

## IPMA-VA LEADERSHIP RETREAT

October 19-20, 2017

Stonewall Jackson Hotel and Conference Center

### Thursday, October 19

7:30 am-5:00 pm	Vendor Exhibits
8:00-9:00 am	Registration/Breakfast
8:30-8:45 am	<b>Welcome</b> <b>Janet Lawson, President, Virginia Chapter IPMA-HR</b>
8:45-10:30 am	<b>StrengthsFinder Assessment/Overview</b> <b>Beth Rush, GALLUP-Certified Strengths Coach</b> StrengthsFinder <p>A free StrengthsFinder 2.0 book with assessment code will be provided for this session. Facilitated by a certified StrengthsFinder coach, attendees will learn how to utilize their top 5 strengths identified through the assessment process for their own individual, team, and organizational professional development. They will be able to provide leadership to business strategy initiatives impacting their entire organizations. They will also be able to strengthen management skill effectiveness throughout their organizations by helping identify different leadership styles and strategies to utilize the StrengthsFinder knowledge. The session will provide small group exercises to enhance the learning opportunity. Attendees will be equipped to apply their strengths in a whole new way!</p>
Key Learning Points:	<ul style="list-style-type: none"><li>-learn to create a leadership development initiative to support the organization's strategic direction</li><li>-discuss how to lead organizational discussions about leadership effectiveness</li><li>-develop skill in advising the organization on a leadership strategy</li></ul>
10:30-10:45 am	Break

10:45 am-12:00 pm

### **Executive HR Leadership Toolkit**

**Facilitator: Margaret Schmitt, Former Director of Human Resources, City of Lynchburg**

Senior HR leaders will discuss best practices, successes and challenges. Bring your topics that you would like to discuss. The facilitator will have topics to share as well. Join us to benefit from this valuable information exchange and networking opportunity.

Key learning points:

- learn techniques for leading and actively promoting organizational HR strategy
- discuss strategies for advising business leaders on HR issues
- enhance your skill in leading your organization in critical HR discussions and decisions

12:00-1:30 pm

Lunch

1:30-4:30 pm

**Blackfriar Shakespeare Theatre  
American Shakespeare Center**

### **ASC Leadership Program**

<http://www.americanshakespearecenter.com/index>

Professional education leadership coaches and actors from the American Shakespeare Center stage bring organizational leadership essentials to life for Human Resources leaders. The art of persuasion, values undergirding, presentation skills, and how to structure your communication are taught through the tools of voice, physical presence, status awareness, and team building. This leadership training provides a basis for training managers and supervisors within the organization, how they can improve their management and strategic planning abilities, raising the effectiveness of the entire organization. This unique, hands-on learning opportunity will be life-changing for HR leadership.

Key learning points:

- increase knowledge of leadership concepts and applications
- improve communication and negotiation effectiveness
- apply creative problem solving skills to organizational situations

**Friday, October 20**

7:30 am-11:30

Vendor Exhibits

8:00-9:00 am

Registration/Breakfast

9:00-10:30 am

**Legal Update**

**King Tower, Attorney at Law, Woods/Rogers**

Are you hitting the right notes with your HR decisions? Are your HR principles in line with current labor and employment law practices? Every HR professional must anticipate workforce issues, engage in tactical preparation, and compose effective responses to the new, changing HR challenges. This session will cover developments pertaining to immigration law, Health Care Reform, medical and recreational marijuana, wage and hour policies and LGBTQ rights.

Key Learning Points:

-Discuss recent employment law precedents in order to effectively monitor the work environment and advise senior management

-Apply problem solving skills to address workplace situations and problems

-Update knowledge of human resource trends and employment law knowledge of federal laws

10:30-10:45 am

Break

10:45 am-12:00 noon

**Living in the Empowerment Dynamic**  
**Ken Redick, Redick Coaching**

It is essential for leaders to have an understanding of what keeps people locked into destructive behavioral patterns. Discovering the differences between the Dreaded Drama Triangle and the Empowerment Dynamic, you will learn how your world view and perspective influences your decision-making, motivation and management style. The session has the focus of teaching the principles of coaching for creativity, innovation and greater productivity.

Key learning points:

- Develop and lead strategies to improve the work environment
- Learn coaching techniques for personal and organizational success
- Discuss how to advise other business leaders in improving creativity and innovation

12:00 noon

Boxed Lunch

**Closing Comments: Janet Lawson, President**