“Future of Work” is a hot human resources topic and, as a benefits professional, you’ll want to be sure you understand the term and what it means for you and the organization(s) you serve. At this event you will be introduced to the concept and explore how redesigning rewards programs can support organizations in responding to this trend.

Please join us on March 18th as the West Michigan Chapter of ISCEBS welcomes Garry Spinks from Deloitte.

There is no doubt, the “Future of Work” is upon us and HR/Rewards professionals must be ready to question the fundamentals of how we support changes around redesigned work, growing mobility, and the assertiveness of well-informed employees and candidates. Critical to organizational performance, rewards not only play an important role in increasing employee satisfaction and return on investment, but also tend to be the largest expenses organizations face.

**DATE:** March 18, 2020 (Wednesday)

**TIME:**
8:00 - 8:30 am - Registration & Full Breakfast
8:30 - 10:00 am - Program

**LOCATION:**
FireRock Grille (NOTE NEW LOCATION)
7177 Kalamazoo Avenue SE
Caledonia, MI 49316
(616) 656-9898
(Directions)

**COST:**
$30 - West Michigan Chapter Members
$45 - Nonmembers/Guests
(Attendees may bring one guest at no charge.)

**RSVP:** By March 9, 2020.

**REGISTRATION:** Please click here to register and pay via PayPal. (Payment by check also accepted.)

**QUESTIONS:** Jim Hanley, CEBS, (231) 557-5278, jimh@eecom.com

This program qualifies for 1.5 CEBS Compliance credits. Visit www.cebs.org/compliance for more information.

**SPEAKER**

Garry Spinks
Managing Director
Deloitte Consulting

Garry Spinks is a managing director to Deloitte Consulting, through Deloitte’s acquisition of Bug Insights where he was the former founder and CEO, which was a marketing and human capital analytics company that provides prescriptive analytics to help organizations make better business decisions. Using fact-driven data, Bug Insights consulted clients how to best optimize the return on their marketing and human capital investments. Garry brings more than 22 years of client management and consulting expertise and Garry has worked extensively with employers of all sizes including Fortune 500 companies.

Previous to Bug Insights, Garry was a partner at Aon Hewitt, a leading global human capital firm. He was on the leadership council for the firm and was the national practice leader for Aon Hewitt’s largest vertical market. Garry served in senior strategy consulting roles, leading teams, engagements, alliances and projects around the country.

Garry is also the author of the published book, Total Rewards Optimization as well as other thought pieces around rewards.