

20TH ANNUAL WEST CENTRAL ARKANSAS SOCIETY FOR HUMAN RESOURCE MANAGEMENT Managers Seminar

This year's seminar features:

KEYNOTE: Start with Happiness: Reignite your Passion & Purpose at Work—Allyson Lewis

CONCURRENT SESSIONS:

How Managers Can Actually Save Time with AI (Without Getting Overwhelmed)—Allyson Lewis

Generations: Change of Perspective—LaTaschya Harris

Succession Planning—John Caver

Work Hard. Have Fun. No Drama—Lisa Carver

Legal Update—Wayne Young

How to be an Effective Manager—Dianna Lyon-Wagner

Coaching Your Staff to Success—Janie Warner

Ask An Attorney & HR Professional Panel

Visit our website for more information on Topics and Speakers!

Presenting Sponsor



Employment Staffing

\$100 PER PERSON

INCLUDES LUNCH

COST INCREASES AFTER 8/6

Attend this quality award winning seminar for hands on tools and ideas to make you a better, more effective and motivated manager.

This seminar is designed for all levels of management from the newly promoted manager to the senior level manager. A small business owner to a large corporation will benefit with the concurrent session content which allows YOU to select what topics you need. Six hours CE will be available.

THURSDAY, AUGUST 21, 2025, 8 A.M. - 4 P.M.

HOT SPRINGS CONVENTION CENTER, ROOMS 207-209

Registration is available online at www.WCASHRM.org/Seminar

KEYNOTE: Start with Happiness: Reignite your Passion and Purpose at Work with Allyson Lewis

Employee engagement is low, burnout is high—and the pressure is on for managers to lead with more heart and clarity. In this uplifting and practical session, Allyson Lewis shares three habits that help leaders reconnect with what matters most: happiness, purpose, and people. Grounded in brain science and real-world tools, this session will show how a few minutes a day can shift your mindset, reduce mental clutter, and bring new energy to your team and your own workday.

ALLYSON LEWIS is the founder and CEO of The 7 Minute Life, a company dedicated to helping individuals and organizations maximize productivity and make the most of their time. An entrepreneur, author, and sought-after speaker, Allyson has become a leading authority in time management and efficiency. Allyson is an entrepreneur, speaker, and executive coach. She is the author of 5 books. Her books have sold more than 130,000 copies and have been translated into Chinese, Turkish, Korean, and Spanish. Allyson is actively involved in bringing AI technology into the workplace to take productivity to the next level. Her pioneering research and training are helping organizations leverage AI automation to work smarter. Allyson worked in the financial services industry for more than 30 years including 24 years with Morgan Stanley and 7 years with Merrill Lynch. Her clients include Kellogg's, Walmart, Morgan Stanley, Northern Trust, and the FBI. She has been a guest on CNN and Bloomberg Information TV. Her work has been seen in Investor's Business Daily, The Los Angeles Times, The Chicago Sun Times, and Fast Company. Allyson has spoken to thousands of individuals and organizations on the importance of time management and productivity. A gifted and energetic speaker, attendees walk away from Allyson's programs with the mindset, motivation, and practical skills to stop letting the clock run their lives. Her cutting-edge, customized sessions allow organizations to work smarter, faster, and more productively.



CONCURRENT SESSIONS

"How Managers Can Actually Save Time with AI (Without Getting Overwhelmed)" with Allyson Lewis

AI can be a huge time-saver — but only if you know how to use it in the real world. This session shows managers how to simplify their workflow, write faster, plan better, and spend less time on repetitive tasks using tools like ChatGPT. It's designed for non-tech folks who just want to work smarter, not harder.

Change of Perspective with La Taschya Harris

In today's society, we can no longer conduct business as usual. New generations think, act, and work differently. Therefore, it is imperative that we have a "change of perspective" when it comes to dealing with today's employment population. Are you tired of doing things the same way and not seeing the type of change you need for your company to grow? Are you wondering what is wrong with today's young employees? Maybe a "change of perspective" will allow you to do some old things in new ways.

LATASCHYA HARRIS is the director of Career Pathways as well as an adjunct English instructor at National Park College, and has worked there for 18 years. She has been a resident of Hot Springs for 23 years. She earned her Associate of Arts degree at Garland County Community College and both her Bachelor of Arts and Master of Liberal Arts degrees (English) from Henderson State University. LaTaschya recently finished working on a doctorate in Community College Leadership and graduated in May 2025. When she is not enrolled in school, she serves as an adjunct English instructor at NPC and works with local high school programs whenever possible. She has taught, mentored, and tutored high school youth and young adults for over 30 years. She has conducted customer service and team-building workshops, conference presentations, and seminars focusing on career and professional development. LaTaschya has been honored to be a guest speaker and keynote speaker at events at the college, in the community, throughout Arkansas and other states, and has previously presented at SHRM meetings and conferences. She loves her career and is passionate about serving students, and she strives to fuel the passions of others everywhere she goes.



Succession Planning. It's a Waste of Time if you are not Actively Engaging with your top Talent with John Caver (One Time Only)

Many businesses fail to invest an appropriate amount of time in succession planning because it typically gets shoved to the back burner in favor of more urgent priorities. The truth be told, that's probably not a terrible thing because without an employee engagement strategy for top talent, which most do not have, a succession plan will not deliver results because the top talent will leave before ascending to key positions. In a world where tenure at a company is shorter than ever, we will discuss how to use key engagement and retention drivers to not only retain your top talent, but maximize their contribution while preparing for senior leadership roles. Discover how to differentiate your business from the rest using programs that employees actually get excited about, particularly Millennials and Gen Z.



JOHN CAVER, a native of Hot Springs, is the Workforce Instructor at ASU – Three Rivers. John's technology experience included executive roles in sales, marketing, and strategic planning, with almost half of his years spent as a change agent turning around underperforming operations. During his corporate career, John promoted over 200 team members into new leadership roles and provided both training and mentorship to ensure their success. He completed the prestigious GTE Marketing Management Development executive training program as well as the Ken Blanchard 6-month executive coaching program focused on preparation for executive management, situational leadership, and personal balance.

Coaching Your Staff to Success: Techniques for Fostering A Culture of Growth and Achievement Through Coaching with Janie Warner

Staff development has long been a staple of the HR strategic plan. Hiring people as they are and developing their skills and talents over time to

prepare them for promotional opportunities. Coaching has also been seen as an important tool, but very often, it is seen as a time-consuming process that falls by the wayside in light of other, more urgent matters. This session will look at the valuable management tool of coaching and how it can expand the strategy of “growing staff” internally to prepare for promotion opportunities and succession plans. Participants will: Discuss the origins of coaching through three specific areas of employee development: Discipline, Skills alignment and enhancement, and Growth mindset. Explore ways to encourage management staff to view their role as “coach” to be just as important as “task master.” Examine incentives for coaches who set and exceed goals for employee growth.

JANIE WARNER has more than 35 years of experience in executive management and human resources and has served as the vice president and practice leader for McGriff’s HR Advisory team for the past 16 years. In her career, she has served on the university level as an adjunct faculty member teaching human resources management, organizational development and labor relations. She is a nationally recognized speaker in the areas of volunteer board governance, executive management, leadership, ethics, employee benefits and human resources. Janie earned a bachelor’s degree in psychology from Evangel University in Springfield, Missouri, and a master’s degree in human resource management from Golden Gate University in San Francisco. She holds a certificate in Total Compensation and Rewards from Cornell University and is certified as an ACA practitioner.



[How to be an Effective Manager with Dianna Lyon-Wagner](#)

Discover ways to improve your effectiveness as a Manager. This presentation will provide information about Communication Techniques, including Active Listening, Emotional Intelligence, Conflict Resolution, Coaching and Development, Time Management, and Seeking Feedback.

DIANNA LYON-WAGNER is the Compliance Director at My HR Pros. She manages a team of Compliance Officers that assist clients in Human Resource best practices through consultation. Dianna is responsible for keeping the Compliance Team up to date on the ever-changing regulations. Dianna holds a Bachelor of Science, Major in Earth Science, Minor in Geology from the University of Arkansas, master’s in human resources, Concentration of Management/Personnel Administration from Webster University, and has SPHR Certification.



[Legal Update for Managers with Wayne Young](#)

Attorney Wayne Young will provide a legal update on the latest regulatory changes and provide insight on how managers can adapt to them.



WAYNE YOUNG is a partner with the Friday, Eldredge & Clark and a member of the Labor and Employment Law Practice Group. He was named the 2017 Russell Gunter Legislative Advocacy Award Recipient by Arkansas SHRM. The award recognizes outstanding contributions of time and effort in local, state or federal legislative advocacy on behalf of the Human Resources profession. He is a member of CAHRA and was awarded the association’s Legislative Advocacy Award for 2018. He has also been named in The Best Lawyers in America publication annually since 2015, and has been listed as a Rising Star in the Mid-South by Super Lawyers magazine annually since 2013. He is on the Board of Directors of Women and Children First and he is the past president of the Little Rock Downtown Kiwanis Club. Wayne currently serves as General Counsel to the ARSHRM State Council. He graduated summa cum laude from Arkansas Tech University in Russellville and attended law school at the William H.

Bowen School of Law at UALR. Wayne was a Bowen Scholar at the University of Little Rock School of Law, and won the Bogle-Sharpe Award for Most Likely to Succeed in the Practice of Law in 2003.

[Work Hard. Have Fun. No Drama! with Lisa Carver](#)

In today’s dynamic and diverse workplace, cultivating a strong, accountable culture is essential to organizational success. This interactive session will guide participants through four key pillars of effective culture-building: 1) Create the Culture – Learn how to intentionally shape and define a workplace culture that aligns with your organizational values and mission. 2) Walk the Talk – Discover the importance of modeling behaviors that reinforce the work environment you intend to create. 3) Foster Participation – Explore strategies to engage employees at all levels, encouraging active involvement and ownership. 4) Address Problem Employees – Gain tools to have conversations with employees and address challenging behaviors that can undermine your goal of positive team dynamics and high productivity. By the end of this session, participants will have a clear roadmap for developing a culture that promotes accountability, engagement, and sustained success.

LISA CARVER is the founder of Moxie Consulting, Inc. She is an experienced human resources consultant and entrepreneur. She specializes in communication audits, instructional design, facilitation, professional coaching, and strategic planning. As a consultant, Lisa has worked with large companies, including PepsiCo and Kimberly Clark, government organizations such as the City of Arlington and Pulaski County, and small businesses. She has also advised political campaigns and advocacy groups and volunteered as a presentation coach for TEDxMarkhamStreet. Lisa is passionate about helping individuals succeed and organizations improve. She works to create sustainable solutions and excels in interactive employee learning and development events. Lisa holds a BA in Communications and a MA in history and political science. She attended law school at the UALR Bowen School of Law and is a certified trainer for Achieve Global, DDI, DiSC, and Franklin Covey.

[Ask An Attorney & HR Professional Panel \(One Time Only\)](#)

Sometimes it feels as though your boss, your employees, your co-workers, not to mention the endless regulatory agencies are hot on your heels and out to reduce your effectiveness. Employment law attorneys and HR Professionals will answer your questions about legal issues that you face in your workplace. Take advantage of this opportunity and you might minimize your risk and further enhance your supervisory skills.

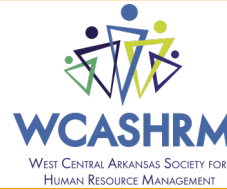
PANELISTS:

SHAYNE KING is the HR Director with BirchTree Communities in Benton, AR. She has over 25 years’ experience in the HR profession.

WAYNE YOUNG (See bio above.)

DIANNA LYON-WAGNER (See bio above.)

West Central Arkansas Society for Human Resource Management
2025 MANAGERS SEMINAR
August 21, 2025 — Hot Springs Convention Center



REGISTRATION COST

\$100 per person, includes lunch

Registrations received after 8/6, cost is \$115.

Registrations after 8/15 and on-site, cost is \$150.

**PAYMENT IS REQUIRED AT OR BEFORE
SEMINAR IN ORDER TO ATTEND.**

Submit separate registration forms for each registrant.

Full refunds, less a \$15 fee per person, will be made if cancellations received in writing by 5 p.m. on 7/21/25.

Cancellations received after 7/21/25 and no-shows are non-refundable.

Substitutes allowed. Please email registration@wcashrm.org to request changes.

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Registration is available online at www.WCASHRM.org.

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(Registrations after 8/6, \$115. After 8/15, \$150.)

\$35 - Lunch Only (for additional booth workers not attending the seminar) **\$50** - Electricity for Booth

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Credit Card Payments can only be accepted online at www.wcashrm.org/seminar.

Please note, we will be communicating with you via email regarding your seminar registration. If you wish to opt out of communication via email, please check here: