

**ATD Annual Fall Conference**  
**Session Descriptions – September 19, 2019**

**Track 1 – Vision:** Creating unity around and implementing a shared vision

**Session Title:** *Energizing Your Team with Collaborative Direction*

**Presenter:** Helena Long

**Description:** This session will focus on the leader's use of Vision to unite, align, and energize their team toward action that yields successful results. As a leader, a Vision is perhaps the most powerful tool to intrinsically motivate your team to accomplish big things. A model will be presented to guide a new or experienced leader in crafting an inspiring vision and enrolling each team member in working as one unit to make it a reality.

**Session Title:** *Maintaining Accountability Through Goal Setting*

**Presenter:** Holly Adams

**Description:** Learn to understand the difference between product and process goals and how this will allow individuals and teams to maintain accountability.

**Session Title:** *How To Get Core Values To Stick*

**Presenter:** Cherrie Spurlin

**Description:** Core values are the heart of organizational culture. They guide our business processes and help us make decisions. They tell outsiders who we are and what we stand for in the organization. The core values underlie our work, how we interact with each other and fulfill our mission. Yet core values remain subjective and the true organizational culture takes over. Strategic plans fizzle out and accountability is lost. Supervisors manage performance and bias is still prevalent. Weeks, months and years after selecting the perfect core values the only remaining remnants of them is found written on the wall and recited during new hire orientation. This session is for those asking themselves, “How do we get the core values to stick?”

**Track 2 – Value:** Establishing trust and nurturing development

**Session Title:** *Trust Begins in You*

**Presenter:** Joani Miller

**Description:** This workshop will be based on FranklinCovey content. We'll look at both content focused on trust and on productivity and see how those intersect. This will give you a framework to define where it all starts - how trust flows from the inside out. It will also

introduce some practical tips for beginning conversations that help to build trust. Finally, with the focus still on you, we'll consider what gets in our way and make a plan to fuel your fire.

**Session Title:** *Managing Up: What Great Employees Know About Their Boss*

**Presenter:** Holly Adams

**Description:** Learn different strategies to build an effective (or more effective) relationship with your manager.

**Session Title:** *Reconnecting with Employees Who Have Lost Their Motivation*

**Presenter:** Spencer Stumpf

**Description:** Has your star employee lost their fastball recently? Are they drifting a bit more at work? This session pulls back the veil behind individual motivation and provides techniques you can use to understand and reconnect with employees whose motivation may be waning. We'll examine different reasons good employees lose their motivation and how you can help them get their mojo back.

**Track 3 – Voice:** Stimulating creativity and innovation, and cultivating collaboration

**Session Title:** *It's Your Choice – Criticism or Connection: How to Guide Conversations to a Positive Outcome While Building Connections*

**Presenter:** Meg Dindinger

**Description:** Your head in your hands, a big sigh, and “That was not the way I intended that conversation to go.” Sound familiar? It has happened to all of us at one time or another. Don't just hope the next important conversation goes well; plan for and guide the conversation to a successful conclusion. This interactive session provides three easy steps for building connections when tackling difficult topics or bridging a gap in viewpoints. At the end of your next significant discussion, you will say, “Amazing, that went even better than I thought possible!”

**Session Title:** *Calming the Storms! Creating Connection in the Age of Isolation*

**Presenter:** Kirby Vyncke-Hughes and Cherrie Spurlin

**Description:** Today's workplace is full of constant change, pressure to perform and workplace practices that either build or tear down engagement. With an ever-increasing number of employees working remotely or with teams across the country, there's a new feeling of isolation. This session will explore best practices and lessons learned for leading teams in the "Age of Isolation." Kirby and Cherrie will explore the importance of building trust, setting input and feedback rhythms, making technology an asset, building rapport through new "watercooler" conversations, learning to treat employees equally but not the same, and the

importance of asking the right questions. This presentation will share lessons learned and practical tips for success.

**Session Title:** *Leading with the Brain in Mind: The Powers of Connection, Safety, and The Pink Elephant!*

**Presenter:** Melanie Hoffner

**Description:** When you understand some principles of how the brain works and apply them as a leader, your teams enjoy more positive communication, effective relationships, greater collaboration, and more.

Join Melanie Hoffner, Certified Brain-Based Trainer and Remarkable Leadership Coach, to explore brain-friendly concepts to enhance your leadership effectiveness. We will explore *The Power of Connection(c)*, *The Power of Safety(c)*, and *The Power of The Pink Elephant(c)*, as well as Dr. David Rock's SCARF Model. You will leave with practical brain-friendly leadership strategies and a team development model you can use!

**Track 4 – Viewpoint:** Understanding connection culture from various perspectives to operationalize it for organizational and individual success

**Session Title:** *Relationships are Everything!!!*

**Presenter:** Deb Oliver

**Description:** Relationships Are Everything! – Have you thought very deeply about your current relationships at work, at home, everywhere in your life? This session will help you honestly review where YOU are in regard to relationships in your life, how critical healthy relationships are to your well-being, AND what actions you can take to improve the current status of your relationships.

**Session Title:** *Empathy in the Workplace: Building a Culture of Care and Kindness*

**Presenter:** Jennifer Zach

**Description:** According to the 2016 Empathy Index, companies that create empathetic cultures retain the best talent, create environments where inclusion is valued, and reap great financial rewards.

In this workshop, executive career coach Jennifer Zach will give you practical strategies to help your organization overcome workplace dysfunction and build positive workplace relations that encourage cooperation and collaboration and protect retention, performance, and general business health.

**Session Title:** *Organizational Culture Assessment Tools*

**Presenter:** Ben Snyder

**Description:** This session will focus on four key tools to assess your organizational culture. Participants will learn how the tools work and what information they provide. In addition, people will gain knowledge on how to sell an assessment to others in the organization.