

CONFERENCE AT A GLANCE

WEDNESDAY, APRIL 2

7:15 a – 8:00 a REGISTRATION / LITE BREAKFAST						
8:00 a – 9:00 a						
Keynote Presentation BRIAN ALEMENTI <i>Elevating Leadership: Unlocking Excellence by Leading with Purpose</i>						
	BISHOP A Legal Employment	BISHOP B Leadership	BISHOP C Training	SKINNER A Retention/Leadership	SKINNER B Benefits	SKINNER C Wellness
SESSION 1 8:15 a to 10:15 a	BETH COONAN & ANN KENDELL <i>Employee Accommodations and Remote Work Requests: Everything Old is New Again</i>	ALAN FEIRER <i>Communication for Connection</i>	AMY BOYCE & JASON KIESAU <i>Optimizing Success through Stress Awareness & Emotional Intelligence</i>	BEN EUBANKS <i>Five Reasons HR Has A Bright Future</i>	CARL BEHNE <i>Healthcare 2.0: Designing Benefits for the Modern Workforce</i>	ANGELA RUBINO <i>The Intersection of Occupational Health and Employer Healthcare</i>
10:15 a 10:30 a BREAK / NETWORKING						
SESSION 2 10:30 a to 11:30 a	BRENT HINDERS <i>Reasonable Compassion</i>	CHELSEA STOLL <i>What's Love Got To Do With It?</i>	BUZZY CASTONGUAY <i>I'm in HR ... What Do I Need To Know About Background Checks?</i>	CINDY ROWE <i>The Kindness Advantage: A Culture Builder & Retention Strategy</i>	BETH SHELTON <i>Flexible Work Arrangements</i>	CHRISTY SMITH <i>The Benefits Of A Well Workforce</i>
11:30 a to 12:45 p LUNCH / NETWORKING						
SESSION 3 12:45 p to 1:45 p	KAY OSKVIK <i>Blood, Sweat, and ... Bowel Movements? Handling "Gross" Topics in the Workplace</i>	DAN TOPF <i>Build a Comprehensive L&D Assessment Strategy with Actionable Data</i>	TODD MCDONALD <i>Say It Right: Delivering and Receiving Effective Feedback</i>	DICK HANNASCH <i>Contract-Expand-Contract: A 3-Part Framework for Successfully Coaching Individuals and Teams</i>	JODI SCHWEIGER & JEN NELSON <i>Building Bridges: Employer-Healthcare Provider Partnerships</i>	JAMI HABERL & LYNDI BUCKINGHAM-SCHUTT <i>Transforming Workplace Wellness: Employer Readiness for Obesity Care</i>
1:45 p – 2:00 p BREAK / NETWORKING						
SESSION 4 2:00 p to 3:00 p	MARY FUNK & FRAN HAAS <i>Conducting a Workplace Investigation that Meets the New EEOC Standards</i>	FRANK RUSSELL <i>Reinventing Leadership Development in the Age of AI</i>	DR TERESA PETERSON <i>Making Learning Stick: The Brain Science Behind Organizational Learning</i>	GEORGE ROGERS <i>Champion Your Purpose</i>	DR CHAD OVERMAN <i>Healthy Eyes, Healthy Lives</i>	JOHANNA DUNLEVY <i>The Equilibrium Equation</i>
3:00 p to 4:00 p Networking BINGO with Prizes!!						

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THURSDAY, APRIL 3

8:00 a – 8:30 a LITE BREAKFAST						
8:30 a – 9:30 a						
Keynote Presentation DAVID WOODS BARTLEY <i>There's A New Way To Spell Profit, and It Begins With The Letter "C"</i>						
	BISHOP A Legal Employment	BISHOP B Leadership	BISHOP C Training	SKINNER A Retention/Leadership	SKINNER B Benefits	SKINNER C Wellness
SESSION 1 9:45 a to 10:45 a	THOMAS CUNNINGHAM <i>Managing the Borderline Employee, Legally</i>	DANIEL ZINNEL <i>Inclusive Leadership Development Programs</i>	MONTE WYATT <i>Why Coaching Works</i>	GILMARA VILA NOVA MITCHELL <i>Nurturing A Culture of Disagreement: The Power of Listening for Differences</i>	DR. JEFF CHAFFLIN <i>Health Mouth / Dental Benefits and the Relationship to Overall Health</i>	ERIN LEGO <i>Can Technology Empower People To Use More Human Skills At Work?</i>
10:45 a 11:00 a BREAK / NETWORKING						
SESSION 2 11:00 a to 12:00 p	MAGGIE HANSON & KATELYNN MCCOLLOUGH <i>Drug Testing: The Iowa Landscape – A Trap for the Unwary</i>	DINORA PEREDA GARCIA & KEIRA BROWN <i>Form I-9, E-Verify...Are You Ready?</i>	JEN ASPLUND <i>How to Unlock the Transformational Potential of Your Team</i>	TAMMY ROGERS <i>Thinking: The Missing Workforce Skill</i>	DOUG FIELDS <i>Total Rewards — helping HR effectively and efficiently communicate change</i>	NATALIYA STONE <i>Trends in Employee Benefits and Unique Recruitment and Retention Strategies</i>
12:00 p to 12:45 p LUNCH / NETWORKING						
SESSION 3 12:45 p to 1:45 p	JACOB BENNINGTON <i>Understanding the Iowa Office of Civil Rights' Role and Process in Employment Cases</i>	LYNSEY MULDER <i>Supercharging Superpowers for Optimal Impact</i>	JIM ROY <i>Five in 2025: Five Keys to Employee Recruiting and Retention in 2025</i>	LIZ KLUVER <i>Empower Your Team: Leading and Motivating Through Goal Setting</i>	LORI DAY <i>Legacy Leadership</i>	LEISA FOX & CLARENCE HUDSON <i>Sharp, Smart and Ready: Oning the O & A</i>
1:45 p – 2:00 p BREAK / NETWORKING						
SESSION 4 2:00 p to 3:00 p	JULIE OETH & CHRIS WILLIAMS <i>Legal Ease: An HR Guide for Navigating Employer Legal Pitfalls and Trends in 2025</i>	MILAN BATINACH <i>The Power of Resilience</i>	KELSEY MONTROSS & ALISON LYNCH <i>Recognizing and Addressing Substance Use Disorders in the Workplace</i>	MICHAEL PUCK <i>The Trust Revolution — A Leading Indicator for Business Performance</i>	MATT DOTY <i>From Service to Success: What Veterans Bring to Your Workplace</i>	LISA EVEN <i>Living The Lab: Engagement for Leaders</i>
3:00 p – 3:15 p BREAK / NETWORKING						
SESSION 5 3:15 p to 4:15 p	MATT BRICK & ERIN CLANTON <i>The Intertwail of ADA, FMLA, and Leave Policies</i>	TROY DEJODDE <i>Fostering Resilience: Leading Through Tragedy</i>	GINA BROWN <i>The Case for Firing Neurodivergent People: The Authentic Leadership Paradox</i>	MOLLY MACKEY <i>Thriving Through the Chaos of Change</i>	MITCH JOHNK <i>Hidden Benefit Opportunities that Retain & Reward</i>	LIZ NEAD <i>24 Questions — What To Do When DEI is Making it Better</i>