

WEST CENTRAL ARKANSAS SOCIETY FOR HUMAN RESOURCE MANAGEMENT



16th Annual

Managers Seminar

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.

\$70 PER PERSON

INCLUDES LUNCH

COST INCREASES AFTER 8/16

**WCASHRM.org
seminar@WCASHRM.org**

KEYNOTE: Leading to Win—Matt Birk, NFL Super Bowl Champion & Harvard Graduate

CONCURRENT TOPICS & SPEAKERS

5 Things I Think I Know About Success—Matt Birk
Having Those Difficult Conversations—James Guinee
Change of Perspective—La Taschya Harris
Effects of Favoritism in the Workplace—Minnie Lenox
Negligent Hiring, Retention & Supervision—Wayne Young
Preventing Workplace Violence—Rick Roderick
Work Hard. Have Fun. No Drama—Lisa Carver
Ask An Attorney & HR Panel



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

Presenting Sponsor

FirstStaff

**THURSDAY, AUGUST 29, 2019, 8 A.M. - 4 P.M.
HOT SPRINGS CONVENTION CENTER, ROOMS 207-209**

8:00 - 9:00

WELCOME, ANNOUNCEMENTS, OPENING KEYNOTE SPEAKER

ROOM 207/208/209

Mary Swope - WCASHRM President / Tara Mauk Arthur - WCASHRM Seminar Chair

KEYNOTE SPEAKER: Leading to Win - Matt Birk

Leadership is the X-factor for any organization. In the NFL, it is the difference between winning and losing. In business, leadership determines success or failure. Although every organization has people in leadership positions, that doesn't mean that those individuals know how to lead, or that anyone is really following them. During *Leading to Win*, Matt will break down the abstract concept of leadership and give attendees actionable strategies to implement as they work on developing their very own leadership styles.



Super Bowl champion **MATT BIRK** is a 15-year veteran of the National Football League, the former Director of Football Development for the National Football League, and currently serves as Special Assistant to the NFL. A native of St. Paul, Minnesota, Matt was drafted by the Minnesota Vikings in 1998 and was a key off-season acquisition of the Baltimore Ravens in 2009. A six-time NFL Pro Bowl Selection and two-time All Pro, Matt proved to be an undisputed leader on the field and was named the sixth smartest athlete by *Sporting News*. More importantly, he has established a legacy of community service that will last far beyond his years of football. A graduate of Harvard University with a degree in economics, Birk is the founder and CEO of Matt Birk and Company, LLC. He was the recipient of the *2011 Walter Payton NFL Man of the Year* award for his excellence on and off the field, including his commitment to emphasizing the importance of education through his H.I.K.E. Foundation. Established in 2002, H.I.K.E. stands for hope, inspiration, knowledge, and education, and impacts the lives of at-risk children by providing interactive programs and resources needed to guide a child through key educational transitions. Matt also launched the "Ready, Set, Read!" program in Baltimore-area public schools to motivate and encourage more than 100,000 students to read at home through a system of incentives. He partnered with Scholastic to form "Read and Rise," an initiative to join schools, families, and communities together in supporting the development of children's literacy. Matt parlays his diverse experiences culled from winning championships, creating partnerships, and educating others into a memorable message that connects with attendees and transforms audiences. He is the author of *All Pro Wisdom: The Seven Choices that Lead to Greatness*, and resides in Mendota Heights, Minnesota. Matt and his wife, Adrianna, are the proud parents of eight children.

9:15 - 10:15

CONCURRENT SESSIONS

Effects of Favoritism in the Workplace with Minnie Lenox

Repeats at 10:40 a.m.

ROOM 207

Favoritism refers to a practice in which a person is treated differently, better than others; not necessarily because the person has the qualifications in terms of skill set, but sometimes other aspects that are not related to job performance. Often, Managers don't realize this is happening until it has created discord and problems within their department. This session will share tips on how to identify this issue as well as alleviate it.

Minnie Lenox, a native of Hot Springs, attended Langston High, Hot Springs High, Indiana University, GCCC/Quapaw Vocational Technical and Henderson State where she majored in Business Administration with a minor in Engineering. In 1982, she went to work for the Chamber of Commerce and the Advertising and Promotion Commission as the Office Manager over Personnel. In 1990, the City began providing the administrative duties for Advertising and Promotion and she then became a Trainer for the City of Hot Springs. In 1992, she was appointed as the Training Coordinator. In 1996, she attended Oklahoma State University where she became certified as a Training and Development Specialist. In 2004, she was promoted to the position of Director of Human Resources for the City. She has written and conducted numerous workshops in Professional Development, Customer Service, Teamwork, Leadership in Today's Workplace, Diversity in the Workplace, Sexual Harassment, Dealing with Negativity in the Workplace, Stress Management and Workplace Ethics.



5 Things I Think I Know About Success with Matt Birk

ONE TIME ONLY!

ROOM 208

Whether being among the best and the brightest at Harvard or with the greatest athletes in the world in the NFL, Matt has been fortunate to spend time with those who are at the top of their games. In order to survive, he became a student of those who seemed to effortlessly perform at a high level. Matt wanted to break it down and ultimately see what made these individuals so good at what they did. In *5 Things I Think I Know About Success*, Matt will share his findings that help him thrive in highly competitive environments.

Preventing Workplace Violence with Rick Roderick

Repeats at 10:40 a.m.

ROOM 209

Part of being a leader is keeping your employees safe. Learn the profile of a violent employee; triggers of workplace violence and how to prevent it. You'll also learn about your legal obligations and liability as a supervisor.

Rick has more than 20 years of human resources experience in various executive management positions, including Executive Director of Human Resources with a large, multi-state corporation. He has extensive experience in labor relations, union negotiations and employment law. Rick works primarily in the areas of wrongful discharge, employment discrimination, unfair labor practices and wage and hour matters. He also advises management regarding human resources systems and policies and procedures, and performs supervisory training. He is a frequent speaker on labor and employment law matters.



10:40 - 11:40

CONCURRENT SESSIONS

Effects of Favoritism in the Workplace with Minnie Lenox

See 9:15 a.m. session

ROOM 207

Preventing Workplace Violence with Rick Roderick

See 9:15 a.m. session

ROOM 208

Work Hard. Have Fun. No Drama with Lisa Carver

Repeats at 12:40 p.m.

ROOM 209

Chances are, you encounter drama at work regularly. Regardless of where the drama falls on the intensity spectrum, it's your job to address it, and ideally to eliminate it. Unchecked, these behaviors create a negative work environment and can have widespread ripple effects. Attend this interactive session to: Define workplace drama, learn the root causes of drama, analyze short- and long-term effects, discuss a drama-free formula, overcome the dread of dealing with issues, and recognize it starts with YOU.

Lisa Carver is the President of Moxie Consulting, Inc., a human resources consulting firm located in Little Rock, AR. Lisa has designed and facilitated employee development and management/leadership training since 1988. Lisa holds a Bachelor's degree from the University of Central Arkansas, and earned her Master's degree from Texas Woman's University.



12:40 - 1:40 CONCURRENT SESSIONS
Change of Perspective with La Taschya Harris

Repeats at 1:50 p.m.

ROOM 207



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. La Taschya Harris is the Director of Career Pathways at National Park College. She has been in the program for 11 years, serving as Community Outreach Coordinator, Counselor/Advisor, and finally, her current role. A native of Los Angeles, CA, La Taschya has been a resident of Hot Springs for 16 years. She earned her Associate of Arts at GCCC in 2003; her Bachelor of Arts (English major) in 2007; and her most recent accomplishment is the completion of a Master of Liberal Arts (English). She has worked in public service for over 25 years, both in clerical and

administrative roles.

Work Hard. Have Fun. No Drama with Lisa Carver
Negligent Hiring, Retention & Supervision with Wayne Young

Repeats at 12:40 p.m.

ROOM 208

Repeats at 1:50 p.m.

ROOM 209

Exposure issues from a legal perspective in hiring, retention and supervision of staff are everyday occurrences in business. Very often, employers are faced with claims from third parties when an employee causes injury or harm in the course and scope of their employment. This session will include the specifics of these claims, with examples from court cases, and real-life experiences regarding how to mitigate the risks associated with these claims. No single industry is exempt from the implications of these issues, so first-hand knowledge is imperative to anyone in a supervisory role.



H. Wayne Young is a partner with 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 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 past President of the Little Rock Downtown Kiwanis Club. Wayne currently serves as General Counsel to the Arkansas State Council of the SHRM. 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 where he was a Bowen Scholar. 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.

1:50 - 2:50 CONCURRENT SESSIONS
Change of Perspective with La Taschya Harris

See 12:40 p.m. session

ROOM 207

Repeats at 3:00 p.m.

ROOM 208



Having Those Difficult Conversations with Jim Guinee

This presentation will focus on specific situations and strategies for dealing with difficult people and/or difficult conversations. You'll laugh (hopefully), you'll cry (maybe not), and you'll take away useful cognitive and behavioral tools.

Dr. Jim Guinee has been a licensed psychologist in the state of Arkansas for 20 years. He works at the counseling center as the director of training, he also teaches in the UCA department of Family & Consumer Sciences. He attended the University of Illinois and then worked at Georgia State as a predoctoral intern before coming to UCA. He frequently speaks on topics including dream interpretation, religious issues in counseling, training and supervision, and conflict resolution.

Negligent Hiring, Retention & Supervision with Wayne Young

See 12:40 p.m. session

ROOM 209

3:00 - 4:00 CONCURRENT SESSIONS

Ask An Attorney & HR Professional Panel

ONE TIME ONLY!

ROOM 207

Moderator: Steve Schulte and Panelists: Wayne Young, Shayne King, Donna Merriweather, Minnie Lenox

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.

Having Those Difficult Conversations with Jim Guinee

See 1:50 p.m. session

ROOM 208

Time	Session	Speaker	Room #
7:15 a.m.	Registration Opens		Second Floor
8:00 - 9:00 a.m.	OPENING SESSION & KEYNOTE		
General	Leading to Win	Matt Birk	207-209
9:00 - 9:15 a.m.	BREAK		CC LOBBY
9:15 - 10:15 a.m.	CONCURRENT #1		
	Effects of Favoritism in the Workplace	Minnie Lenox	207
	5 Things I Think I Know About Success	Matt Birk	208
	Preventing Workplace Violence	Rick Roderick	209
10:15 - 10:40 a.m.	BREAK/Exhibit Hall Open		CC LOBBY
10:40 - 11:40 a.m.	CONCURRENT #2		
	Effects of Favoritism in the Workplace	Minnie Lenox	207
	Preventing Workplace Violence	Rick Roderick	208
	Work Hard. Have Fun. No Drama.	Lisa Carver	209
11:40 - 12:40 p.m.	LUNCH AND EXHIBIT HALL		CC LOBBY
12:40 - 1:40 p.m.	CONCURRENT #3		
	Change of Perspective	LaTaschya Harris	207
	Work Hard. Have Fun. No Drama.	Lisa Carver	208
	Negligent Hiring, Retention and Supervision	Wayne Young	209
1:40 - 1:50 p.m.	BREAK		CC LOBBY
1:50 - 2:50 p.m.	CONCURRENT #4		
	Change of Perspective	LaTaschya Harris	207
	Having Those Difficult Conversations	Jim Guinee	208
	Negligent Hiring, Retention and Supervision	Wayne Young	209
2:50 - 3:00 p.m.	BREAK		CC LOBBY
3:00 - 4:00 p.m.	CONCURRENT #5		
	Ask an Attorney & HR Panel	Panel	207
	Having Those Difficult Conversations	Jim Guinee	208

2019 MANAGERS SEMINAR

August 29, 2019 — Hot Springs Convention Center



REGISTRATION COST

\$60 per person, includes lunch

Registrations received after 8/5/19, cost is \$70.

Registrations received after 8/16/19, cost is \$85.

Registrations after 8/23/19 and on-site, cost is \$100.

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

Submit separate registration forms for each registrant.

Full refunds, less a \$10 fee per person, will be made if cancellations received in writing by 5 p.m. on 8/5/19.

Cancellations received after 8/5/19 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.

Register online or complete this form and mail with payment to:

WCASHRM Managers' Seminar

PO Box 8

Hot Springs, AR 71902-0008

For more information or
questions, email
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VENDOR BOOTH

☐ **\$225** - Booth and 1 free registrant (includes 1 lunch) *Payment must be received by July 29 or we will release your booth*

☐ **\$70** - Additional representative from Company, includes lunch (Please submit separate form for additional representative.)
(Registrations after 8/16, add \$25. After 8/23, add \$40.)

☐ **\$30** - Lunch Only (for additional booth workers not attending the seminar) ☐ **\$30** - Electricity for Booth

Method of Payment – ☐ Check Enclosed ☐ Invoice Me at email: _____ Amount of Payment: _____

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