



Thursday, May 2

7:30 - 8:30 a.m.

Registration & Continental Breakfast

Grand Ballroom (2nd Floor)

8:30 - 9:15 a.m.

MCHRMA Business Meeting

Grand Ballroom (2nd Floor)

9:15 - 9:45 a.m.

MCHRMA President Remarks & County HR News

Grand Ballroom (2nd Floor)

Presenter: Peter Brown, MCHRMA President & Redwood County Human Resources Director

Plan to share what is happening in your county with small groups and bring along a few copies of helpful resources.

9:45 - 10:00 a.m.

Break

10:00 - 10:30 a.m.

Association of Minnesota Counties Update

Grand Ballroom (2nd Floor)

Presenter: Julie Ring, AMC Executive Director

A brief overview of the latest updates from the Association of Counties (AMC) and ask questions about what is on the horizon.



10:30 - 11:00 a.m.

Human Resources Technical Assistance

Presenter: Melanie Ault, DDA Human Resources Inc.

Learn more about the HR Technical Assistance program funded by the 2018-2020 grant from the Sourcewell and hear updates about the HR hotline, templates, and the technical assistance now provided to Minnesota counties from AMC.



11:00 a.m. – 12:00 p.m.

Employee Discipline

Grand Ballroom (2nd Level)

Presenter: Ann R. Goering, Ratwik, Roszak & Maloney, P.A.

This presentation will address how to document performance problems, conduct effective performance evaluations of challenging employees, develop and follow through on performance improvement plans, and discipline employees for performance and misconduct.



12:00 – 1:00 p.m.

Lunch

Grand Ballroom (2nd Floor)

1:00 – 2:30 p.m.

Generations: Millennial & Z - How to Work Effectively with Younger Professionals

Grand Ballroom (2nd Floor)

Presenter: Josh Dye, President & Founder of Convene, LLC

Selfies, social media, and sharing (bikes, cars, and more!) are hallmarks of the Millennial generation – the largest generation in U.S. history. Selfish and sense of entitlement are words some have used when working with this group. If working with millennials was a Facebook relationship status it would be: “It’s Complicated.” Factors including workplace culture, training, talent, motivation, personal life issues, and more all contribute to the professional relationship. In this training, you will learn how to move millennials from “It’s Complicated” to “Engaged!”



What is next? Generation Z, who started graduating from college in 2017. They are talented, independent, practical, and competitive. In this training we will cover the 7 key traits that make up Generation Z, so you are equipped to find the best talent, manage effectively, and have productive working relationships with the next wave to hit the workforce!

2:30 - 2:45 p.m.

Break

2:45 - 4:15 p.m.

Unconscious Bias: Moving Beyond Shortcuts and Stereotypes Towards Awareness and Fairness

Grand Ballroom (2nd Floor)

Presenter: Josh Dye, President & Founder of Convene, LLC

Our unconscious mind is amazing. It can process much more information than our conscious mind. It makes shortcuts based on our background, cultural environment and personal experiences to make quick decisions about everything around us. It is also wrong a lot of the time, especially when it comes to people that are different from us in areas of race, skin color, disability, gender, religion, weight, and more.

In this training you will learn how to increase awareness of implicit bias and discover strategies to better manage it when serving clients, working with peers, and making key decisions.

4:30 - 5:30 p.m.

Cash Bar

Chanticleer Room (1st Floor)

5:30 – 6:30 p.m.

Dinner Buffet

Grand Ballroom (2nd Floor)

6:30 – 8:30 p.m.

Ninja Trivia

Friday, May 3

8:00 a.m.

Coffee & Continental Breakfast

Grand Ballroom (2nd Floor)

8:30 - 9:30 a.m.

Navigating Sexual Harassment (1 hour)

Grand Ballroom (2nd Floor)

Presenter: Kristi A. Hastings, Pemberton Law Firm

This session will focus on practical guidance for workplaces to avoid me-too moments of their own. Can co-workers complement each other? Date each other? Joke around? Go out for happy hour? This session will also cover the proper procedures for handling sexual harassment complaints, investigations and claims avoidance.



9:30 – 10:00 a.m.

Navigating the Claim

Grand Ballroom (2nd Floor)

Presenter: Kristi A. Hastings, Pemberton Law Firm

Despite your best efforts, your workplace is facing a sexual harassment claim or charge. This session will cover tips and traps for successfully navigating these processes.

10:00 – 10:15 a.m.

Break

10:15 - 11:15 a.m.

PEACH Initiatives

Grand Ballroom (2nd Floor)

**Presenters: Tammy Bigelow (Sherburne), PEACH Workgroup
Jim Gottschald (St. Louis), PEACH Workgroup
Deb Krause, Minnesota Health Action Group
Jean Hanvik, Minnesota Health Action Group**

This session will share updates on the 2019 MN Health Care Action Survey and evidence-based diabetes prevention programming now available to most self and fully insured health plans for little or no additional cost.

11:15 - 11:30 a.m.

Closing Remarks/Adjourn