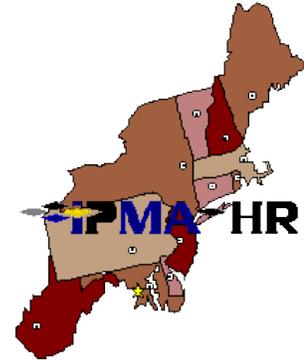




## 2015 IPMA-HR Training and Development Forum

### Program Summaries



### *It Takes 4 to Tango – Candy Whirley*

Monday Opening Plenary, 9:00

#### **Program Description:**

This session will take you through an exploration of behavioral styles that will make you think, laugh, dance... and even recognize your true self and others. You will also learn to overcome personality differences that lead to problems like communication breakdowns, negotiation letdown, and delegation fall-down by learning the secrets to connecting and partnering with other personality styles.

#### **Program Objective:**

- Participants will understand how to communicate, negotiate, work better, and manage
- Understand filters (your brain tape recorder) and to be more confident about who you are as a leader
- Understand how negative behaviors can sabotage you
- Learn 4 easy steps to giving feedback...the good, the bad, and the ugly
- Cultivate creative problem solving techniques, like brainstorming 26 new ideas in 2 minutes
- Learn to stop treating people like you want to be treated and treat them like they want to be treated
- You will leave knowing that people are not difficult, they are just different...
- It Takes 4 to Tango

***Riding the Mountain Rollercoaster, How to Handle Adventure***  
***Dr. Larry Iverson***

Monday Concurrent Session 1, 10:45

**Program Description:**

The inability to effectively steer up the mountain track of change causes many in human resources to wind-up on the political or organizational rocks. During this session attendees will learn the 5 primary reasons why people resist change. They will discover three proven methods for eliminating this resistance and how to overcome the procrastination factor that goes hand-in hand with the resistance. During this program, participants will gain a strategy for promoting the vision helping the team to not get caught in the whirlpool of negative “what ifs”. Participants will learn the method developed by Columbia University for stimulating individual proactiveness and buy-in to personal and team change. In the world of human resources, rapid and never-ending change is the norm. A leader can be a driver of change and manager of change or a casualty of change. In this program, the attendees will learn a system for managing change and the emotional upheaval that often accompanies change,

**Program Objective:**

Upon completion of this session the participants will have learned the primary reasons people resist change, how to manage that resistance, and get buy-in and cooperation during needed change.

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***Bring Your Own Device (BYOD) Movement: Benefit Or Disaster?***  
***Terri Barrett***

Monday Concurrent Session 1, 10:45

**Program Description:**

Bring your own device (BYOD) is a trend rapidly being adopted by various organizations. The concept of BYOD is where employees bring their own personal computing device to work so they can access their employer’s computing resources such as email, calendar, contacts, file services, and databases. A range of studies support the assumptions that BYOD increases productivity, collaboration, and flexibility, but also poses security and manageability issues. This presentation will examine the current state of BYOD practices; its notable benefits, risks and strategies for implementing a program that supports both device diversity and proper security measures.

**Program Objective:**

This session will help participants prepare for changes in the workplace by examining and discussing emerging issues with BYOD and its impact on organizations.

## ***Bridging the Gap: Recruiting and Leading Different Genders Generations and Genetics – Candy Whirley***

Monday Concurrent Session 1, 10:45

### **Program Description:**

This interactive, energetic, and entertaining presentation will enable participants to recruit and manage top candidates by learning the differences between generations X, Y, Boomers and Matures and their work habits and goals. Candy will also share her knowledge of gender differences in order to help participants understand that there is truly a difference in communication and conflict management. Those who have experienced Candy know this presentation would not be the same without one of her famous activities! Put on your hardhats, you will be building a BRIDGE!

### Take Aways...

- Learn which team member's behavioral style works best with each job position
- You will learn how to keep performance HIGH when morale is low during changing times in the organization
- Understand HOW to motivate, communicate, and negotiate with the Baby Boomers to the Baby Z's!
- Understand 5 key ideas about each generation...like what is their work ethic?
- How do we keep the Generation Ys from moving to the next job?

### **Program Objective:**

Participants will walk away knowing exactly how to communicate, motivate, lead, and appreciate the 4 generations, the 4 basic personalities, and the 2 genders in the workplace.

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## ***Regulations, Rules, and Survival - An HR's Guide to Clarity, Focus, and Success - Scott Lesnick***

Monday, Concurrent Session 2, 1:30

### **Program Description:**

This powerful customized presentation will motivate, inspire, and strengthen your attendees resolve. Imagine the takeaways; work/life lessons and methods of "keeping it together" that will be shared by the man who successfully devised an incredible plan accomplishing what few that could be done. Locating and reuniting with his two small children who were kidnapped to the Middle East! All while running a successful region for a fortune 500 company. Throughout are weaved messages important to our theme and HR.

**Program Objective:** Strengthen resolve professionally and personally. Greater focus on employee/employer relationships. Never give up!

## ***Risky Business: Developing a Framework of Organizational Accountability - Amarylis Lopez and Meryl Gozarin***

Monday, Concurrent Session 2, 1:30

### **Program Description:**

Organizations today must function comfortably while carrying out their day-to-day operations and without being 100% certain of all possible outcomes of their business processes and operations. Risk Management (RM) is the process in which risks are identified throughout an organization and the actions its leaders take to appropriately manage risk.

Coordinated efforts of all of the organization's members must take place in determining what risks exist and how they should be managed. All members of the organization carry out an essential role in efforts to minimize, reduce, and even eliminate the possible occurrence of undesirable outcomes. RM allows organizations to capture their current state of operations and provide essential information for vital leadership decision making.

The Risky Business Workshop is about utilizing RM as a tool to effectively manage an organization's uncertainty. The workshop will cover how and/or why organizations must become aware of this limited knowledge and consider the impact, frequency, and possible occurrence of undesirable outcomes. Risk is definitely about uncertainty, but RM is about creating potential.

### **Program Objective:**

Influence and authority	Strategic HR planning and partnering
Fostering innovation and risk taking	Political savvy
Creating and leading cultural change	Employee engagement strategies
Fostering an accountable culture	Leadership Development Programs

## ***Thrive, Don't Just Survive – Dr. Larry Iverson***

Monday, Concurrent Session 2, 1:30

### **Program Description:**

The American Medical Association reported that as much as 50% of illness may be stress related. Including chronic headaches, panic and anxiety disorders, hypertension, high blood pressure, most non-injury related low back pain, ulcers and more than 30% of cardiovascular disease. During this session you'll learn brief strategies you can begin applying immediately that help you avoid the stress and pressure that causes these problems.

In September of 2013 Forbes Magazine reported American government and business lost over \$576 billion dollars in the previous year due to stress related illness and absenteeism. They reported that this cost increases every year. This is highly relevant to the field of Human Resources because the pressure to perform and nonstop dealing with personnel issues puts them into the top of those affected. Dr. Iverson will show participants how to level out tensions and overcome the 4 primary ways stress and worry build up.

### **Program Objective:**

During this program participants will identify their own stress and pressure triggers. They will learn fast and practical methods for overcoming stress, pressure and the worry habit.

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## ***Successfully Navigating Change in the Workplace - Scott Lesnick***

Monday, Concurrent Session 3, 3:00

### **Program Description:**

Dealing with Change in the Workplace can be challenging for anyone. New regulations, rules, and accountability are difficult to keep up with. Combining successful anecdotes with practical information on how to “move effortlessly with new directives”, Scott will show you the best way to navigate change, revitalize your organization and decrease employee turnover. Plus, Scott provides a special addition to the program that will surely improve your professional “toolkit”.

### **Program Objective:**

Triumph Over Challenge, Increase Performance, and Focus on What is Truly Important

## *DiSC in A Flash - Sarah Crowell*

Monday, Concurrent Session 3, 3:00

### **Program Description:**

DiSC is an assessment tool to better understand your style in the workplace and how to maximize communication and productivity in teams. This session is for participants who have had little to no exposure to DiSC or who may have taken the assessment a long time ago and would like a refresher. It will provide an overview of the DiSC, offer several interactive experiences for participants to explore their DiSC profile, and explain how participants can use that knowledge in the workplace. Participants will leave with an understanding of the main principles of DiSC, how it may apply to them, and how it is useful in the workplace.

### **Program Objective:**

Understanding the DiSC assessment, how it applies to participants, and how it is utilized in the workplace.

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## *How are we doing? Assessing your organizations Succession Planning, Steven Reynolds, Sandra Rosenau, Price Waterhouse Coopers, LLC*

Monday, Concurrent Session 3, 3:00

### **Program Description:**

While most leaders agree that maintaining a high performing organization capable of sustaining and driving mission success is important, often times the diversity of recruiting, staffing and developing today's multi-sector, multi-generational workforce makes responding to shifting priorities a complex endeavor. Succession Planning is the key to successfully meeting those staffing and developmental challenges. Effectively developing workforce talent and capabilities requires that agencies honestly assess their talent management programs and connect human resource professionals with 'C' suite leaders. During this session we'll present a maturity model for assessing succession planning programs, talk about common myths and challenges associated with succession planning, define the role of human resource departments in integrating succession planning, and highlight various ways that successful, high-performing organizations are integrating succession planning to create a culture of high performance and adaptability.

### **Program Objective:**

Participants will gain knowledge of various tools, techniques, and approaches to evaluate their organization's succession planning maturity and explain the benefit of engaging Human Resource departments during the development and implementation of talent management programs.

## ***ADA Accommodations: How and How Much - Beth Loy***

Tuesday, Concurrent Session 1, 9:00

### **Program Description:**

This session will provide attendees with ideas and perspectives regarding creative and reasonable accommodations that can be made in the workplace. It will be an informative session providing resource information as well as opening our minds to alternatives.

**Program Objective:** Provide information and resources regarding Accommodations.

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## ***Public Sector Benefits - Rick Johnson, Segal Consulting***

Tuesday, Concurrent Session 1, 9:00

### **Program Description:**

With state health insurance marketplaces now a reality and private exchange options developing what will the public sector employer's role become for employee health benefits of the future? This presentation examines how public jurisdictions can expect their responsibilities and philosophies to change when they now must compete with public options for health insurance.

As the Baby Boom generation moves into retirement, significant gaps in senior and middle management will appear along with the loss of institutional experience and memory that such changes trigger. How will public employers deal with those gaps and rebuild middle and upper department management when health benefits are no longer a motivating attraction for employment?

What health benefit funding issues will jurisdictions face going forward now that federal exchange subsidies and Medicaid must be considered? How do those issues tie to retirement benefit promises? This session looks also at the systemic funding changes that may well drive plan design philosophy in future years.

Public sector will increasingly be competing against corporate employers who will move quickly toward offering required health benefits in the most efficient way to avoid taxes and penalties with differentials targeted specifically to attract their desired type and skill level of employee. How will public jurisdictions recast current "one design for all" health benefits to meet these new challenges in attracting a quality workforce?

### **Program Objective:**

With mandated benefits, state health insurance marketplaces and private exchanges now a reality, public sector employers must change to keep their health benefits competitive. Gain valuable perspective.

## ***Leading with “Passion Power”: Inspiring Others with Courage, Clarity, and Creativity, Mark Gorkin, The Stress Doctor***

Tuesday, Concurrent Session 1, 9:00

### **Program Description:**

As a leader or “high impact” communicator in a TNT – Time-Numbers-Technology – Driven & Distracted World, consider these three critical challenges to personal and professional leadership success:

- 1) Are you courageously developing along with passionately and purposefully applying your unique, on-point and most vital combination of energy and experience, “head & heart” strengths and skills?
- 2) Are you able to harness vulnerability and authenticity when engaging with conflict and designing risk?
- 3) Are you truly “being heard or are you just making noise?” Do you know the power of the Stress Doc’s new KISS: Keep It Simple and Smart?

With his singular wit and wisdom and by Getting FIT – through his FUN, Interactive, and Thought-provoking small group exercises, the Stress Doc will provide tools and techniques for unleashing dynamic energy for “designing disorder” for reducing status barriers, and for inspiring others with your genuine “Passion Power.” Seek the higher power of Stress Doc humor: May the Farce Be with You.

### **Program Objective:**

By evolving the courage to embrace one’s own emotional vulnerability and psychological-communicational diversity, the opportunity arises to be a “Passion Power” Leader/Role Model who inspires others.

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## ***Toxic Employees – Toxic Work Environments - Mauricio Velasquez***

Tuesday, Concurrent Session 2, 10:45

### **Program Description:**

Even the best employee has a bad day....usually no big deal. Toxic employees however consistently display anger, pessimism, hostility, apathy, and other behaviors that have a negative impact on the entire work environment. These behaviors not only limit the toxic employee’s performance...if left unchecked they spread to others and can be catastrophic. This workshop will discuss effective ways to deal with toxic employees before they create a toxic workplace.

### **Program Objective:**

Explain the link between Toxicity Engagement and High Performance

## ***Hadoptation: Out with the Old, In with the New - Sarah Crowell***

Tuesday, Concurrent Session 2, 10:45

### **Program Description:**

We all have habits, but some serve us better than others. On the HR Mountain Road to Survival, we need to identify the habits that help us achieve success and the ones that don't. Once we see the habits that get in our way, we can start adopting new habits that help us move forward. In this session, participants will learn the science behind how habits are created and formed. They will gain an introspective look at their own habits and learn tools and tips for making change happen.

### **Program Objective:**

Understanding habit formation and how to create new habits

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## ***EAP Program and Services – Robin Matthews, Cigna***

Tuesday, Concurrent Session 2, 10:45

### **Program Description:**

- Brief overview of the most common behavioral disorders that appear in the workplace (mental health and substance abuse); Definition, Visible Symptoms, and costs
- Brief overview of challenges related to work / life balance in our society; Impact of technology, Trends, Impact to presenteeism.
- The challenges of managing employee's behavioral and work/life concerns; Impact to work place
- Overview of Employee Assistance Program resources, and use of EAP as a management and Human Resources Tool.

### **Program Objective:**

Identification of EAP services to identify and address workplace behaviors

## ***Leading From All Sides - Craig Price***

Tuesday Afternoon Plenary, 1:30

### **Program Description:**

With so many leadership styles out there, which one will work best for you? In a world of vastly different personalities and perspectives, finding ways to get all the pieces to fit into a cohesive and effective organization can be a challenge. If you want to be a good leader, good manager or a good employee, there is no one way. Often the way you interact needs to change with each person and each situation. In this innovative practical and entertaining program, discover realistic ways you can create a consistently successful leadership approach by adapting to different personalities and creating the flexibility necessary to be a leader in today's changing world.

### **Program Objective:**

- Creating productivity by embracing talents of others.
  - Personality v. Attitude
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## ***Tying it all Together - Mauricio Velasquez***

Wednesday Closing Plenary, 9:30

### **Program Description:**

Set a course for your professional future as the entire conference experience is summarized in this high-energy program designed specifically for the Eastern Region Training Forum. During this closing presentation, you will become actively involved with your conference colleagues to "Chart a Course to the Future". This powerful and energetic program will highlight memorable conference programs and experiences for participants to take back to their homes and offices. You won't want to miss how this information is presented by a conference favorite, Mauricio Velasquez.

### **Program Objective:**

Facilitating retention of program content and application to individual professional development needs.