






Virginia Chapter IPMA-HR Spring Conference Agenda



Ready, Set, Go: Jump Starting the New Decade

October 20-21, 2020


TUESDAY, OCTOBER 20

8:15 – 8:30 AM	Welcome
8:30 – 10:00 AM	<p>Opening Keynote: <i>Surviving and Thriving During Times of Great Change</i> Martha Bryan, Bryan and Bryan Associates</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">-Learn to develop, influence and execute strategies for organizational change.-Increase knowledge of change management processes and techniques.-Lead organizational change processes. <p style="text-align: right;"><i>Sponsored by:</i></p> <div style="text-align: right;"><p>Cigna Bolton <small>Employee Benefits, Actuarial & Investment Consulting</small></p></div>
10:00 – 10:30 AM	Break
10:30 AM – 12:00 PM	<p>General Session: <i>Marijuana and CBD Oil-Navigating the Changing Legal Landscape</i> Randy Sparks, Kaufman & Canoles, P.C.</p> <p>We’ve watched for the last few years as a growing number of states have legalized the use of marijuana, and, this summer, Virginia jumped in and decriminalized marijuana. With this new development and the growing popularity of cannabis oil products, we’re sure to see more positive tests for tetrahydrocannabinol (THC), the psychoactive component in marijuana. For employers, what exactly is cannabis oil and how would your workforce be using it? How will the increasing use of these products impact your organization’s approach to drug testing and reasonable accommodation? In this session, Randy Sparks will update you on the ever-changing reality of drug use in the workplace.</p> <p>Key Learning Points:</p> <ul style="list-style-type: none">-Learn recent legal developments related to drug testing and accommodation policies.

	<p>-Discuss how to update workplace policies to establish standards for workplace conduct and keep your organization legally compliant.</p> <p>-Be able to better handle employee issues and foster positive employee relations in the handling of employment issues.</p> <p style="text-align: right;"><i>Sponsored by:</i></p> <div style="text-align: right;">   </div>
<p>12:00 – 1:00 PM</p>	<p style="text-align: center;">Lunch Break</p>
<p>1:00 – 2:30 PM</p>	<p>General Session: <i>Public Sector Employee Engagement</i> Bob Lavigna, CPS HR Institute for Public Sector Employee Engagement</p> <p>Decades of research have proven that employee engagement drives performance in government, including:</p> <ul style="list-style-type: none"> • Achieving strategic goals; • Providing responsive customer service; • Retaining talent; • Developing innovative solutions; • Fostering collaboration; • Boosting attendance; and • Ensuring on-the-job safety. <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"> -Discuss the business case for engagement and the factors that drive engagement in the public sector. -Learn to develop an organizational strategy to improve employee engagement. -Discuss strategies for working with your organizational leadership to change the culture of the organization. <p style="text-align: right;"><i>Sponsored by:</i></p> <div style="text-align: right;">   </div>
<p>2:30 – 3:00 PM</p>	<p style="text-align: center;">Break</p>
<p>3:00 – 4:30 PM</p>	<p>General Session: <i>I-9/eVerify-Temporary Policy Changes Due to COVID</i> Dave Basham, USCIS, Department of Homeland Security</p> <p>As a SME speaker on Form I-9 & 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”. With COVID has come some temporary policy change to both Form I-9 and E-Verify. This session will cover these changes while encouraging any of your I-9 and/or E-Verify questions.</p>

	<p>Key Learning Points:</p> <ul style="list-style-type: none"> -Administer legal post-offer employment activities. -Advise leaders on ensuring employment activities are compliant with federal law and regulations during the temporary policy changes to I-9 and E-Verify. -Increase knowledge of what resources are available to maintain current updates to both topics. <p style="text-align: right;"><i>Sponsored by:</i></p> <p style="text-align: right;">   </p>
4:30 – 5:30 PM	Networking Opportunity

WEDNESDAY, OCTOBER 21

8:30 – 9:30 AM	<p>General Session: <i>Emotional Intelligence</i> Earl Haddad, Greenbrier Professional Development</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"> -Use EQ to manage organizational talent through transformational learning. -Learn how to apply knowledge of EQ to understand, motivate and influence your organization. -Apply EQ principles strategically in guiding others to improve organizational performance. <p style="text-align: right;"><i>Sponsored by:</i></p> <p style="text-align: right;">   </p>
9:30 – 10:00 AM	Break
10:00 – 11:00 AM	<p>Leadership Roundtable</p> <p>Senior HR leaders will discuss best practices, successes and challenges. Bring your topics that you would like to discuss. Join us to benefit from this valuable information exchange and networking opportunity.</p> <p>Key Learning Points:</p> <ul style="list-style-type: none"> -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.