagement, innovation, delivering results, collaborative work environments, creative communication strategies and global industry knowledge.

Janet has successfully led large complex organizations in addition to smaller entrepreneurial businesses, transforming them to grow market share, revenue and operating profit. Janet is known for building customer-for-life relationships and teams.

Janet resides in the Chicago area and received her Bachelor of Science in Psychology from Syracuse University.

**Marcia Oyster**, *Sr. Regional Sales Director, Ohio Valley Region*

Marcia has spent 35 years working in the Employee Benefits field. She started her career as an Employee Benefits Manager for a large employer but moved on to work as a Regional Sales Director for a large insurance company.

She was responsible for developing and managing fully insured and self-funded health benefits. Marcia is currently the Sr. Regional Sales Director for Ancillary Voluntary Benefits at Trustmark Insurance, where she has worked for the last ten years.

**Brianna Ritz**, *Vice President – Financial Counseling, Mideast Region, Ayco*

Brianna advises senior corporate executives in benefits and compensation maximization, tax compliance, estate planning, wealth transfer, investment strategy and risk management. She plays an integral role in the management and oversight of several of Ayco's key corporate relationships.

**Brian Thomas**, *Partner, Graydon*

Brian is a partner at Graydon and chairs the firm’s Workers’ Compensation Practice Group. He has 15 years of experience representing employers in a wide range of employment matters, including workplace health and safety.