



November 4, 2014

SHRM Olympia 2014

Leadership Conference

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

Conference Schedule:

- 7:30am – 8:00am: Registration and Continental Breakfast (Room C)*
- 8:00am – 9:30am : Keynote Speaker: Eric Verzuh Room (Room A & B)*
Seven Strengths of Innovative Leaders and Teams
- 9:30am – 9:45am : Break/Networking Session*
- 9:45am – 10:45am: Breakouts*
- 1. Gina Comeau (Room A & B)*
Top Things Employers can do to Limit the Risk of Employment Litigation
 - 2. Mark Sullivan (Room 1 & 2)*
Adaptive Leadership: Being Right and Being in Charge is not Enough
- 10:45am – 11:00am : Break/Networking Session*
- 11:00am – 12:00pm : Breakouts*
- 1. Rick Howell (Room A & B)*
Strategic Change Management
 - 2. LueRachelle Brim-Atkins (Room 1 & 2)*
Getting in with the In Crowd - Diversifying the Inner Circle
- 12:00pm – 1:00pm : Lunch (Room C)*
- 1:00pm – 2:00pm: Breakouts*
- 1. Dan Stachofsky (Room A & B)*
Moving from Data Chaos to Next Generation HR Analytics
 - 2. Maura Maye (Room 1 & 2)*
Emotional Intelligence: Self-Awareness the 1st Step
- 2:00pm – 2:15pm: Break/Networking Session*
- 2:15pm – 3:45pm: Keynote Speaker: LueRachelle Brim-Atkins (Room A & B)*
Most of What I Learned About Leadership I Learned From My Grandmother-It Works In HR & I'll Share it with You
- 3:45pm – 4:00pm: Wayne Jones, Closing and Message from SHRM Olympia President*

8:00am – 9:30am : Keynote Speaker: Eric Verzuh Room (Room A & B)



Seven Strengths of Innovative Leaders and Teams

Presenters Bio:

Eric Verzuh is President of The Versatile Company. Since founding The Versatile Company in 1990, Eric has been an instrumental figure in the world of project management, providing organizations from aerospace to IT to public education an easy-understand framework for creating and managing effective projects.

His trademark style is a practical approach that simplifies the process of solving critical business problems and delivering results. His book, *The Fast Forward MBA in Project Management*, which is currently in its Fourth edition, is the leading project management guidebook used by universities and working professionals around the world. The Versatile Company, founded in 1990, helps their clients deliver innovation faster, with better results. Versatile works with large and small businesses, government agencies, and non-profits. Clients include community health centers, Lockheed Martin, Nordstrom, the U.S. Postal Service, and public school districts.

Program Summary: Seven Strengths of Innovative Leaders and Teams

The 2012 IBM Global CEO Study recognized that the increasing pace and complexity of our global economy creates the need for leaders and teams that can adapt rapidly and drive change. The study described the “Future Proof Employee” as being “collaborative, communicative, creative and flexible.” That’s easy to say, but how are HR leaders meant to foster these traits in their workforce? How can an HR professional create a professional development vision for a workforce whose reality is constantly changing?

In this interactive presentation, we’ll use the anatomy of an innovation to identify seven essential strengths that characterize innovative leaders and teams. The most innovative organizations realize that good ideas can come from everywhere and that good ideas don’t matter until they are implemented. These innovation leaders aren’t looking for one great idea - they are building a culture of innovation by promoting the core strengths that enable individuals throughout the enterprise to identify opportunities and turn them into results. The journey from an idea to results demands a broad set of abilities from leaders and teams. As we examine each step of this journey, session participants will be able to compare their own organization against the strengths required for successful innovation. These strengths represent specific competencies that enable you to align learning and development strategies to promote innovative behaviors throughout your organization.

After participating in this session you will be able to:

1. Describe the two primary kinds of innovation and identify examples of each within your organization.
2. Articulate seven specific competencies that enable innovation and that can be learned, coached, and sustained.
3. Align workforce development strategies with the seven competencies that enable innovation.

9:45am – 10:45am:

Breakout

1. Gina Comeau (Room A & B)

*Top Things Employers can do to Limit the Risk of
Employment Litigation*



Presenters Bio:

Assistant Attorney General Gina Comeau joined the Labor and Personnel Division of the Washington State Attorney General’s Office (AGO) in July 2009, where she is responsible for representing the State in a variety of labor and employment actions including disciplinary actions, layoff appeals, grievance and interest arbitrations and unfair labor practice claims. In addition to litigation advocacy, she provides regular

client advice and risk management assistance on a broad range of issues including questions regarding disability and discrimination law, family and medical leave, veteran’s laws and civil service rules. She has provided training to numerous HR professionals and attorneys within the state on the ADA and WLAD and is the division expert in reasonable accommodation matters.

Gina previously worked as an Assistant Attorney General in the Division of Social and Health Services of the AGO providing representation in child abuse and neglect chases in Thurston and Lewis Counties. From 2005 to 2009, she defended DSHS in dependency and termination of parental rights proceedings. Gina received her law degree from Gonzaga University School of Law in 2005 and completed her undergraduate degree in Politics & Government and Economics at the University of Puget Sound in 2001.

Program Summary: Top Things Employers Can Do to Limit the Risk of Employment Litigation

Terminated employees may frequently lash back at their employers by filing lawsuits. You may not be able to avoid these lawsuits, but you can increase the likelihood that you’ll win them. This presentation will focus on actions employers can take to reduce their exposure to employment liability. The end goal is to assist you in identifying practical steps you can use to address employment issues head on and in a proactive fashion in order to reap the benefit of improved moral, fewer employment claims, and sustained retention of valued and talented employees.

9:45am – 10:45am:

Breakout

2. Mark Sullivan (Room 1 & 2)

Adaptive Leadership: Being Right and Being in Charge is not Enough



Presenter's bio and summery of program will be posted soon!

11:00am – 12:00pm : Breakout

1. Rick Howell (Room A & B)
Strategic Change Management



Presenters Bio:

Rick Howell has been an HR professional for nearly 30 years, and has been employed in many specialties and industries. Currently, he leads a successful consulting practice. Rick has served in various positions with PHRMA, NHRMA, and was the PacWest's MAC member in 2008 and 2009. He's a two-time recipient of NHRMA's Distinguished Member Award.

He and his wife Lesa have two children, one in college and one in high school.

For fun Rick swims, plays poker, and enjoys the outdoors.

Program Summary: Strategic Change Management

This session explores the reasons change initiatives succeed or fail. In addition to Kurt Lewin's work, John Kotter's 8-step model is used to explain what it takes to create a successful change implementation - regardless of the area for change. This information could be used to champion HR strategic initiatives, or as strong support for change initiatives from other departments in the organization. The HR function knows why people do what they do more than any other department and is vital to any change initiative. Come learn how to make lasting change that is less painful and gets more buy-in.

11:00am – 12:00pm : Breakout

2. LueRachelle Brim-Atkins (Room 1 & 2)

Getting in with the In Crowd - Diversifying the Inner Circle



Presenters Bio:

LueRachelle has been creating learning opportunities for over 25 years. Her work focuses on organization improvement and human resource development. As a facilitator and organizational development consultant, she has provided services to private and public sector organizations, school districts, professional associations, and boards of directors since 1976. LueRachelle's current focus is on work team effectiveness, managing workforce diversity, including sexual and ethnic harassment

and adapting to changing environments. Her clients include Fortune 100 corporations, including Microsoft Corporation, Boeing, AT&T, as well as the U.S. Army Corps of Engineers, Seattle School District, the Washington State Department of Retirement Systems, many municipalities, volunteer boards, healthcare, hospitality, and manufacturing industries and professional organizations.

LueRachelle earned a B.A. in English from the University of Texas at Austin and a Masters in Urban Education, Summa Cum Laude, from the State University of New York. Her experience includes work in management and organization consulting, staff development, program design, and group facilitation. As Director of Staff Training and Development at the University of Washington for fifteen years, LueRachelle designed and implemented training and other organizational intervention for 10,000 university employees. LueRachelle has published articles in professional journals and has appeared in training videos, television and radio programs. She is also a popular keynote speaker and workshop leader at conferences throughout the United States and Canada.

Program Summary: Getting in with the In Crowd - Diversifying the Inner Circle

We need organizations whose environments, culture and employee profiles resemble the diversity of the available labor pool and the communities they serve. The significance and benefits of embracing an organizational culture of inclusion and diversity has been heard loud and clear, and the reasoning behind the push to diversify the workforce is firmly supported. But somewhere between that realization and making it a reality in our workplaces, there is a disconnect. HR directors, hiring managers, business leaders and other staff have a role to lead the charge and make a real difference in hiring practices. We need to go out into this diverse country, expand the talent pool and ensure that we are hiring the best employees from all populations. In this highly interactive workshop, we'll explore best practices for HR managers, organizational leaders and staff to help connect the dots.

1:00pm – 2:00pm:

Breakout

3. Dan Stachofsky (Room A & B)

Moving from Data Chaos to Next Generation HR Analytics



Presenters Bio:

Dan is a business and process management professional with specialization in sales, marketing and human resource department for global corporations and consulting firms. He enjoys playing an integral part of leading Decisive Data's practice focused on leveraging data and analytics to deliver improved processes and employee efficiency across the organization and their clients. Trends uncovered by the data become the heartbeat for measurable, well-oiled

organizational maturity. He's recently been engaged with a Fortune 50 company working to up level their HR operations reporting and analytics to solve growing employee support needs, employee data management best practices and modeling future operational scenario's. Dan received his Bachelor of Arts from the University of Washington, has Project Management certifications from Villanova University and is a member of the International Process and Performance Institute.

Program Summary: Why Leading HR Organizations are Putting Next Generation Analytics at the Center of Decision Making

Decisive Data is a growing company with a big vision. We believe the right people, when equipped with the right data, can change the world. From Sub-Saharan poverty to departmental inefficiencies, complex problems typically persist until enough accurate, relevant information is gathered and put into the hands of those willing to take action. And that's what we do. Together with our clients, our consultants break down organizational initiatives, challenges, and opportunities of all shapes and sizes and translate them into clear, clean, real-time, actionable data. Leveraging the latest technology, Decisive Data expresses our customer's business through robust, affordable world-class business intelligence solutions aimed at achieving one powerful outcome: insight for decisions. Our Declaration:

1. We believe data deserves to be set free from manual work arounds.
2. We believe every business can benefit from more integrated data.
3. We believe that better data equates to better decisions.
4. We believe that data should be real-time, flexible, and powerful.
5. We believe risks should be taken, but risk should be tested with great data.
6. We believe complex business scenarios and decisions require data to check pure gut instincts.
7. We believe data on mobile devices enables employees to make better decisions.
8. We believe that companies with the best data will outperform the competition.
9. We believe in affordable business intelligence solutions.
10. We believe better data has the power to change the world.

1:00pm – 2:00pm: Breakout

2. Maura Maye (Room 1 & 2)

Emotional Intelligence: Self-Awareness the 1st Step



Presenters Bio:

Maura is an energetic, confident Diversity/EEO Trainer with the ability to inspire people to examine, clarify, and change their overall approaches to diversity issues in the workplace. She enjoys a reputation as an approachable, candid, realistic trainer who creates a classroom free of any type of barrier, encouraging involvement and interaction.

Currently, she is employed with Pierce County as the Diversity/EEO/Harassment Training Specialist. She is considered an expert on diversity, EEO and complex issues that surround compliance

Program Summary: Emotional Intelligence: Self-Awareness is the 1st Step

Research has shown that our Emotional Intelligence Quotient (EQ) can be more important to our success than our Intelligence Quotient (IQ). The pressure of work, deadlines and interpersonal conflict can cause employees and managers to react negatively toward each other. When those reactions are emotionally charged, they can serve to sabotage teamwork. Our ability to deal effectively with our emotions in the work place is critical to our success as managers and service providers. As the pace of the world increases and our environment makes more and more demands on our cognitive, emotional and physical resources, Emotional Intelligence is increasingly critical as a skill set. Upon completion of this course participants will 1) explore benefits and challenges of applying Emotional Intelligence; 2) gain tools for assessing individual strengths and opportunities for improvement, 3) learn core skills needed for Emotional Intelligence; and 4) understand strategies and examples for using Emotional Intelligence in any setting.

2:15pm – 3:45pm:

Keynote Speaker: LueRachelle Brim-Atkins (Room A & B)

Most of What I Learned About Leadership I Learned From My Grandmother-It Works In HR & I'll Share it with You



Presenters Bio:

LueRachelle has been creating learning opportunities for over 25 years. Her work focuses on organization improvement and human resource development. As a facilitator and organizational development consultant, she has provided services to private and public sector organizations, school districts, professional associations, and boards of directors since 1976. LueRachelle's current focus is on work team effectiveness, managing workforce diversity, including sexual and ethnic harassment

and adapting to changing environments. Her clients include Fortune 100 corporations, including Microsoft Corporation, Boeing, AT&T, as well as the U.S. Army Corps of Engineers, Seattle School District, the Washington State Department of Retirement Systems, many municipalities, volunteer boards, healthcare, hospitality, and manufacturing industries and professional organizations.

LueRachelle earned a B.A. in English from the University of Texas at Austin and a Masters in Urban Education, Summa Cum Laude, from the State University of New York. Her experience includes work in management and organization consulting, staff development, program design, and group facilitation. As Director of Staff Training and Development at the University of Washington for fifteen years, LueRachelle designed and implemented training and other organizational intervention for 10,000 university employees. LueRachelle has published articles in professional journals and has appeared in training videos, television and radio programs. She is also a popular keynote speaker and workshop leader at conferences throughout the United States and Canada.

Program Summary: Most of What I Learned About Leadership I Learned From My Grandmother - It Works in HR & I'll Share it with You

Many leaders are competent but few are described as "remarkable". I learned about leadership by watching a consummate leader—my grandmother—who embodied the things she verbalized to her grandchildren as we were growing up. She taught us leadership lessons like commitment, competence, and integrity. She embodied what the Swiss Theologian, Karl Barth meant when he said, "Courage is fear that has said its prayers." Her lessons were endless. We will play around with some of my grandmother's ideas since the lessons I learned from her work in today's workplaces, including in Human Resources.

3:45pm – 4:00pm:

Wayne Jones, Closing and Message from SHRM Olympia President