



Decision Associates
Business Consulting Group

The New Future of Work
COVID-19 Peer Group
Informational Overview



The deadline to reserve your spot is August 21, 2020!

Elizabeth Cipolla, SHPR, SHRM-SCP

20+ years' experience

WORK EXPERIENCE

- Decision Associates – Executive Consultant, HR & Business Consulting
- Catapult - Vice President of Talent Development
- Cobham - Vice President of Human Resources
- LoVullo Associates - Director of Human Resources
- Cummins Engine - Manager of Human Resources
- Adjunct College Instructor - HR & Business courses

INDUSTRY EXPERIENCE

- Aerospace
- Apparel
- E-Commerce
- Education
- Government
- Human Services
- Insurance
- Manufacturing
- Media
- Nonprofit



EDUCATION

- Ph.D. in Organizational Learning and Leadership (*some coursework completed*) - Gannon University
- MS in Professional Leadership (Organizational Development/Human Resources) - St. Bonaventure University
- BA in Journalism & Mass Communication - St. Bonaventure University
- Senior Certified Professional Human Resources Certification (SHRM-SCP) - SHRM
- Senior Professional in Human Resources (SPHR) - HRCI
- DiSC Certification

Meet Your Peer Group Facilitators

Aaron Phillips

20+ years' experience

WORK EXPERIENCE

- Decision Associates - Owner, HR & Business Consulting
- Times Publishing Company - Chief Administrative Officer
- Dana Brake Parts, Inc., Erie - Human Resource Manager

INDUSTRY EXPERIENCE

- Manufacturing
- Print & Digital Media
- Nonprofit

EDUCATION

- MBA - Gannon University,
- BS, Labor and Employment Relations; Minor, Business
The Pennsylvania State University at University Park



The *New* Future of Work COVID-19 Peer Group

What is it?

A cohort-based employment and HR-related peer group that will meet monthly on a virtual basis to learn from each other as well as featured expert guest speakers, sharing of best practices, compliance guidance from legal professionals, and access to a library of resources.

Who is it geared towards?

Forward-thinking leaders who would like to stay ahead of best practices as a competitive organizational practice during these uncertain times and desire an understanding of the ever-changing compliance related expectations of employers.

How is it different than the weekly “Ask HR” webinars?

This offers a deeper-dive on topics to help your organization survive and thrive during the ongoing pandemic and beyond. It is focused upon giving cohort members a confidential setting with the same group of trusted peers who will form a supportive network to learn/share best-in-class practices, compliance guidance, and everything needed to stay ahead of the issues you’re trying to navigate. You’ll also learn new skills and make connections with a group of peers who you can lean on throughout each workweek.

The *New* Future of Work COVID-19 Peer Group

What is the time commitment?

Meetings will be held for 2.5 hours each month, and will be highly engaging with facilitated break-out conversations, guest presenters, discussion, interactive polls, and live Q&A. This is your time to learn and share while getting the support you need and want. Additional updates and support resources will be shared throughout the weeks in between each monthly meeting.

There will be a kick-off orientation for all peer group cohort members in early September 2020, and a social networking event in the winter. Thereafter, sessions will be monthly through June 2021.

How does this differ from other offerings I can find elsewhere?

This is cohort-based with other forward-thinking leaders who share your desire to protect and improve their organization's effectiveness and customer/client impact amidst such a chaotic time. You will never experience distractions from meeting guests, attendees, or fellow members who are only there to push a service or make a sale. Honoring the vision of forming a trusted network of peers who you can rely upon while learning from experts is at the forefront of the peer group experience.

Is it free?

This will be a paid-offering for those who recognize the investment of positioning themselves and their organization for success during these uncertain times. A breakdown of your investment is on the next page.

The *New* Future of Work COVID-19 Peer Group

Developmental Investment Breakdown

This will be a paid offering for those who recognize the investment of positioning themselves and their organization for success during these uncertain times.

Your Investment is as follows:

- \$350 per month for Profit Businesses
- \$200 per month for Nonprofit Businesses and Government
- This fee is invoiced quarterly and covers 10 months of programming

For your investment, you get the following:

- In-depth monthly sessions and interactive discussions on topics that are most relevant to our peer group members;
- Learn from featured experts and guest co-presenters each month;
- Access to an employment attorney for questions and guidance;
- Access to management and HR consultant for questions and guidance;
- Access to various workplace templates and resources;
- A confidential network of trusted peers to share best practices and talk through challenges as you navigate these uncharted waters on behalf of your organization (sometimes it's very helpful to have people to talk with from outside of your organization).

Interested in Joining?

Contact Elizabeth or Aaron by August 21st to reserve your spot!

Elizabeth Cipolla, SPHR, SHRM-SCP

Mobile – (716) 490-2889

elizabethcipolla@decisionassociates.net



Aaron Phillips

Mobile – (814) 566-7791

aaronphillips@decisionassociates.net

