

COWBOY UP!



Wyoming SHRM
Annual
Conference
Sept 20-21, 2018
Rock Springs

AFFILIATE OF
SHRM[®]
SOCIETY FOR HUMAN
RESOURCE MANAGEMENT

This conference is brought to you by:



WYOMING
STATE COUNCIL OF SHRM


High Desert
Human Resources Association


Sweetwater County
WYOMING
www.TourWyoming.com

Thursday, September 20, 2018

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

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

8:15am-9:45am HOLY COW! Create an Amazing Workplace that Steers Passion, Performance & Prosperity by Tracy Butz, Speaker, Author and Consultant Discover how to inspire change in dysfunctional, under-performing teams to create motivated, accountable and committed team-members who are ready and willing to perform their best. Start influencing a transformation in your workplace culture today.

9:45am-10:30am Break with Vendors and Book Signing

10:30am-11:30am FLSA Compliance Principles by Teresa Wilde, US Dept of Labor Increase your knowledge of the FLSA including employer coverage; minimum wage; overtime pay; employment of minors under the age of 18; record keeping requirements and retaliation.



11:30am-12:30pm Diversity Includes Disability: Resources for HR Professionals by Lynn Kirkbride and Wanda Rogers, US Business Leadership Network Individuals with disabilities are a major source of untapped talent due to social stigma. You will learn the best practices to employ people with disabilities and gain valuable state and nationwide resources to add to your toolkit.



12:30pm -1:30pm Networking Lunch with Vendors

1:30pm-2:30pm Workforce Readiness: Six Smart HR Strategies to Address Today's Serious Skills Gap by Jon Decoteau, SHRM Division Director-Field Service Team Understand the U.S. Skills Gap and why it matters to your organization and our country. This session explores six HR strategies that can help your organization close its Skills Gap.



2:30pm -2:50pm Break with Vendors—Sponsored by Simplot

2:50pm-3:50pm Opioids: the Good, the Bad, and the Ugly by Franchesca Lata, JD, Employers Council The opioid epidemic has not only significantly impacted our nation, but has led to difficult challenges for employers. This session addresses the catastrophic trend of opioid addiction, the effect opioids have on the workplace, and how use intersects with employment law.



3:50pm-4:10pm Break with Vendors

4:10pm-5:10pm Be Great! Helping Others Find Their Professional Fit by Jaime Davis, MBA, Beacon Harbor Services This workshop provides the tools to coach employees in finding their best professional role, providing you with a more productive and motivated staff. Help your employees to *Be Great!* as they find their professional fit.

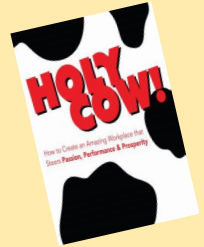


5:10pm-5:30pm Announcements & Closing Remarks

6:00pm-9:00pm Life Rolls On Benefit Dinner Don't miss this great networking event! See page 3 for more details.



Meet Tracy Butz and hear her dynamic presentation on workplace behaviors!



This conference has been pre-approved for 9.75 hours of re-certification credit.

Stay Connected During the Conference



Wi-Fi Network:
Password:



Friday, September 21, 2018

7:00 am -7:45am Networking Breakfast

7:45am-8:00am Opening Remarks and Welcome

8:00am-9:15am Inspire Integrity by Corey Ciocchetti, Associate Professor of Business Ethics and Legal Services Discover how to chase the truly important things in life such as a solid character, strong personal relationships and a sense of contentment. You will leave with a better sense of what it takes to develop integrity, set priorities, gain a big-picture perspective, and chase an authentic life.

9:15am-9:45am Break with Vendors and Book Signing

9:45am-10:45am Be Tough But Fair: Finding and Using Wyoming Data by Anne Ladd, CEO Wyoming Business Coalition on Health In this session you will hear a brief update on the ACA and learn about recent insights gleaned from the coalitions self-insured employers claims database regarding local healthcare cost drivers.

10:45am-11:45am Bandits and Buckaroos—Workers' Comp Fraud and How to One UP the Bandits by Jennifer Wilch, Workers Compensation SUI Coordinator Increase your awareness of the impact that Workers' Compensation Fraud can have on your organization and determine what red flags look like and how to engage the Fraud Investigation Unit.

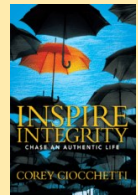
11:45am-12:00pm Networking Break

12:00pm-1:00pm Under the Influence of Stress by Corey Ciocchetti, Associate Professor of Business Ethics and Legal Services Stress is omnipresent. The problem is that excessive stress has major negative repercussions on our bodies and behavior. It roils our immune system, long-term memory, and sleep habits. Corey's speech helps you figure out your current stress level and then evaluates ways to decrease the stressors in your life. Once you lower your stress score, you can focus and, hopefully, eliminate your major stressors and more effectively chase an authentic life.

1:00pm-1:15pm Closing Remarks



Meet
Corey and find
out how to
inspire
integrity and
chase your
authentic life.



LIFE

Rolls on

FEATURING DUSTIN SHILLCOX
THURSDAY, SEPTEMBER 20, 2018
Sweetwater Events Complex
3320 Yellowstone Road



Please make sure you have your ticket for this event.

The High Desert Human Resources Association and the Dustin Shillcox Foundation desire to raise awareness for adversity, disability awareness, and the courage and strength to inspire others! The proceeds from this event will allow the Dustin Shillcox Foundation to provide monetary assistance to individuals who need adaptive equipment and/or modifications to residential housing. The High Desert Human Resources Association will use proceeds to provide grants to help local businesses make modifications to their work sites that will enable individuals with disabilities workplace accommodations and/or better access to employment opportunities.

GOING ABOVE AND BEYOND

Cigna proudly supports Wyoming SHRM Conference 2018. We join the Conference in the celebration of Human Resource Professionals who go above and beyond to make a difference in the lives of others.



Together, all the way.®

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Do you belong to a local SHRM Chapter?



Achievement Award Applications Needed

The Wyoming State Council of SHRM is awarding a \$750.00 award for someone who has recently obtained their SHRM Certified Professional or SHRM Senior Certified Professional Certification! Certification expenses must not have been paid by your employer. The application can be found at <http://wyoming.shrm.org/news>
Angela Howell was the 2017 award winner. She is pictured here



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

SHRM

Foundation

Kate Selby Memorial Scholarship

The Wyoming Society of Human Resource Management lost a dedicated, passionate member and advocate when Kate Selby passed away in November 2016. In addition to her work with the local nonprofit Laramie County SHRM affiliate, Frontier Human Resources Association, she served as President of the Wyoming State SHRM Council. She was a dedicated mother and friend, as well as a valued employee of the State of Wyoming for many years.



To honor her memory, the Wyoming State SHRM Council has established a scholarship in her name. This scholarship will pay for one year of SHRM membership for a Wyoming government employee. The winner of the scholarship will be announced each year at the state SHRM conference. Applications can be found on the State SHRM website <http://wyoming.shrm.org/about-us>.

Online SHRM Study Program

Join Employers Council members and certified instructors to study for the SHRM exam from your own computer.

Earning a Society for Human Resource Management certification (Certified Professional [SHRM-CP] or Senior Certified Professional [SHRM-SCP]) is a career milestone for an HR professional. Certification can be a deciding factor when an individual is being considered for an internal promotion or a position with a new employer. It can also be instrumental in helping you expand your knowledge base.

Dates

Mondays and Thursdays / October 22, 2018 - November 29, 2018 (excludes 11/19 & 11/22)
9:00am–11:00am (MST)

\$1,045 for Employers Council members
\$1,195 for Employers Council non-members

(includes SHRM Learning System and Employers Council supplemental materials)

To register, go to EmployersCouncil.org, email Registration@EmployersCouncil.org, or call 800.884.1328.



Colorado Springs / Denver / Grand Junction / Loveland / Salt Lake City / Scottsdale / 800.884.1328 / EmployersCouncil.org

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.



Conference Committee

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

Committee Co-Chairs

*Kelly Brink
Kara Beech*

Committee Members

*John Aguirre
Troy Archuleta
Jennifer Baker
Mandi Brink
Amanda DeBernardi
Heather Doke
Haley Drake
Penny Fletcher
Nicole Hamilton
Angela Howell
Judi Just
Peaches Lynch
Kristyn Muniz
Janet Rode
Denise Rodriguez
Faith Schuler
Denise Vigil
Déca Wasson*

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 Peaches Lynch, President of the Central Wyoming Human Resources Association.

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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