

2018 Columbia Basin SHRM Spring Seminar

Wednesday, June 6, 2018, 7:30 AM—5:00 PM | Pasco Red Lion, 2525 North 20th Avenue , Pasco, WA

MORNING SESSION

7:30 AM — 8:00 AM

Registration and Continental Breakfast

8:00 AM — 8:15 AM

Welcome and Introductions

presented by Jon Dayton, CBSHRM Board President

8:15 — 9:15 AM

HR Analytics and Me: Why Can't We Be Friends? *presented by Chance Brimhall, WA State SHRM*

This workshop is designed to give HR practitioners a basic understanding of HR analytics. During this workshop, participants will learn the basic concept of HR analytics, its importance to HR and business, what HR analytics is designed to address and how to establish an analytics function within an HR department. The goal for this workshop is to help reduce HR practitioner apprehension of analytics and set the foundation for broader and more effective use of analytics across the HR field.

10:00 AM— 12:00 PM

How to Lead the Way to Picture Perfect Change *presented by Jonathan Michael Bowman, JD—CEO, Clear Picture Leadership*

Have you ever wanted to create a new department or enhance the quality of your team's work? Change can be difficult for anybody. Leading change can be even more difficult and – at times – seemingly impossible. This seminar will teach attendees change leadership principles that every organizational leader should know. In this energetic and content-rich presentation, you will learn how to lead the way to successful – “Picture Perfect” – change. Drawing examples from real leadership situations, Jonathan will teach and inspire you to ignite your team to achieve dynamic results. You will learn how to set a vision of change, achieve buy-in and lead the way to capture your vision. Jonathan is also a fine art photographer. He uses his art during his presentation as a metaphor to graphically illustrate key points. Bullet points are replaced by close-ups of nature and graphs are supplanted by a serene countryside. This turns Jonathan's presentation into more than educational leadership training. It is also an inspirational, artistic experience. You will learn how to set a vision of change to help achieve your organization's business strategy.



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AFTERNOON SESSION

LUNCH 12:00 PM — 1:00 PM (included with all registrations)

1:00 pm —2:00 pm

Workplace Violence / Safety Training *presented by Roman Trujillo; Community Relations Officer, Kennewick Police Department*

National tragedies have focused much attention on the danger of an active shooter in public spaces. Work place safety must address safety during a dangerous event, including an active shooter and other forms of violence in the work place. Officer Trujillo presents several concepts such as pre-panning for such an incident, and what to do when first responders arrive. Additional topics include crime prevention by environmental design and safety equipment. Participants will gain information to lead safety training efforts for work place violence and what organizations can do to prepare employees for responding in such situations.

2:00—3:00 PM

Thorney Wellness Issues *presented by Suzanne O'Neil; Principal, Employee & Benefits, Mercer*

Many wellness programs—from the more basic to the heavily robust—are in a state of uncertainty, with employers unsure how to adapt to changing trends and fluctuating legal requirements. It's become more important than ever to have a strategy to innovate in a time of change and create a culture of well-being in a challenging legal landscape. Join us we discuss the thorny wellness issues facing employers today.

3:15—4:45 PM

Mid-2018 Health Coverage Legal Update *presented by George F. Cicotte; Cicotte Law*

2018 is shaping up to be another active year for changes in the health plan landscape for employers and their employees. We will cover all recent guidance issued in the first half of 2018, including: Mental Health Parity guidance including FAQs and the Self-Compliance Tool. This guidance will be significant for employers' planning over the next 12-24 months.

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