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	TOPIC	SPEAKER
	<p>Top of Mind: The Importance Of Consistently Engaging The People Around You</p> <p>This session will explore the understanding of the trend of how people are losing trust online and how that will affect our businesses. Everyone’s goal with trust and long-term business success is moving from people’s short term to long-term memory. There’re important steps to assure this happens.</p> <ul style="list-style-type: none"> ➤ Develop the steps towards creating a culture and employee base that is trained to be helpful to the people that matter most. ➤ Start aggregating content triggers that are moments where you can engage people the most then put a plan together to create consistent content from those moments. ➤ An investment in your own personal brand and key stakeholders around you will make your life a lot easier and is an easy way to decrease trust barriers. ➤ Don’t be afraid to be courageous through being more authentic, adding personalization, and thinking differently. ➤ Time is your most important asset so make sure you do everything you can to think smart and identify ways to use less time but accomplish more. 	<p>John Hall</p>
	<p>Is that a “red flag”? What to do if an employee might sue.</p>	<p>Andrew Metcalf</p>
	<p>When dealing with difficult employee relations issues, every now and then, business leaders get the sinking feeling that an employee might want to stir up legal trouble. Perhaps an employee sends a disgruntled email or exclaims “I’m calling my lawyer!” after a difficult meeting –or maybe the employee just gives you a “bad feeling.</p> <p>In this session, you will learn practical tips about how to manage difficult employees, while trying to avoid potential liability, including:</p> <ul style="list-style-type: none"> ➤ Types of legal claims employees can bring, and how to see them coming. ➤ How to document workplace issues. ➤ How to communicate effectively when working through thorny workplace disputes <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	<p>Your Success is in YOU!</p>	<p>Bernie Frazier</p>
	<p>With employee engagement near an all-time low, many employers want to help their employees engage more. What they don’t know is the best way is to understand what’s caused employees to disconnect. By gaining this understanding, employers can help their employees regain their “mojo,” boost engagement, and maximize performance.</p> <p>At the end of this session, participants will:</p> <ul style="list-style-type: none"> • Be able to help employees understand the role they must play in having a successful career • Know the one question they need to help their employees ask and answer to make smart career decisions • Be able to help employees understand the silent requirements for getting and staying ahead • Help employees understand why the most common reasons given for getting ahead don’t work • Be able to show how applying a simple vacation principle can help to catapult an employee’s career <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

	Response to Active Shooter Incidents & Stress Management Techniques	Chad Stieferman
	<p>Attendees will learn how to properly respond during an active shooter incident following the Run/Hide/Fight response principals. Attendees will also learn how to mentally prepare themselves pre-incident to prevent a stress response. Attendees will also learn how stress affects the human body with ways to manage their own stress during a violent incident and how to use the suspects stress to their advantage so they can WIN the encounter.</p> <ul style="list-style-type: none"> ➤ The importance of having an Armed Intruder Response Plan and what it should include ➤ What training programs are available to provide to your employees ➤ Work Place Violence from an administrative prospective with ways to detect and prevent a potentially violent situation. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Inclusive Excellence: Addressing Unconscious Bias	Daryl Smith
	<p>Unconscious Bias –the judgments, attitudes and behaviors toward others, of which we are not even aware. This type of bias can lead to violence and death on the streets of Ferguson, in a city park in Cleveland, or in a gated community in Samford. This bias is also very dangerous in American workplaces and can lead to economic injustice. When this injustice is not properly addressed, it can escalate, and can potentially lead to real violence. How can we manage talent effectively if we are not aware of the biases that affect our behaviors. While we cannot eliminate unconscious bias, we can become more effective in managing it.</p> <p>This topic will be explored more deeply with:</p> <ul style="list-style-type: none"> ➤ real world examples ➤ a discussion on possible solution <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Positive Culture Wins: People + Performance = Profits	Gary Wilbers
	<p>The challenge today is not IF you should have a great workplace culture but more about why you MUST have a positive culture to attract and retain the best talent to your business. Today's worker wants more from their employer besides a paycheck. In this workshop I will share three strategic components to developing and/or improving your organizational culture.</p> <ol style="list-style-type: none"> 1. People 2. Performance 3. Profits <p>This session will drive home the importance of creating and communicating a positive culture which ultimately impacts the bottom line of every organization.</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

	The Rising Rate of Suicide Amongst Employees and Tools That Can Save a Life	Jake Woolfenden
	<p>By now, our society has come to grasp the reality that workplace safety and health are not limited to the physical body alone. The health of your mind is an equally critical element that deserves the same care and training we provide awareness for physical injury and illness. In this training we will discuss the spike in suicide rates amongst construction and trade workers, and 5 effective principles you can apply in your workplace to address this topic with love, care and respect.</p> <p>Outline:</p> <ol style="list-style-type: none"> 1. The rising rate of suicide amongst workers 2. Be prepared to know the signs and symptoms of suicide 3. 5 effective principles you can implement to help those battling this issue 4. How to Ask, How to Keep Them Safe, How to Be There For Them, How To Connect Them w/ Resources, How to Follow Up <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Employee Engagement – A Necessity for Growth!	Jeana Woods
	<p>Employees who are engaged show a stronger work connection, have more passion for their job, and have a higher level of job satisfaction, effecting attraction and retention of employees as well as productivity. Employee engagement involves the entire organization and engagement strategies can involve everything from policies, professional and personal development, employee wellness, the evaluation process, and benefits, just to name a few. But, what does employee engagement look like and how do you create or enhance it?</p> <ul style="list-style-type: none"> ➤ This session offers a look at what employee engagement is, ➤ why it should be a priority for public and private organizations today, ➤ and practical strategies to use to create, enhance, and monitor engagement. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Culture Shift: Combatting Harassment by Creating Healthier Workplaces	Kirsten Anderson
	<p>As the country wrestles with the aftermath of the #metoo movement, Kirsten will provide a comprehensive look at what many are not talking about, dealing with, and thinking about when it comes to sexual harassment and healthy workplaces. This session focuses on what needs to be examined, communicated, and proactively accomplished in order to avoid damaging workplace outcomes and make a culture shift to create productive work environments.</p> <ul style="list-style-type: none"> ➤ Recognize sexual harassment, harassment and bullying behavior ➤ Know and understand appropriate responses to inappropriate behaviors ➤ Know their recourse regarding responses to inappropriate behaviors <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

	Legal Update on Medical Marijuana	Rene Duckworth / Mallory Zoia
	<p>Join us as we review the current status of drug laws at the state and federal levels, with a particular focus on recent changes in Missouri law, practical pointers and questions that employers may have about the implications of medical marijuana use in the workplace, “antidiscrimination” laws, disability and reasonable accommodation issues, safety concerns, and the legality of drug testing.</p> <ul style="list-style-type: none"> ➤ Legal update on the medical marijuana law passed by Missouri voters in November 2018. ➤ Legal update on state medical marijuana laws and how they have been interpreted by courts to affect the employer-employee relationship. ➤ Practice pointers on how medical marijuana laws play into everyday employer decisions on accommodations, safety, drug testing, and policies <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Facts vs Misperceptions: Understanding Your Implicit Bias	Michael Gonzales
	<p>A practical approach to understanding your bias and how that impacts your interactions, decisions and impedes fact-based decisions. Being vulnerable, getting comfortable with the uncomfortable and realizing you don’t have to know everything about diversity and inclusion will actually make you a more genuine and effective leader.</p> <ul style="list-style-type: none"> ➤ Understanding that everyone has unconscious bias and how it can impact personal and business decisions ➤ Examples of embracing diverse perspectives and how impacts a company's bottom line ➤ Why it’s critical for senior leaders to be active advocates for D&I ➤ Getting comfortable with the uncomfortable and understanding D&I is a journey ➤ Ten things to remember as you work on your D&I initiatives <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Best Practices for Conducting Workplace Investigations	Montana Koenig
	<p>How do you best protect your company and your employees from legal issues? A workplace investigation is an important tool in your arsenal for discovering problems and preventing their reoccurrence. But sometimes, investigations that could’ve been done better might be used against you in legal actions later on.</p> <p>In this session, we’ll cover best practices for conducting first-rate workplace investigations, including:</p> <ul style="list-style-type: none"> ➤ When to investigate; ➤ The confidentiality of investigations; ➤ How to use an investigation effectively to make sound business decisions <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

	Employment Crisis in America	Phil Brandt
	<p>American workers are quitting at rates not seen since the dot-com era. Finding talent is more difficult than ever before, as the talent pool is shrinking, and open positions are increasing. Let's take a deep look at the data and migration trends that are affecting our organization's ability to hire.</p> <p>We will discuss key strategies on how we can drive recruiting success in this tight job market.</p> <ul style="list-style-type: none"> ➤ Understand migration patterns across the US ➤ Understanding the prime working age population trends ➤ Recruiting & Retention Strategies considering migration & working age data <p>Some companies will win, and some companies will lose in this environment. Which will you be?</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Succession Planning – Leadership Competencies to Support Organizational Strategy	Randy Woehl
	<p>Strategic Succession planning and management is best described as an effort designed to ensure the continued effective performance of an organization, division, or department by providing for the identification, development, replacement and strategic application of key people. Given the current economic growth, historically low unemployment rates and the impending retirement of baby boomers; organizations are going to have look inside to fill many of the key positions that are going to be vacated by retirement and employee's exiting companies for better opportunities. In the past, Human Resources has been responsible for succession planning. I believe that's a major misconception and is not a sustainable strategy, this session will raise succession planning from a necessary HR function to a strategic organization drive driven by HR.</p> <p>In this session you will learn</p> <ul style="list-style-type: none"> Ø why its important to succession plan, Ø how it increases the talent pool, Ø how it provides opportunities for high potentials and finally Ø how it taps the intellectual capital of your organization. <p>You will also learn how to take a common sense approach to Succession planning.</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Legalization of Marijuana: What Happens if Cheech & Chong Get Injured?	Sarah Crawford
	<p>An overview of the Missouri's current law and changes. The impacts of federal law and whether employers can fire marijuana users. Discussion on marijuana's effect on workers' compensation claims.</p> <ul style="list-style-type: none"> ➤ Exploration on when and why doctors opt for marijuana prescriptions. ➤ An overview of the pros and cons of different testing methods. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

	Let's Talk About Numbers, Baby!	Sarah Davidson
	<p>I am a firm believer that in order for HR to be successful in the c-suite, you have to understand the business and have business acumen. In order to develop the talent of the HR professional under you, you should encourage them to know the business and understand how their role affects the bottom line. In order to grow upward and lost the notion of “necessary evil;”, we have to make changes. My intent is that you’ll walk away more knowledgeable, more confident and ready to raise the bar of your HR department, along with your perceived and actual value.</p> <p>Learning Objectives:</p> <ul style="list-style-type: none"> ➤ Learn why metrics are powerful tool, and why they're not as complicated as they think ➤ Learn how to calculate metrics ➤ Learn how to present and use metrics in their business ➤ Learn how to showcase HR's impact in their business <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	The Power of Yes: Using Improv Techniques to Boost Teamwork and Decision Making	Steve Hughes
	<p>Did you know that the "secrets" improv comedians use on stage can fuel a healthier work environment, stronger decision- making, and better customer service? All it takes is a shift in mindset from saying "no, but..." to "yes, and..." "Good Better Yes is a fast-paced, interactive program that gives you simple-to-use tools to unlock your super-computer brain to listen better and engage more deeply with people inside and out of your organization. Using these principles will help develop better teams and yield more out-of-the-box ideas. Plus, you'll not only use these concepts at work, but in your personal life, too</p> <p>Attendees will be able to:</p> <ul style="list-style-type: none"> ➤ Overcome the “we’ve-always-done-it-that-way” attitude ➤ Generate better ideas and solve problems easier ➤ Build a better team and increase collaboration <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Creating an Engaged Workplace	Alia Stowers
	<p>Engagement isn't just a buzzword—it's a crucial business strategy that goes right to the bottom line! In a climate in which companies are competing for great employees, competitive edge goes to those organizations that take a serious look at their environment and invest in engagement as a retention strategy. This fun, inspiring keynote session puts images and description to engagement, and also sets participants on first steps to becoming a more engaged workplace.</p> <p>Participants will:</p> <ul style="list-style-type: none"> Ø Learn the cultural and financial benefits to engagement Ø Discover what it looks like when an employee is truly engaged Ø Construct the critical business strategies toward designing and implementing engagement as an organizational strategy Ø Envision their workplace fully engaged Learn first steps in becoming an engaged workplace <p><i>Intended Audience: Private Sector / Public Sector</i></p>	

Get Back to the Future!! Leveraging Generational Perspectives to Advance Your Organization	Cassandra Halls
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The workforce is experiencing a unique transition. Currently, there are 5 generations represented in the workplace. With so many 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.

Join us for an interactive discussion, processing lessons learned from the past to help launch your organization into the future, with a bit of magic from 1985!

Objectives:

- Learn about generational influences that impact the way we approach our work.
- Understand the reality and value generational diversity brings to work culture.
- Take the understanding and importance of embracing generational diversity to the board room.
- Develop new strategies to implement that will improve generational relationships in your organization.

Intended Audience: Private Sector / Public Sector

Creating a Culture of Improvement	Scott Burgmeyer
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Companies, teams, and individuals work tirelessly to figure out how to change and build a culture focused on performance, improvement, and delivering excellence to the customer. During this session we will explore methods to define and create a culture of improvement that can work in any organization.

- Learn and understand approaches for improvement.
- Discover best practice methods to improve how you improve.
- Identify key steps you can take to start on the journey now.

Intended Audience: Private Sector / Public Sector

What Now! The Department of Labor’s Proposed Overtime Rule and What You Need to Know	Christina S. Capizzi
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- What is the new DOL Rule on minimum salary levels for Executive, Administrative and Professional employees?
- What is different from the Obama Administration’s 2016 Rule
- When will the final rule go in to effect?
- Options and strategies for compliance.

Intended Audience: Private Sector / Public Sector

	Hiring and Retaining Great Employees in Today's Public Sector	Doug 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> <ol style="list-style-type: none"> 1. Recognizing the make-up of your employee staff and the competing interests they have in their careers/lives; 2. Challenges in public sector hiring; and 3. Ideas/tools around general management practices and benefit structures to hire and retain great employees <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	And Safety for All: Injury Reduction Strategies and Controlling Work Comp Costs	Mark Woodward
	<p>We're business owners working to hire new employees, secure new customers and grow our business –not trained safety & work comp experts that know the rules & regulations perfectly. But we do know that injuries are dangerous to our employees, productivity, responsiveness and finances.</p> <ul style="list-style-type: none"> ➤ This session provides those with safety and workers compensation as "another duty as assigned" with a simple, proven strategy to GET RESULTS. ➤ Content of this presentation includes achievable strategies for reducing risk and injuries while improving compliance and lowering your cost for workers compensation insurance, damage and incidents. ➤ Sample safety and workers compensation resources will be provided. <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Changes to Public Sector Bargaining & Prevailing Wage in Missouri	Mike Gallagher
	<p>In 2018 the General Assembly radically modified the Public Sector Bargaining law. This session will introduce the changes in the law and study Major Development cases relating to those modifications.</p> <p>This session will explore:</p> <ul style="list-style-type: none"> • This history of Public Sectoring Bargaining in Missouri • How the 2018 modifications change the face of Public Bargaining in Missouri • The new statutory limitations on Public Bargaining agreements in Missouri • Discussion regarding Prevailing Wage changes in Missouri <p><i>Intended Audience: Public Sector</i></p>	

	Best Practices in Employee Feedback, Discipline and Termination	Cathy Martin
	<p>Attendees will learn best practices to give employees ongoing feedback and performance evaluations, as well as problems, pointers and alternatives to progressive discipline. In addition, attendees will gain insight on best termination practices including management pointers, termination's impact on unemployment and non-competition agreements, and recommended steps to termination meetings with employees. Attendees also will learn how to best navigate giving employees negative feedback and proceeding with termination considering an employee's use of FMLA leave or complaint of discrimination or harassment to best avoid retaliation claims.</p> <ul style="list-style-type: none"> ● How to best give an employee feedback ● How to best discipline an employee ● How to best terminate an employee ● How to best address post termination issues <p><i>Intended Audience: Private Sector / Public Sector</i></p>	
	Top 10 Wage and Hour Mistakes	Jennifer Chierek Znosko
	<p>During this presentation, we will address the most prevalent wage and hour mistakes that employers make, as well as strategies and best practices for making sure that your organization does not make them. Specifically, we will discuss:</p> <ul style="list-style-type: none"> ➤ Making appropriate deductions from employee wages; ➤ Ensuring that your organization is calculating overtime premiums correctly; ➤ Avoiding common pitfalls that lead to off-the-clock work; ➤ Verifying that your timekeeping practices are capturing all hours worked; and ➤ Correctly classifying employees as independent contractors or exempt from overtime. <p>You will leave this presentation with best practices that you can implement within your organization to avoid Department of Labor audits and costly wage and hour lawsuits.</p> <p><i>Intended Audience: Private Sector / Public Sector</i></p>	