



WEDNESDAY, NOVEMBER 8, 2017 | THE COMMONS LEARNING CENTER | AUSTIN, TX

8:30 - 8:45 a.m.	Welcome			
Opening Keynote				
8:45 - 9:55 a.m.	Building a Culture of Employee Engagement in Government <i>Bob Lavigna, Director, Institute for Public Sector Employee Engagement</i>			
	Learning Objectives: <ul style="list-style-type: none"> • Define what employee engagement is and why it matters, particularly in government; • Measure and analyze the level of engagement and act on the results; • State the results of a national benchmark survey on the levels of employee engagement in both the public and private sectors, as well as what drives engagement; • Identify what public sector organizations have done to improve - and sustain - engagement; and • Build a culture of engagement. 			
10:00 - 10:15 a.m.	Transition Break			
Concurrent Workshops 1				
10:15 - 11:10 a.m.	1A - Changes, Inevitable <i>Cindy Yarbrough, Teacher Retirement System of Texas (retired)</i>	1B - FMLA <i>Maggie Freeman, Office of the Governor</i>	1C - How to Make Teleworking Work! <i>Jerry Greenwell, CPS</i>	1D - How to Build You Agency's Succession Plan and Prepare Your Next Generation of Leaders (Part 1 of 2) <i>Ted Beasley, Emergent Execs</i>
	Learning Objectives: <ul style="list-style-type: none"> • Determine how and when to communicate change; • List ways to encourage employees to accept change; and • Develop change management policy/procedures. 	Learning Objectives: <ul style="list-style-type: none"> • Summarize how the FMLA applies to an employee's specific event; • Identify the documentation needed and the allowances for an event/award and the return-to-work protocol; and • Develop or update an FMLA policy for your agency. 	Learning Objectives: <ul style="list-style-type: none"> • List methods to measure performance/productivity and keep employees engaged; • Identify the legal considerations: injuries at home/work, overtime or extra hours worked, using as an ADAA accommodation; and • Recommend strategies to maintain security of confidential information. 	Learning Objectives: <ul style="list-style-type: none"> • Make a persuasive case to the Executive Director or Board of Directors of an agency for an intentional approach to succession planning; • Create detailed institutional knowledge profiles for senior positions in the company; and • Evaluate succession candidates and design customized learning experience to pass on the company's knowledge and relationships to the next generation of executive leaders.
11:10 - 11:20 a.m.	Transition Break			
Concurrent Workshops 2				
11:20 a.m. - 12:20 p.m.	2A - Creating a Culture of Performance through Accountability - Train Your Leadership <i>Suzyn Skaggs, Solara Consulting</i>	2B - Everyday Ethics <i>Marya Crigler, Travis County Appraisal District</i>	2C - Leveraging Social Media for Recruiting <i>Kristy Dawson, Government Social Media LLC</i>	2D - How to Build You Agency's Succession Plan and Prepare Your Next Generation of Leaders (Part 2 of 2) <i>Ted Beasley, Emergent Execs</i>
	Learning Objectives: <ul style="list-style-type: none"> • Identify techniques to clear the workplace fog and get to crystal clear; • Distinguish between accountability vs responsibility; Build the accountable pathway to a performance culture; and <ul style="list-style-type: none"> • Assess how employee accountability increases employee motivation and esteem. 	Learning Objectives: <ul style="list-style-type: none"> • Identify who is responsible when it comes to ethics; • Describe non-draconian measures to promote ethical behavior; and • List issues that are covered by ethics. 	Learning Objectives: <ul style="list-style-type: none"> • Recognize methods to use in recruiting (free is better); • Identify the best available resource in finding viable candidates in a large application pool; and • Predict and document recruiting HR trends. 	Learning Objectives: See above.
12:20 - 1:30 p.m.	Lunch			



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Concurrent Workshops 3				
1:30 - 2:30 p.m.	3A - The Use of Micro-Learning to Develop Your Workforce <i>Dr. Kevin Gumienny, Micro Assist</i>	3B - EEOC and the Lawsuit Process <i>TBA</i>	3C - Leading with Your Brain and Mind <i>Barbara Morris-Blake, Elevate Organizations</i>	3D - Efficiencies in Processes <i>David Johnson, ReEngine Consulting</i>
	Learning Objectives: • Describe "Micro-Learning"; • Identify methods to incorporate into daily HR processes (YouTube video on how to complete a PE application); • List ways to construct low-cost micro-learning; and • Assess types of equipment need and ways to share resources.	Learning Objectives: • Describe the lawsuit process, responsibilities, and timeline; • Define protected rights and be able to explain the rights to the parties involved; and • Recognize and assemble the documentation related to a lawsuit.	Learning Objectives: • Care for their brains resulting in improved performance; • Identify new behaviors that will enhance business and personal life; and • Develop the self-confidence essential in business.	Learning Objectives: • Identify a process to evaluate where efficiencies can be made; and • Impart to managers methods to gather information on deficiencies.
2:30 - 2:40 p.m.	Transition Break			
Concurrent Workshops 4				
2:40 - 3:40 p.m.	4A - Conflict Resolution <i>Kim Sullivan, Conflict Management and Dispute Resolution Office, The University of Texas at Austin</i>	4B - ADA - We're Accommodating <i>Dr. Jennifer Maedgen, Division of Diversity and Community Engagement, The University of Texas at Austin and Stephanie Myers, Division of Diversity and Community Engagement, The University of Texas at Austin</i>	4C - Developing a Non-Cert Leadership Management Program <i>TBA</i>	4D - How to Motivate Employees in the Workplace <i>Noel Landuyt, School of Social Work, The University of Texas at Austin</i>
	Learning Objectives: • Identify source of conflict and determine a goal for resolution; • Develop procedures for resolving workplace conflicts; and • Apply a process of interview and conversations where we serve as mediator and arrive at a goal.	Learning Objectives: • Define reasonable accommodation; • Evaluate when to start the interactive process; and • Summarize resources to assist you when you need to make an accommodation for an employee.	Learning Objectives: • Distinguish between a certificate program and non-certificate program and the advantages; • Describe the levels of a management program, application process, and program design; and • Identify ways to evaluate the business impact of an effective leadership program for your agency.	Learning Objectives: • Indicate the motivators (work-life balance, benefits, trainings/career development); • State low cost recognition options; and • Identify unmotivated employees and methods to motivate them.
3:40 - 3:50 p.m.	Refreshment Break			
Closing Keynote				
3:50 - 5:00 p.m.	Reaching Within for Resiliency <i>Barbara Morris-Blake, Elevate Organizations</i>			
	Learning Objectives: • Measure their current level of resilience; • Develop a mindset of resilience; • Identify the resilience building qualities they possess; and • Immediately implement specific strategies to improve their resilience quotient and improve their lifestyle.			