

# 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.

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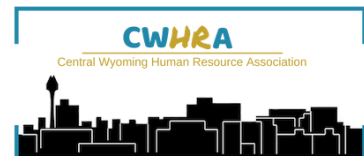
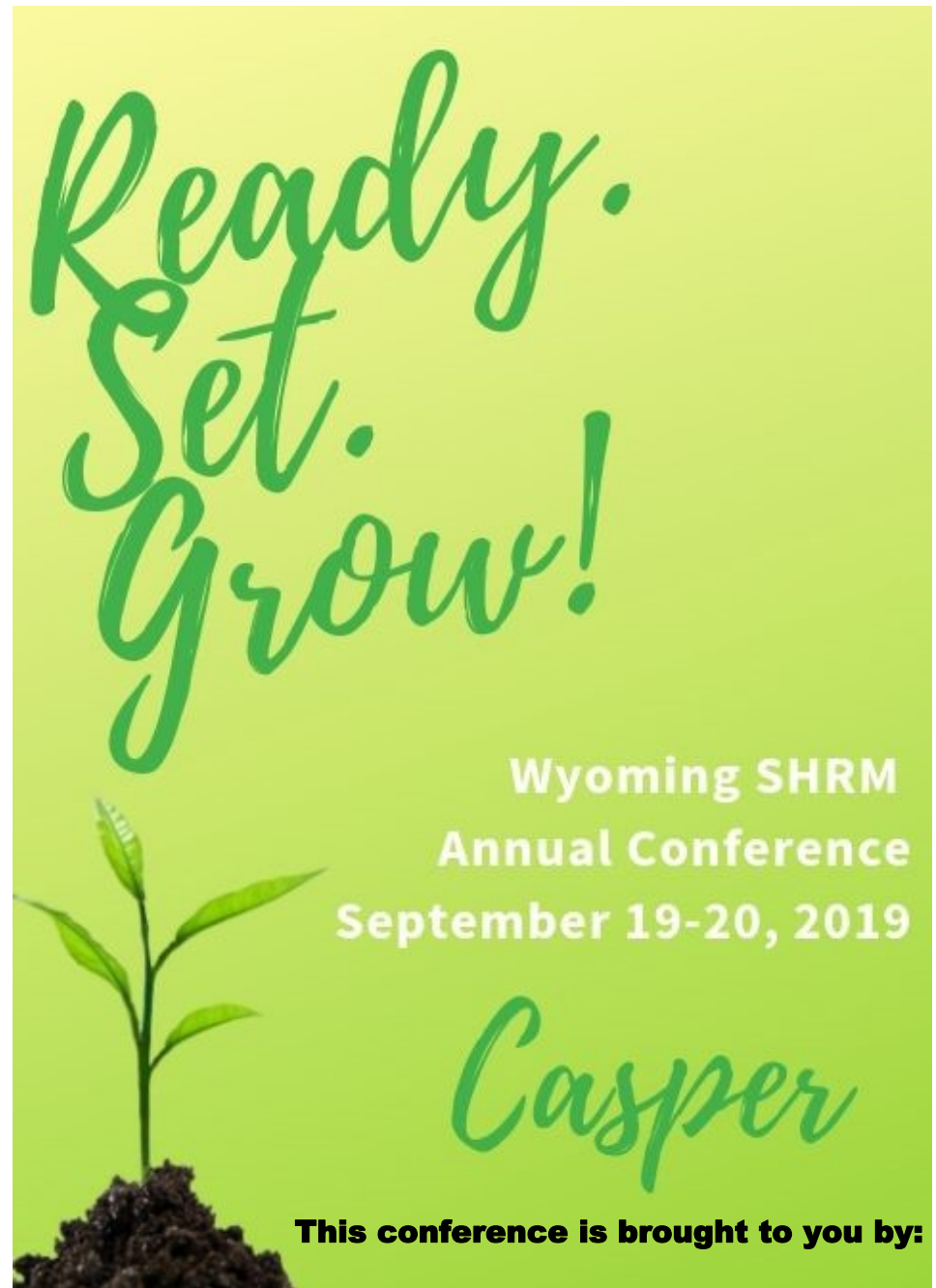
## GOLD SPONSORS



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**Thursday, September 19, 2019**

**7:00am - 8:00am Registration and Breakfast**

**8:00am - 8:15am Opening Remarks and Welcome**

**8:15am - 10:15am *The Intelligence of Fun—Creating a Positive Culture at your Organization* by Craig Zablocki, Motivational Speaker and Author** People have different ideas about what fun is. Yet, all organizations know that feeling part of a team is fun. The point is that working within a culture of playfulness and the Intelligence of Fun is proven to increase productivity, motivation, creativity, new learning, and staff engagement. It affects everything ... from the bottom line up.

**10:15am - 10:45am Networking/Vendor Break**

**10:45am - 11:45am *Harassment—Mitigating Your Company's Liability* by Patricia McMahon, EEOC**

The U.S. Equal Employment Opportunity Commission (EEOC) reports that an average employment discrimination lawsuit costs a company \$250,000. This presentation will explain EEO laws, focus on legal workplace harassment, and what steps an employer should take to reduce and/or eliminate workplace harassment.



**11:45am - 12:45pm Networking Lunch with Vendors**

**12:45pm - 1:45pm *How to Weather the Storm of an Ethical Collapse* by Kara Beech, Beech Creative Services**

Do you have the moral courage to weather the storm of an ethical collapse? This presentation will walk you through the difference between ethical, moral and legal dilemmas and how one individual survived a healthcare CEO embezzling almost \$1 million from a rural Wyoming Hospital.



**1:45pm - 2:45pm *Hot Topics: Discrimination Laws You Need to Know and FLSA Update* by Amanda Esch, Attorney with Davis & Cannon, LLC**

This presentation will focus on all stages of the employment process including: general training, highlighting hiring, interactions, and terminations in a legal, non-discriminatory way.



**2:45pm - 3:15pm Networking/Vendor Break**

**3:15pm - 4:30pm *Facing Employee Feedback with Confidence* by Deb Robbins, Peregrine Leadership Institute**

No one likes giving negative feedback or having performance discussions. With some simple steps and a little preparation, you can enter these discussions like a pro. Using a model of good communication, we will review some rules for giving and receiving feedback. We will demonstrate tactics that will build your confidence that you are clearly sending your message and it is received.



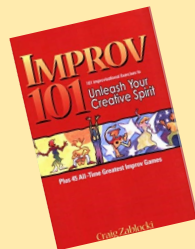
**4:30pm - 4:45pm Announcements & Closing Remarks**

**5:00pm - 6:00pm SHRM Foundation Happy Hour**

Don't miss this great opportunity to recognize the winners of the Kate Selby, Certification Award, and Chapter Foundation Winners. We will be networking while enjoying our favorite wine, cheese and hors d'oeuvres.



Meet Craig Zablocki and hear his dynamic presentation on *The Intelligence of Fun!*



This conference has been pre-approved for 9.75 hours



# Conference Committee

Thank you to this year's conference committee for all their hard work and dedication to ensure this conference was a success!

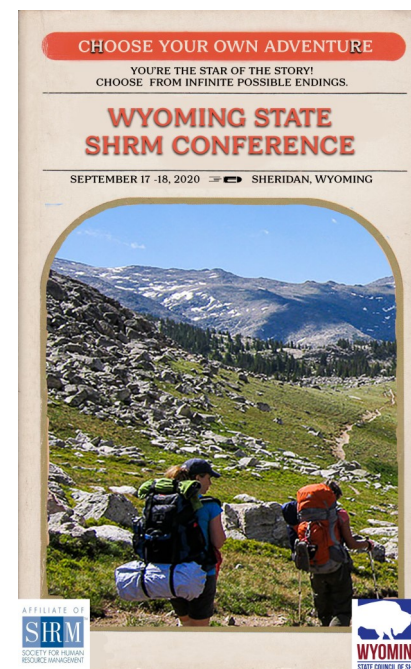
**Conference Chair:**  
Peaches Lynch

**Committee Members:**

Dorothy Moen  
Heather Doke  
Autumn Vroman  
Jaime Byers  
Jaime Crothers  
Brenda Reedy  
John Aguirre  
Penny Fletcher  
Tabitha Ennis  
Nichole Hamilton

Rachel Shaw  
Mary Augustin Ness  
Shawna Hauser  
Kara Beech  
Cyndi Magee  
Noamie Niemitalo  
Susan Minotti  
Judi Just  
Deca Wasson  
Nichole Parker

## Save the Date!



Planning is already underway for next year's conference! If you are interested in being a presenter or vendor, more information will be on our website soon or you can speak with Heather Doke, President of the Bighorn Mountain Chapter via email at [hdoke@sheridanwyo.net](mailto:hdoke@sheridanwyo.net)



## Ogletree Deakins is proud sponsor of the 2019 Wyoming State SHRM State Conference

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## Recertification Information

This conference has been approved for 9.75  
recertification credits through SHRM and HRCI.

Certificates of Training will be  
handed out to the attendees with  
credit information following the  
conference.



**Friday, September 20, 2019**

**7:00am - 8:00am Networking Breakfast**

**8:00am - 8:15am Opening Remarks and Welcome**

**8:15am - 9:30am *Bambi vs. Godzilla: How to Deal with Difficult People* by Bruce Christopher, Psychologist and Humorist** Difficult people are everywhere! This program humorously reveals the six basic difficult personality styles that are out to drain you and your organization of vital energy. You will learn what they do, why they do it, and what you can do about it! You will learn how to stay empowered in the face of negative, reactive, and draining people—and have fun while you do.



*Meet Bruce Christopher and learn how to deal with difficult people.*

*“The most interesting, informative, and engaging session I had!!!”  
-As noted from a previous conference attendee*

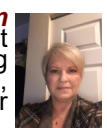
**9:30am– 10:30 Diversity and Inclusion: Putting Talent Back to Work, A Panel Discussion**

Nearly 700,000 people are released from prison each year and are locked out of the job market. Those who have served their time should not be “re-sentenced” by employers, especially when businesses are experiencing a human capital crisis. John Aguirre, Human Resources Director, City of Gillette will present the Getting Talent Back to Work Initiative focusing on giving opportunities to qualified people with a criminal background, deserving of a second chance, which creates successful outcomes for employers, all employees, customers and communities. Then, a panel of Wyoming employers facilitated by Kara Beech, Owner, Beech Creative Group will discuss their experiences with hiring offenders and share insights for successful outcomes. Our panel members are Van Harris, Totem Construction, John Aguirre, City of Gillette and Becki Colegate, WDOC ReEntry Case Manager.



**10:30am-10:45am Networking/Vendor Break**

**10:45am-11:45am *Emotional Intelligence* by Pam Jones** As humans in the workplace, we often forget that we work with other humans. Understanding emotional intelligence allows you to identify emotions, feelings, and behaviors that may occur in yourself or others at work.



**11:45am-12:00pm Closing Remarks**

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## Do you belong to a local SHRM Chapter?



Cigna offers a wide range of options for medical, dental, supplemental, and Medicare coverage. Cigna also has a dedicated team of Health Engagement Consultants who work directly with HR/CEO/CFOs to strategize for all health and wellness needs for the company.

## Foundation Fundraiser Raffle

Visit the SHRM Foundation Table to purchase raffle tickets for your chance to win \$600 in cold, hard cash!

Tickets are \$5 each or SIX for \$20.



The SHRM Foundation is a values-based charity organization whose mission is to champion workforce and workplace transformation by providing research-based HR solutions for challenging inclusion issues facing current and potential employees, scholarships to educate and develop HR professionals to make change happen and opportunities for HR professionals to make a difference in their local communities.

**SHRM**

**Foundation**



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