

TOPIC	SPEAKER
<p>Keynote: Generations Anonymous: Appreciating Contributions for What They Are, Not Who They're From</p> <p>The workforce is experiencing a unique transition. Currently, there are 5 generations represented in the workplace. With all of the varying perspectives, it is easy to get lost in assumptions and perceptions we have of each other and forget the value we all bring to our organizations. We must be honest and recognize NOBODY is perfect, and then focus on understanding we all have a unique way of contributing to accomplishing goals and achieving success.</p> <p>Objectives:</p> <ol style="list-style-type: none"> 1. Learn about each of the generations existing in the workplace and the influence that they 	<p>Cassandra Halls</p>
<p>Labor & Employment Law Updates for All HR Professionals</p>	<p>Adam Doerr</p>
<p>From the White House to the streets, this past year labor and employment laws were molded by government agencies and grass-roots efforts alike. Groundbreaking decisions from the Courts, administrative activity from the White House, and legislative developments, in addition to societal protests and movements, have all contributed to a dramatic shift in the labor and employment law landscape.</p> <p>This presentation will cover a range of topics directly impacting employers, and human resources professionals in particular, including:</p> <ul style="list-style-type: none"> • Labor law updates - navigating new seas (or returning to old ones) under President Trump's National Labor Relations Board; • Employment law updates - updates, best practices and legal pitfalls relating to state and federal workplace laws; • Social movements in the workplace - the line between free speech and an employer's right (or obligation) to maintain order in the workplace in light of the #MeToo social media movement and the First Amendment <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
<p>Creating a Strengths – Focused Culture</p>	<p>Alia Stowers</p>
<p>In our polarized, fast-paced, and ever mechanized society, it is more important than ever that organizations be able to create environments that are not only safe and legally compliant but engaged and leveraging the very best of our employees. Study after study shows that engaged employees are productive employees, and productive employees are profitable employees. While more organizations tout the desire to engage their employees, most are not aware of simple changes that could be made to create this engaged culture as a reality. In this session, participants will:</p> <ul style="list-style-type: none"> • Learn what a truly engaged environment looks like • Understand how to create a culture that leverages and encourages everyone's strengths • Discover how to foster creativity and innovation in its employees <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

Trends in Employer Benefits	Becki Jennings
<ul style="list-style-type: none"> • What we are seeing in the marketplace and why. • Using GAP Plans • What is Referenced Based Pricing? • What to expect in the coming months. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
What You Need to Know About Stress Management	Brian Powers
<p>Do you know the signs and symptoms of stress? Where stress comes from? How you can turn stress into a good thing?</p> <p>In this workshop we will explore the history of stress. Explain why you need to be aware of stress. Teach you how you can use stress erasers. We will also show you how your mind controls and contributes to stress and what you can do to control stress in your life.</p> <p>You will learn.</p> <ul style="list-style-type: none"> • How to control stress. • How to turn stress into a motivator. • How to use anchors for stress reduction. <p>This workshop will have live demonstrations.</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
The Importance of Bonding & Rapport	Dan Stalp
<p>Participants will discover the importance of understanding how people communicate and the different behavioral styles, so they can adapt to the OTHERS preferred styles.</p> <p>Learning outcomes:</p> <ul style="list-style-type: none"> • List the elements of communication • List active listening techniques • Describe the characteristics of the three primary sensory modalities • Share the key points of the three psychological ego states • Describe each of the four behavioral styles <p><i>Intended Audience: Private Sector</i></p>	
The 5 Must-Dos of Safety Leadership	Jake Woolfenden
<p>The Top 5 Must – Do’s if you want to be a successful leader within your safety program.</p> <ul style="list-style-type: none"> • The Power of Proximity • Change your Script • Remain Helpful • Do Uncomfortable Things • Stop Being the Expert. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

Recent Changes to Missouri Workers' Compensation Law	Ross Bridges
<p>There are several new changes to Missouri law regarding workers compensation. This presentation will provide an update to the recent changes both in the statutes as well as case law. Attendees will walk away with knowledge as to how these new changes will affect their day to day activities as well as how to plan ahead for new work-related injuries. Some of the recent changes affect post-accident drug testing, and wrongful termination of an employee after a work related injury, as well as other significant changes to the law.</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
Employer Liability under the Amended Missouri Human Rights Act and New Missouri Whistleblower's Protection Act	James Ward
<p>In late 2017, significant amendments to the Missouri Human Rights Act (MHRA) took effect, along with brand new statutory protections for "whistleblowers" in Missouri. The courts and Missouri employers are just beginning to sort these changes out.</p> <p>This presentation will focus on:</p> <ul style="list-style-type: none"> • The most important features of the amended MHRA that will impact potential employer liability for discrimination and other unlawful employment practices; • What employers should do to minimize potential liability under the amended MHRA; and • The most important features of Missouri's new "Whistleblower's Protection Act" and what employers should do to minimize potential liability under the Act. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
Presentation Title: Employment Discrimination Law Update – Changes the Missouri Human Rights Act	Joanna Trachtenberg
<p>This session will provide information on the major changes to the Missouri Human Rights Act (governing employment discrimination claims) that took effect on August 28, 2017.</p> <p>Participants will learn:</p> <ul style="list-style-type: none"> • Changes to the law, including individual responsibility, damage caps, and standard of proof • Newly codified Whistleblower Protection Act • Best practices for responding to these claims <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
Injury Prevention in Your Company	Mark Woodward
<p>We'll discuss the following:</p> <ul style="list-style-type: none"> • Common injuries among Missouri employees; • Developing, communicating and enforcing basic safety rules; • How to decide what safety rules to develop; • Being ready – if an injury occurs, how to treat an employee under the work comp system. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

HR Change Management Strategy**Randy Woehl**

Change is inevitable. HR by necessity must focus on innovation and creativity to sustain and contribute to the organizational strategies. Complacency is not an option.

In this presentation you will learn to:

- Understand the basic physiological and psychological effects of change on your employees
- Explore how culture can impact change
- Implement strategies to help ensure that changes by HR succeed
- About a model to overcome employees' resistance to change
- Measure the effectiveness of HR's change

Intended Audience: Public Sector

Attracting Millennials**Kat Cunningham**

- Companywide opportunities for diversity and inclusion
- Importance of Company Culture
- Ways to Incentivize
- Organizational Change

Intended Audience: Private Sector / Public Sector

Active Assailant Survival Strategies**Michael Hestir**

Attendees will receive common sense, easy to implement strategies for work, school and home to increase odds for survival in the face of a purposeful attack from an individual or group whose intent is mass killing. Discussion, rehearsals and brief role plays will be included.

Intended Audience: Private Sector / Public Sector

When Domestic Violence Comes to Work**Molly Metza**

The pervasiveness and severity of domestic violence affecting the workplace demands the attention of employers, managers, human resources and security staff. Employers often do not recognize domestic violence as a workplace hazard. Instead of ignoring the problem, companies should be proactive and develop policies and programs designed to address domestic violence.

Attendees will learn:

- How to train supervisors to recognize and respond to signs of domestic violence.
- What resources are available in your community.
- What laws apply to employers regarding domestic violence (nondiscrimination laws, how FMLA applies, workplace restraining orders, etc...)

Intended Audience: Private Sector

Leadership, It's Simply Complicated	Phil Brandt
<p>What is your promise? (Hint: Every leader should be able to answer this question.) Leadership is probably the most studied subject in the business world. It is people that drive the process – and the process drives the product. This session takes a deep dive into the human element of this model and what drives the connection between people and their employers. We know a strong individual commitment results in higher engagement, retention, and improved productivity. Learn how a simple promise can help your institution outperform all others. At the conclusion of this session, participants should be able to describe the business model of “People, Process, and Product” and create connection with employees. Be prepared to be challenged!</p> <p>Course Objectives</p> <ul style="list-style-type: none"> • Review of the business model “People, Process, and Product” • Explore the human value proposition of why people choose to work where they work • How to create connection with your employees <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
Employee Handbooks	Rene Duckworth/Mallory Stumpf
<p>During this refresher presentation we will discuss common mistakes in employee handbooks, as well as best practices to keep your employee handbooks compliant and current</p> <p>Our goal is for you to learn:</p> <ul style="list-style-type: none"> • Legal updates to keep your employee handbook compliant. • Must-have policies versus optional policies to include in your employee handbook. • Common mistakes to avoid that cause legal headaches. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
Top Five Things Managers Should Know About Discrimination Claims	Sarah Crawford
<p>A discussion of the best practices to avoid employee discrimination complaints and claims against the employer. An exploration of employees’ basic rights and what employers need to do to ensure that company procedures are in compliance with the law.</p> <p>A discussion of recently decided cases on hot button issues, such as workplace harassment and disability discrimination, and what employers should take away from these cases.</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
How to Acquire Great Employees Over Competitors	Ann Carden
<p>The unemployment rate is the lowest it has been in 48 years and employers are struggling to find TOP people for hire to fill open positions in their companies.</p> <ul style="list-style-type: none"> • The Key Marketing Strategies to attract the right people • How to have TOP PEOPLE want to work for your company over competitors • How to AVOID COSTLY hiring mistakes <p><i>Intended Audience: Private Sector/Public Sector</i></p>	

Diversity Initiatives, the “right thing to do”	Brian Jones
<p>Companies talk about Diversity and Inclusion as the "right thing to do", but struggle with dedicating valuable resources to an initiative because it's warm and fuzzy. This session will explain how a dedicated D&I Initiative is not just a corporate responsibility, but a business advantage that is necessary for surviving and growing in a changing environment.</p> <ul style="list-style-type: none"> • Discuss the progression of D&I plans at corporations over the years • Discuss changing demographics in the US and how they affect your business • Discuss the tangible and intangible effects of properly implementing a D&I strategy <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
Putting the “Success” in Succession Planning	Cassandra Halls
<p>Succession Planning is sometimes a tough topic to approach; however, to ensure the ongoing stability of the organization, it CANNOT be avoided. Whether you are in need of a succession plan for yourself, or for other leadership positions, this is the place to get started!</p> <p>Objectives:</p> <ul style="list-style-type: none"> • Learn the steps of where to start when it comes to starting a succession planning strategy. • Understand how to have the critical conversations and create buy-in for the succession planning strategy with your leadership team. • Identify the key things you need to be focused on to move the process forward. <p><i>Intended Audience: Public Sector</i></p>	
Hiring and Retaining Great Employees in Today's Public Sector	Douglas Nelson
<p>Hiring and retaining employees in today's environment with baby boomers, Generation X-ers, Millennials, and Centennials/Gen-zers all in the job market can be challenging. The ideas presented in this session will be applicable to all employers.</p> <p>The goals for the training include:</p> <ul style="list-style-type: none"> • Recognizing the make-up of your employee staff and the competing interests they have in their careers/lives; • Challenges in public sector hiring; and • Ideas/tools around general management practices and benefit structures to hire and retain great employees. <p><i>Intended Audience: Public Sector</i></p>	
Financial Accounting for Non-Financial Managers	Alaina Gump/Becky Grissom
<p>Knowing how your organization runs (process/procedures) in order to strategically hire and place employees where they will have the most positive financial impact</p> <ul style="list-style-type: none"> • Understanding the financial statements of your organization or industry. • Ensuring HR is an important piece of your organization's strategic plan. • Determining and communicating the impact of employee training and onboarding to the bottom line. Projecting the long-term savings to an organization to offset the initial cost. • Knowing your organization's culture to maintain or increase retention. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

Armed Intruder Awareness & Pre-event Preparation**Chad Stieferman**

Most companies have Emergency Response Plans and training drills for things such as Fires, Tornados, Earthquakes, etc. Armed Intruders on the other hand are less common to find. It is imperative that companies begin to PLAN & TRAIN for the day they are faced with an Armed Intruder. The planning must start before an incident occurs.

This course will cover:

- Work Place Violence from an administrative prospective with ways to detect and prevent a potentially violent situation.
- The importance of having an Armed Intruder Response Plan and what it should include
- What training programs are available to provide to your employees
- Considerations for pre-indecent, during incident, and post-incident needs
- Six different types of intruders and what their objectives are

Intended Audience: Private Sector / Public Sector

Life after “#MeToo”: How will the sexual harassment revolution affect your workplace?**James Ward**

A timely presentation on the state of the world after “#MeToo” and the recent scandals involving sexual misconduct. You will leave with a deeper understanding of how to prevent sexual harassment in the workplace, including how to conduct effective investigations of alleged harassment.

Intended Audience: Private Sector / Public Sector