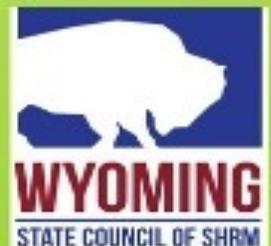


Ready. Set. Grow!

Wyoming SHRM
Annual Conference
September 19-20, 2019
Casper



This conference is brought to you by:

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



Agenda

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



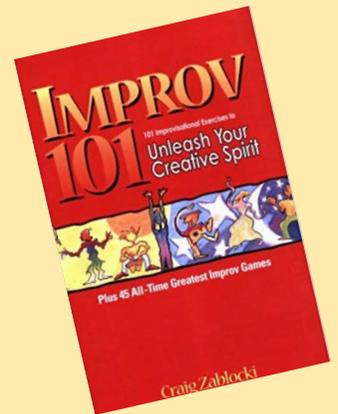
4:30pm - 4:45pm Announcements & Closing Remarks

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!*



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CONFERENCE ACCOMMODATIONS

Call by September 6, 2019 to receive the discounted room rate of \$85/night + tax. Mention that you are booking for the **Wyoming SHRM State Conference**

 **RAMKOTA HOTEL & CONFERENCE CENTER**

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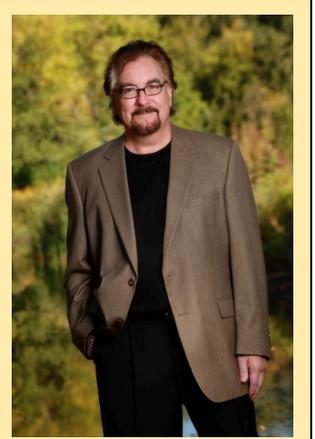
Agenda

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. Dianna Gould, SHRM Regional Manager 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 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.



All cancellations must be in writing & postmarked by August 6, 2019 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

11:45am-12:00pm Closing Remarks

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 certified? Yes No

SHRM Membership Number

Type of Certification: _____

Full-Conference Registration

- SHRM Member Early Bird **\$229 (before 8/15/19)**
- Non-SHRM Member Early Bird **\$299 (before 8/15/19)**
- SHRM Student Member Early Rate **\$59 (before 8/15/19)**
- SHRM Member Rate **\$300**
- Non-SHRM Member Rate **\$375**
- SHRM Student Member Rate **\$100**

PAYMENT SUMMARY

CONFERENCE \$ _____
GUEST EVENT \$ _____
TOTAL AMOUNT PAID \$ _____

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

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.

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.

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. More vendor opportunities are still available. Email Jennifer.Baker@elwoodstaffing.com for more information.

