



**IPMA-VA 2020 Spring Conference**  
**Westin Virginia Beach**  
**DRAFT Agenda**  
**Theme: Ready, Set, Go – Jump Start the New Decade**  
**March 29-April 1, 2020**

Date/Time	Topic/Meal
<b>Sunday, March 29</b>	
4:00 - 6:00	Registration
5:30	Networking Suite
<b>Monday, March 30</b>	
8:00 - 4:00	Registration
7:00 – 8:30	Breakfast
8:30 - 8:45	Welcome Josh Didawick
8:45 - 10:15	<p><b>Opening Keynote-<i>Surviving and Thriving During Times of Great Change</i></b>  <b>Martha Bryan, Bryan and Bryan Associates</b></p> <p>In the wake of unrelenting changes surging through the corporations, government, and not-for-profit sectors, today’s most urgent challenge has shifted. Most organizational change efforts fail, cost more or take longer than expected. If you aspire to grow in your organization, you shouldn’t be spending your time convincing yourself and others why change should be, or not be, happening. You should be spending your energy specifically designing a plan to navigate the conditions and challenges of change itself and promote a culture of trust. This program is about you and your competency to lead positive change for yourself and your organization. It focuses on the link between purpose and change, getting you in shape, enlisting people to support you, to perform, helping navigate the complexities of organizational change, and enjoy the process.</p> <p>Key Learning Points:</p> <ul style="list-style-type: none"> <li>-Learn to develop, influence and execute strategies for organizational change.</li> <li>-Increase knowledge of change management processes and techniques.</li> <li>-Lead organizational change processes.</li> </ul>
10:15 - 10:45	Break
10:45 - 12:00	<p><b><i>What is Happening in Washington?</i></b>  <b>Neil Reichenberg, Executive Director IPMA-HR</b></p> <p>Every day brings news out of Washington. Find out what revisions you can expect to see regarding critical legislation which impacts public sector human resource management on several topics including:</p> <ul style="list-style-type: none"> <li>• FLSA Overtime Regulations</li> </ul>

	<ul style="list-style-type: none"> <li>• Paycheck Fairness Act</li> <li>• Union Fair Share fees</li> <li>• Mandatory Collective Bargaining</li> <li>• Health Care/Cadillac Tax</li> <li>• Minimum Wage</li> <li>• Pregnant Workers Fairness Act</li> <li>• ADEA</li> </ul> <p>Key Learning Points:</p> <ul style="list-style-type: none"> <li>-Learn current trends in order to monitor the legislative and regulatory environment.</li> <li>-Guide your organization with proactive steps to respond to changes.</li> <li>-Update knowledge of human resource trends and employment law.</li> </ul>
12:00 - 1:30	Lunch/Business Meeting
1:45 - 3:00	<p style="text-align: center;"><b>Concurrent Sessions</b></p> <p><i>Keeping Cool, Calm, Collected and Productive When the Pressure is On</i>  <i>Martha Bryan, Bryan and Associates</i></p> <p>Imagine what your life would be like if you could deal with all time pressures and stressful situations in a way that makes you healthier, happier and more effective? Would you be a better parent, boss, worker or friend? And, would you enjoy your family, work and friends more? The ability to control your time and your reaction to stressful situations is one of the most powerful skills you can develop. This program will identify the causes and effects of stress and assist in developing the skills required to manage stress in their own life.</p> <p>Key Learning Points:</p> <ul style="list-style-type: none"> <li>-Increase knowledge of effective communication skills and strategies.</li> <li>-Identify the physical and emotional symptoms of stress and the impact on organizational effectiveness</li> <li>-Assist organization in improving employee morale through positive employee relations strategies.</li> </ul> <p>.</p> <p><b>VRS Update</b>  <i>Patricia Bishop, Director Virginia Retirement System</i></p> <p>VRS Director Patricia Bishop will provide an overview of the 2020 General Assembly session and inform participants about new Virginia Retirement System initiatives, such as myVRS Financial Wellness, and how employers can use this new program to engage employees in planning for tomorrow, today!</p> <p>Key Learning Points:</p> <ul style="list-style-type: none"> <li>-Discuss current regulations and resources from Virginia’s Retirement System</li> <li>-Ensure compensation and benefit programs are compliant with federal law</li> <li>-Develop a plan to communicate compensation strategy across the organization</li> </ul>
3:00 - 3:15	Break

<p>3:15 - 4:45</p>	<p><b><i>Building Employee Engagement – A Roadmap and Lessons Learned</i></b>  <b>Bob Lavigna, Director, CPS HR Institute for Public Sector Employee Engagement</b>  (The Institute is the official provider of employee engagement services to IPMA-HR members.)</p> <p>Decades of research have proven that employee engagement drives performance in government, including:</p> <ul style="list-style-type: none"> <li>• Achieving strategic goals;</li> <li>• Providing responsive customer service;</li> <li>• Retaining talent;</li> <li>• Developing innovative solutions;</li> <li>• Fostering collaboration;</li> <li>• Boosting attendance; and</li> <li>• Ensuring on-the-job safety.</li> </ul> <p>In this session Bob Lavigna (author of “Engaging Government Employees,” the first book focusing specifically on improving engagement in government) will describe a highly actionable roadmap to measuring and improving engagement. Participants will learn specific lessons about improving engagement, based on the Institute for Public Sector Employee Engagement’s work with tens of thousands of employees in government organizations across the nation. The lessons include the critical role that HR plays in improving engagement.</p> <p>Key Learning Points:</p> <ul style="list-style-type: none"> <li>-Discuss the business case for engagement and the factors that drive engagement in the public sector.</li> <li>-Learn to develop an organizational strategy to improve employee engagement.</li> <li>-Discuss strategies for working with your organizational leadership to change the culture of the organization.</li> </ul>
<p>5:00 – 6:00</p>	<p>Reception</p>
<p>6:00</p>	<p>Dinner On Your Own</p>
<p>7:30</p>	<p>Networking Suite</p>
<p><b>Tuesday, March 31</b></p>	
<p>7:00 - 8:30</p>	<p>Breakfast</p>
<p>8:00 - 4:00</p>	<p>Registration</p>
<p>8:30 - 10:00</p>	<p><b><i>Building Your Emotional Intelligence-The Next Level</i></b>  <b>Earl Haddad, Greenbrier Professional Development</b></p> <p>This session will provide you with the tools and strategies to help you identify key components of emotional intelligence (EQ) which can assist you in formulating and implementing a professional development strategy to meet the business needs of your organization. To get to the next and higher level of competence in business, it’s important to blend intellect and IQ with invaluable competencies of EQ. EQ helps solve retention and morale problems, improve creativity, create synergy from teamwork, speed information by way of sophisticated people networks, drive purpose and ignite the best and most inspired performances. Learn how HR leaders can facilitate this skill development</p> <p>Key Learning Points:</p> <ul style="list-style-type: none"> <li>-Learn how to apply knowledge of EQ to understand, motivate and influence your organization.</li> </ul>

	<ul style="list-style-type: none"> <li>-Apply EQ principles strategically in guiding others to improve organizational performance.</li> <li>-Use EQ to manage organizational talent through transformational learning.</li> </ul>
10:00 - 10:30	Break
10:30 - 12:00	<p>Concurrent Session A:  <b><i>I-9/eVerify-What You Need to Know</i></b>  <b><i>David Basham, USCIS, Department of Homeland Security</i></b></p> <p>As a SME speaker on Form I-9 &amp; E-Verify assigned to USCIS’s division that houses both programs, David Basham’s goal is to provide education on the correct use of both programs all while relaying some “behind the scenes info”. This session with engaging, real life examples, will include recommendations to improve your I-9 and E-Verify processes.</p> <p>Key Learning Points:  <ul style="list-style-type: none"> <li>-Administer legal post-offer employment activities.</li> <li>-Advise leaders on ensuring employment activities are compliant with federal law and regulations.</li> <li>-Increase knowledge of federal laws and regulations on post offer employment activities.</li> </ul> </p> <p>Concurrent Session B:  <b><i>Applied Emotional Intelligence</i></b>  <b><i>Earl Haddad</i></b>  <b><i>Description pending</i></b></p>
12:00 - 1:00	Lunch
1:00 - 4:30	<p><b><i>HR on Mock Trial Office “Bro-mance” Gone awry</i></b>  <b><i>Presented by Woods Rogers</i></b></p> <p>It’s every HR practitioner’s worst nightmare: a day in court. At what point does horseplay cross the line into harassment? Does it matter that Plaintiff and Defendant are both heterosexual males? How many episodes of horseplay does management have to observe before the Company is liable for being on notice of sexual harassment? Come render your own verdict on this case at the Mock Trial! Join attorneys from Woods Rogers’ Labor and Employment Team for a front row seat in a courtroom (mock) trial followed by jury deliberations and the ultimate decision. After the verdict, the attorneys will discuss the key twists and turns of the case and answer audience questions.</p> <p>Key Learning Points:  <ul style="list-style-type: none"> <li>-Ensure that employer activities and policies comply with applicable law.</li> <li>-Adopt, update, and train management and supervisors on company policies and procedures that reflect current law.</li> <li>-Be able to better handle employee issues and foster positive employee relations in the handling of employment issues.</li> </ul> </p>
6:00 – 7:30	Dinner Provided
8:00	Networking Suite
<b>Wednesday, April 1</b>	
7:00 - 8:30	Breakfast
8:30 - 9:45	<p><b>Panel: <i>Marijuana &amp; CBD Oil in the Workplace</i></b>  <b>Randy Sparks (Legal)</b>  <b>Optima (Medical)</b>  <b>Moderated by Margaret Schmitt</b></p>

	<p><i>Description pending</i></p> <p>Key Learning Points:          -Understanding of the impacts of CBD on drug testing policies          -Discuss how to update workplace policies to establish standard for workplace conduct and provide assistance to employees who need help.</p>
9:45 - 10:15	Break
10:15 - 11:15	<p><b>Workplace Safety/Mental Health</b>  <b>Mental health threat assessments</b>  <i>Description pending (draft below)</i></p> <p>What to look for, what steps to take, what supervisors need to know, but also recognizing and responding to mental health crises w/ customers and protecting staff.</p> <p>What rights does an employer have to intervene, what rights do we as private citizens have?</p> <p>Key Learning Points:          -Ensure that employer activities and policies comply with applicable law.          -Adopt, update, and train management and supervisors on company policies and procedures that reflect current law.          -Be able to better handle employee issues and foster positive employee relations in the handling of employment issues.</p>
11:15 - 12:30	<p><b>Workplace Safety/Physical Security and Lessons Learned</b>  <b>City of VA Beach</b>  <i>Description pending</i></p> <p>Key Learning Points:          -Enhance your skill in leading your organization in critical HR discussions and decisions.          -Establish and communicate workplace policies to address this issue.</p>
12:30	<p>Closing remarks          Mary Brunner          Box Lunches to Go</p>