National Seminar on Human Resource Management in State Legislatures

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Alexandria, Virginia
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Presenter Information
(In order of presentation)

Scott Warrick
Scott Warrick is an employment attorney and HR professional who combines the areas of law and human resources to assist organizations in “Solving Employee Problems before They Happen.” Scott uses his unique background of law and human resources to help organizations get where they want to go, which includes coaching and training managers and employees in his own unique, practical, entertaining and humorous style.

Scott Warrick specializes in working with organizations to prevent employment law problems from happening while improving employee relations. Scott’s academic background and awards include:

- Capital University College of Law (Class Valedictorian (1st out of 233))
- Master of Labor & Human Resources and B.A. in Organizational Communication: The Ohio State University
- The Human Resource Association of Central Ohio’s Linda Kerns Award for Outstanding Creativity in the Field of Human Resource Management and the Ohio State Human Resource Council’s David Prize for Creativity in Human Resource Management

Randy Di Bernardo
Mr. Di Bernardo is a principal in KPMG’s People & Change Service Network and the national practice leader for HR Transformation. He focuses on transforming large-scale HR organizations through strategic planning, process improvement, organizational restructuring, and enabling technologies. Randy has over 25 years of HR operations and systems consulting experience across all industries. His specific areas of experience include: Global HR service delivery strategy; process redesign/business transformation; shared services; systems design & implementation; workforce planning, enterprise performance, learning management, and
outsourcing/managed services. Prior to joining KPMG, Mr. Di Bernardo was a principal in Deloitte's Human Capital practice.

Mr. Di Bernardo is a charter member of International Human Resource Information Management (IHRIM). He has authored and spoken on a wide variety of topical issues in the areas of human resources.

Laura Rose
Laura is the director of NCSL’s Legislative Management Program, whose mission is to strengthen the legislative institution through research, information and training. Laura came to NCSL in 2015 from Wisconsin, where she was deputy director of the nonpartisan Wisconsin Legislative Council. At the Council, she focused on the policy areas of health, human services and state employment relations, with special interests in mental health and developmental disabilities law. Laura is the liaison to the Legislative Staff Coordinating Committee of NCSL. She holds undergraduate and law degrees from the University of Wisconsin at Madison.

Jonathan Segal
Jonathan A. Segal is a partner at Duane Morris LLP in the Employment, Labor, Benefits and Immigration Practice Group. Jonathan is also the Managing Principal of the Duane Morris Institute. An accredited HRCI and CLE provider, The Duane Morris Institute provides seminars and webinars on employment, labor, immigration and benefits issues.

Previously a litigator, Jonathan’s practice now focuses entirely on preventive counseling, strategic planning, management training and policy development. Areas of focus include: equal employment opportunity (with a particular focus on gender inclusion); social media; wage and hour compliance; performance management and development; non-competes and other ways to protect an employer’s business interests; and union-free assessments and action plans.


Jonathan created a television special on sexual harassment, The Sexual Harassment Quiz. Jonathan was named by the EEOC to its Select Task Force on Harassment. The focus of the Task Force is prevention.

Jonathan is the Legislative Director for PA State Council of SHRM and the Chair of the Pennsylvania Chamber’s Legislative Committee. He has been named by Human Resources Executive Magazine as one of the Top 100 Powerful Employment Attorneys for the last 6 years in a row (2010-2015).

Jonathan received his B.A., summa cum laude, from the University of Pennsylvania and his J.D., cum laude, from the University of Pennsylvania School of Law.
Larry Finkelstein

Larry Finkelstein is Founder and President of Transition Management Associates (TMA), a Talent Management consulting firm headquartered in Lambertville, NJ. TMA specializes in helping develop greater organizational effectiveness for its clients and aiding individuals going through career transitions. On an organizational level, TMA has provided consulting in Hiring, Career Development, Coaching, Leadership, Outplacement, Staff Development, Mentoring, Team Building, Stress Management, Retirement Planning, School-to-Work and Welfare-to-Work. Larry has provided coaching for the Princeton Plasma Physics Laboratory, Bell Labs, Allied Signal, AT&T and a number of Health Care Organizations. In addition, TMA provides Executive Coaching, Career Assessment and Job Search Skills to individuals. Larry has been Chair of the Oversight Committee of the Mercer County, NJ, Workforce Investment Board and is on the Human Resource Committee of New Jersey Business and Industry Association.

Larry has served as the Lead Coach for Transitioning to Green’s Career Counseling services and consults on the HR side of sustainability.

Larry has worked for the two largest Career Transition Consulting firms, Drake Beam Morin and Right Associates. Prior to his working as a consultant, he was a Mental Health Clinician for the University of Medicine and Dentistry of New Jersey

Larry has a graduate degree in Counseling Psychology from Seton Hall University and an undergraduate degree in Political Science from Rutgers University. He has been trained by the Covey organization in a Train-the-Trainer Program for the 7 Habits of Highly Effective People and Time Management. He has been certified as an Executive Coach by Manchester, Inc. He has additional training in a number of assessment instruments including the Caliper Profile, SHL’s Occupational Personality Questionnaire, Myers-Briggs Type Indicator, Life Styles Inventory and Strong Interest Inventory.

Alexander Alonso

Alexander Alonso, PhD, SHRM-SCP is the Society for Human Resource Management's (SHRM's) Vice President for Research and currently serves as the head of examination development and operations for SHRM’s Certified Professional and Senior Certified Professional certifications. He is responsible for all research activities including the development of the SHRM Competency Model. He oversees the teams responsible for research products like People Insight engagement tools, SHRM Benchmarking Services, and the Workplace and Employment Trends Center. During his career, he has worked with numerous subject matter experts worldwide with the aim of identifying performance standards, developing competency models, designing organizational assessments, and conducting job analyses. He was also responsible for working on contract task orders involving the development of measurement tools for content areas such as job knowledge (like teacher knowledge of instructional processes) and organizational climates (like organizational climate forecasting in military health care). He possesses experience in projects dealing with organizational assessments and workforce analysis drawing on interdisciplinary advanced training, quantitative and qualitative research methods, as well as multicultural and foreign language skills. Dr. Alonso received his doctorate in Industrial-Organizational Psychology from Florida International
University in 2003. Dr. Alonso was part of the team recognized by the Society for Industrial Organizational Psychology (Division 14 of the APA; SIOP) with the 2007 M. Scott Myers Award for Applied Research in the Workplace for the development of the federal standard for medical team training, TeamSTEPPS. In addition, Dr. Alonso was awarded a 2009 Presidential Citation for Innovative Practice by the American Psychological Association for supporting the development of competency model for team triage in emergency medicine. He is also the recipient of the 2013 SIOP Distinguished Early Career Contributions for Practice Award. He has published works in peer-reviewed journals such as Journal of Applied Psychology, International Journal of Selection and Assessment, People and Strategy, Personality and Individual Differences, Quality and Safety in Health Care, and Human Resources Management Review. Dr. Alonso also served as a columnist reviewing international practice topics for The Industrial Psychologist from 2011-2014. He has also served as the Chairperson for the SIOP International Affairs Committee, a member of the SIOP Professional Practice, Awards, and Program Committees, and the 2014 president of the Personnel Testing Council of Metropolitan Washington. He currently serves as the SIOP Executive Board Communications Portfolio Officer.

Brian Weberg

Brian Weberg is Director of Legislative Studies at the National Conference of State Legislatures (NCSL). With over three decades of experience at NCSL, Brian’s work focuses on legislative capacity building and especially the role of staff in state legislatures. In addition to conducting research and studies on the state legislative institution, Brian oversees NCSL’s Legislative Staff Management Institute and leads NCSL’s institutional consulting services that provide customized staff management audits, staff compensation studies and related services to state legislatures. He also has applied his training and management background to international legislative strengthening projects around the world. Brian received his Bachelor of Arts degree in Political Science from Southern Illinois University and his Masters of Public Administration degree from the University of Denver. He is a certified Global Professional in Human Resources (GPHR) and a certified instructor in the Myers-Briggs Trait Indicator (MBTI).

Cindy Bradfield

Cindy Bradfield is the Assistant Director of Human Resources at Sam Houston State University (SHSU). As a member of the management team, she is responsible for the areas of Employee Relations, Compensation, Performance and Professional Development. Cindy has accumulated more than twenty five years of experience in the fields of Human Resources and Professional Development. Before coming to SHSU in January of 2010, Cindy was responsible for the training of a global workforce for an energy solutions company in Houston. Cindy has taught courses in Management and Human Resources for universities in New York and Texas, as well as private consulting. She holds a Master’s degree in Adult Education from the State University of New York at Buffalo and a Bachelor’s degree in Organizational Management from Houghton College. She has been an invited presenter at local, regional, and national events.
Shira Harrington
Since 1994 Shira Harrington has been helping organizations make purposeful connections with their staff. With successful practices in generational diversity, recruiting, and career coaching, Shira is keen on finding the “higher purpose” in every new hire.

As an association keynote presenter and staff trainer on managing the multigenerational workforce, she brings her extensive research and her unique, ‘real world’ perspective of the world at work to bridge the perceived gaps between the generations and prepare executives for the coming labor and membership shortage. Differences in work ethic, work-life balance expectations, communication styles and relationship to authority are just some of the challenges facing employees of each generation. Moreover, as Boomers begin to retire, succession planning the next generation will become paramount.

Shira is an active member of the HR community in the Washington DC area having served on the boards of DCSHRM and the HR Leadership Forum. She earned a Master’s degree in Public Relations with a focus on employee communications from the University of Maryland at College Park.