

Conference Overview

The Emporia Area Business Conference is a one-day event, organized by the Human Resource Professional Association of Greater Emporia (HR-PAGE), and designed to keep business owners, managers, and human resources professionals up-to-date on the ever changing world of work. The conference is July 15, from 8 a.m. to 4:30 p.m. All in-person attendees will receive breakfast and lunch in individual containers.

This Conference has been approved for 5 CEU's from SHRM.

Safety:

Due to the COVID 19 pandemic, we are asking all attendees to wear mask and practice safe social distancing. New this year we are offering a virtual option. To attend virtually, select that option when registering and make sure to include your email address. Virtual attendance will be conducted via Zoom and all information needed to join the conference will be sent to your email address on Monday, July 13.

This conference will abide by all safety regulations in effect at the time of the conference. The conference is being held at the Anderson Building at the Lyon County Fairgrounds which will give us ample space to maintain social distance while we enjoy the excellent educational presentations being made and learn how to network in this new environment.

Conference Schedule

7:30 a.m. - Coffee & Breakfast Arrive early to check in, grab coffee and breakfast, and visit with the vendors.

8:00 a.m. - Welcome & Announcements

8:20 a.m. - Employment Law: Mitigating Risk and Avoiding Common Pitfalls with Lora Jennings Mizell, Martin Pringle Law Firm



This presentation will discuss practical ways to help reduce an employer's legal risk in a variety of employment law areas. Employers of all sizes are responsible for complying with a number of federal and state employment laws, including wage and hour laws under the Fair Labor

Standards Act, anti-discrimination statutes including Title VII of the Civil Rights Act and the Americans with Disabilities Act, and federal and state leave laws such as the Family and Medical Leave Act. This presentation will provide practical tips on how employers can recognize and avoid common pitfalls in complying with a variety of employment laws.

This session is intended for anyone who is responsible for working with employment issues within the company, including CEOs, CFOs and Human Resources professionals.

9:35 a.m. - Break & Visit with the Vendors

9:55 a.m. - Breaking Down Barriers of Understanding:

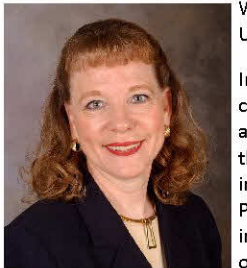


Unconscious Bias with Loretta Summers, SPHR, SHRM-SCP, President, The Summers Advisory Group Inc.

We all have prejudices we are not even aware we have. Buried prejudice and biases are surprisingly influential. The phenomenon is called unconscious bias. The concept of unconscious bias or "hidden bias" has come into the forefront because the dynamics of diversity are changing. Primarily, it is very important to understand biases in order to overcome them. Your willingness to examine the filters through which you view and interpret yourself and others is an important step in understanding the roots of stereotypes and prejudice in our society and in our workplaces.

Participants will: Understand the purpose of bias; Raise awareness of the research behind unconscious bias; Appreciate how unconscious bias can adversely affect judgment and decision making and Identify steps for controlling biases in your thinking.

11:05 a.m. - Engaging Employees NOW with Donita



Whitney-Bammerlin, PhD, Kansas State University

In this workshop, you will learn relevant concepts, research findings, and workplace applications related to the importance of those with human resource responsibilities including supervisors and managers. Particular emphasis will be placed on the initial step of understanding the relevance of theories, so they can serve as a useful tool for decision makers in a global society and future economy. We will explore some of the causes and the consequences that current changes and trends can have for both the individual and the organization.

12:10 p.m. - Lunch & Visit with the Vendors

12:55 p.m. - Improving Your Leadership with Conflict



Management Skills with Jill Trego, VP of Culture & Engagement, Kansas State University Foundation

As modern leaders, understanding our own natural tendencies, talents and strengths can be an important first step in building a strong team. The word conflict has a negative connotation, but little is achieved, changed or advanced without it. (Continued...)

12:55 p.m. - Improving Your Leadership with Conflict Management Skills with Jill Trego (Continued)

In this session we will take a personal conflict assessment known as the Thomas-Kilmann Conflict Mode Instrument (TKI) in order to better understand our own approach to conflict. We will work through exercises that will help us decode how our behavior in conflict can lead to more positive outcomes for ourselves and our teams.

2:05 p.m. - Second Chances: Hiring People with Criminal Records with Jermaine Wilson, CEO, Unity in the Community



Jermaine Wilson was once a convicted felon being held in Lansing Correctional state prison in a maximum security wing for selling drugs. This January he completed his year as Mayor of the City of Leavenworth. Mr. Wilson turned his life around in prison and later had his

record expunged which opened doors to him that had been long closed. He now advocates for others to turn their lives around and models the determination and dedication it takes to get it done. He also speaks to those in human resources and business about hiring felons and giving them a chance to prove themselves. He will explain how certain business practices decrease the likelihood of hiring those with convictions and how that increases recidivism and ultimately hurts communities. He shares ways communities can embrace hiring those with convictions and support them as they become productive citizens and great employees.

2:35 p.m. - Break & Visit with the Vendors

3:00 p.m. - Navigating the New Normal: Employment Law Issues Impacted by COVID 19 with Forrest T. Rhodes, Jr., Partner Foulston Siefkin LLP



In this session we'll discuss how COVID-19 has affected various employment law issues, including unemployment, telework arrangements, and paid and unpaid leave of absence situations under FFCRA, ADA, and FMLA, and have

some time at the end to discuss other unique COVID-19 related issues you may be facing.

4:10 p.m. - Closing Comments, Survey and Prize Drawings
It's worth staying till the end.

For more information on becoming a member of HR-PAGE, visit www.hrpage.shrm.org

