

Reasonable Accommodations Training related or Dietary (medical or religious) \_\_\_\_\_  
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Address: \_\_\_\_\_

Company Name: \_\_\_\_\_

Name: \_\_\_\_\_ Title: \_\_\_\_\_

(RIC Foundation FEID 05-6049721)

FEE: \$100.00

**Registration Deadline: September 9, 2008 Late registration accepted if space permits.**

**Or Fax:** completed registration with PO # or credit card information to Elaine Sollecito (401)456-8150.

**Mail to:** RIBLN Sherlock Center, RI College, 600 Mount Pleasant Ave. Providence, RI 02908

**Registration Information: Make checks payable to:** RIBLN, RIC Foundation

RIBLN  
Sherlock Center, RI College  
600 Mt. Pleasant Ave.  
Providence, RI 02908

**Don't Miss this Informative Seminar!**



**Integrated Disability Management:**

**A Critical Workforce Strategy**

Endorsed by: **RI State Council SHRM**

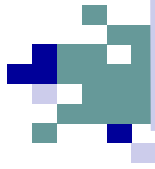
Sponsored by:

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Rhodes to Independence*

Space Limited

Register by September 9, 2008 or as space permits

# Integrated Disability Management: A Critical Workforce Strategy



Endorsed by: **RI State Council SHRM**

Proudly Sponsored by:



**RHODE ISLAND  
BUSINESS LEADERSHIP NETWORK**  
*Championing Employment and Retention  
of People with Disabilities*

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With **Maria Henderson**  
*Health and Productivity Consulting HDM-Solutions, Inc*

**HRCI credits Pending**

**Friday, September 26<sup>th</sup>**

**8:30 - 3:00 pm**

**Crowne Plaza Hotel, Warwick, RI**



## Why Integrated Disability Management?

### Business leaders are increasingly concerned about:

- health care inflation
- absenteeism
- diminishing worker productivity

However, few understand the impact that integrated disability management (IDM) can have on increasing the health and productivity of their workforce.

Historically viewed as a tool to reduce workers' compensation costs, integrated disability management programs are moving to the forefront as a serious workforce strategy for increased retention and productivity.

### Who Should Attend?

Risk Management Professionals  
HR Professionals  
Operational Managers

## Participants will .....

- Learn the latest research and data on IDM available in the public domain;
- Discover a framework to demonstrate how integrated disability management can prepare your company for future workforce challenges;
- Learn cost-effective external benchmarking strategies;
- Review actual employer data and case studies;
- Develop a business case "elevator speech" to share with other strategic business partners;
- Discover the fundamentals of integrated disability management interventions;
- Learn how to implement successful Return to Work Programs;
- Develop a program model for a sample company;
- Learn Ethical Considerations in Disability Management;
- Learn concepts from Madsen and Shafritz on "managerial mischief" including illegal, unethical or questionable practices of individual managers;
- Review governmental regulations currently affecting the field of disability management with emphasis Sarbanes Oxley Act of 2002;
- Discover how the requirement of Code of Conduct training can provide opportunities to enhance ethical decision making;
- Review scenarios of ethical dilemmas and outline the organizational root causes and programmatic solutions to present to strategic partners.

### Event Questions Contact

Vicki Ferrara, 401-456-8092; [vferrara@ric.edu](mailto:vferrara@ric.edu)  
Judi Drew, 401- 475-1610; [jdvocworks@msn.com](mailto:jdvocworks@msn.com)

## The Presenter

**Maria Henderson**  
MS, CRC, CDMS, CCM

*Principal: Health and Productivity Consulting*  
*HDM-Solutions, Inc., Denver, CO*  
[www.hdm-solutions.com](http://www.hdm-solutions.com)

Maria has over 19 years of progressive experience managing employer-based disability management initiatives including workers' compensation, short/long term disability, disability pension, transitional work programs, EAP, FMLA/ADA compliance, wellness, health promotion, on-site clinics and clinical case management. She has worked internally for Fortune 200 companies such as GE and Qwest, and large governmental organizations.

She is a commissioner for the Certification of Disability Management Specialists Commission. She served as a project sponsor for the National Business Group on Health's, EMPAQ® project from 2003-2007. She was the International Committee Chair for the Disability Management Employer's Coalition (DMEC).

Maria has a BA in Psychology from the University of Virginia and an MS in Rehabilitation Counseling from The Medical College of Virginia at VCU. She holds national certifications as a Rehabilitation Counselor, Disability Management Specialist, and Case Manager. She is a frequent speaker for businesses, and is the author of numerous publications for professional organizations such as SHRM.

**Registration Fee:** \$100.00

(RIC Foundation FEID 05-6049721)

**HRCI Credits Pending**

**Registration Deadline:** September 9, 2009

**Program includes:**

Training Materials, Continental Breakfast,  
Networking Lunch.

**Reasonable Accommodation Requests:**

Include on registration form.