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*This conference has been pre-approved  
for 9 hours of re-certification credit.*



# Agenda

**Thursday, September 16, 2021**

**7:15am-8:15am Registration and Breakfast**

**8:15am-8:30am Opening Remarks and Welcome**

**8:30am-9:30am “Why adversity can be your biggest gift” Taking Control of the Uncontrollable by Sue-Ellen “Sel” Watts is a Founder, CEO, People Performance Specialist, Investor, Vlogger and Dreamer** She once believed she could control everything, if she was prepared to make the sacrifice required and do the work! That was until 2020! The world was put on hold and everyone was impacted. As HR Professionals and Leaders we were looked to for leadership, guidance and direction, as we also looked for our own direction. But we made it through, and Sue-Ellen believes the ones that weathered the storm the best were those who understood how to use their adversity as a gift and stepped up to be a leader when it mattered most. Sue-Ellen will share her personal stories from her flavorsome life to leave you with a feeling of inspiration and hope, and assurance that you have everything you need to not only survive your hardest moments but create a life and career that you truly want.

**9:30am-10:00am Networking Break with Business Partners**

**10:00am-11:15am Cutting Edge from Washington, Cheyenne and the Courts - the latest legislative developments from the EEOC, the NLRB, the DOL, and more...by Brad Cave, Holland & Hart** Brad will brief us on the latest developments from the EEOC, the NLRB, the DOL and the rest of the “alphabet soup” of regulatory agencies that make our jobs more difficult. He will also review key court decisions, including Supreme Court decisions from the recent term and significant Tenth Circuit and Wyoming court decisions. And, as always, Brad will answer your employment law questions.



**11:15am-12:15pm Labor Pains: What to Learn from Recent EEOC Lawsuits with Maggie Sims, Meeting the Challenge, Inc.** Employers are still making BIG mistakes with their management of employees and applicants with disabilities. Let's look at some recent charges and settlement agreements that the EEOC has been involved with, and what employers can take away from what others have experienced.



**12:15pm - 1:15pm Networking Lunch with Business Partners**

**1:15pm - 2:15pm Part 1: Body Language for Emotional Intelligence with Terry Vaughn** You will learn to be cognizant of your nonverbal communication, whilst empowering you with the ability to decode the signals of others. In this two part presentation you will learn how the brain scans, techniques to improve reading people, the three guiding principles to accurately read body language and 21 warning signs of an imminent threat that you can detect from body language.



**2:15pm-2:45pm Break with Business Partners**

**2:45pm-4:15pm Part 2: Body Language for Emotional Intelligence with Terry Vaughn**

**4:15pm - 4:30pm Announcements & Closing Remarks**

**5:00pm - 7:00pm Social Event in Downtown Sheridan. Don't miss out on this great opportunity to network, and see the sights in historic Sheridan.**



*Meet our Key Note speaker Sel Watts and hear her dynamic presentation on taking control of the uncontrollable! Sel is known for her success building an Australia born HR consulting firm and now she has taken her expertise to New York City to ramp up her knowledge sharing. She is known for her disruptive approach to HR and her raw and honest shares of her experience as a Leader.*



**1809 SUGARLAND DRIVE  
SHERIDAN, WY 82801  
307-672-8931**

## CONFERENCE ACCOMMODATIONS

Call by September 4, 2021  
to receive the discounted room rate  
of \$94/night + tax.

Mention that you are booking for the  
**Wyoming SHRM State Conference**

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

# Agenda

**Friday, September 17, 2021**

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

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

**8:15am-9:30am NEW RULES OF ENGAGEMENT: Unleashing The Potential Of Human Centered Engagement with Josh Schneider** It's easy for fast-moving leaders to overlook a foundational truth: employees are human. Even though they feel a simple, instinctual desire for meaning, belonging and momentum - most feel stressed and disengaged lacking the benefits of highly productive, meaningful work.



**9:30am-10:30am Recruiting in a Post-COVID World by Wayne D'Antoni** Learn recruitment strategies that help address the change in employee and employer needs in a post-COVID world.



**10:30am- 10:45am Break with Business Partners**

**10:45am-11:45am Choose Your Adventure - Making decisions that do not lead to employment fraud by Jennifer Wilch, Workers Compensation SUI Coordinator** This course will provide the basic theory behind how fraud occurs, the different types of employment fraud any organization may face, and how to minimize the organization's risk of employment fraud both from employees and vendors. We will also examine cases of employment fraud that have impacted business and municipalities around Wyoming to identify the areas where there was exposure to fraud and how to create best practices for your organization. Many of the Wyoming examples include embezzlement where simple checks and balances in the organization could have prevented the incidence of fraud.



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

## Cancellation Policy

All cancellations must be in writing & postmarked by August 13, 2021 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

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

Name \_\_\_\_\_

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

Organization \_\_\_\_\_

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

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

Phone Number \_\_\_\_\_

Are you a SHRM Member? Yes ☐ No ☐ Are you affiliated with a local chapter? (Chapter Name) \_\_\_\_\_

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

### Full-Conference Registration

- ☐ SHRM Member Early Bird **\$229 (before 8/13/21)**  
☐ Non-SHRM Member Early Bird **\$299 (before 8/13/21)**  
☐ SHRM Student Member Early Rate **\$59 (before 8/13/21)**  
☐ SHRM Member Rate **\$300**  
 Non-SHRM Member Rate **\$375**

**PAYMENT SUMMARY**  
**CONFERENCE \$ \_\_\_\_\_**  
**TOTAL AMOUNT PAID \$ \_\_\_\_\_**

Make checks payable to **Wyoming SHRM State Council**  
 Send completed registration form and payment to  
 Wyoming SHRM State Council  
 PO Box 3765  
 Gillette, WY 82717-3765  
 Wyoming SHRM EIN: 83-0317658

Address Correction Required



# Conference Business Partners

A **BIG THANK YOU** to our generous conference business partners, 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 Cathy Pelissier [cpelissier@frontierasset.com](mailto:cpelissier@frontierasset.com) for more information.



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