

# The Flexible Workplace: A Balanced Approach

## 2014 WYOMING SHRM CONFERENCE



Photo Courtesy of Monica Everett



**October 8-10, 2014**

**Snow King Resort**



**Jackson Hole, Wyoming**

### CONFERENCE SPONSORS



**WYOMING**

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## AGENDA & SPEAKERS

### WEDNESDAY—October 8, 2014

#### PRE-CONFERENCE WORKSHOP (2 sessions)

**Speaker:** Sara Christiansen, Ideation Consulting

- HRCI Approved for 3.25 Business Credits

Meeting Room: Grand Room

### THURSDAY—October 9, 2014

#### CONFERENCE—DAY 1

#### Opening Keynote Session

**Speaker:** Dr. Bob Nelson, Nelson Motivation Inc.

- HRCI Approved for 1.5 Business Credits

Meeting Room: Grand Room

#### Morning Breakout Sessions:

**Randall Johnson, Hays Companies of Utah**

- HRCI Approved for 1.25 HR Credits

Meeting Room: Teton Room

Or

**Joan Evans, WY Dept. of Workforce Services**

- HRCI Approved for 1.25 HR Credits

Meeting Room: Jackson Room

#### General Session:

**Dr. Kari Strobel, SHRM Director of HR Competencies**

- HRCI Credit Pending Approval

Meeting Room: Grand Room

#### Afternoon Breakout Sessions:

**Leann Pritchard, Cedar Crestone, Inc.**

- HRCI Approved for 1.25 Business Credits

Meeting Room: Teton Room

Or

**Trent White, The Maxwell Group**

- HRCI Approved for 1.25 HR Credits

Meeting Room: Jackson Room

## WEDNESDAY—October 8, 2014 (Pre-Conference)

Noon **Registration**

1:00 PM **Value Added HR—Sara Christiansen, Social Scientist, Author of Critical Leadershift**

*The role of Human Resources is continually changing. From the early days of the "Personnel Office" when we strictly performed administrative duties- to the more recent phase when we've assumed the role of the "Policy Police"- HR continues to struggle to quantify the impact we have in our organizations. With the current push for Human Resources to offer strategic input and to deliver innovative programs, it is ever important to understand the concept of VALUE-ADDED HUMAN RESOURCES. This workshop will explore progressive human capital practices that will truly impact the results of your business by developing highly collaborative partnerships within your organization*

3:00 PM **Break**

3:15 PM **Management 180—Sara Christiansen, Social Scientist, Author of Critical Leadershift**

*When you ask the typical HR professional about performance management you will likely hear about the merits of their organization's annual performance review form. The conversation usually evolves into a grand debate about bell curves, forced ranking, and equitable rating methods. Although we have great intentions -the problem is-empirical research repeatedly tells us that traditional performance management systems actually have a negative impact on business results. In fact, most of our traditional management systems, like the organizational chart, job descriptions, and progressive discipline, originated in the early 1900's. These tools are simply not effective in the modern workplace. As a strategic HR professional, it is your responsibility to implement a performance management system that actually drives results. This workshop will provide you with progressive and practical tools that can be easily implemented in your workplace.*

## THURSDAY—October 9, 2014

7:00 AM **Breakfast**

7:00 AM **Registration**

8:00 AM **Opening Remarks**

8:30 AM **Five Trends Shaping the Future of HR—Dr. Bob Nelson, President of Nelson Motivational Inc.**

*An Overview of the Leading Labor Trends that will Affect all Organizations in the Upcoming Years. Much has been said about the need for HR to play an integral role in the strategic leadership of their organization with the executive team. The following emerging HR trends will now dominate the competitive success of every organization: The Pending Shortage of Skilled Workers, The Rise of the Millennial Generation, The Expansion of Contingent Workers, The Evolving Role of Virtual Employees, The Globalization of the Labor Market. In this session, Dr. Bob Nelson will share his research and insights on the emerging workforce trends. Attendees will leave with a broader perspective on the leading labor trends impacting HR and practical strategies for addressing those trends in their workplace.*

10:00 AM **Break**

## THURSDAY—October 9, 2014 (cont'd)

10:30 AM

### **“Health Care Reform”: Impact on Wyoming Employers— Randall Johnson, Vice President, Hays Companies of Utah**

*The Patient Protection and Affordable Care Act and Health Care & Education and Reconciliation Act were signed into law in 2009 and 2010. Both include employer mandates and will affect both small and large businesses in 2015. Learn more in this session about the potential impact on Wyoming employers.*

OR

### **Wyoming Workforce “State of the Union” —Joan Evans, Director, Wyoming Department of Workforce Services**

*This session will cover recent and upcoming Wyoming Workforce Department news and regulations. Learn the impact on Wyoming employers and employees as well as services offered through the State.*

11:45 AM

### **Lunch**

1:15 PM

### **HR Professional Competency Model: A Roadmap For Success— Dr. Kari Strobel, SHRM Director of HR Competencies**

*If you or your organization want to understand the critical technical and behavioral competencies needed for individual success and growth at all levels of an HR career, come to this session. You will learn about the HR professional Competency Model, which SHRM recently developed to allow HR professionals to systematically analyze their competency needs and to help organizations develop performance appraisal tools and other HR systems. In addition, you will learn how several SHRM competency self development tools can accelerate your professional growth and increase your ability to contribute to the success of your organization.*

2:30 PM

### **Break**

2:45 PM

### **Reengineering HR for Competitive Advantage—Leann Pritchard, Senior Consultant, Cedar Crestone Inc.**

*Human Resources has the opportunity to add strategic value by utilizing practices that support the 21st century workplace. This session will provide the “how to” for reengineering HR. It will present Examples of organizational successes. A model will be provided for calculating a Return on Investment. At the conclusion, participants will have the knowledge on how to spend less time managing information and how to invest more time contributing to the competitive advantage.*

OR

### **Maximize Talent and Reduce Conflict at Work —Trent White, Certified with The Maxwell Group & Personality Insights Institute**

*The Model of Human Behavior is a powerful presentation to the understanding of different personality styles and blends. This sessions gives you the tools to make sense of the people puzzle in life, work more effectively with those in your department or company and begin to understand yourself and others better. You will learn how to move from a lower level of tolerating others to a much higher level of appreciating and embracing the difference, most importantly what to do with those differences to help everyone experience more fulfillment in work and life.*

## THURSDAY EVENING

Meeting Room:

Grand View Ballroom

■ Cocktails / Cash Bar at 5:30pm

■ DINNER at 6:00pm

Enjoy dinner, improv comedy show and networking.

■ LAFF STAFF at 7:00pm

The Laff Staff has entertained Jackson for the past 6 years. Get ready for laffs as they perform unrehearsed scenes and games. They are sure to entertain with off the cuff improvisation and humor.  
[www.facebook.com/TheLaffStaff](http://www.facebook.com/TheLaffStaff)



■ NETWORKING

After Dinner, use this social time to meet new people, catch up with old friends and enjoy the cash bar.



## FRIDAY—October 10, 2014

7:00 AM **Registration**

7:00 AM **Breakfast**

8:00 AM **Opening Remarks**

8:15AM **Maximize Talent and Reduce Conflict at Work —Trent White, Certified Coach, Teacher, Speaker, The Maxwell Group**

*The Model of Human Behavior is a powerful presentation to the understanding of different personality styles and blends. This sessions gives you the tools to make sense of the people puzzle in life, work more effectively with those in your department or company and begin to understand yourself and others better. You will learn how to move from a lower level of tolerating others to a much higher level of appreciating and embracing the difference, most importantly what to do with those differences to help everyone experience more fulfillment in work and life.*

**OR**

**Reengineering HR for Competitive Advantage—Leann Pritchard, Senior Consultant, Cedar Crestone Inc.**

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9:30 AM **Break**

9:45 AM **Driving Business Success with Workplace Flexibility—Dianna Gould, SHRM Field Services Director, Pac West Region**

*Demographic and technological transformations are the new workplace reality, forcing HR and organizations to reimagine how work gets done to ensure business competitiveness. Learn how you can drive business success by harnessing the power of workplace flexibility “workflex” to manage these workforce changes and support your organizational goals and strategy. Explore how workflex can add value to the bottom line at your organization by improving retention and employee health and well-being, reducing absenteeism and real estate costs, and increasing productivity with better engagement and a solid business continuity strategy. This session will also help you make a strong business case for the engagement and a solid business continuity strategy. This session will also help you make a strong business case for the value of workflex to your leadership team, using strategic workforce planning data and performance metrics, and by benchmarking your worklife offerings and leveraging other resources available under the SHMR– Families and Work Institute partnership.*

11:00 AM **Break**

11:15 AM **HR Strategies for a More Engaged Workforce— Dr. Bob Nelson, President of Nelson Motivation Inc.**

*Most employees feel overworked and underappreciated and the Great Recession added to this burden. Based on his award winning book, Dr. Bob Nelson will expand your thinking of how best to leverage the potential of your staff– even with little time, resources or budget. Based on recent research ,six dimensions will be presented that any manager or organization can implement to create a more motivating work environment for their employees today. This session will be filled with specific examples and techniques that can be immediately applied back on the job by attendees to systematically leverage, build and sustain a culture of engagement in their workplace.*

12:30 PM **Closing Remarks**

## AGENDA & SPEAKERS

### FRIDAY—October 10, 2014

#### **CONFERENCE—DAY 2**

##### **Morning Breakout Sessions:**

**Leann Pritchard, Cedar Crestone, Inc.**

- *HRCI Approved for 1.25 Business Credits*

*Meeting Room: Teton Room*

*Or*

**Trent White, The Maxwell Group**

- *HRCI Approved for 1.25 HR Credits*

*Meeting Room: Jackson Room*

##### **General Session:**

**Dianna Gould, SHRM PacWest Field Services Director**

- *HRCI Approved for 1.25 Business Credits*

*Meeting Room: Grand Room*

##### **Closing Keynote Session:**

**Dr. Bob Nelson, Nelson Motivational Inc.**

- *HRCI Approved for 1.25 Business Credits*

*Meeting Room: Grand Room*

### Special Thanks to our 2014 Conference

#### Sponsors:

- \* **Grand Level Sponsor: Cigna**
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Lastly we'd like to give a very special thank you to all our Wyoming SHRM Conference volunteers: Nicola James, Jessica Beauchamp, Amanda Witte and Rebecca Spitsbergen. We couldn't have done it without you so thank you!

We'd also like to thank all our Wyoming SHRM Chapters for their donation of cash for the SHRM Foundation raffle!!