

# 2016 WYOMING SHRM STATE CONFERENCE

## HR HERO:

### FIND YOUR INNER SUPER POWER

### SEPTEMBER 15-16, 2016

### CASPER



## CONFERENCE SPONSORS

A BIG THANK YOU to our generous conference sponsors, all of the Wyoming SHRM Chapters, and the Wyoming SHRM State Council. Without your help, this event could not take place! Be sure to visit with the vendors at the conference and let them know we appreciate their attendance. More vendor opportunities are still available. Email Wyoming SHRM@yahoo.com for more information.

 <b>HOLLAND &amp; HART</b> LLP			
			
	<p><b>BROUGHT TO YOU BY:</b></p>  		<p><i>This conference has been pre-approved for 11 hours of re-certification credit.</i></p>  

# AGENDA

Thursday, September 15, 2016

**8:00 am Registration and Continental Breakfast**

**8:30am-10:00am** *Why Leaders Fail: 7 Critical Skills for Achieving Dynamic Success* by **Mary Kelly, PhD, CSP, CDR, US Navy (Ret) of Productive Leaders** Why do good people, when put in leadership positions, sometimes fail? What do successful leaders do differently? Thousand of business books explain how to be a good leader. Far fewer delve into the surprisingly common mistakes that many leaders unknowingly make that derail their success. Mary Kelly will pinpoint the seven reason leaders fail and the prescriptions for ensured success.

**10:00am Break with Vendors and Book Signing**

**10:30am-12:00pm** *The Power of Knowing Wyoming Law: An Update of Current Issues* by **Cherie Doak, Wyoming Department of Labor** This presentation 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.



**12:00pm-1:00pm Networking Lunch with Vendors**

**1:00pm-2:00pm** *Marijuana – The Employer’s Kryptonite* by **Franchesca Lata, Esq, Mountain States Employers Council** This session will help you prepare for and address an employee’s use of marijuana by discussing developing trends and recent court decisions surrounding state and federal marijuana laws.



**2:00pm-3:00pm** *Suicide Prevention* by **Cassandra Crumpton and Rob Johnson, Prevention Management Organization of Wyoming** It doesn’t take a super hero to recognize the clues of people in trouble. The presentation will provide steps on the positive actions that can be taken to assist employees during difficult times and prevent a possible tragedy.



**3:00pm Break with Vendors**

**3:30pm** *Conflict Transformation-Is it Dynamite or Dynamic?* by **Lesley Travers, PhD., Dean of the School of Vocational and Business Training at Casper College** This presentation will help you become more aware of conflict styles and discuss approaches to conflict resolution. It will define conflict, arbitration and mediation. The participants will build skills for reaching effective solutions and to understand the importance of utilizing appropriate personnel management skills to deal with tense situations.



**4:30pm-5:30pm** *The HR Professional Competency Model: A Road Map for Success* by **Dianna Gould, SHRM-SCP, CAE, SHRM Field Services Director** 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 how several SHRM competency self-development tools can accelerate your professional growth and increase your ability to contribute to the success of your organization.



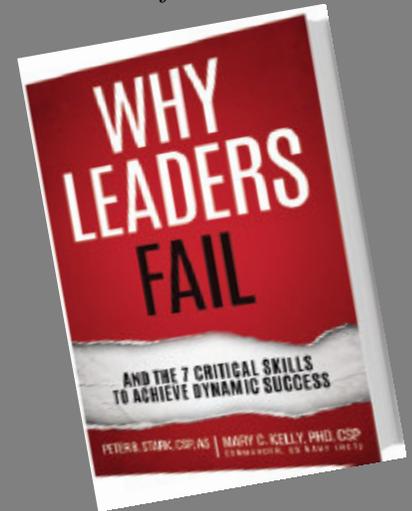
**5:30pm** *HeadShot Studio* The HeadShot Studio is an executive photo portrait-taking experience where conference attendees can get expertly photographed. These photos are great for LinkedIn or use on your chapter’s or organization’s website. A donation of \$20 is suggested to the SHRM Foundation.

**6:30pm** *HR Hero Gathering* Don’t miss this great networking event! The evening will include opportunities to win great products from the SHRM Store! Wear your favorite super hero t-shirt and win a prize. There will also be items available for purchase at a reduced rate from the SHRM Store. All proceeds will go to the SHRM Foundation. Dinner and a cash bar will be provided.

SHRM CHAPTER EVENT TO BENEFIT  
**Foundation**



Meet Mary Kelly and hear her dynamic presentation on critical skills for success!



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WyomingSHRM@Yahoo.com  
<http://Wyoming.SHRM.org>

# AGENDA

Friday, September 16, 2016

**7:00 am Networking Breakfast**

**8:00am-9:00am Epic Leadership Lessons Learned in the Field by Shelli Johnson, Epic Leadership** When we're inspired, we inspire. An entrepreneur, leadership coach, adventurer and guide, Shelli Johnson shares beautiful wilderness images & stories about leadership lessons learned in the field. These stories are metaphors for the skills we need in order to lead, champion and inspire our people. The presentation will inspire you to take stock of your life and your work, and provide ideas ("lessons") for how to inspire, and uncover the potential in others.

**9:00am Break with Vendors**

**9:30am-10:30am Active Threats in the Workplace by Jody Fletcher, Federal Agent (Ret)** This presentation will give you the tools to prepare for varied types of active threats that may invade your workplace. In today's world, all organizations should have an emergency plan for active threats in the workplace; whether those threats are external or come from your own employees.



**10:30am-11:30am Navigating the Affordable Care Act in 2016 & Beyond by Eric Deeg, President USI Insurance Services** This presentation will provide compliance updates for the Employer Mandate, reporting requirements impacting employers and give you a look into 2017 and potential changes to the ACA.



**11:30am-12:30am Successful Strategies for Building an Ethical Workplace Culture by Scott Ferrin, SHRM-SCP, PMP, SHRM Field Services Director** This presentation will help you assess the degree to which your organization has an ethical culture and the steps needed to build a stronger one that will contribute to your business success. Look at the current status of workplace ethics, the reasons good ethics equal good business, the elements of an ethical workplace culture, HR strategies to build a stronger culture, and the importance of ethical practice as an HR competency.



*Find out how to inspire and live an epic life from Shelli Johnson!*



All cancellations must be in writing & postmarked by August 13, 2016 to receive a 50% refund. Cancellations after this date will not receive a refund. Attendee substitutions are permitted if the substitution request is made in writing to WyomingSHRM@yahoo.com.

## Registration Form

Name \_\_\_\_\_ Email Address \_\_\_\_\_

Organization \_\_\_\_\_ Job Title \_\_\_\_\_

Mailing Address, City, State, Zip \_\_\_\_\_

Phone Number \_\_\_\_\_ SHRM Membership Number \_\_\_\_\_

Are you certified? Yes  No  Type of Certification: \_\_\_\_\_

### Full-Conference Registration

- SHRM Member Early Bird **\$225 (before 8/13/16)**
- Non-SHRM Member Early Bird **\$250 (before 8/13/16)**
- SHRM Member Rate **\$250**
- Non-SHRM Member Rate **\$275**

Will you be attending the Thursday Evening Event?  Yes  No  
 Guest Information for Event (\$20.00 charge for event) \_\_\_\_\_ \$ \_\_\_\_\_

### PAYMENT SUMMARY

CONFERENCE \$ \_\_\_\_\_  
 GUEST EVENT \$ \_\_\_\_\_  
 TOTAL AMOUNT PAID \$ \_\_\_\_\_

Make checks payable to **Wyoming SHRM State Council**  
 Send completed registration form and payment to  
 Wyoming SHRM State Council  
 c/o Amy Stinson, MHPLP  
 314 W. 18th Street  
 Cheyenne, WY 82001

To register on-line and pay with credit card, go to <http://Wyoming.SHRM.org>



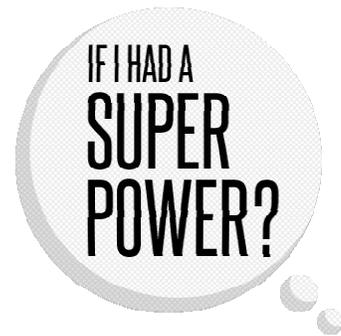
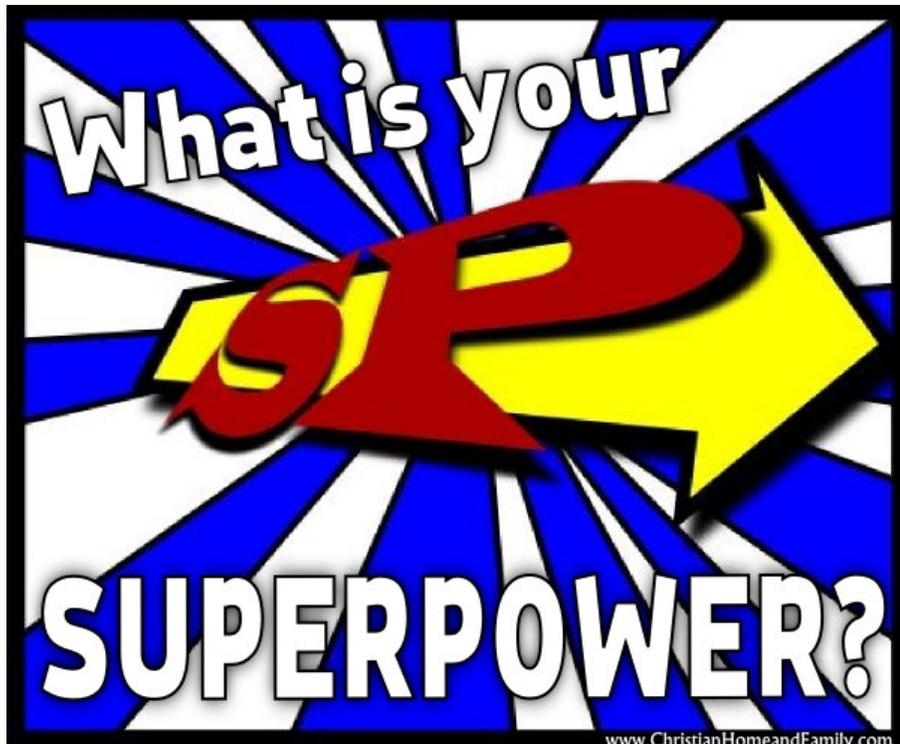
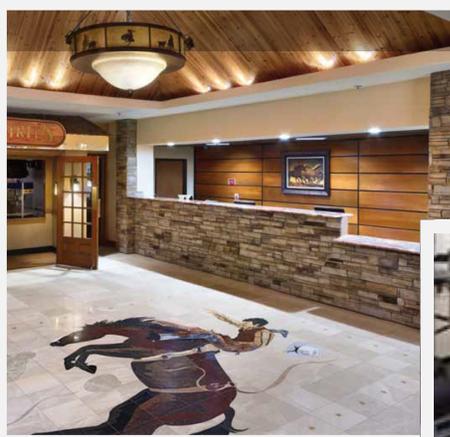
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rate of \$83/night + tax.

Mention that you are booking  
for the

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