

The Workforce Summit

The Governor's 2009 Summit on Workforce Solutions

Sessions

PRE-CONFERENCE SESSIONS

Thursday, 8:30am - 11:30am @ Grand Room

HealthMapRx: A Proven Model for Improving Care and Lowering Cost, John Miall

Attendees will see a proven model in place for over 10 years in over 100 locations around the United States for attacking the core problem of chronic disease patients who drive over 80% of our annual health care costs. Peer reviewed and published outcomes demonstrate improved clinical values for patients, lower absenteeism, and reduced health care costs resulting in a proven 4 to 1 ROI.

Thursday, 8:30am - 11:30am @ Timberline I

Leading Through Organizational Transition and Change, Margaret Benson

Change presents major challenges for the leaders and individuals belonging to any type of organization. However, if managed skillfully, change can provide excellent opportunities for individual and organizational growth. This three-hour workshop will provide insights into potential human responses to change; explore the dynamics of organizational change; and outline strategies for initiating and managing organizational change while building trust and sustaining relationships among key stakeholders. Participants will have the opportunity to share personal and professional experiences and learn from the experiences of others.

Thursday, 8:30am - 11:30am @ Timberline III

Solutions for the New Employment Law Landscape, Brad Cave

The legal landscape for employers is changing at a rapid pace. New laws, new regulations, and a new administration in Washington, DC mean that employers need to stay on top of all the developments to stay in compliance and out of court. Brad Cave of Holland & Hart LLP will bring you up-to-date on the latest developments in federal and state employment law, and help you proactively deal with the new challenges those laws present. Topics include:

- *Washington Update or Hope and Change from the Employer's Perspective.* Brad will report on how the new directions in Washington will impact Wyoming employers. From the Paycheck Fairness Act to the Employee Free Choice Act - what you need to know to manage your workforce.
- *The "New" Americans With Disabilities Act.* The 2008 ADA Amendments Act reversed several of the key ADA court opinions and changed the rules for managing employees who claim to have a disability. You will learn how to prepare your policies and procedures for the requests of the truly disabled and the newly disabled, to understand when you have obligations under the new laws and to consider whether you can reasonably accommodate an employee's request.
- *The New Family and Medical Leave Regulations.* The FMLA is a real challenge for employers and the new regulations don't make things any easier. Brad will discuss how employers need to modify their FMLA policies and processes to comply with the new regulations, and how to better manage employee leaves of absence. Also, we will review the new types of military caregiver and exigency leaves available under the FMLA.

Thursday, 9:30am - 11:30am @ Summit II

Solutions for Housing Wyoming's Workforce, Panel: Chris Venne, Lori Isenberg

Explore what Employer-Assisted Housing (EAH) is and how EAH can help meet Wyoming's workforce housing needs. See

the importance of working in partnership with other organizations and learn about the range of innovative solutions available including legislation, financial assistance, home buyer education and other creative options.

Thursday, 10:00am - 11:30am @ Teton Room

Expanding WorkKeys Opportunities in a Challenging Economy, Denny Smith

This presentation will allow the participant to take away valuable information to expand WorkKeys opportunities in areas where challenging economic conditions exist. This presentation will explore various resources and ideas that can be taken utilized within a community to help make a difference. This presentation will provide industry leaders, community representatives and college professional's ideas they need to be successful during difficult times.

KEYNOTE ADDRESS

Thursday, 12:30pm - 2:00pm @ Pavillion

Talent 2.0, Don Tapscott

The Net Generation has come of age. The children of baby boomers, aged 14-31, are not only the largest generation ever - they are the first generation to come of age in the digital age. The new digital media, particularly the Internet, are the heart of a new youth culture and a new generation who, in profound and fundamental ways, learn, work, play, communicate, shop and create communities very differently than their parents. For the first time in human history children are authorities on a central innovation. This generation lap is leading far-reaching changes in commerce and in every institution in society. How can companies win in the war for talent? How is this generation different? What are the implications for recruiting, compensation, training, collaboration, retention and management of talent? In 1997, Don Tapscott published the landmark book Growing Up Digital. Today he discusses his book Grown Up Digital, arguing that a new paradigm in management - Talent 2.0 - is changing how every winning company will harness the power of human capital.

WORKSHOPS

Thursday, 2:30pm - 3:30pm; Friday, 11:15am - 12:15pm @ Grand Room

Workforce Development Training Fund: A Proven Business Resource, Panel: Tobi Wickham, Joanie Chavez

The Workforce Development Training Fund, a program housed in the Wyoming Department of Workforce Services, allows businesses the opportunity to request funding in support of new or existing positions. In addition, details on the Pre-Hire Economic Development Grant Program and Pre-Obligation Grant Program will be discussed.

Thursday, 2:30pm - 3:30pm, 3:45pm - 4:45pm @ Teton Room

Women in Leadership Roles, Julie White

This session will look at four key management issues all managers must face in the course of managing others:

- How do I align my own behavior as a manager so that I send a congruent message?
- How do I spent my time and influence with others?
- How do I try and motivate others to do their best work?
- How do I hold people accountable when their performance is not up to standard?

Whether we examine these issues consciously or not, they pervade a manager's day. Our response to them largely determines our effectiveness.

We will look at key gender issues that often play out in the workforce. Our premise is that the most successful managers are able to "flex" to the other gender's style of communicating. If we insist on only using our own style because it feels more comfortable, we limit our own personal effectiveness with half the human population. Learning about these gender

differences won't make them go away, but can eliminate mystification, blame, and breakdowns.

Participants will leave better able to manage others, and better able to communicate in an effective way.

Thursday, 2:30pm - 3:30pm; Friday, 8:45am - 9:45am @ Timberline I

Survive and Thrive in Wyoming's New Frontier - Putting the Recovery Act to Work, Jerimiah L. Rieman

The Wyoming Workforce Development Council is set to release just over \$690,000 in competitive grants funds as a result of the Recovery Act. These funds will go towards supporting industry partnerships and training initiatives in alternative and renewable energy and programs that support economically disadvantaged individuals in reaching self-sufficiency. During this session you will learn more about these competitive grants and how to apply.

Thursday, 2:30pm - 3:30pm @ Timberline III

Wyoming Career Technical Education Demonstration Project Grants: A Strategy for Innovation, Panel: Guy Jackson, Dr. Lyn Velle, David Hester, Jacob Sones

A review of the background, legislation and desired outcomes of the CTE demonstration project grants.

Thursday, 2:30pm - 3:30pm; Friday, 10:00am - 11:00am @ Summit II

Developing Entrepreneurs in Rural Communities, Moderator: Dr. Jonathan Benson; Panel: Robert Barnes, Jr., Dr. Laura Driscoll, Heidi Peterson

This session looks at different ways for developing an entrepreneurial climate and stimulating startups in rural communities including business incubators, classes in entrepreneurship, and networking organizations.

Thursday, 3:45pm - 4:45pm @ Grand Room; Friday, 8:45am - 9:45am @ Teton Room

HealthMapRx: A Proven Model for Improving Care and Lowering Cost, John Miall

Attendees will see a proven model in place for over 10 years in over 100 locations around the United States for attacking the core problem of chronic disease patients who drive over 80% of our annual health care costs. Peer reviewed and published outcomes demonstrate improved clinical values for patients, lower absenteeism, and reduced health care costs resulting in a proven 4 to 1 ROI.

Thursday, 3:45pm - 4:45pm @ Timberline I; Friday, 8:45am - 9:45am @ Timberline III

Career Readiness Certificate: Setting Skill Standards for a Thriving Workforce, Thomas Kilijanek

The State of Wyoming has joined over 30 other states across the country in the establishment of a Career Readiness Certificate (WCRC) for students and job seekers. The WCRC provides employers with objective certifiable proof that a job applicant has the basic work skills to be a productive employee. The certificate is based on WorkKeys, a job skills assessment system measuring "real world" skills that employers believe are critical to job success. These skills are valuable for any occupation and for any employer. WorkKeys is developed by ACT, Inc, and is used by employers and workforce systems across the country.

- Participants will learn about WorkKeys and its role in developing the WCRC as well as similar certificates across the country
- Participants will learn how the WCRC can be used in a hiring process to identify good job candidates and contribute to reducing hiring costs, turnover rates, and production losses.
- Participants will learn about next steps to engage their organization and community in the WCRC and connect the initiative to economic development, education, and training programs.

Thursday, 3:45pm - 4:45pm @ Summit II

Next Cycle Works: Experience Counts, Panel: Rob Black, Joanne Bowlby, Les Engelter

Despite the economic downturn, managers say there's a shortage of skilled workers in Wyoming. We'll share success stories from Wyoming businesses that have put the concept of the flexible workplace to work - bringing them experienced workers and improving their bottom line. Learn how to keep the good workers you have and attract the skilled workers you want. We'll outline a five-step plan to help you appeal to experienced workers.

Thursday, 3:45pm - 4:45pm @ Timberline III

Wyoming Career Technical Education Demonstration Project Grants: Demonstrations in Innovation, Panel: Guy Jackson, Dr. Lyn Velle, David Hester, Jacob Sones

An overview of the three CTE demonstration project grants in Hospitality and Wind Energy.

Thursday, 3:45pm - 4:45pm; Friday, 8:45am - 9:45am @ Rafferty's Room

Leading Through Organizational Transition and Change, Margaret Benson

Change presents major challenges for the leaders and individuals belonging to any type of organization. However, if managed skillfully, change can provide excellent opportunities for individual and organizational growth. These one-hour workshops will provide insights into potential human responses to change; explore the dynamics of organizational change; and outline strategies for initiating and managing organizational change while building trust and sustaining relationships among key stakeholders.

Friday, 8:45am - 9:45am, 10:00am - 11:00am @ Grand Room

Leading People Through All Types of Change and Ensuring Successful Results, Phil Van Horn

In today's world, there are very few organizations that do not go through major changes on a regular basis. This presentation helps managers understand the needs of their organizations and staff so they can successfully lead through change. Change happens almost constantly, but today most companies - all types and sizes - are going through the infrequent but significant changes that occur in a down economy. Managers and supervisors need to understand what it 'means' to them and to the staff when they are required to make changes that they don't like. The session discusses how to determine where employees are in accepting change and how to successfully help employees adapt to the way the organization operates after any change is implemented.

Friday, 8:45am - 9:45am @ Summit II

Equalizing the Equality State, Moderators: Rob Black, Dr. Ray Fleming Dinneen; Panel: Senator Mike Massie, Dr. John Jackson, Representative Cathy Connolly, Teresa de Groh

Opportunities to close Wyoming's gender wage gap abound, but solutions depend on a common understanding of how the gap is defined. Our panel will explain how the gap is determined and describe a variety of efforts under way that could positively affect not only individuals but families, businesses and communities.

Friday, 10:00am - 11:00am, 11:15am - 12:15pm @ Teton Room

Solutions for Housing Wyoming's Workforce, Panel: Holly Moskerintz, Kay Watson, Darcy Dixon, Chris Venne
Learn about Employer-Assisted Housing (EAH) and how EAH can help your company retain and recruit workers as well as benefit both your employees and your community.

Friday, 10:00am - 11:00am, 11:15am - 12:15pm @ Timberline I

Industry Partnerships: Customizing Innovative Solutions for the Healthcare Sector, Brad Westby

Businesses often address their workforce needs on an individual basis, but Industry Partnerships target business needs across entire industries to build and sustain economic competitiveness through focused time, attention and resources. These industry-wide employer-driven partnerships include industry leaders, education/training programs, local workforce investment boards and other key stakeholders that identify the workforce needs and potential solutions. This discussion will focus on Industry Partnerships in the healthcare industry, which is projected to grow by 21 percent from 2004 to 2014, with a total of 6,838 new employees by 2014.

Friday, 10:00am - 11:00am, 11:15am - 12:15pm @ Timberline III

Industry Partnerships: Customizing Innovative Solutions for the Energy Sector, Rob Black

Businesses often address their workforce needs on an individual basis, but Industry Partnerships target business needs across entire industries to build and sustain economic competitiveness through focused time, attention and resources. These industry-wide employer-driven partnerships include industry leaders, education/training programs, local workforce investment boards and other key stakeholders that identify the workforce needs and potential solutions. This discussion will focus on partnerships within the energy sector, including renewable energy.

AWARDS DINNER & ADDRESS

Thursday, 6:30pm @ Pavillion

"Cowboy Ethics" and Leadership, James P. Owen

In his thought-provoking 40-minute, multi-media presentation, Jim Owen speaks from the heart about the vacuum in ethical leadership that has brought America to a point of crisis - and what do about it. At a time when families are hurting, corporate America is on the ropes and our government is going broke, Jim tackles the unspoken question behind today's headlines: What is the payoff for integrity? In words, images and music, Jim captures the enduring relevance of the simple, core values our country was built upon. He also shows how making integrity the cornerstone of our lives can not only enrich us personally and professionally, but can help us get America back on track. With a message that speaks to all American, Jim leaves audiences inspired to think about their lives and our nation's challenges to new and meaningful ways.