

15th  
ANNUAL

WEST CENTRAL ARKANSAS

SOCIETY FOR HUMAN RESOURCE MANAGEMENT

# 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.

**\$85 PER PERSON**

**INCLUDES LUNCH**

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

**PAUL VITALE - KEYNOTE SPEAKER - Setting the Tempo for Success**

**Concurrent Sessions:**

**Paul Vitale - Energize the Enthusiasm that Exists Within**

**Hot Springs Police - Active Shooter**

**Jason Hudnell - Generational Differences**

**Stuart Jackson - Medical Marijuana & Workplace Impairments**

**Minnie Lenox - Maintaining Workplace Civility & Dealing with Bullies**

**Kathleen McComber - Leadership & Self Awareness**

**Wayne Young - Sexual Harassment & Other Workplace Misconduct**

**Ask-an-Attorney & HR Professional Panel**



Presenting Sponsor

**FirstStaff**

**THURSDAY, AUGUST 23, 2018, 8 A.M. - 4 P.M.**

**HOT SPRINGS CONVENTION CENTER, ROOMS 207-209**

## 8:00 a.m.—KEYNOTE SPEAKER: **Setting the Tempo for Success with Paul Vitale**

The momentum an individual brings into any environment sets a tempo that affects the end result. During this dynamic presentation, Paul shares concepts that demonstrate the necessity for controlling one's approach and energy regardless of the surrounding variables and circumstances. Through strategic positioning of actions, reactions, and attitude, each member of a team is directly responsible for the success of the unit as a whole. Research indicates that no matter the industry or employment position, individuals control the outcome of success through the tempos set. Paul developed the proven methods shared during this empowering training to embolden participants to take command of their influential personas in order to improve their environments.

The founder of Vital Communications, Inc., Paul Vitale is a native of Arkansas and acquired his degree in mass communications and journalism from the University of Central Arkansas. For almost twenty years, Paul has impacted individuals and organizations, imparting an understanding of the leadership and determination required to excel. He speaks worldwide about the significance of optimism, a strong work ethic, and concepts vital to personal and professional growth, while reaching hundreds of thousands of people from all walks of life. Paul's energetic and enjoyable presentation style has made him a favorite at countless universities, meetings, seminars, and training conferences.

Prior to speaking professionally, Paul was director of the Convention and Visitors Bureau in Hot Springs, Arkansas. Preceding his role at the CVB, Paul launched his professional career with the largest marketing firm in the State of Arkansas—Cranford Johnson Robinson Woods. His team was responsible for all of the Natural State's tourism promotion.

Paul has written the best sellers *Are You Puzzled by the Puzzle of Life?*; *Sell With Confidence*; *Pass It On*; and *Discover the Now*. He has also written several curriculums in use across the nation and recorded *Live Life Like You Mean It*. Paul has been featured on NBC, ABC, FOX, and the Minnesota Vikings Entertainment Network, and is a regular guest on talk shows sharing his insight and life strategies.



Thanks to presenting sponsor: **FirstStaff**

### 9:00 - 9:15 **BREAK and VENDOR BOOTHS - GRAND LOBBY**

Please visit our Vendors in the Grand Lobby for organizational information. Visit all the vendor booths and return your fully completed and signed form to the registration booth by 1:00 p.m. to be entered in a drawing for prizes! Must be present to win!

### 9:15 - 10:15 **CONCURRENT SESSIONS**

#### Medical Marijuana & Workplace Impairments with Stuart Jackson



In this session, Stuart Jackson with Wright Lindsey Jennings will share how Arkansas' Medical Marijuana Amendment will affect the workplace. You can expect an overview from one of the state's foremost experts on this topic. Although the law doesn't allow employees to work while impaired, employers should still anticipate increased issues surrounding use and drug testing. This session will cover how to identify signs of impairment, documenting evidence of impairment, appropriate questions to ask, legal differences between drug and alcohol tests, follow up procedures and corrective action. This is a must-see session you don't want to miss!

Stuart Jackson heads up Wright Lindsey Jennings' Labor and Employment Team. He advises employers on compliance with civil rights laws and developing personnel policies, employment agreements and covenants not to compete. Stuart also defends employers in federal and state court litigation and appeals involving claims under Title VII of the Civil Rights Act of 1964, the Americans with Disabilities Act, the Family and Medical Leave Act and the Arkansas Civil Rights Act. Stuart is listed among The Best Lawyers in America®, Chambers USA "Leaders in Their Field" and Mid-South Super Lawyers, and has an AV® Preeminent™ Peer Review Rating through Martindale-Hubbell.

Repeats at 10:40 a.m.

ROOM 207

#### Enrize the Enthusiasm that Exists Within with Paul Vitale

Life is chaotic and it is sometimes easy to feel beaten down. However, finding what motivates, what instills passion, and what drives one to strive for excellence require individual effort. By focusing on these areas, participants will learn to use the energy derived, channeling it into things they may be less enthusiastic about. Then, they will learn the secret to maintaining enthusiasm, resulting in positive outcomes.

ONE TIME ONLY!

ROOM 208

#### Leadership and Self Awareness with Kathleen McComber

Ignorant bliss, no matter how enjoyable is still ignorant. If you are in a position of leadership and don't feel you have any blind spots, you are either very naïve or very arrogant. All leaders have blind spots. The question is what are you doing about them? Although it is probably one of the least discussed leadership competencies, self-awareness is possibly one of the most valuable. This session will explore the tools and resources for all leaders to access to be more effective, better understand yourself and those you lead, how to use your self-identified style to be a better leader and recognize the benefits of self-awareness brings to your role as a leader.

Repeats at 10:40 a.m.

ROOM 209

Kathleen is currently the President of The HearIt Group, a human resource consulting firm, with expertise in organizational development, talent acquisition and management, employee engagement, performance leadership, compensation and benefits. With over 35 years' experience, she is the former Assistant Vice Chancellor of Human Resources at the University of Arkansas for Medical Sciences in Little Rock, Arkansas. Prior to that, she was Corporate Vice President of Human Resources at Edgewater Technology in Fayetteville, AR helping with the acquisition of 44 companies to form Staffmark Inc., later becoming Edgewater. She also held various executive human resources positions at Axiom Corporation, Express Human Resources and M.M. Cohn. Kathleen served on the SHRM Board of Directors for seven years and as Chair in 1998. She is currently on the faculty of the University of Arkansas for Medical Sciences in the College of Public Health and Webster University teaching leadership and human resource classes at the graduate level.



### 10:15 - 10:40 **BREAK and VENDOR BOOTHS - GRAND LOBBY**

### 10:40 - 11:40 CONCURRENT SESSIONS

#### Medical Marijuana & Workplace Impairments with Stuart Jackson

See 9:15 a.m. session

ROOM 207

#### Active Shooter with Officer Jesus Anaya from the Hot Springs Police Department

Repeats at 12:40 p.m.

ROOM 208

This session will cover the C.R.A.S.E. (Civilian Response to Active Shooter Events) training. This presentation is designed to teach the civilian the concepts of Avoid, Deny and Defend. The average response time for law enforcement officials nationally is approximately ten minutes. This class will prepare the civilian techniques and concepts in how to survive that window between the start of the active shooting and the arrival of law enforcement. Being prepared for an active shooter situation is a must for today's work environment.

Jesus Anaya, a law enforcement officer from the Hot Springs Police Department will present this session.

#### Leadership and Self Awareness with Kathleen McComber

See 9:15 a.m. session

ROOM 209

### 11:40 - 12:40 **LUNCH and VENDOR BOOTHS - GRAND LOBBY**

### 12:40 - 1:40 **CONCURRENT SESSIONS**

#### Active Shooter with Officer Jesus Anaya

See 10:40 a.m. session

ROOM 207

#### Generational Differences with Jason Hudnell

Repeats at 1:50 p.m.

ROOM 208

Do you have Millennials working alongside Baby Boomers? How's that working out for you? This presentation will give overviews of each generation in the workplace today and give tips on how generations can better relate to each other. As a manager, the information in this presentation will serve you well as you seek to serve a Multi-Generational workforce.

Jason Hudnell serves as Dean of Enrollment at National Park College and the Coach of the Nighthawks. A graduate of OBU, he also served as President of the National Association of Workforce Improvement (NAWI), Secretary/Treasurer of Arkansas Association of Career and Technical Education Administrators (AACTEA), and Vice-President of Leadership Hot Springs Class XXI. Jason holds a Master's Degree from Arkansas Tech University. He was named the 2011 Arkansas Career and Technical Administrator of the Year, as well as the 2012 Arkansas Career and Technical Educator of the Year.



**Sexual Harassment & Other Workplace Misconduct with Wayne Young**

*Repeats at 1:50 p.m.*

**ROOM 209**

Every day, the media reports of allegations of sexual harassment and workplace misconduct. This session on Sexual Harassment and Other Workplace Misconduct will give an overview of federal and state laws pertaining to employees' rights as well as employers' responsibilities to establish a workplace free from unlawful behaviors. Attorney Wayne Young will discuss potential liability issues for employers who fail to meet their obligations, and outline a few best practices for employers and their HR professionals to follow in attempting to mitigate harassment, misconduct and potential liability.



H. Wayne Young is a partner with the firm and a member of the Labor and Employment Law Practice Group. He was named the 2017 Russell Gunter Legislative Advocacy Award Recipient by the Arkansas SHRM. 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 President-Elect of the Little Rock Downtown Kiwanis Club. Wayne currently serves as General Counsel to the Arkansas State Council of the Society of Human Resource Management. 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.

**1:40 - 1:50**

**BREAK - GRAND LOBBY**

**1:50 - 2:50**

**CONCURRENT SESSIONS**

**Maintaining Workplace Civility & Dealing with Bullies with Minnie Lenox**

*Repeats at 3:00 p.m.*

**ROOM 207**

Can't we all just get along? Where did civility go in the workplace? Treating co-workers with respect is critical in today's workplace. Disrespectful treatment and bullies reduce the level of productivity and run off valuable employees. Bullies can intimidate, hassle, undermine and terrorize co-workers. Learn how to supervise problem employees with proactive steps in dealing with the uncivility and bullies in a professional and appropriate manner.

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. Minnie was named the Arkansas SHRM HR Professional of the Year in 2017.



**Generational Differences with Jason Hudnell**

*See 12:40 p.m. session*

**ROOM 208**

**Sexual Harassment & Other Workplace Misconduct with Wayne Young**

*See 12:40 p.m. session*

**ROOM 209**

**2:50 - 3:00**

**BREAK - GRAND LOBBY**

**3:00 - 4:00**

**CONCURRENT SESSIONS**

**Maintaining Workplace Civility & Dealing with Bullies with Minnie Lenox**

*See 1:50 p.m. session*

**ROOM 207**

**Ask-an-Attorney & HR Professional Panel**

**Panelists include: Wayne Young, Shayne King, Donna Merriweather with Steve Schulte as moderator**

**ONE TIME ONLY!**

**ROOM 208**

Sometimes it feels as though the 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.

**6 HOURS CONTINUING EDUCATION AVAILABLE FROM SHRM. HRCI and DHS Long Term Care for Nursing Home Administrators.**

**2018 WCASHRM Managers' Seminar Schedule At-A-Glance**

Time	Session	Speaker	Room #
7:15 a.m.	Registration Opens		Second Floor
8:00 - 9:00 a.m.	OPENING SESSION & KEYNOTE		
General	Setting the Tempo for Success	Paul Vitale	207-209
9:00 - 9:15 a.m.	BREAK		CC LOBBY
9:15 - 10:15 a.m.	CONCURRENT #1		
A	Medical Marijuana & Workplace Impairments	Stuart Jackson	207
B	Energize the Enthusiasm that Exists Within	Paul Vitale	208
C	Leadership and Self Awareness	Kathleen McComber	209
10:15 - 10:40 a.m.	BREAK/Exhibit Hall Open		CC LOBBY
10:40 - 11:40 a.m.	CONCURRENT #2		
A	Medical Marijuana & Workplace Impairments	Stuart Jackson	207
B	Active Shooter	Hot Springs Police Officer	208
C	Leadership and Self Awareness	Kathleen McComber	209
11:40 - 12:40 p.m.	LUNCH AND EXHIBIT HALL		CC LOBBY
12:40 - 1:40 p.m.	CONCURRENT #3		
A	Active Shooter	Hot Springs Police Officer	207
B	Generational Differences	Jason Hudnell	208
C	Sexual Harassment & Other Workplace Misconduct	Wayne Young	209
1:40 - 1:50 p.m.	BREAK		CC LOBBY
1:50 - 2:50 p.m.	CONCURRENT #4		
A	Maintaining Workplace Civility & Dealing with Bullies	Minnie Lenox	207
B	Generational Differences	Jason Hudnell	208
C	Sexual Harassment & Other Workplace Misconduct	Wayne Young	209
2:50 - 3:00 p.m.	BREAK		CC LOBBY
3:00 - 4:00 p.m.	CONCURRENT #5		
A	Maintaining Workplace Civility & Dealing with Bullies	Minnie Lenox	207
B	Ask An Attorney & HR Professional Panel	Panel	208

West Central Arkansas Society for Human Resource Management  
**2018 MANAGERS SEMINAR**  
August 23, 2018 — Hot Springs Convention Center



**REGISTRATION COST**

**\$85 per person, includes lunch**

Registrations after 8/20/18 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 8/3/18.  
Cancellations received after 8/3/18 and no-shows are non-refundable.  
Substitutes allowed. Please email [registration@wcashrm.org](mailto:registration@wcashrm.org) to request changes.

Registration is available online at [www.WCASHRM.org](http://www.WCASHRM.org).

For more information or questions, email [registration@wcashrm.org](mailto:registration@wcashrm.org).

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

- \$225** - Booth and one representative (Payment due by July 23 or we will release your booth)
- \$60** - Additional representative (Please submit separate form for additional representative.)  
(Registrations after 8/20/18 and on-site, cost is \$100. Add \$25 for each additional representative.)
- \$30** - Electricity for Booth

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